

Safe and Fair: Realizing Women Migrant Workers' Rights and Opportunities in the ASEAN Region (Safe and Fair Programme)

Bridging Recruitment to Reintegration in Migration Governance: Philippines (BRIDGE Programme)

TERMS OF REFERENCE

Call for Expression of Interest

Consultant

Technical paper analysing and recommending improvements with respect to Unilateral Social Protection Measures for Overseas Filipino Workers (OFWs)

1. BACKGROUND

The Migrant Workers and Overseas Filipinos Act (RA 8042), as amended by RA 10022, and RA 11299 among others, mandates improved standards of protection and promotion of the rights and welfare of migrant workers and their families, including policy and institutional frameworks on labour migration, and mechanisms on protecting the rights of overseas Filipino workers (OFWs). Cognizant of the risks, the law instructs that the deployment of OFWs shall only be allowed if the receiving country has guarantees for migrant worker protection by having labour and social laws that protect the rights of workers, including migrant workers; being a signatory or State-party to multilateral conventions, declarations or resolutions concerning migrant workers; and having bilateral agreements or arrangements with the government on the protection of rights of OFWs.¹

The protection of overseas workers covers a spectrum of programmes and services, considering the complexity of migration. One area is on social protection of migrant workers -- the importance, as well as the lack of which, were starkly shown during the COVID-19 pandemic. The pandemic has resulted to economic and social impacts affecting migrant workers in country of origin and destination as they are over-represented in sectors hardest hit by the crisis (e.g., domestic work, hospitality). An assessment by the ILO reiterates that migrant workers are widely recognized as major contributors to social and economic development; however, they face specific challenges in accessing social protection, including health care and income security, making them more vulnerable to the health and socio-economic impacts caused by COVID-19.² At the peak of mobility restrictions, there had been a sharp decline (over 74%) in the deployment of migrant workers from the Philippines,³ which was coupled with the large-scale repatriation of OFWs (over 2 million repatriated between March 2020 and Dec

¹ Sec. 3, Republic Act 10022

² ILO: *Social protection for migrant workers: A necessary response to the COVID-19 crisis, 2020*

³ POEA data

2021).⁴ Migrants who remained overseas have experienced deteriorating working conditions, including wage cuts or non-payment of wages, sudden termination, and loss of income. The loss of income affects remittances sent home in the origin country which could have had implications in welfare of families left behind.

Philippine Social Protection Floor Recommendations

Social protection is a pillar in recovering from and curbing the impacts of the pandemic, through implementation of Social Protection Floors (SPF). Social protection floors are nationally defined sets of basic social security guarantees which secure protection aimed at preventing or alleviating poverty, vulnerability and social exclusion. These guarantees should ensure at a minimum that, over the life cycle, all in need have access to essential health care and basic income security. National social protection floors should comprise at least the following four social security guarantees, as defined at the national level: 1) access to essential health care, including maternity care; 2) basic income security for children, providing access to nutrition, education, care and any other necessary goods and services; 3) basic income security for persons in active age who are unable to earn sufficient income, in particular, in cases of sickness, unemployment, maternity and disability; and 4) basic income security for older persons.⁵

The Assessment-Based National Dialogue (ABND) Process in the Philippines encapsulates SPF efforts -- desk reviews and bilateral consultations were conducted to collect information (2014); core group workshops and country-wide multipartite consultations were held to validate social protection assessment and recommendations and present to Social Development Council (SDC) and Human Development and Poverty Reduction (HDR) Cabinet cluster (2015); poverty impact assessment of the recommendations was conducted (2016); ABND country report was finalized and launched (2016-2017) and was presented to the SDC (2018). In 2020, the ABND results was updated to incorporate social protection laws, policies and programmes. The Sub-Committee on Social Protection led by the Department of Labor and Employment (DOLE), aims for the adoption and institutionalization of SPF in 2021. SPF is a flagship strategy under the Updated Philippine Development Plan 2017-2022.

SPF 3 provides for basic income security for persons in active age who are unable to earn sufficient income. The ABND report rationalizes that Active Age Persons need basic income security because they are susceptible to periodic income loss due to sickness, disability, maternity, and cycles of unemployment and are vulnerable to sudden income loss caused by both economic and non-economic factors (e.g., pandemic). They also have a need for transitional access to income to gain new or alternative employment opportunities and a right to a minimum standard of decent life. In this context, SPF providing basic income security is an important need for OFWs, given the lack of job security abroad and their vulnerability to sudden displacement, termination, repatriation, or loss of income due to various reasons, including the COVID pandemic.

⁴ Department of Health data.

⁵ ILO Social Protection Floors Recommendation, 2012 (No. 202)

There are a number of institutional and operational measures to provide or strengthen social protection of their migrant workers, which are unilaterally done by origin countries. A study by ILO on social protection of migrant workers in ASEAN⁶ found that migrant workers are faced with challenges on social protection, including access to social security benefits. These include, among others, legal barriers (i.e., ineligibility due to immigration status, absence of bilateral social security agreements), and challenges related to labour market status (i.e., migrant workers who fall within a category of workers who are not at all covered by the social security law or social security system of the country of destination such as informal workers and undocumented workers). Migrant workers are often not covered by the social security systems of either the host or home country as a result of any of or a combination of the following factors: 1) lack of extra-territorial application of domestic laws; 2) nationality and/or residency requirements; 3) contribution period required for long-term (e.g., retirement) benefits; 4) work in the informal economy and irregular work; or and 5) documentation and other administrative barriers.

Sending countries like the Philippines attempt to fill in security gaps for migrant workers abroad through unilateral measures for better safety nets of OFWs and their families. In the Philippines, there have been legal, institutional, and operational measures developed prior to the pandemic, to alleviate social security concerns of the labour migrant sector.⁷

Following are some of the established social protection schemes and programmes for OFWs, even before the COVID pandemic:

- Social Security System (SSS) - OFWs are covered by the mandatory regular program which provides coverage for basic pension. OFWS are also qualified to join the voluntary SSS provident fund schemes. Regular SSS members have the following benefits: a) sickness allowance; b) maternity allowance, in line with Expanded Maternity Leave (RA 11210); c) disability benefit; d) retirement benefit; e) death benefit; f) funeral benefit; g) unemployment benefit (also called unemployment insurance or involuntary separation benefit); and h) employees' compensation (EC) program - sickness benefit and death benefit. The voluntary SSS schemes include a) Flexi-fund program exclusively offered to OFWs to supplement pension benefits under the regular SSS program; b) Personal Equity and Saving Options (PESO) fund, which provides for individual worker accounts as supplementary pension-savings; and c) Workers' Investment and Savings Program (WISP);
- PAG-IBIG Fund or HDMF (Home Development Mutual Fund) – OFWs are covered by the mandatory regular provident savings programme of PAGIBIG;

⁶ Olivier, M. (2018). Social Protection for migrant workers in ASEAN: Developments, challenges, and prospects. International Labour Organization. [Migrant workers & social protection: Social protection for migrant workers in ASEAN: Developments, challenges, and prospects \(ilo.org\)](#)

⁷ Olivier, M. (2017) 'Social Protection for Migrant Workers Abroad: Addressing the Deficit via Country-of-origin Unilateral Measures?', in McAuliffe, M. and M. Klein Solomon (Conveners) (2017) *Ideas to Inform International Cooperation on Safe, Orderly and Regular Migration*, IOM: Geneva

they can also join a voluntary PAG-IBIG provident savings scheme called Modified PAG-IBIG 2 (MP2);

- Social welfare services of OWWA – Most of these cover OFWs who are members of OWWA. Social benefits include disability and dismemberment benefit; death and burial benefits; supplemental medical assistance (Medplus); Welfare Assistance Program (WAP) which include calamity assistance, bereavement assistance, medical assistance (for illnesses not covered by Medplus), relief assistance (for displaced or laid-off OFW-members)
- Compulsory (accident, disability, death) insurance for OFWs mandated by RA 8042 - provided and paid for by the employer or licensed recruitment agencies, should the OFW have been recruited by the agency.
- Personal Equity and Retirement Account (PERA) – OFWs are eligible to join PERA, a voluntary retirement and provident savings account established under RA 9505 (PERA Act of 2008);
- Social security benefits or insurance provided for in the employment contract between the foreign employer/principal and the OFW, in the event that the OFW has been recruited by a licensed recruitment agency – for which the employer/principal and the recruitment or placement agency incur joint and several liability.
- Ascribed roles of government agencies and institutions and other legal, as well as institutional and operational arrangements provide a broader contextual framework supporting the extension of social security benefits to OFWs include among others: regulating and monitoring recruitment/placement agencies, legal assistance for OFWs money claims.

Additional social protection measures for OFWs were also instituted in response to the COVID pandemic, including cash/income relief (AKAP by DOLE); repatriation, health and quarantine assistance (by OWWA, DFA); expanded health benefits for COVID cases under PhilHealth; and coverage of COVID as compensable occupational disease under the Employees Compensation Commission (ECC).

*Social Protection for OFWs: Key ABND Updates and Recommendations*⁸

The Philippine Social Protection Operational Framework Strategy (SPOFS) include 1) social insurance, 2) social welfare, 3) labour market interventions, and 4) safety nets. Policy and implementation gaps on social protection schemes have continuously been noted and addressed in the process of institutionalizing SPF. Relevant to migrant worker sector are the following:

- Health Insurance - PhilHealth is now moving into the establishment of PhilHealth offices in other countries. In the next 5 years, PhilHealth will open several offices in strategic parts of the world region like Middle East (Dubai and Abu Dhabi UAE, Qatar, Bahrain, Oman) and Southeast Asia (Singapore,

⁸ Updated Draft Assessment Matrix on Social Protection, as of July 2020

Malaysia). This is to address the concern of no sustained coverage of OFWs by PhilHealth.

- Social Security - The Social Security Act of 2018 mandates compulsory coverage of OFWs. Involuntarily separated members including OFWs, with unemployment insurance benefit; temporary source of income to support them while in the process of finding a new job. OFWs who want to be voluntary SSS members find it difficult to pay contributions due to inadequate infrastructure. Without bilateral agreements, land based OFWs are considered self-employed & required to pay contribution in full prior to leaving for abroad. The SS law mandates relevant government agencies to negotiate bilateral labor agreements with the host countries to ensure that employers of land based OFWs pay the required SSS contribution.
- Programmes for OFWs – Programmes and services for OFWs have evolved, considering the COVID-19 pandemic. On the other hand, poorly targeted advocacy activities on benefits and developmental opportunities that OFWs may receive upon return and lack of information regarding existing reintegration programs and capacity building programs were noted. The database of POEA and OWWA are not yet fully integrated, with an inability to track OFWs until return to the Philippines. In 2019, the, NRCO formed TWG to create and maintain database (Skills Registry) for repatriated OFWs.

Other recommendations:

- Further strengthen information dissemination campaigns to encourage OFW families towards entrepreneurial activities.
- Expand information dissemination campaign on programmes and services (i.e., on the application process, benefits, etc. to increase OWWA membership and highlight the significance of enrolling for OWWA membership in the PDOS while highlighting the benefits of being an OWWA member).
- Study the feasible benefits that can be provided to dependents of OFWs living in the Philippines

Social Protection and OFW Reintegration

The National Reintegration Center for OFWs (NRCO) is an attached agency of OWWA and is primarily responsible in developing and promoting reintegration programmes, services and mechanisms for OFWS and their families, pursuant to RA 10022. Central to its strategy is developing the entrepreneurial mind-set and capacity of OFWs and their families through the promotion of the value of saving and enabling them to plan for investment and business or local employment upon their return.⁹ Saving and asset-building are treated as an important component of reintegration.

However, historical data shows that OFW households seem unable to leverage remittances for savings, investments, or reintegration preparedness. The Quarterly

⁹ NRCO website – mission and vision (<https://nrco.owwa.gov.ph/index.php/about-us/mission-vision>); accessed 1 April 2022.

Consumer Expectations Surveys of the central bank show that in the past 15 years (2005-2021) only about a third of OFW households have savings from the remittances they received (less than 32% of households in Q4 2021); meanwhile, a small 6% of households use remittances for investments. The big majority (96%) use remittances for consumption, specifically food and basic household needs. A related study¹⁰ indicates that migrant workers tend to use their income for social reintegration (e.g., regular visits) rather financial preparation. Meanwhile, the reintegration approaches view migrant workers as economically active, entrepreneurial returnee which implies disjunction from the realities; thus, only moderately successful in bearing impacts to social protection for return migrants.

Gender dimensions of social protection for OFWs

Philippine labor migration is a highly gendered phenomenon – in 2020, the majority (almost 60%) of the estimated 1.7 million population of OFWs abroad are women; women constituted the majority of the OFW population since 2014 [PSA Survey of Overseas Filipinos, 2014 – 2020]. In the past decade (2007-2020), the job distribution of OFWs has followed strong gender patterns, with women OFWs predominating in elementary occupations (84% female), clerical support work (63% female), and service and sales workers (55% female). Women OFWs therefore predominate in the lower paid, more precarious jobs. Conversely, men predominated in managerial jobs (67% male), technical and associate professionals (75% male), plant and machine operators (92% male). [PSA SOF, 2007-2020 averages]

The cases of abuse, distress, repatriation and trafficking in persons (pre-COVID) is also highly gendered – with women constituting the big majority of repatriated OFWs (75% women), distressed OFWs (75% women), and trafficked OFWs (92% women). [DFA data, 2013-2016]

In the annual deployment of OFWs, the biggest segment are migrant domestic workers, who are predominantly women. Given that social protection schemes (esp. retirement, and unemployment benefits) in destination countries normally exclude or disqualify migrant workers in their coverage (especially the lower paid categories and migrant domestic workers), women OFWs end up without or very limited social protection coverage.

Unilateral social protection schemes offered by the origin country therefore become the only available recourse. But as cited above,¹¹ many OFWs esp. MDWs, face a lot of difficulties in sustaining social protection contributions back in their home countries. And even if women and MDWs are covered by mandatory social insurance, these tend to exclude cases of OSH (e.g., pandemic), psychosocial/mental disability (which can arise

¹⁰ Saguin, K. (2020). Returning broke and broken? Return migration, reintegration and transnational social protection in the Philippines. *Migration and Development*, 9(3), 352-368. <https://doi.org/10.1080/21632324.2020.1787100>

¹¹ Updated Draft Assessment Matrix on Social Protection, as of July 2020

due to VAW/abuses). Therefore, it is important to study and recommend measures on improving social protection coverage of OFWs with a strong gender lens.

BRIDGE Project

The **Bridging Recruitment to Reintegration in Migration Governance: Philippines (BRIDGE)** is jointly implemented by the International Labour Organization (ILO), United Nations Entity for Gender Equality and the Empowerment of Women (UN Women) and International Organization for Migration (IOM), in collaboration with the Department of Foreign Affairs (DFA) and the Office of the UN Resident Coordinator's Office (UNRCO) in the Philippines.

The joint programme supports the Government of the Philippines in achieving the country's priority objectives under the Global Compact for Migration (GCM), particularly objective 6 (Facilitate fair and ethical recruitment and safeguard conditions that ensure decent work) and objective 21 (Cooperate in facilitating safe and dignified return and readmission, as well as sustainable reintegration), with a focus on the needs and protection of overseas Filipino workers throughout the migration cycle - from recruitment, employment, to return and reintegration.

BRIDGE has the following objectives: 1) Fair and ethical recruitment and sustainable reintegration of migrant workers are promoted through whole-of-government and evidence-based approach that is gender-responsive, 2) Improved policies and practices pertaining to fair and ethical recruitment, and sustainable reintegration that are informed by evidence based data and international standards; and 3) Improved alignment of policy and practices to GCM objectives on reintegration and fair and ethical recruitment

Safe and Fair Programme

The **Safe and Fair: Realizing Women Migrant Workers' Rights and Opportunities in the ASEAN Region** is a five-year (2018-2022) regional programme that is part of the global, multi-year EU-UN Spotlight Initiative to eliminate violence against women and girls. Safe and Fair is implemented in the ten ASEAN countries, including the Philippines, through a partnership between the International Labour Organization (ILO) and the United Nations Entity for Gender Equality and the Empowerment of Women (UN Women), in collaboration with the United Nations Office on Drugs and Crime (UNODC).

The central objective (goal) of the Safe and Fair Programme is to make labour migration safe and fair for all women in the ASEAN region. This translates to three Specific Objectives: (1) Women migrant workers are better protected by gender-sensitive labour migration governance frameworks; (2) Women migrant workers are less vulnerable to violence and trafficking and benefit from coordinated responsive quality services; and (3) Data, knowledge and attitudes on the rights and contributions of women migrant workers are improved. Safe and Fair - Philippines focuses on women Overseas Filipino workers (OFWs), both land and sea-based, at all stages of labour

migration (pre-migration, transit, onsite, return). It is implemented at the national and local levels in the Philippines.

The ILO CO-Manila is looking for a Consultant with expertise on social protection to conduct a study which will contribute to the following outputs under the BRIDGE and Safe and Fair Programmes:

BRIDGE Project

- *Objective 3.1: Initiatives to align policies to international standards on fair and ethical recruitment and gender reintegration supported*
- *Output: Promote national social protection programme for OFWs and families which institutionalizes provident savings/asset-building, fund-matching as a pillar of reintegration preparedness policy and framework*

Safe and Fair Programme

- *Objective 1 Women migrant workers are better protected by gender sensitive labour migration governance frameworks*
 - *Output 1.1.1 Knowledge products and technical briefs identifying priority legal and policy interventions (technical paper on social protection for OFWs esp. women)*
 - *Output 1.1.2 Tripartite plus national consultations and regional cross-sectoral and inter-ministerial consultations on legal and policy interventions (tripartite-plus consultation on social protection for OFWs esp. women)*
 - *Output 1.1.3 Technical support to governments and ASEAN on draft policy and legislation based on international normative frameworks (technical inputs and interventions in formulation of IRR of RA 11641/DMW Law, amendment of RA 8042 as amended to expand mandatory insurance for OFWs, etc.)*

2. PURPOSE

The social protection institutional arrangements and mechanisms for OFWs have been continually evolving, including in response to the COVID-19 pandemic. A review of the national social protection programme for OFWs would provide contextualized recommendations in improving social security for migrant workers and their families considering social protection as a pillar for socio-economic recovery.

BRIDGE and Safe and Fair Programmes will support a study on social protection programmes for OFWs by engaging an External Collaborator. The central objective of hiring a Consultant is to conduct a study on national social protection policy frameworks and social security programmes for OFW, factoring in the COVID-19 pandemic.

The work will entail:

1. stock-taking of social protection programmes or services for OFWs provided by government and private agencies, including social security schemes and social insurance benefits and coverage; with a gender lens and building on the Assessment-based National Dialogue (ABND) results towards adoption/institutionalization of Social Protection Floors;
2. reviewing and identifying good practices as well as gaps related to social protection for OFWs, with a gender lens and focusing on participation/membership mechanisms, coverage, and access to or availment of claims and benefits by OFWs particularly women and MDWs;
3. conducting (online) survey, key informant interviews and stakeholders' consultation on social protection coverage, access, issues and challenges/needs of OFWs and families, esp. women and MDWs, and recommendations in addressing these;
4. understanding the link between financial and reintegration preparation through state provident fund schemes (i.e. the mandatory and voluntary schemes provided by SSS, PAG-IBIG and PERA Law), including factors that would promote provident fund membership of OFWs
5. highlighting success stories of OFWs and their families, particularly women and MDWs, that help promote provident fund for financial preparation for reintegration, or provide lessons on challenges, difficulties or factors that enable or hinder OFWs, women of MDWs from joining and sustaining social protection coverage;
6. drawing recommendations with a gender lens on enhancing social protection for OFWs, including framing the relevance of state provident funds as a pillar for reintegration and benefits and services that can be provided to OFWs and their families in the Philippines

3. SCOPE OF WORK

The Consultant will work under the supervision of the ILO CO-Manila BRIDGE Project and Safe and Fair Programmes. The Consultant will deliver the following outputs and related tasks:

Outputs	Related Tasks
Detailed Implementation Plan	<ul style="list-style-type: none"> ○ Prepare detailed implementation plan in consultation with the ILO
Preliminary draft of the study on national social protection programmes for OFWs	<ul style="list-style-type: none"> ○ Prepare the design of the study ○ Map with a gender lens the social protection programmes/schemes for OFWs provided by government and private agencies, including social security schemes and social insurance benefits; level of coverage of OFWs and their families, particularly women and MDWs;

Outputs	Related Tasks
	<ul style="list-style-type: none"> ○ Review gaps with a gender lens in implementing national social protection programmes or social security schemes for OFWs, factoring in the COVID-19 pandemic ○ Identify good practices that help advance the social protection of OFWs ○ Understand the link between financial and reintegration preparation through state provident fund schemes (provided by SSS, PAG-IBIG, PERA Law) ○ Highlight success stories of OFWs and their families, including women and MDWs, that promote state provident funds, and/or provide lessons on challenges, difficulties or factors that promote/enable, or hinder/prevent OFWs and their families from joining and sustaining social protection coverage; ○ Make recommendations with a gender lens on enhancing social protection for OFWs, including framing the relevance of provident funds as a pillar for reintegration and benefits and services that can be provided to OFW dependents living in the Philippines
<p>Survey on social protection coverage, access, issues and challenges of OFWs and families particularly women MDW and lower paid OFWs</p>	<ul style="list-style-type: none"> ○ Prepare survey design/plan (must be included in the entire study design) ○ Conduct (online) survey targeting pre-departing migrants; onsite migrants; returnees and families in collaboration with relevant government agencies and CSOs
<p>Updated draft of the study on national social protection programmes for OFWs</p>	<ul style="list-style-type: none"> ○ Present the preliminary draft of the study on social protection programmes for OFWs to ILO constituents and relevant stakeholders ○ Co-facilitate 1st validation meeting/workshop ○ Prepare documentation/ notes of the highlights of validation meeting/workshop ○ Update the preliminary draft of the study, incorporating inputs and comments from the validation meeting/workshop
<p>Finalized study on national social protection programmes for OFWs</p>	<ul style="list-style-type: none"> ○ Present the updated draft of the national social protection programmes for OFWs to ILO constituents and relevant stakeholders ○ Co-facilitate 1st validation meeting/workshop ○ Prepare documentation/ notes of the highlights of the 2nd validation meeting/workshop

Outputs	Related Tasks
	<ul style="list-style-type: none"> ○ Finalize the study national social protection programmes for OFWs ○ Develop a presentation deck and 1-2 page briefer highlighting process, key findings and recommendations

The deliverables of the Consultant will be subject to review by the ILO, and agreed revisions shall be made by the Consultant, until final acceptance by the ILO.

4. DELIVERABLES

1. Detailed Implementation Plan
2. Design of the study/technical paper with a gender lens on national social protection programmes for OFWs, including survey plan on social protection coverage, access, issues and challenges of OFWs, esp. women and their families;
3. Preliminary draft of the study/technical paper on national social protection programmes for OFWs; with results of survey
4. Updated draft of the study on national social protection programmes for OFWs, including documentation of the 1st validation meeting/workshop
5. Finalized study on national social protection programmes for OFWs including documentation of the 2nd validation meeting/workshop; and presentation deck and 1-2-page study briefer highlighting key findings and recommendations

5. SCHEDULE OF DELIVERABLES

<i>Deliverables</i>	<i>Number of Full-time Equivalent (FTE) workdays</i>	<i>Deadline</i>
Deliverable 1: Detailed implementation plan	3 FTE workdays	29 May 2022
Deliverables 2 & 3: <u>Study/technical paper design</u> <ul style="list-style-type: none"> ▪ Design of the study/technical paper on national social protection programmes for OFWs, including survey plan on social protection coverage, access, issues, and challenges of OFWs, esp. women, MDWs and their families 	7 FTE days	29 May – 08 June 2022

<i>Deliverables</i>	<i>Number of Full-time Equivalent (FTE) workdays</i>	<i>Deadline</i>
<p><u>Preliminary draft of the study</u></p> <ul style="list-style-type: none"> ▪ Preliminary draft of the study, including i) mapping of social protection social protection programmes and social security schemes for OFWs; gaps; good practices and initial recommendations, ii) analysis of data/info from the conduct (online) survey on social protection coverage, access, issues and challenges of OFWs and families particularly women MDW and lower paid OFWs, iii) analysis on the link between financial and reintegration preparedness through provident fund <p>*Revisions as discussed/reviewed with the ILO</p>	40 FTE days	09 June 2022 – 29 August 2022
<p>Deliverables 4 & 5:</p> <p><u>Updated draft and 1st workshop documentation</u></p> <ul style="list-style-type: none"> ▪ Updated draft of the study, incorporating survey results ▪ Report on the 1st validation meeting/workshop <p><u>Finalized study, 2nd workshop documentation; and presentation deck, and briefer</u></p> <ul style="list-style-type: none"> ▪ Report on the 2nd validation meeting/workshop ▪ Finalized study, including final survey results ▪ Presentation deck and 1-2-page briefer highlighting key findings and recommendations 	15 FTE workdays	30 August – 20 September 2022
	15FTE days	21 September – 12 October 2022

Deliverables	Number of Full-time Equivalent (FTE) workdays	Deadline
*Revisions as discussed/reviewed with the ILO **Turnover of outputs to ILO		14 October 2022
	80 FTE workdays	4.5 months

The implementation is spread over 4.5 months.

Adjustments from these deliverables can occur as the implementation progresses. Any changes observed or anticipated should be consulted with the ILO.

6. INTELLECTUAL PROPERTY RIGHTS

Intellectual property rights of the knowledge products delivered under this contract shall be owned by ILO.

7. PAYMENT TERMS

The Consultant will work within the available budget of ILO Philippines for a total of **80 FTE workdays in 4.5 months**.

The resulting amount represents the total contract price and the ILO's maximum financial liability under this Contract. Payment will be paid in Philippine Peso based on the prevailing UN rate and will be transferred to the consultant's bank account, following the transmittal schedules below:

Payment terms and schedule:

Payment	Schedule
1 st tranche (30%)	Upon signing of contract and completion of Deliverable 1 to the satisfaction of ILO
2 nd tranche (50%)	Upon completion of Deliverables 2 to 3 to the satisfaction of ILO
3 rd tranche (15%)	Upon completion of Deliverable 4 & 5 to the satisfaction of ILO
Final tranche (5%)	Per para 4.3 and 4.4 of the terms of contract, the 5% retention fee will be paid in full after satisfactory compliance of all outputs as approved by ILO.

8. REQUIRED SKILLS AND EXPERIENCE

- A university degree in the field of economics, social development or related area with demonstrated expertise on social protection
- Relevant experience in labour migration with experience in social protection work in the Philippines
- Experience in managing/conducting social research, conducting survey including online, managing, and analysing data and results
- Excellent drafting and report writing skills
- Ability to present information in readily understandable forms.
- Ability to communicate effectively both orally and in writing
- Ability to work on own initiative as well as a member of a team

9. EXPRESSION OF INTEREST

The interested candidates must submit the following documents: i) letter of intent, ii) qualifications and relevant experience of consultant/s and/or institution (include detailed CV/s as annex) and iii) proposed work plan with budget.

The documents must be submitted through Ms Marie Allyssa Dacasin, National Project Coordinator for the BRIDGE Project (dacasin@ilo.org), and Mr. Rex Varona, National Project Coordinator for the Safe and Fair Project (varona@ilo.org) ; with copy to Ms. Katrina Pascasio, BRIDGE Programme and Administrative Assistant (pascasio@ilo.org) and Ms. Karla Sanchez (sanchezk@ilo.org), Safe and Fair Programme and Administrative Assistant, on or before **17 May 2022, 4.00 p.m. Manila time.**

Only shortlisted candidates will be contacted.