

TERMS OF REFERENCE

Consultant for capacity-building of local service providers and strengthening of migration services and programmes in Region V

I. BACKGROUND

The International Labour Organization (ILO) supports the Philippine Government to help ensure that mechanisms on recruitment and reintegration are in place using whole-of-government, whole-of-society approach that is gender-responsive. The ILO engages with government and social partners, including relevant inter-agency bodies on migration in implementing migration-related initiatives.

To put forward migration agenda, the ILO, through the migration programmes, collaborates with the Sub-Committee on International Migration and Development (SC-IMD) - the Philippine inter-agency body responsible for policy coherence on international migration and development through coordination of IMD-related strategies and programmes. The SC-IMD was created through Social Development Committee (SDC) Resolution No. 1 Series of 2014 as part of the government's commitment to the Filipino people to prioritize the welfare and protection of overseas Filipino workers, and in response to the challenges of international migration and development which includes addressing the social costs of migration on Filipino migrants, their families, and the communities they leave behind, and maximizing the development potential of migration

Through the collaboration, the SC-IMD endorses interventions in line with reintegration mechanisms and supports linkages with the Regional Sub-Committee on International Migration and Development (SC-IMD) or the Committee on Migration and Development (CMD), including Region V (Bicol Region). At present, the region is being prioritized for the implementation of current migration interventions considering i) migrant population in these areas, ii) capitalizing on the established partnership with specific localities in these regions, and iii) presence of the regional CMD.

The ILO aims to strengthen interagency coordination mechanisms on fair and ethical recruitment and sustainable gender-sensitive reintegration. Given the evolving discussions with the SC-IMD and its regional counterparts, the ILO, through the migration programmes, will provide technical assistance on labour migration governance and localization of strategies, mechanisms, and technologies in Local Government Units (LGUs), with support from the regional CMD, its members, and other relevant stakeholders.

ILO Migration Programmes

The ILO-CO Manila implements three (3) migration programmes:

- BRIDGE (2020-2022) supports the Government of the Philippines in achieving the country's priority GCM objectives: objective 8 (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. This will be achieved by ensuring that: a) Government initiatives to promote fair and ethical recruitment as well as reintegration services are evidence-based, gender-responsive and coordinated; and b) the Government establishes mechanisms to translate evidence into policy and best practices pertaining to recruitment and reintegration through the migration cycle.

- Ship to Shore Rights South-East Asia (2020-2024): delivers technical assistance to promote regular and safe labour migration and decent work for all migrant workers in the fishing and seafood processing sectors in Southeast Asia. The programme is supported by the European Union and implemented across the region through a partnership between ILO, UNDP and IOM.
- Safe and Fair: Realizing women migrant workers' rights and opportunities in the ASEAN region (2018-2023) aims to address women migrant workers' vulnerabilities to violence and trafficking by strengthening rights-based and gender responsive approaches to violence against women and labour migration governance; improving access to information and services; producing data on women migrant workers; and publicly advocating for a better understanding of the contributions of women migrant workers. The programme is part of the EU-UN Spotlight Initiative to eliminate violence against women and girls, and is being implemented through a partnership between the ILO and UN Women in collaboration with UNODC

II. RATIONALE

The Updated Philippine Development Plan 2017-2022 stresses the importance of coordination and convergence among national and sub-national government actors, CSOs and the private sectors in implementing effective and evidence-based service delivery, including complementing efforts of LGUs in delivering devolved services through technical assistance, among others. This reinforces the foundation in localizing strategies, including in migration.

The COVID-19 pandemic highlighted the frontline role of the local government units (LGUs) in migration and development, especially in terms of implementing programmes and delivering services to migrant workers and families. An example is the establishment or strengthening of OFW help desks¹ to cater to the problems and concerns of OFWs and their families. Some LGUs have Migrant Resource Centres (MRC) which provide more comprehensive migration-related services and programmes, including the mainstreaming of migration in local development. MRCs also foster the participation of OFWs and families in local M&D programming and governance, through involvement in consultations on issues and concerns,

¹ Institutionalized through a Memorandum of Agreement on Convergence Program for OFWs forged by DOLE, TESDA, POEA and OWWA with the local government

representation of OFWs in M&D committees, and participation in planning and budgeting of programmes and services.

According to the Philippine Statistics Authority², the largest proportion of OFWs come from the CALABARZON Region, followed by Central Luzon, National Capital Region and Western Visayas. There have been efforts on establishing or strengthening MRCs across the country (e.g., Central Luzon, CALABARZON, Bicol, Western Visayas, CARAGA Regions and BARRM)³; however, there are limited references documenting the status of these MRCs. Currently, the ILO migration programmes support the development or strengthening of gender responsive MRCs in the National Capital Region, Bicol Region and Western Visayas Region. With the Mandanas-Garcia ruling taking effect in 2022 (significantly increasing the annual budget allocation of LGUs) and Executive Order 138 issued by the President in June 2021 ordering the full devolution of the provision of basic services and services from national government agencies to LGUs – the LGUs are expected to provide and sustain robust frontline services, including for OFWs. This offers an opportunity for technical support and collaboration by ILO with LGUs and local stakeholders on improving migration governance, services and programmes, including MRCs and OFW help desks.

Other strategies on recruitment to reintegration implemented by government agencies (e.g., POEA, OWWA, TESDA, etc.) will also be considered where ILO can support in terms of strengthening the implementation and delivery of migration-related programmes and services. These include the establishment of OFW help desks, capacitating service providers to handle the concerns of OFWs and families, and programmes on reskilling/upskilling of migrant workers. Innovative approaches on enhancing the provision of reliable and updated information on reintegration services will also be supported, such as the use and promotion of the OFW Reintegration Advisor⁴ being developed by Safe and Fair and BRIDGE Programmes.

Collaboration with Committee on Migration and Development (CMD) – Region V

In April 2022, the ILO presented to the Committee on Migration and Development Region V the proposed migration-related for implementation in the region.

Among the proposed initiatives are to:

- Develop and institutionalize the use of the OFW Reintegration Advisor as a common tool in guiding OFWs and families in/from Region V on the reintegration mechanisms, programs and services of government agencies and other stakeholders;
- Support the strengthening or establishment of gender-responsive Migrant Resource Centers (MRCs) or helpdesks for OFWs and families in Region V, including for sea-based specific sectors, such as commercial fishing and seafood processing, in partnership with LGUs and local stakeholders;

² 2019 Survey on Overseas Filipinos

³ Migration for Development: Local One Stop Shop Migrant Resource Centres

⁴ The OFW Reintegration Advisor is an online tool that provides information on reintegration programmes and services that OFWs and their families can avail of depending on their needs and intentions.



- Support the strengthening of, and capacity in providing, migration programmes and services from recruitment to reintegration in the Bicol Region (provided by MRCs, helpdesks, LGUs, line agencies, CSOs, referral partners, other service providers);
- Provide technical assistance to partner LGUs on gender-responsive migration governance in the Bicol region, including empowerment and ensuring participation of OFW/family organizations; facilitating alignment with the priorities of the region and nationally; and joint labour inspection of fishing vessels;
- Support initiatives to collect, manage, regularly monitor and report a common set of Bicol Region labor migration statistics esp. indicators for the Regional Development Plan, Gender Equality and Women's Empowerment (GEWE) Plan, etc.; ensure disaggregation by sex, age and other key parameters; and
- Support the development of research, knowledge products, and IEC materials relevant to migrants and families in Region V.

Among the priority is the capacity-development of local migration service providers in the region. To pursue the technical collaboration with the region, the ILO will engage a Consultant for the localization of strategies and/or mechanisms on recruitment and reintegration in Region V. With guidance from the ILO and the CMD V, the Consultant will develop capacity-building plan for local migration service providers, coordinate the implementation of the capacity-building plan/design for local migration service providers.

The Consultant shall ensure tripartite participation in the development process. The output of the Consultant will be used in implementing subsequent trainings for stakeholders in Region V.

III. OBJECTIVES

The main objective in engaging is to develop capacity-development plan integrating recruitment to reintegration strategies in collaboration with migrant-serving agencies (e.g., POEA, TESDA, OWWA, PESO, DTI), civil society organizations, local government units and Migrant Resource Centers (MRCs) and CMD Bicol in Region V covering six provinces, one independent component city, and seven component cities.

IV. OUTPUTS AND RELATED TASKS

The Consultant will deliver the following outputs within the prescribed timeline and approved budget to the satisfaction of the ILO and the CMD. As the consultancy work will be jointly supervised by ILO and the SCIMD, the Consultant is expected to attend relevant SCIMD meeting as needed.

Output: Develop capacity-development plan integrating recruitment to reintegration strategies in collaboration with migrant-serving agencies, CSOs, LGUs, MRCs and CMD Bicol in Region V.

Related tasks:

1. Conduct Training Needs Assessment (TNA)

- review with a gender lens the current migration-related interventions being implemented in areas in collaboration with relevant government agencies (e.g., DOLE, POEA, OWWA, TESDA, DTI) and the regional CMD;
- identify capacity-building needs of local migration services providers and gaps in delivering migration services;
- map existing regional or local capacity-building tools and resources (e.g., training modules used by labour migration agencies, CSOs, etc.); review available national-level training tools/modules (e.g., ILO, Safe and Fair, and government agency toolbox and training materials) and recommend how these can be adapted, localized and used as supplementary or complementary training materials); and
- identify priority areas for the capacity-building based on existing migration services and programmes

Note: This will entail desk review and/or interviews with government agencies

2. Organize and facilitate consultations/coordination meetings, and draft capacity-development plan, on gender-responsive strategies, mechanisms and service delivery related to:

- localization of national/regional strategies and mechanism on recruitment and reintegration, considering the priorities and needs of the provinces and cities;
- handling of Violence Against Women (VAW) and Gender-based Violence (GBV) cases involving OFWs;
- collection, monitoring, reporting of data for International Labour Migration Statistics (ILMS) datasets and statistics need in the Regional Development Plan and migration policy-making and programming in Region V;
- increasing awareness on the new Department of Migrant Workers and its operationalization at the local level

3. Finalize capacity-development plan/design as reviewed by CMD Bicol and other relevant stakeholders

- facilitate multi-stakeholder workshop to validate the draft capacity-development plan/design
- prepare a report on the validation workshop
- finalize the capacity-development plan/design incorporating feedback of stakeholders

V. DELIVERABLES AND PAYMENT TERMS

The Consultant will work within the available budget of ILO for a total of 55 Full-time Equivalent workdays in 3 months.

A detailed implementation plan will be submitted by the Consultant based on the TOR. The deliverables of the Consultant will be subject to review by ILO and CMD, and agreed revisions shall be made by the Consultant, until final acceptance by the ILO and CMD.

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 below schedule of deliverables:

No.	Deliverables	Number of Full-time Equivalent (FTE) workdays	Timeframe	Payment schedule
1	Detailed Implementation Plan	3	30 July – 01 August 2022	30% upon submission and approval
2	Training Needs Assessment Report	20	02 August – 08 September 2022	25% upon submission and approval
3	Draft Capacity-development plan integrating recruitment to reintegration strategies in identified priority areas, including documentation consultation and workshops with relevant partners and stakeholders	20	September 09 – 09 October 2022	25% upon submission and approval
4	Finalized capacity-development plan integrating recruitment to reintegration strategies in identified priority areas, including documentation of validation workshop	12	10 October – 24 October 2022	15% upon submission and approval
	Turnover of deliverables Submission of completion report		Until 29 October 2022	5% retention fee will be paid in full after satisfactory compliance of all outputs as approved by ILO, per para 4.3 and



				4.4 of the terms of contract, the
	Total	55 FTE workdays	Spread over 3 months	

VI. INTELLECTUAL PROPERTY RIGHTS

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

VII. REQUIRED SKILLS AND EXPERIENCE

- A university degree in the field of social development, public administration
- Relevant experience in labour migration governance
- Experience in working with national/local government agencies/units and/or relevant migration inter-agency bodies, preferably in Region V
- Proven expertise in developing and implementing training programs in partnership with national/local government agencies/units and/or relevant stakeholders
- 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

VIII. EXPRESSION OF INTEREST

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

The documents must be submitted to Ms. Marie Allyssa Dacasin (dacasin@ilo.org), National Project Coordinator for BRIDGE, with copy to Mr. Rex Varona (varona@ilo.org), National Project Coordinator for Safe and Fair, and Ms Katrina Pascasio (pascasio@ilo.org), Programme and Administrative Assistant, on or before **12 July 2022**.

Only shortlisted applicants will be contacted.