

Bridging Recruitment to Reintegration in Migration Governance Programme (BRIDGE)

TERMS OF REFERENCE

Consultant to conduct an assessment of the data collection and management practices on Overseas Bangsamoro Workers (OBWs)

I. BACKGROUND

The Bridging Recruitment to Reintegration in Migration Governance Programme (BRIDGE) is a joint programme being implemented by IOM, ILO and UN Women that seeks to support the implementation of the Global Compact for Safe, Orderly, and Regular Migration (GCM). In particular, the Government of the Philippines has identified *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) as priority GCM objectives.

Both objectives are connected to the UN's Sustainable Development Goal (SDG) *Target 10.7* (Facilitate orderly, safe, regular and responsible migration and mobility of people, including through the implementation of planned and well-managed migration policies) and *Target 8.8* (Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment). Both the GCM Objectives and SDG Targets reflect the strategies laid out for Overseas Filipinos in Chapter 21 of the updated Philippine Development Plan.

Data-related interventions fall under Outcome 1 of the BRIDGE Programme: *Fair and ethical recruitment and sustainable reintegration of migrant workers are promoted through a whole-of-government and evidence-based approach that is gender-responsive*. To underpin evidence-based policies and practices on migration governance contributing to the achievement of priority GCM objectives on recruitment and reintegration, support will include review of existing national migration data governance structure; development of national migration data strategy; and creation of a feedback and monitoring system for government reintegration service providers and beneficiaries; and enhancement of database to help improve data collection practices.

This will complement the capacity building and database infrastructure efforts in the Philippines and wider ASEAN region by the ILO TRIANGLE in ASEAN and Safe and Fair projects since 2012. The Philippines government annually submits labour migration data

to the ILO's [International Labour Migration Statistics database](#), related to a set of 21 internationally agreed indicators. Currently, the following agencies submit data:

1. Philippines Statistics Authority
2. Bureau of Local Employment, Department of Labour and Employment
3. Planning Branch, Philippine Overseas Employment Administration, Department of Labour and Employment
4. Commission on Filipinos Overseas
5. Bureau of Immigration.

Many migrant workers are in and from the ASEAN region, making it important to improve the protection of their rights and their eventual reintegration. To support this, ASEAN Members states must generate basic data in international labour migration including number of migrant workers disaggregated by sex, age, what countries migrant workers come from, which regions within their own countries, where they migrate to, in what sectors or occupations women and men migrants are employed, under what conditions they work, and their skills and education profiles. The ILMS database provides for these elements that are crucial in understanding roles and contributions of migrant workers in the labour market as well as labour migration trends which help inform policymakers at the national and regional level.

Analysis of the Philippines current data collection efforts and gaps on labour migration can be found in ILO's 2022 publication [Measuring labour migration in ASEAN: Analysis from the ILO's International Labour Migration Statistics \(ILMS\) Database](#).

IOM conducted an assessment of national migration data governance structure, including the development of migration data strategy and creation of feedback and monitoring system for government reintegration service providers. Recommendations are endorsed to concerned government agencies for consideration in improving data management practices.

To complement these efforts, ILO-BRIDGE will provide data-related support to the Bangsamoro Region beginning with an assessment of data collection and management practices of the Overseas Workers Welfare Bureau (OWWB). Under the Ministry of Labor and Employment (MOLE), the bureau is responsible for repatriation and reintegration services for Overseas Bangsamoro Workers (OBWs).

The assessment is being proposed primarily to assess MOLE-OWWB data management practices vis-à-vis national practices to identify areas of improvement. Specifically, the consultant will 1) review the current data collection practices, including forms or tools being used, processes/procedures, protocols or policies being followed, monitoring and reporting in comparison with the forms or tools being used at the national level; 2) identify capacity-building needs of service providers on data management; and 3) recommend improvements towards establishing database for OBWs, especially

returnees, considering possible data sharing for the shared Migration Information System (MIS) to be developed at the national level.

The implementation of migration-related laws in BARMM such as the Bangsamoro Autonomy Act No. 9 on the accreditation of recruitment agencies operating in BARMM as well as the Bangsamoro Overseas Employment Act which is pending in the Regional parliament need to be considered as migration data governance should be consistent with the legal framework.

The assessment aims to help address data gaps concerning OBWs for programming and policy purposes. Relevant personnel will be engaged in meetings and workshops during the assessment. The assessment will be done with utmost regard to data security and privacy. A consultant will be engaged to conduct the assessment.

The assessment will focus on OWWB considering that there is a proposed transfer of migrant recruitment functions to this bureau possibly in 2024, making OWWB the bureau mainly responsible for all migrant workers' concerns. OWWB will take on recommendations which will need external support, both resources and technical assistance. The recommendation should have a possible data sharing mechanism for the DMW shared Migration Information System (MIS). In terms of ILMS data, at present, data are being requested from national government agencies. As improvements are being expected on migration data collection mechanisms through MOLE-BARMM, getting straight data from OWWB may also be explored further.

II. Purpose

The assessment will contribute to an improved data collection and management system specifically for Overseas Bangsamoro Workers.

III. RESPONSIBILITIES AND TASKS

The Consultant shall work independently under the specific guidance and reporting requirements from the BRIDGE project team of ILO.

The Consultant will be overall responsible for the:

1. Review of the data collection and management practices of OWWB with focus on process or protocol being followed for collecting, managing, and reporting data of OBWs vis-à-vis national practices

Related tasks:



- Collate forms and/or database being used in delivering programmes and services and analyze datasets being collected vis-à-vis datasets being collected by other relevant government agencies (e.g., profile, employment history, reintegration/welfare assistance availed of/provided, skills, etc.)
 - Review operational practices, including data collection, processing, storage, and management mechanisms and related policies on data access/sharing considering reporting and process flow from field offices, province to regional level
 - Identify data-related training needs of personnel
 - Analyze gaps and recommend technical, operational, and policy improvements on data collection and management considering ILMS indicators and possible data sharing for shared MIS to be developed at the national level. The analysis must have a gender lens and recommendations must also take into account data ethics consideration, such as data privacy and data security, in line with the Philippine Data Privacy Act. Particular sensitivity is needed in approaching data management tools used in addressing OBW grievances, including but not limited to gender based violence.
2. Preparation of the assessment report with recommendations towards establishing databases/registry for OBWs, considering possible data sharing for the shared Migration Information System (MIS) to be developed at the national level

Related tasks:

- Draft assessment and facilitate meetings to validate the findings
- Consolidate feedback and incorporate inputs in finalizing the assessment report

IV. DELIVERABLES AND PAYMENT SCHEDULE

The Consultant will work within the available budget of ILO for a total of 30 workdays in two (2) months.

An assessment design will be submitted by the Consultant based on the TOR. The deliverables of the Consultant will be subject to review by ILO and agreed revisions shall be made by the Consultant, until final acceptance by the ILO.

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.	Deliverable	Full-time Equivalent (FTE) Workdays	Timeframe	Payment Schedule
1	Assessment Implementation Plan	3	20 March – 23 March 2023	30% upon submission and approval
2	Draft Assessment Report covering <ul style="list-style-type: none">- findings and recommendations from the review of the data collection and management practices of OWWB vis-à-vis national practices with focus on process or protocol being followed for collecting, managing, and reporting data of OBWs including reporting process flow from LGUs to the region;- technical and operational, and policy recommendations for improved data collection and management considering ILMS indicators and possible data sharing for MIS at the national level	17	20 March– 11 April 2023	50% upon submission and approval



	- recommendations on data-related training needs of personnel			
3	Report on validation meetings on the Assessment Report	5	10 April – 14 April 2023	15% upon submission and approval
4	Final Assessment Report	5	20 April 2023	
	Turnover of deliverables *The Assessment Report will be endorsed by the ILO to OWWA.			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

V. INTELLECTUAL PROPERTY RIGHTS

Intellectual property rights of the knowledge products delivered under this contract shall be owned by ILO. The Consultant will be bound by confidentiality and non-disclosure clauses to guarantee data privacy and security.

VI. QUALIFICATIONS AND EXPERIENCE

- A university degree in the field of social development with demonstrated expertise on labour migration
- Background in data analysis or information management.
- Project/programme experience at the national or international level relevant to the scope of work listed above (e.g., IT background) is preferred.
- Knowledge and familiarity with Philippine labour migration governance and data management, as well as national migration issues and international development frameworks on migration, is an advantage.
- Experience in engaging with BARMM stakeholders or working in any Mindanao context is desirable.



VII. EXPRESSION OF INTEREST

The interested candidates must submit the following documents: i) letter of intent, ii) qualifications and relevant experience of consultant/s (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), with copy to Ms Katrina Pascasio, BRIDGE Programme and Administrative Assistant (pascasio@ilo.org) on or before **10 March 2023**.

Samples of previous work and publications may be requested in the selection process.

Only shortlisted candidates will be contacted.