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Analysis on the current and future skills supply and demand of migrant labour in Pakistan-Japan migration corridor

Background:

Japan is seen as an emerging regional destination for migrant workers. The number of migrants in Japan has almost tripled from the year 1990 reaching 2.82 million (2.22% of the total population) in 2019¹. Foreign workers in Japan are primarily engaged in the Technical Intern Training Program (TITP) or in the Specified Skilled Workers (SSW) programme.

It is pertinent to mention here that the Government of Japan has created a new “Status of Residence” for specific skilled workers that became effective on April 1, 2019. For this purpose, it has amended the “Immigration Control and Refugee Recognition Act” and took comprehensive measures for the acceptance of foreign workers. This policy has been introduced to accept foreign nationals who possess certain expertise and skills in specified 14 fields. Japan expects to hire services of 340,000 skilled workers across the world during the first five years of its z

The Government of Japan has signed a memorandum of cooperation (MOC) with Philippines, Thailand, Indonesia, Cambodia, Mongolia, Vietnam, Uzbekistan, India, Nepal, Sri Lanka, Bangladesh and Pakistan to hire migrant workers². The main purpose of the Memorandum of Cooperation (MOC) is to protect the rights of specified skills workers through the smooth and proper promotion of sending and accepting specified skilled workers between countries of origin and Japan. The MOC’s call for establishing basic framework for information partnership in order to ensure safe and orderly mobility of specified skilled workers, to resolve any issues pertaining to labour mobility, as well as to enhance the mutual benefits of sending and receiving countries through cooperation.

ILO Country office will provide technical assistance to Ministry of Overseas Pakistanis and Human resources Development to map out the opportunities, challenges and cooperation to building synergies among the stakeholders in Japan Pakistan Migration corridor. In collaboration with the Government of Pakistan, ILO will undertake a study to understand the operationalisation of the MOC in achieving labour mobility between Pakistan and Japan, and whether there have been effective mechanisms in place to facilitate fair recruitment practices and to establish regular migration pathways. This research study will offer insights and solutions for an effective mobility partnership that addresses gender-specific needs, constraints and opportunities in Pakistan-Japan corridor. The study will also provide insights for other South Asian countries to develop their own strategies in new migration corridors

¹ Statistics of foreign residents, table 1 foreign residents by nationality, region, and residential status <https://www.e-stat.go.jp/>

² https://www.pk.emb-japan.go.jp/itpr_ja/00_000505.html

from South Asia – particularly looking at Japan as a country of destination. The study will examine gender specific opportunities and challenges in the migration corridor.

Justification of the assignment:

In March 2022, the ILO has received request form MOP&HRD for technical assistance to explore new migration corridors for Pakistani human resources. The Government of Japan and the Government of Pakistan signed a Memorandum of Cooperation (MOC) on 23 December 2019 regarding the “Specified Skilled Workers” which aims to pave the way for skilled Pakistani workers to get employment opportunities in Japan under this cooperation framework after passing the required examination. The 14 specified fields for skilled workers include Nursing care, Building cleaning management, Forges and foundries, Machine parts & tooling industries, Electric, electronics and information industries, Construction industry, Shipbuilding/ship machinery industry, Automobile maintenance, Aviation Industry, Accommodation Industry, Agriculture, Fishery& aquaculture, Manufacture of food and beverages and Food service industry.

The ILO, IOM and UN Women are jointly implementing a regional programme titled “**Governance of Labour Migration in South Asia and Southeast Asia (GOALS)**”, with the ultimate aim to ensure Labour migration is safe, orderly and regular for all women and men from the Colombo Process Member States through strengthened collaboration and effective labour migration governance. In line with this objective of the Joint Programme, the ILO and MOP&HRD intend to develop a comprehensive corridor specific strategy vis-a-vis Japan as a new labour market encompassing target sectors, skills set in demand, mutual skills recognition/verification/accreditations, developing job portal and creating linkages with receiving and sending countries.

Objectives of the assignment:

- To understand the demography of current workforce migrating from Pakistan to Japan (current and previous trends analysis)
- Comparability of the migration trends of Pakistani migrant workers with other South Asian countries sending labour force to Japan
- To map out the opportunities in Japan-Pakistan labour migration corridor for Pakistani workers, both women and men, with different skill sets (high, semi and low-skilled) workers as per Memorandum of Cooperation (MOC)
- To explore the required skills in different trades in demand for human resources (gender segregated, age and required qualification analysis) and propose a plan of action
- To understand the Pakistani stakeholder’s perspective on promoting labour migration for both women and men to Japan

- To assess the MoC to see if they cover important areas to ensure decent work for migrant workers (both women and men), and to provide gender-responsive recommendations for any gaps

Scope of the Assignment

The consultant will work under the supervision of technical officer/National Project Officer and Skill Specialist, GOALS Programme with the overall supervision of the GOALS programme manager. The consultant will closely work with Community Welfare Attachè of Pakistan based in Japan and representative of MOP&HRD based in Pakistan to undertake the following:

- Mainstream gender in this research project
- Develop and adapt research design to the national context, and interview key officials (as appropriate)
- Desk review and draw on/use available literature, review research studies, websites and reports to cover available official statistics on different trades, demands of labour force in different trades and align with Government of Pakistan policy response to fulfil the demand of labour force in Japan. Conduct secondary and primary data collection as necessary. This could include content analysis of the MoC, literature review and interview with key stakeholders and their knowledge on FPRW including gender equality and non-discrimination and their practices in promoting gender equality including the relevant ministries in Japan and Pakistan, the social partners in both countries, Embassy of Pakistan in Japan, diaspora organisations and workers. A detailed methodology will be incorporated in the inception report which will elaborate on the methodological outline submitted as part of the reply to the request for proposal (RFP). It will include:
 - indicative list of key informants / resource persons, draft research tools (interview guides, questionnaires etc.)
 - Data collection and management plan
 - Organise max 5 online consultations/session with different stakeholders in Japan and incorporate their suggestions in the report. The consultations will be organised in collaboration with Community Welfare Attachè of Pakistan based in Japan and Program officer ILO-Japan.

A draft methodology and drafts of research tools will be submitted to the ILO allowing sufficient time for review. The researcher will integrate the feedback received (if any) and submit a final version for approval. The tools will be translated by the contractor as relevant.

- Submit the gender-mainstreamed Draft report (max 40 pages) entailing the following elements:
 - Brief overview
 - Methodology, scope and study limitations

- Pakistan current sex-disaggregated situation regarding labour migration to Japan
 - Key findings e.g., list of trades and identify trades in Japan where skilled human resource is required (both male and female including (high, semi and low-skilled workers)
 - Suggest strategies to mitigate challenges and gender-responsive recommendations for promoting Pakistani labour migration to Japan
 - Overview existing skill development opportunities and system (gender disaggregated) in Pakistan and how it can contribute to develop human resource for Japan in pre identified trades
 - Proposed recommendations, gender responsive policy suggestions/implications
 - References including relevant key sources
- Organise at least one in person consultation/session at Nagoya City with different stakeholders in consultation of ILO, MOP&HRD, Pakistani Community Welfare Attachè based in Japan and relevant stakeholders along with virtual consultation/session as required (**please share in person consultation/session budget separately -this cost will not be included in the daily consultancy fee**)
 - Submit the gender-mainstreamed final report and country's policy brief after incorporating the ILO's inputs to the report
 - Support the ILO in sharing the key findings of the assessment to a group of selected tripartite constituents and officials
 - Organise meetings and consult ILO, MOP&HRD, Pakistani Community Welfare Attachè based in Japan and relevant stakeholders as required

Duration of the Assignment

The duration of the assignment is estimated for a period of 25 working days spread over 10 weeks (from the date of signing the contract).

Deliverables

The Consultant is expected to deliver the following:

1. Detail Inception Report explaining the research methodology with outreach strategy, timelines and research tools (as appropriate) within two weeks after signing the contract
2. Draft report, 3 weeks after the finalization of tools (as appropriate) etc.
3. Organise a seminar/Meeting with stakeholders in consultation with ILO, MOP&HRD and Community welfare Attachè based in Japan
4. Final report, a week after the receipt of ILO's inputs to the draft report

Payment schedule

- First payment of 30% submission of deliverable 1.
- Second payment of 40% upon submission and technical clearance of deliverables of 2 & 3
- Final payment of 30% of contract value upon submission of deliverable 3 and satisfactory completion of entire assignment acceptable to the ILO.

Estimated Budget

The estimated budget for proposed assignment is **XXXXX**

Required Qualifications and Experiences

- A degree in Social Sciences e.g., Economics, Anthropology, International Migration and Economy or any other related area of study
- Proven research skills with at least 5-7 years of experience in qualitative and quantitative data collection & analysis
- Proven experience to mainstream gender issues in research and migration issues
- Fluency in written and spoken English
- Strong capacity to deliver assignment to meet tight deadline
- Knowledge of and previous work experience with ILO will be added advantage

How to Apply

Interested candidates are requested to send their quotation with CV, a proposal and a covering letter responding to the Terms of Reference and indicating rate/fees per day (in USD) to Mr. Shahzad Ahmed Email: ahmedsh@ilo.org copied to Mr. Amish Karki karkia@ilo.org by 23 October 2022 with a subject line: "Expression of Interest for Japan-Pakistan Corridor Research".