

Call for Expression of Interest and Extension of Deadline to June 11, 2021 for the Submission of Proposals for the Consultancy to Develop a Synthesis Report on Socially Responsible Labour Practices and the Labour Aspect of RBC/CSR

Full Terms of Reference

Background

The “Responsible Supply Chains in Asia” project implemented by ILO and the OECD and financed by the European Union aims to contribute to an enhanced respect for human rights, labour and environmental standards by businesses engaged in supply chains in Asia, in line with international instruments. Taking guidance from the ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (ILO MNE Declaration, 2017) and the OECD Guidelines for Multinational Enterprises (2011), the project promotes corporate social responsibility (CSR)/responsible business conduct (RBC) with regard to environment, decent work and human rights. It is implemented in six Asian countries, namely: the Philippines, Japan, China, Thailand, Vietnam and Myanmar. These countries have strong trade linkages with Europe covered by trade and investment agreements that include commitments related to the promotion of corporate social responsible/socially responsible business conduct in line with internationally agreed principles and guidelines.

Among the specific objectives of the Project in the Philippines is to increase the understanding and knowledge of investors, businesses, workers’ organisations, government and policy makers on CSR/RBC from the perspective of Decent Work (DW). In line with this, corporate social responsibility/RBC is widely promoted by the project through its outreach activities in the Philippines which are focused on the agriculture sector particularly food commodity.

CSR/RBC from the perspective of labour remains an important and current subject due to a number of reasons:

1. Investors are increasingly considering the non-financial aspects in their assessment of companies. Among these intangible factors, corporate social responsibility {CSR) has received a particular amount of attention.
2. There is an increasing number of trade and investment agreements with sustainability clauses referring to international labour rights and decent work. The inclusion of CSR in these international agreements provide signals to government and enterprises about guidelines, standards and labels that needed to be adopted or adhered for the sustainability of the trade partnerships.
3. There is also a growing demand for transparency and due diligence on labour issues. Transparency puts credible social, environmental and ethical data in people's hands making them more informed in making better decisions like purchasing more stocks on the part of investors, motivated to work harder on the part of employees or

influence consumers to buy more of their products. Consumers want relevant, truthful and easily understandable information about a company and its products or services so they can spend their money wisely –both for the good of their own health and wallet and for society's and the environment's good.

4. There is a broad scientific evidence showing that implementation of RBC practices at the company level increases productivity and competitiveness of companies.

Data and Evidence on Corporate Social Responsibility/Responsible Business Conduct

The ILO has carried out a series of sectorial and thematic studies with the objective of identifying concrete actions and policies to be implemented at the sectorial level and at the supply chain level with the final purpose of improving the working conditions of workers and promote socially responsible labour practices along supply chains in the sectors targeted. The mentioned studies are:

- The future of work in agro-food value chains: *Social upgrading in the Philippines' pineapple production*
- Trade and Value Chains in Employment-Rich Activities (TRAVERA): *A study of selected non-traditional coconut products in the Philippines*
- Study on Fruit and Vegetable Industry and Corporate Social Responsibility/Responsible Business Conduct Toward Social and Economic Upgrading: The Banana Industry in Davao Region
- Study on Mandatory Requirements and Voluntary Certifications for Agro Food Exports toward Safe, Fair and Sustainable Food Supply Chains in Asia
- Study on Innovations and Challenges in Digital Traceability: *Towards Safe, Fair and Sustainable Food Supply in Southeast Asia*

The findings and conclusions of these five studies will be synthesized and used as the framework for discussion in tripartite plus dialogues planned by the RSCA project in 2021, as well as to feed into the policy making process. Representatives from relevant government departments, businesses and trade unions in the fruit industry and other stakeholders will participate in the policy dialogues. As a result, it is expected to have the formulation of recommendations and development of multi-stakeholder partnerships towards improving adherence to international CSR/RBC principles and working conditions and decent work opportunities in the fruit industry in the Philippines, with the respective contributions to sustainable development and social justice.

Objective of the Consultancy

To develop a document synthesizing the main findings, conclusions and recommendations of the following studies conducted by the ILO:

- The future of work in agro-food value chains: *Social upgrading in the Philippines' pineapple production (56 pages)*

- Trade and Value Chains in Employment-Rich Activities (TRAVERA): *A study of selected non-traditional coconut products in the Philippines (171 pages)*
- Study on Fruit and Vegetable Industry and Corporate Social Responsibility/Responsible Business Conduct Toward Social and Economic Upgrading: The Banana Industry in Davao Region (99 pages)
- Study on Mandatory Requirements and Voluntary Certifications for Agro Food Exports toward Safe, Fair and Sustainable Food Supply Chains in Asia (337 pages)
- Study on Innovations and Challenges in Digital Traceability: *Towards Safe, Fair and Sustainable Food Supply in Southeast Asia (49 pages)*

The document synthesizing the above documents will analyse them from the perspective of Responsible Business Conduct/Corporate Social Responsibility, drawing clear conclusions from each document and proposing a set of clear and coherent policy recommendations for the tripartite constituents of the ILO in the Philippines (Government, Employers Organisations and Workers Organisations) as well as for other relevant stakeholders. The Document will also highlight what are the key decent work challenges as well as good practices in terms of promoting DW and implementing socially responsible labour practices on the sectors targeted by the studies, taking into account the relevance and challenges of implementing digital traceability as well as the opportunities and challenges posed by mandatory requirements for certifications.

Key Tasks and Outputs

1. Analysing the referred ILO studies under the section “Objective of the Consultancy” under this ToR.
2. Draft a document synthesizing the five documents referred in the section “objective of the consultancy” including a) a brief description of each of the studies, b) elaborate an analysis which integrates the outcomes of the five studies (including commonalities and differences), highlighting main challenges in terms of DW c) a set of conclusions and policy recommendations for the ILO tripartite constituents, the ILO itself and relevant stakeholders in the Philippines.

Deliverables

1. A synthesis report of 45-50 pages length, plus annexes.
2. A power point presentation summarizing the synthesis report
3. Power-point presentation during the tripartite plus dialogue on the promotion of CSR/RBC in the fruit industry in Q3 2021.

Duration of the Assignment

The consultancy will be carried out for 23 working days, starting on June 17 until August 30, 2021. The First draft of the synthesis report should be submitted to ILO on July 30, 2021. As the tripartite dialogue (on August 17) will provide additional inputs to policy recommendations, those inputs will be incorporated into the final version to be submitted on August 24, 2021.

Confidentiality Statement

All data and information received from ILO for the purpose of this assignment are to be treated confidentially and are only to be used in connection with the execution of these Terms of Reference (TORs). All intellectual property rights arising from the execution of these TORs are assigned to the ILO. The contents of written materials obtained and used in this assignment may not be disclosed to any third parties without the expressed advance written authorization of the ILO.

Administration, Reporting and Coordination

The contract for this assignment will be issued by the ILO Office in the Philippines. In the selection of the consultant, the Programme Manager of the Project will be involved together with the National Project Coordinator (NPC) for the Philippines and the ILO specialist who provides technical backstopping. The office space, equipment and other logistics arrangements in the course of the research will be organised and on the account of the consultant.

The Consultant will report to the National Project Coordinator (NPC) of the Project in the Philippines, who will be liaising closely with the Programme Manager in the ILO regional office in Bangkok, the technical backstopping specialist of the ILO, and the ILO office in the Philippines

Required Qualifications and Experience

- An advanced degree in development economics, social science, business management, labour laws and policies, or related field
- Knowledge and understanding of the broad range of ILO's instruments/tools from the MNE Declaration and related labour standards to the decent work diagnostics, the value chain for decent work and the market systems (or M4P) approach.
- Experience in conducting social and economic research including value chain analysis
- Experience in conducting analysis of decent work issues/deficits/indicators.
- Demonstrated ability to write analytical reports.
- Preferably with knowledge and working experience with the relevant fruit commodity sectors covered by the three studies.
- Ability to liaise responsibly with senior officials of the government and social partners.

Application Process: In order to apply to this consultancy, please send your CV, a brief methodological proposal (Max 2 pages) and a financial proposal to the following email address before the 5th of June: rsca@ilo.org and banez@ilo.org