

# Terms of reference

## Impact & Needs Assessment

### ILO response to Super Typhoon Odette

#### Objective

The International Labour Organization (ILO) is seeking external collaborators (consultants) to support the initial activities of ILO's response to the Super Typhoon Odette. More specifically, this entails i) conducting an impact and needs assessment for ILO support in the typhoon-affected areas of Visayas/Mindanao and, ii) on the basis of the assessment, drafting an integrated project proposal in collaboration with other consultants covering respective thematic areas for the technical review and discussion of the ILO team.

#### Background

The Super Typhoon Odette crossed the Visayas and Mindanao Islands (VisMin) on 16-17 December. With the strongest storm observed in the year, it caused rain-induced landslides and severe flooding, damaging more than half a million houses and displacing a large number of people. Nearly 5.8 million people were affected across ten regions,<sup>1</sup> and the number could still add up in the coming days. While the full impact on employment and livelihoods is yet to be determined, almost 2.2 million workers are estimated to have been directly impacted by the typhoon Odette according to ILO's rapid impact assessment as of 29 Dec.

There is the letter of Chair of the *National Disaster Risk Reduction and Management Council (NDRRMC)* dated 19 December (see attachment) accepting the offer of assistance of the United Nations Office for the Coordination of Humanitarian Affairs (UNOCHA) through the Humanitarian Country Team (HCT) and partners as far as the initial offer of support to the effects of recent typhoons are concerned. The recognized areas of UN support include: information management, coordination/facilitation of international assistance and the conduct of coordinated rapid needs assessment; and material support. This provides an official entry point for the ILO to initiate assistance as an integral part of the joint UN efforts to support the Philippine Government's response to Odette. Parallel to that, ILO is coordinating with its tripartite constituents, namely the Department of Labor and Employment (DOLE), the Employers' Confederation of the Philippines (ECOP) and the national centres of trade unions.

The UN HCT member agencies are fielding staff/consultants,<sup>2</sup> contributing to the Rapid Damage Assessment and Needs Analysis (RDANA) led by the Department of Social Welfare and Development (DSWD) in the most affected areas of VisMin, with CARAGA (Region XII) being the initial focus. In the latter, the UN team has been organized into several thematic

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<sup>1</sup> DSWD DROMIC, *Report #28 o\_n\_T\_y\_p\_h\_o\_o\_n\_“O\_D\_E\_T\_T\_E\_”*, as of 29 Dec. 2021, 6AM; UNOCHA, *Philippines: Super Typhoon Rai (Odette) Humanitarian Snapshot*, as of 27 Dec. 2021.

<sup>2</sup> The [first call of the UN and humanitarian partners](#) has been made on 24 Dec. 2021 through the [Humanitarian Needs and Priorities \(HNP\) plan](#).

clusters. This is the structure into which ILO's impact and needs assessment mission is expected to be integrated.

The initial assessment work is expected lead to an integrated project proposal that addresses areas of ILO's technical expertise. The assessment result would also allow ILO to solicit resources to strengthen its response and to renegotiate existing projects for the possible reallocation of funds for the emergency response purposes. The latter may include reformulation of ILO pandemic response efforts since the Philippines is still under the negative socioeconomic impact of the pandemic, and the vulnerabilities of the typhoon affected areas may cause a surge of infection.

Given the ILO's expertise on an employment and decent work-centred building back better approach to crisis and ongoing pandemic response (see next section), ILO is interested in covering the following thematic areas in its impact and needs assessment:

- Core thematic areas to be covered: a) Infrastructure rehabilitation and emergency employment through the employment-intensive infrastructure programme (EIIP), b) ensuring access to social protection among the crisis-affected population, c) protection of safety and health of workers, and d) livelihood restoration and alternative livelihoods development through skills training and enterprise support including the opportunities in the digital economy.
- Other areas of critical consideration in ILO's crisis response: activities of workers and employers (ensuring the engagement of social partners incl. key issues, e.g., advocating for fair wages for emergency employment and aid work, ensuring access to social protection for displaced workers and entrepreneurs), employment (e.g., employment impact projection/assessment, employment strategy for recovery), child labour, forced labour and migration (mitigating these risks incl. forced internal/external migration for indecent work), gender, people with disability (PwD) and informal economy (ensuring the equal opportunities and inclusive development).

### **ILO approach and building blocks**

ILO's long years of experience in crisis response has been further bolstered by the adoption of the [Recommendation No. 205 on Employment and Decent Work for Peace and Resilience](#) (R205) adopted in 2017. R205 calls for employment and decent work to contribute to peace and social cohesion, preventing crises, strengthening preparedness, enabling recovery, building resilience and disaster risk reduction measures. The relevance of the ILO in the humanitarian-development-peace (HDP) nexus<sup>3</sup> has been re-emphasized through the [ILO Centenary Declaration for the Future of Work](#). Under these key standards and declarations, the emphasis of the ILO's crisis response continues to be along all areas of Decent Work with specific focus on employment-recovery interventions, socio-economic reintegration of crisis-affected groups, promoting and achieving fundamental principles and rights at work; enhancing the coverage and effectiveness of social protection for all; and strengthening tripartism and social dialogue.

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<sup>3</sup> See also the latest guide – [Employment and decent work in the Humanitarian-Development-Peace Nexus](#).

ILO's experience with crisis response in the country includes the ones on the major typhoons (e.g., [response to Super Typhoon Haiyan/Yolanda](#)) and the on-going response to the pandemic (e.g., [Bringing Back Jobs Safely](#) project covering workplace safety and health through COVID-19 risk mitigation and the digitalization of micro, small and medium enterprises – MSMEs). There are also a series of on-going projects that could consider rendering technical support in some of the typhoon-affected areas or, with the consent of the donors, reallocating resources for the purpose of emergency response and rehabilitation. Some of such projects with field offices in VisMin include the following: [Skills for Prosperity Programme \(nation-wide operation with a field office in Iloilo City\)](#); [Improvement of Water Supply Equipment Management Capacity for the Establishment of Peace in Mindanao \(operating from Cotabato City\)](#); [Achieving Reduction of Worst Forms of Child Labour in Support of Education Targeting Agricultural Sector in the BARMM Region \(ditto\)](#).

### Scope of assignment

The following section outlines the scope of the assignment. The consultants will work closely with the ILO team (see next section) that will support and engage in this work.

- 1. Conduct desk research and a field mission for the impact and needs assessment of the thematic area assigned:** Consultants are requested to join the on-going field assessment work of UN HCT for up to 2 weeks. The destination is likely to be CARAGA but may also include other areas of severe impact depending on the coordination with HCT/OCHA. Regardless of the timing of the field mission, the consultants will conduct desk research to collect available information from the UN agencies, concerned government agencies, social partners and other key relief-development partners both at the local and the national level.
- 2. Draft an integrated assessment report:** Consultants will draft respective thematic sections of the integrated report under the coordination of the lead consultant.
- 3. Draft an integrated proposal for the ILO's Odette response project:** ILO team will guide the drafting process by sharing several relevant proposals and additional guidance.
- 4. Present the assessment result and draft proposal to the ILO team for discussion:** The presentation meeting will be organized online.
- 5. Reflect the ILO comments in the assessment report and the proposal.**

The above-tasks will be built on the preliminary work done by the year-end of 2021 such as the rapid employment impact assessment of the ILO and the preliminary desk research by the ILO consultant.

The ILO will provide tools, reference materials and guidance for the assessment and proposal development. See ILO (2021) [Employment and decent work in the Humanitarian-Development-Peace Nexus](#), ILO and UNDP (2021) [Employment, Livelihoods and Social Protection: Guide for Recovery Implementation](#), and ILO (2015) [Toolkit for Natural Disaster](#)

[Response Teams: ILO Approach in post-Haiyan recovery](#) as the starting point.<sup>4</sup> Detailed guidance on the Core Thematic Areas to be covered is provided in the annexes of this TORs. Besides these, the ILO team will from time to time provide guidance and comments including Other Areas of Critical Consideration (see the last part of Background section) as appropriate.

It is important to note that ILO's assessment work and project proposal are meant to support and supplement the ongoing crisis response of the Government (both national and local) as well as the social partners of the ILO. In particular, it is critical to avoid duplication of responsibilities and work of the government. ILO recognizes the existing and growing national capacities for crisis response such as the assessment tools utilized, statistics produced, social and environmental safeguarding, and capacity building interventions. Consultants are expected to pay due respect to the local government officials such as DSWD which leads the Rapid Damage Assessment and Needs Analysis (RDANA) as well as line agencies covering her/his respective thematic areas. The ILO assessment should begin with discussing with them their expectation for ILO's value addition and addressing weak linkages of their interventions. Please refer to the technical appendices of the respective thematic areas for further details of this consideration.

We'd expect that such dialogue with government counterparts will also help clarify what data collection and analysis will be prioritized for the ILO assessment team within the joint UN team of Odette response. Because of this kind of dynamic collaboration with the local government counterparts, consultants are requested to remain flexible for the assessment tasks and stay well connected with the technical backstopping team of the ILO during the course of the field mission for timely discussion on the refinement of the scope of assessment.

### **Coordination and Reporting**

The consultants will work under the leadership of the lead consultant to be appointed by the ILO for the conduct of the above-mentioned tasks.

The consultants will work closely with the ILO team headed by the Country Director of the ILO Country Office for the Philippines (CO-Manila) and includes concerned staff of CO-Manila, specialists of the Decent Work Technical Support Team for Southeast Asia (DTW-Bangkok) and headquarters technical units. The ILO team is further guided by the Coordination Support Unit for Peace and Resilience (CSPR) of headquarters. With the help of CSPR, the concerned units of the ILO headquarters will also be mobilized into the Technical Crisis Group (TCG) for Odette Response as per the Standard Operating Procedure for ILO's Crisis response, where CO-Manila will be the driver. TCG is expected to be constituted in early January 2022.

The consultants will report to the Country Director through the lead consultant. During the leave of the Country Director till mid-January 2022, the Enterprise Development Specialist of CO-Manila will work on behalf of him as Officer-in-Charge (OIC).

### **Final deliverables**

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<sup>4</sup> To be compared to the 2015 [PDNA guidelines volumn B: Employment, livelihood & social protection](#) published by European Commission's Directorate-General for European Civil Protection and Humanitarian Aid Operations, GFDRR, United Nations and World Bank.

The consultants are expected to submit the following deliverables to the ILO:

<b>Deliverable</b>	<b>Deadline</b>	<b>Additional details</b>
Preliminary findings report	18 January 2022	Thematic-wise with an integrated summary
Presentation of the assessment result and outline proposals	25 January 2022	Likely to be held online
Draft proposals	1 February 2022	Taking into account the sample proposals and additional guidance from the ILO team
Final report	14 February 2022	Consisting of the final assessment report and the final proposal both reflecting ILO comments

### **Duration**

The contract duration will be from the earliest possible date in January 2022 to 20 February 2022. The deadline for submitting final deliverables is 14 February 2022.

### **Qualifications**

The consultants are expected to fulfil the following criteria:

- Previous experience in supporting the ILO work in the respective thematic area in the Philippines, preferably as part of crisis response;
- Good understanding of at least one of the four core thematic areas of this assignment;
- Good understanding of the ILO's structure, values and procedures;
- Interest and willingness to take ownership of this initiative under the uncertain and fluid situation of crisis response;
- Ability to communicate properly with the vulnerable population in the crisis area including showing respect to the culture and values of the local societies;
- Ability to liaise properly with officials of the government and ILO as well as ILO social partners;
- Strong written and verbal communications skills; and
- Ability to show tact and sensitivity.

### **Payment terms and schedule**

The amount of professional fee for this assignment will be determined for each of the consultants on the basis of her/his most recent daily rate multiplied by 30 work-days. On top of the professional fee, the cost of travel, per diem and field survey will be paid.

Payments are based upon output, i.e., upon delivery of the services specified in the TOR. Payments will be issued only if the activity has been completed and the concerned ILO

officials have certified that the work has been successfully completed to the satisfaction of the ILO. Special consideration is made for the 1<sup>st</sup> payment given the nature of this assignment, though.

Payment schedule:

- 1<sup>st</sup> payment: the down payment [subject to the timing of the internal fund downloading by the ILO] will be made to cover the cost of travel and per diem, and the amount will be subject to liquidation upon submission of copy of the airticket, boarding passes, hotel bills and other proof of payments for relevant expenses incurred while on travel.
- 2<sup>nd</sup> payment: 50% of the fee upon submission of
  - i. Draft assessment report;
  - ii. Presentation slides of the assessment result and proposal ideas;
  - iii. Draft proposal.
- 3<sup>rd</sup> payment: remaining 50% of the fee upon completion and submission of
  - i. The final report consisting of the revised assessment report and the revised proposal both reflecting ILO comments.



**Annex 1: Letter from Chair of NDRRMC**



REPUBLIC OF THE PHILIPPINES  
**NATIONAL DISASTER RISK REDUCTION AND MANAGEMENT COUNCIL**  
National Disaster Risk Reduction and Management Center, Camp Aguinaldo, Quezon City, Philippines

19 DEC 2021

**MR. GUSTAVO GONZALEZ**  
UN Resident and Humanitarian Coordinator  
15/F North Tower Rockwell Business Center  
Sheridan cor. United Street, Mandaluyong City

Dear **Mr Gonzalez:**

This refers to the email you sent dated 17 December 2021 pertaining to the offers of assistance by the United Nations Office for the Coordination of Humanitarian Affairs (UNOCHA), through the Humanitarian Country Team (HCT) and partners, in view of the effects of recent and unprecedented sequence of strong typhoons since the end of October. Said offers of assistance include information management, coordination/facilitation of international assistance and the conduct of coordinated rapid needs assessment; and material support.

It is understood that the Philippines has yet to open its doors to international assistance. However, due to the current situation in Regions IV-B, VI, VII, VIII and CARAGA brought about by Typhoon ODETTE, the undersigned respectfully accepts the offer of assistance by the UNOCHA.

The Response and Operational Coordination Division (ROCD) of the Office of Civil Defense (OCD) with contact numbers 376-3366 and 376-4240 and email address [ocd\\_opnsdiv@yahoo.com](mailto:ocd_opnsdiv@yahoo.com) or [rocd@ocd.gov.ph](mailto:rocd@ocd.gov.ph) will coordinate with your office regarding this matter.

Thank you and best regards.

Truly yours,

**DELFIN N. LORENZANA**  
Chairperson, NDRRMC and  
Secretary of National Defense



## **Annex 2: Technical note on the assessment of EIIP**

The Employment-intensive Investment Programme of the ILO has in the past been involved in the recovery and reconstruction efforts after natural disasters in a number of countries in the region including the Philippines. The objective of maximising employment opportunities in recovery and reconstruction works have proven to be a successful approach for restoring livelihoods at an early stage by providing vulnerable households with jobs and cash income at an early stage of the recovery efforts.

While the damage assessments have already commenced, it is already clear that Super Typhoon Rai has caused extensive damage to both public and private infrastructure resulting in considerable suffering a large portion of the population in the affected areas. The extent and full details of the damages is at present being assessed by the concerned local government authorities, however a general picture of what types of infrastructure have experienced most destruction is already now emerging.<sup>5</sup> The main focus of this assignment is therefore to establish a common understanding with local authorities identifying where ILO support can complement existing capacity within local technical agencies in addressing (i) immediate reconstruction priorities on the ground and (ii) in the longer term strengthening climate resilience of the affected communities and their essential infrastructure.

Although, tropical storms are a recurrent feature of the climate in the Philippines, the frequency of freak weather incidents is increasing and with increasing force. This is in line with current climate change predictions which seems to already be taking place in places like the Philippines. Therefore, it is important to have a two-fold approach in the response to this type of disasters. Critical infrastructure needs to be restored as soon as possible without necessarily achieving all build back better ambitions. Once critical services have been re-established, it is important that further recovery plans include strengthening the quality of the infrastructure reaching resilience levels that will stand up to future storms.

According to the socio-economic profiling, there is a considerable portion of poor and vulnerable households living in the impacted areas. These are the households with the poorest quality housing and typically the poorest level of public infrastructure services. The extent of destruction of housing and basic services appears to be higher among these groups. Efforts to build climate resilience would need to keep a high focus on these groups both in urban and rural communities. The crisis response of the ILO, and therefore the assessments of the consultants, need to give priority to support measures that restore livelihoods of disadvantaged groups including strengthening public infrastructure services extended to these groups as well as in rebuilding their homes.

### **Potential infrastructure repair and reconstruction works**

Within the framework mentioned above, and based on preliminary damage reports, it is evident that there is a need for considerable repair and reconstruction work of a number of different types of public and private infrastructure. Again, it is important to stress the lead

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<sup>5</sup> Ref: OCHA report: Humanitarian needs and priorities, Super Typhoon Rai, 24 December

role of local authorities and their technical agencies in prioritising and coordinating such work. However, as a guidance in the scoping efforts of the ILO, including this assignment, the following may act as a checklist of required infrastructure reconstruction activities that the ILO may provide support. It is important that consultations are held with each of the respective agencies in charge of the various types of infrastructure works.

Immediate infrastructure rehabilitation works include, but are not limited to, the following activities:

- Debris removal and waste management (collection, sorting, reuse and safe discharge),
- Flood management and drainage of stagnant water, clearing and re-opening of drains, removing blockages, managing polluted surface water,
- Recovery and cleaning of water sources and distribution networks, in particular to areas providing temporary shelter,
- Recovery and repair of sanitation facilities and networks for private homes and community facilities,
- Repairs to buildings and private housing,
- Removal of fallen power lines and recovery of power supply networks,
- Remove and stabilise landslides triggered by the heavy rains,
- Clear roads and streets and repair any damages that restricts access,
- Remove destroyed infrastructure that may pose further danger to the public,
- Provide building materials, appropriate designs and technical guidance and training for the reconstruction of private homes.

This list may be extended on the basis of discussions with local authorities

Longer term reconstruction activities would involve further repair and improvements to the same types of infrastructure. While the immediate response focus on reinstating essential services in the shortest possible time, the reconstruction phase requires more comprehensive planning in order to find effective solutions that strengthen climate resilience. Once livelihoods emergencies have been addressed it is also possible to use more time for the effective implementation of the reconstruction works. The consultants are expected to identify and assess both short and long-term programmes of the involved government and aid agencies in addressing these concerns and explore how ILO and its capacity can be integrated into on-going and planned works.

Equally, it is important to assess already existing development programmes within and outside the ILO that aim to develop poor communities and strengthen climate resilience and explore how partnering up with such programmes can benefit the long-term reconstruction efforts. Particular attention should be given to programmes in the Philippines working with low-income housing and recent research and development to increase climate resilience in this field.

### **Capacity building**

A central part of the EIIP strategy is to build local capacity during the reconstruction works, thereby strengthening the ability of local authorities, technical agencies and communities to

handle future crisis situations. This involves the development of purpose-oriented training in climate resilient reconstruction methods for different stakeholders, ranging from senior officials, technical staff, artisans, private contractors, skilled and unskilled workers to affected homeowners. In close consultation with local authorities and relevant training institutions, the consultants will explore how skills and capacity development can be effectively strengthened in the impacted areas. As part of this exercise, it would also be useful to identify institutions involved in setting new construction standards that address the impact of natural disasters of this nature.

Besides the obvious synergy with the skills development programme in the ILO, the consultants are expected to identify other relevant fields of ILO experience that are important for the reconstruction works, such as labour conditions, OSH, community involvement, particular attention to vulnerable households, social protection, essential environmental safeguards and others.

**Annex 3: Technical note on the assessment of Social Protection**

To be provided

#### **Annex 4: Technical note on the assessment of Occupational Safety and Health**

Safety and health at work should be ensured, in line with the International Labour Standards and National Regulatory Framework, for all stages of response and recovery actions. In particular, **COVID-19 prevention measures** must be continuously applied in every workplace. There are two target phases/settings for the safety and health of workers during the response and recovery process.

1. Short term: Protection of safety and health of emergency workers/responders
2. Medium-long term: Occupational safety and health (OSH) during and beyond the period of reconstruction

For both settings, **workplace risk assessment and control** is a key. The OSH hazards associated with tropical storms, hurricanes, cyclones and typhoons may include the following:

- structural instability with risks from downed lines, live electrical equipment and other utilities (e.g. gas and water);
- noise;
- falls from height or through openings;
- asbestos, lead;
- impact to the eyes and face from flying objects;
- manual handling of materials/weights;
- discovery of unknown chemicals;
- cuts and lacerations;
- slips, trips and falls while working

The specific safety and health risks for emergency workers may be due to the devastation of the area, collapsing buildings and other structures, destruction of electrical installations, and general destruction of infrastructure and communication lines. In addition, the work is associated with the risks of **the spread of waterborne and vector-borne diseases**, especially in the flooded areas. Waterborne diseases, such as wound infections, dermatitis, conjunctivitis, fungal infections and ear, nose and throat infections are spread when workers come into direct contact with contaminated water with high concentrations of bacteria, viruses and other microorganisms – such as when sewage enters the drinking-water supply, or when workers have to work in contaminated surface water.

To address these matters in the ILO's Odette response project timely and effectively, the impact and need assessment should cover the following questions:

- a. What are the provisions on safety and health of general populations/communities that already exist to respond to and prepare for the incident and the measures that have been taken?
  - Public health emergency measures (Ministries of public health, external organizations including UN and donors)
  - OSH emergency measures (Ministries of labour)

b. What are the ILO constituents' capacities on workplace risk assessment?

- Labour inspectors
- Employers and Workers organizations
- OSH institutions

c. What are the major gaps to conduct workplace risk assessment and to implement control measures including COVID-19 prevention measures?

- Knowledge and skills
- Assessment tools and information
- Resources for implementing control measures

Reference:

- Occupational safety and health in public health emergencies: A manual for protecting health workers and responders  
[https://www.ilo.org/wcmsp5/groups/public/---ed\\_protect/---protrav/---safework/documents/publication/wcms\\_633233.pdf](https://www.ilo.org/wcmsp5/groups/public/---ed_protect/---protrav/---safework/documents/publication/wcms_633233.pdf)
- Protecting workers: occupational safety and health in response to the COVID-19 pandemic: Rapid Needs Assessment & Response Plans: Preparation Guidelines for Country Level Interventions [https://www.ilo.org/wcmsp5/groups/public/---ed\\_dialogue/---lab\\_admin/documents/publication/wcms\\_781022.pdf](https://www.ilo.org/wcmsp5/groups/public/---ed_dialogue/---lab_admin/documents/publication/wcms_781022.pdf)
- Work Improvement for Small Construction Sites (WISCON) Action manual for improving safety, health and working conditions on small construction sites, designed for employers, supervisors and workers [https://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/---sro-new\\_delhi/documents/publication/wcms\\_815466.pdf](https://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/---sro-new_delhi/documents/publication/wcms_815466.pdf)
- Prevention and Mitigation of COVID-19 at Work ACTION CHECKLIST  
[https://www.ilo.org/global/topics/safety-and-health-at-work/resources-library/publications/WCMS\\_741813/lang--en/index.htm](https://www.ilo.org/global/topics/safety-and-health-at-work/resources-library/publications/WCMS_741813/lang--en/index.htm)

## **Annex 5: Technical note on the assessment of Skills Development for livelihood rehabilitation and alternative livelihood**

Skills training can support immediate income and livelihood recovery, while facilitating alternative employment or enhanced livelihoods opportunities in the medium to long term.

Assessment of skills development needs will thus cover: i) skills that are directly linked with immediate employment and income opportunities in the recovery phase, and ii) skills that are linked with medium to long term employment prospects in the post-disaster redevelopment phase.

### **Skills needs directly linked with immediate employment and income opportunities**

The assessment will identify skilled employment opportunities based on an impact analysis of the disaster on i) infrastructure and physical assets, and ii) production, delivery and access to essential goods and services. Immediate skilled employment opportunities may include work related to lifeline restoration and repair or reconstruction of community infrastructure or private houses as well as management and delivery of relief goods and special care services, especially to those who are most vulnerable (e.g. elderly, single-women headed households, people with disabilities). Possible areas of skills training include: (i) construction-related skills, such as carpentry, masonry, tiling, roofing, concrete fixing, welding, domestic electrical installation, and domestic plumbing, which are already in demand for the repair, reconstruction and rehabilitation of community infrastructure and private houses, (ii) management or support for relief goods storage and delivery, and (iii) special care workers. The assessment will estimate the need for additional workers with the above skills sets to support the immediate recovery phase. In addition to technical skills, training related to covid-19 prevention and other occupational safety and health (OSH) issues and basic labour rights will be critical.

### **Skills needs for alternative and enhanced livelihoods**

The assessment will be based on a broader analysis of damages caused by the disaster on businesses, jobs and other livelihoods affected. Interviews with local workers, unions, business organizations, and authorities, as well as visual inspection of enterprises, marketplaces, and other key sites, may provide the basis for a rough estimate of the impact on business, employment, and incomes in a sample of places. The assessment of mid-long-term employment and livelihood opportunities will also examine pre-disaster business and investment trends and plans for future investment and value chain upgrading. The assessment will pay special attention to identifying employment opportunities for women and other vulnerable groups. It will also examine employment potential in emerging sectors, such as the green and care sectors, and opportunities for improving digital literacy and skills in the affected areas. The assessment will involve a combination of analyses of existing statistical data, key informant interviews, and focused group discussion to the extent possible.

### **Collection of Baseline data on Skills**

The assessment will also compile relevant data on skills supply and provision in the affected areas, including:

- A list of training providers and training programmes by area and level of training in the local area (including information on whether the training providers are immediately deployable)

Education profiles with supply data on skills (including information of TESDA graduates by area and level of training)

## Annex 6: Technical note on the assessment of Enterprise Development for livelihood rehabilitation and alternative livelihood

Given that the earliest intervention of ILO support may be March 2022, the impact and needs assessment on the thematic area of enterprise development will cover the strategies for employment and livelihood recovery of the productive sector in the transition scenario from relief to recovery while paying due attention to the infrastructure and social sectors. There are several basic points to keep in mind as follows.

- As discussed in page 4 of the main text of the TORs, the ILO's impact and needs assessment will address the gap of the recovery efforts of the government and the social partners rather than creating a stand alone programme. It is therefore critical to understand the emerging support programmes of the DOLE, EOs and WOs as well as key partners of relief and recovery (e.g., line agencies, international organizations, NGOs). Such efforts of the constituents and partners would include the planned recovery efforts from the pandemic-induced employment crisis.
- One way to do so, the assessment shall compare the overall impact on the livelihood and the recovery support to be provided by the constituents and partners, and address the remaining or unaddressed issues if not the weakest linkages. For example, there may be small grants for the agro-fishery households, MSMEs and informal businesses to re-start businesses, but the capital may not be enough for the recovery of the lost production assets, the financing for the medium-term recovery may be missing, and the assistance to build more crisis-resilient and profitable production and business model may not be there (e.g., planting of the typhoon-resilient crops/trees, product diversification, direct link to urban and tourism centres, e-commerce, digital financial literacy).
  - For the plan of the UN HCT, please refer to the Early Recover proposal within the [Humanitarian Needs and Priorities \(HNP\) plan](#) that is intended to cover till June 2022. Given the existing proposal by the UNDP, the ILO proposal will have to find a way to become a logical One UN response. For example, targeting different geographic area/sector/target groups, or providing supplementary assistance to what is already proposal.
- The other aspect of the assessment is on the capacity constraint of the constituents and local partners. There may be grant programme for MSMEs, but the total number of beneficiaries to be covered may be small compared to the total number of affected-businesses. The grant and other financing support may come without assistance on the proper management of business and finance, or the training content on the latter may be limited or not reflecting the new digital economy opportunities.
  - Consultants may refer to the following report as the most recent example of exploring the gaps in the training ecosystem on digital entrepreneurship and financial literacy in the Philippines – "[Digital BDS and Financail Services Check](#)" [to be provided separately]. The ILO team may provide additional contacts or

inputs of the livelihood response partners of the existing projects at the national level, e.g., DOLE, DTI, TESDA, DICT.

- One of the first things the consultants will have to check is the scope of the ongoing Rapid Damage Assessment and Needs Analysis (RDANA) led by DSWD. Specifically, we are interested how the livelihood damage is counted along with the issue of infrastructure and social sectors. For example, often, the damaged among the informal operators are not captured in the PDNA due to the invisibility of the informal sector activities. In this case, the ILO consultants will work closely with the informal economy networks that ILO maintains close relationship with. Beyond this example, it is important that the consultants remain in touch with the voices of workers and employers in the target regions and their national networks in order to bring their legitimate voices in the relief and recovery efforts of the UN system.
- The relief and recovery assistance on the lost and damaged livelihood as far as enterprise development issues are concerned would cover, among others: social insurance or additional insurance programmes (e.g., crop insurance of the Philippine Crop Insurance Corporation - PCIC<sup>6</sup>) that could be tapped to claim for insurance coverage; grant and in-kind support to restore the lost productive assets or to re-inject the working capital; re-scheduling or grace period for repayment of loans and utility bills; any other access to finance support; technical assistance or capacity building for a more crisis-resistant, sustainable and higher income production and businesses.
  - As discussed above and below, social inclusion of these assistance programmes will have to be assessed along with the total outreach size that may often be small compared to the total business/livelihood activities affected.
- In order to address the livelihood recovery with the building back better strategy, the assessment work may focus on key economic subsectors where a significant number of small farmers/fisherfolks/businesses have their livelihood. The subsector prioritization may be done, using the rapid employment impact assessment of the ILO as the starting point for sector-level prioritization and discussing with the local stakeholders of their views and assessment.
- Once the subsector prioritization is done at the target regions and indicative impact and needs data have been collected, the consultants are requested to build the ILO proposal on enterprise development on the basis of the key recovery scenario of each of the key subsectors.
  - As a case in point, given that the large part of the affected regions is the coconut economy, we would need to consider the rebuilding support for several years to the affected coconut farmers who would need alternative livelihood to survive while waiting for 3-8 years for a coconut tree to be grown from a seed to bear fruit. Our aim in this case would be building a more typhoon-resilient farming system in 3-8 year while ensuring decent working opportunities through alternative livelihood and access to social protection. The ILO assessment in this

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<sup>6</sup> See for example [Weather-based crop-insurance products: Making farmers more climate-change resilient](#), a PCIC experience of working with ILO and other partners in response to the Typhoon Ondoy in 2009.

case would explore both the overall impact on the loss and the rehabilitation assistance by the government (e.g., the Philippine Coconut Authority) and concerned partners. The remaining gap in terms of financing, technical and capacity building as well as social aspects (e.g., inclusion of vulnerable groups) would be the basis for ILO's assistance.

- On the social inclusion, the ILO assessment would, consider equal access to these opportunities and benefits including vulnerable and marginalized groups e.g., women, youth, people with disability (PWD), workers and entrepreneurs of microenterprises and informal economy, and minimizing risks of increased child labour, forced labour and undesirable migration. Any gaps in their inclusion may be addressed through the ILO's proposed assistance.
- In developing ILO proposal in the area of enterprise development, the consultants shall take into account the on-going major enterprise development support activities under the pandemic response project of CO-Manila: [Bringing Back Jobs Safely](#) project promoting the safe workplace for MSMEs, and the digitalization of MSMEs through the training on digital entrepreneurship and financial literacy as well as assistance to internet connectivity and co-working spaces for the regional MSMEs; and its linkage to [Skills for Prosperity Programme](#) where the former project provides the training-of-trainer service on the entrepreneurship development programme of the ILO to bolster the community enterprise programme of TESDA assisted by the latter. While these on-going projects will try to address the Odette response within the respective scope of work, the overall ILO proposal may explore synergies, e.g., by creating the field office which will be the basis of coordinating the technical inputs of the on-going projects into an integrated recovery assistance.