

Terms of Reference

The development of a proposal for an integrated pilot intervention to build back a more gender-responsive, inclusive, resilient and sustainable world of work in the COVID-19 recovery and to develop a framework for a regional integrated programme

1. Background

According to the ILO¹, the COVID-19 pandemic has affected women in the world of work disproportionately. Women are concentrated in sectors that are both on the frontlines of the pandemic response as well as those hardest hit by the economic crisis. This crisis not only has more devastating social and economic consequences for women and girls, but also risks reversing progress toward gender equality that has been made over the past years². This is mainly due to pre-existing inequalities and gender gaps that were further exacerbated by the pandemic. The Ebola outbreak showed that the quarantine can have a prolonged effect on women's livelihood, increase poverty rates and aggravate food security problem (UN 2020)³. Emerging data also suggest that the COVID-19 possibly has the same impacts on women's economic situation and wellbeing. With this in mind, the pandemic reminds us of the importance of addressing these gaps and building in gender equality into the recovery.

Further, climate change has disproportionate effects on women. In the Asia-Pacific region, governments are leading the post COVID-19 economic recovery efforts with some efforts to Building Back Better with Low Carbon Development Initiatives (LCDI). As part of these efforts, countries could plan to embed a Circular Economy approach into its green recovery strategy, and to integrate circular economy indicators into the next medium-term development planning. The Circular Economy (CE) is seen as strategy for implementing the low carbon development approach – as it prioritises resource efficiency, use of renewable energy, and has economic and employment creation impacts, including for green jobs.

Against this backdrop, the ILO sees the need for an integrated intervention to build back a more gender-responsive, inclusive, resilient and sustainable world of work in the COVID-19 recovery.

The COVID-19 pandemic corroborates the urgent need for gender-transformative and green recovery. It highlights the need to improve gender

¹ ILO. 2020. "The COVID-19 response: Getting gender equality right for a better future for women at work". ILO.

² United Nations. 2020. "Policy Brief: The Impact of COVID-19 on Women". United Nations.

³ *ibid*

equality at the workplace by improving policies and identifying affirmative actions, while taking into account the environmental dimensions of development. ILO gender equality Conventions provide guidance to redress pre-existing gender inequalities (equal opportunity, pay equity, work-family balance, violence and harassment in the world of work) and increasing women's representation in policy and decision-making in the world of work and world of work institutions.

The ILO Just Transition Guidelines will provide a framework for stimulating green job creation in select sectors through reskilling, upskilling and entrepreneurship for a circular economy.

The proposal for an integrated intervention in the Philippines, to support the CO/Manila in its efforts of active fundraising in the country, will have four tentative objectives:

- increased gender-responsive policies and programs to ensure decent work with a just transition in enterprises in COVID-19 affected sectors (both formal and informal);
- increased data and analysis in order to inform the policy-making process to advance gender equality with a just transition in select COVID-19 affected sectors;
- increased access to jobs and opportunities for women and youth in the circular economy;
- Green jobs and gender-responsiveness in SMEs in current production structures promoted.

The proposal will provide direct field data, knowledge and stakeholder inputs for designing a broader regional integrated-intervention in lower and middle income countries in Asia. Indeed women in the Philippines, Lao People's Democratic Republic, Cambodia, Vietnam, and Indonesia are among the most severely affected by the disrupted production structures during the current context.

In order to target the intervention and gain from specific learnings, this pilot will have a general scope in the macro/policy intervention and will target specific sectors in the micro component. The sectors targeted will be selected based on the following criteria: relevance in the national economy, relevance in the national labour market (employment), proportion of women in the sector; incidence of informality; adaptability to just transition and circular economy; impact that the COVID-19 pandemic has on the sector. The care economy will be taken into consideration as a subsector that enables the economic inclusion of women in all economic sectors (child care; elder care – depending on the context).

The strategic framework for this intervention will be built on four key components; data generation, institutional change, capacity enhancement and attitudinal change (See Annex for an initial concept note).

2. Objectives and scope of work

The objective of this consultancy is to develop a country and a regional project proposal for an integrated intervention to build back a more gender-responsive, inclusive, resilient and sustainable world of work in the COVID-19 recovery in the Philippines. In addition to the Philippines proposal, the consultant will design a draft regional approach and prepare a template concept note of an integrated intervention that can be contextualized to other countries and to the region.

The consultant will prepare a document, following the relevant ILO template, to support the ILO CO/Manila in their efforts of approaching relevant donors and partners in the Philippines for the purpose of fundraising resources for funding the project proposal in question. To do so the consultant will conduct a brief desk review to identify opportunities to design a build back better intervention with more gender equality in a just transition in the Philippines, undertaking consultations with ILO Constituents and select ILO staff in the Philippines and/or stakeholders to ensure that the intervention designed is aligned with national development plan on DWT efforts. As result of the consultations with the ILO members in the Philippines, the Consultant will identify UN agencies (and other) in the Philippines which could be potential partners to co-implement the integrated intervention referred in these ToR.

The project proposal will include possible menu of components for a broader regional programme, based on the Philippines proposal and learnings from the consultations and research and analysis of opportunities for a regional approach. The draft components will be discussed with ILO and then a draft regional concept note and country adapted template will be drafted, based on the selected scenario.

3. Deliverables

The deliverables of this consultancy include:

- (1) Draft a concept note and theory of change (12-20 pages) for a regional integrated intervention that can be contextualized to select countries and the region⁴ and prepare a PPT to present the regional approach and KPIs.

The concept note will include the following sections:

- a. Introduction
- b. Background/Context
- c. Rationale/Theory of Change

⁴ Referring to previously shared background documents that ILO provides.

- d. Proposal (including partners and potential beneficiaries)
 - e. Components/Outcomes/KPIs
 - f. Time-line
 - g. Proposed managerial structure
 - h. Possible funding mechanisms to apply to.
- (2) Draft a project concept note for a pilot integrated intervention in the context of the Philippines (In the format required by PARDEV) (8-15 pages);
- (3) Draft an enhanced concept note template for country offices to develop their proposals, based on the regional approach and the example from the Philippines, and including the theory of change (starting from the ILO Standard concept note template).

4. Excoll's responsibility

The external collaborator (Excoll) will work in coordination with ILO responsible officials are DWT Senior Gender and non-discrimination Specialist (GEDI), Regional Senior Environment Specialist (ENTERPRISES/GREEN) and in coordination with the ILO CO for the Philippines.

The Office space, equipment, other logistics arrangements in the course of this work as well as travel insurance will be organized by the consultant.

5. Timeline

The consultancy is expected to be completed within a period from August 16 to November 25, 2021.

Submission of a detailed work plan, including a time line	August 16, 2021
Submission of the first draft of deliverable 2 to the ILO for review	September 3, 2021
Submission of the first draft of deliverable 1 to the ILO for review, including PPT to present the regional approach and KPIs	September 17, 2021
Submission of the final deliverables incorporating comments from the ILO	November 25, 2021

6. Financial proposal

Interested individuals or companies are invited to send CV or profile of companies, previous work samples and proposed fee, with break down cost including number of

Call for expressions of interest



working days, to paveena@ilo.org by **July 21, 2021**