Safe and Fair: Realizing women migrant workers’ rights and opportunities in the ASEAN region

Request for Proposal
The ILO invites Non-Government Organization to submit proposals to conduct a Participatory Action Research “Village Based Management to Enhance Service Delivery to Women Migrant Workers and Families”

1.1. Background

Safe and Fair: Realizing women migrant workers’ rights and opportunities in the ASEAN region (2018-2022) is part of the multi-year EU-UN Spotlight Initiative to Eliminate Violence against Women and Girls. Safe and Fair is implemented by the ILO and UN Women, led by the ILO Regional Office for Asia and the Pacific Safe and Fair delivers technical assistance and support with the overall objective of making labour migration safe and fair for all women in the ASEAN region.

The Safe and Fair Programme will also focus on the empowerment of women migrant workers’ leadership, voices, and agency through strengthening women’s engagement with governments, labour organizations as well as networks of women migrant workers. Through this initiative, women migrant workers will have greater access to opportunities to migrate safely, free from discrimination and violence, and have access to necessary assistance. Under Safe and Fair’s specific objective 1, the ILO will work with regional and national stakeholders to support inclusive dialogue and facilitate policy development to strengthen fair and safe labour migration for women in the countries, sectors, and corridors of focus.

Since the early 1980s, Indonesian migrant workers have been playing an increasingly important role in Indonesia’s labour market. Today, more than 4.79 million Indonesians have legally migrated to other countries for job opportunities. The actual number of Indonesian migrant workers working overseas is estimated to be far higher since many more migrate illegally (Indonesia’s Global Worker: Juggling Opportunities and Risks, World Bank Report, 2017). Women’s labour migration makes broader contributions in both countries of origin and destination, including to social protection.

Indonesian migrant workers sent over IDR 118 trillion back to Indonesia in remittances. Recent research shows just how much labour migration contributes directly to improving people’s lives (Indonesia’s Global Worker: Juggling Opportunities and Risks, World Bank Report, 2017).

According to the Bank of Indonesia data in Q1 2019, the revenue component data shows that the receipt of remittances plays an important role in supporting Indonesia’s
current account performance. The receipt of remittances has reached $2.9 billion and the contribution of personal transfers made by Indonesian migrant workers through domestic remittances has reached 93 per cent ($2.7 billion). Historically, this was the highest quarterly remittance compared to the same quarter in previous years. The highest contribution of remittances in Q1 2019 came from the Asia Pacific region (61 per cent), followed by the Middle East and Africa (31 per cent). Remittances from women are more likely to be spent on health, education, family and community development. Further, women are more likely to work in domestic work, which both contributes to the commodification of care whilst freeing up the female labour force in countries of destination to be economically more productive (UN Women 2017. Policy Brief No.2 Women migrant Workers).

In Indonesia 67 per cent of all migrant workers are women and 65 per cent of migrant workers graduated from primary and junior high school. Women migrant workers are typically young, poor and have limited education and skills training. Most Indonesian women migrant workers are from poor rural areas where there are lack of alternative job opportunities for prospective migrant workers. The data shows there are 49 per cent of women migrant workers, especially from village or rural area fall out of the labour force after returning home (World Bank Survey 2017). Women are also more likely than men to experience multiple forms of discrimination, exploitation and abuse.

Large numbers of women migrate irregularly into informal employment sectors, where they can face high job insecurity, low pay and unsafe working conditions. Irregular migration status also increases vulnerability to labour market abuses. Lack of access to information is still a major constraint to becoming documented. Survey data show, 40 per cent of migrant worker households do not know how to find work overseas through legal processes. (World Bank Report, 2017).

Villages are the first gates to ensure women migrant workers have access to information and support services on safe and fair migration. Effective village regulation, policy, and programme management on labour migration increase the chances that labour migration is safe and fair for women migrant workers. Village government and community play an important role in preventing trafficking, labour rights violations, and other abusive and discriminatory treatment at different stages of the migration process.

Knowledge management (KM) is the process of capturing, developing, sharing, and effectively using organizational knowledge. It refers to a multidisciplinary approach to achieving organizational objectives by making the best use of knowledge and experience. In the context of labour migration, a knowledge management approach and strategy will support the village authority in identifying, utilizing, and managing the existing knowledge and experience of returned migrant workers and their families to prevent abusive and discriminatory practices and improve needs-based service delivery to prospective migrant workers.

The Indonesian Government has made progress including through Parliament passing Law No. 18/2017 on the Protection of Indonesian Migrant Workers. The law has given mandate to the government in each level, from the village government up to central government, to facilitate and provide services to the migrant workers and their family.
Moreover, specifically in Article 41 and 42 of Law no 18/17, the district and village governments are required to raise awareness and provide comprehensive information on labour migration process, provide support services to ensure protection at pre-post-employment, including skills training, create a database, verify data and registration of prospective Indonesian Migrant Workers, facilitate completeness of the administrative requirements, monitor the departure and repatriation of Indonesian Migrant Workers, and empower Indonesian Migrant Workers and their families. To support the effective implementation of Law 18/17 in strengthening policy environment and capacity of policy makers and key stakeholders at the local level and advised by NPAC members, the ILO will conduct a participatory action research to develop a model intervention or framework strategy to support the village authorities and communities to strengthen migrant village based management and develop a programme to ensure safe and fair migration.

To undertake this research the ILO seeks the services of non-government organization in conducting a Participatory Action Research “Village Based Management to Enhance Service Delivery to Women Migrant Workers and Families”. Under the direct supervision of the Safe and Fair ILO National Programme Coordinator and working in close collaboration with the Ministry of Manpower, Ministry of Women Empowerment and Child Protection, BNP2TKI, Ministry of Health, and Ministry Social Affair, the Non-governmental Organization (NGO) will be responsible to facilitate and write the participatory action research for the development of the effective model of village and community based labour migration policy and programme to strengthen service delivery to women migrant workers and their families.

1.2. Research Rationale

Villages, as the first gate and at the frontline, must be proactive in preventing abusive practices and encouraging rights-based practices. Recognizing the importance of the role of village and community to prevent abusive and discriminatory practices in the migration process, various migrant village based programmes have been initiated by many key stakeholders, e.g: Community Migrant Workers Family Community (KKBM) by BNP2TKI, Indonesia Migrant Workers Village (Desbumi) by Migrant Care, Indonesia Migrant Workers Family Development Group (Kelompok Bina Keluarga TKI) by Ministry of Women Empowerment and Child Protection. Furthermore, in 2017 Ministry of Manpower initiated a new program, namely Desmigratif (Desa Migran Produktif, or Productive Migrant Village) to ensure safe migration and improve economic opportunities of former migrants and their families. The Desmigratif programme, which focuses on intervening at the village level, consists of four pillars, namely migration services, productive economic activities, community parenting and village cooperatives. This programme is under the leadership of Ministry of Manpower but relies on collaboration across government agencies.

Although there are various initiatives to strengthen village good governance and management, village government bodies still face key challenges in practically developing village-based programmes and service delivery to meet migrant workers’ needs. The village authorities as well as communities still face a lack of sufficient authoritative information and understanding on the process of labour migration, have
inadequate capacity to develop and implement safe and fair migration programme, lack of capacity to manage and utilize the knowledge and experience that already exist in their village or community related to migration.

To address these issues, the participatory action research will first facilitate and strengthen women’s voice and agency to ensure women migrant workers perspectives and needs are centred in any village based measures. The participatory action research will lead village actors in mapping an effective methodology to help village authorities and communities understand the challenges and opportunities related to rights protection and empowerment in migration. It will guide village level actors in assessing whether programmes and services are gender sensitive. The research findings will be shared ideally by village actors to the community at the village level. This research will ensure meaningful involvement of village authorities, returnee women migrant workers, women groups, youth community, and religious leaders in data collection, analysis, and research result. The results of this research will serve as a framework and tool to strengthen evidence based village systems for safe and fair migration, and village actors will put into place action plans for implementation of the model and tools developed.

2. Objectives

The overarching objectives of this participatory action research are:

a) To facilitate village-level stakeholders’ own analysis and learning of existing models and practices, followed by development and use of an effective model of intervention and tools.

b) To build village level capacity on how to improve good governance and implement village-based service-delivery programmes on women’s rights protection and empowerment to prevent trafficking in persons, and abusive and discriminatory practices at different stage of migration process.

Further, specific objectives of this participatory action research are:

a) To examine how existing village-based policies and programmes effectively support the role and responsibility of Village Authorities and Local Government to implement Article 41 and 42 of the Law 18/17 on Indonesia Migrant Workers Protection. The PAR will assess existing policies, practices and frameworks on village management of migration looking at gender gaps and with regards to policy alignment to relevant normative frameworks on the protection of migrant women, domestic workers and anti-trafficking. Further, this research will also identify the needs of capacity building for community involved in the migrant village based programs and the village authorities in order to mainstream a better governance and protection.
b) To identify how and whether existing village-based programmes and service delivery meet needs of women migrant workers and their families towards safe and fair labour migration.

c) To identify and analyse best practices on information sharing and methods in managing and utilizing existing knowledge and experience on negative and positive migration experiences faced by returned women migrant workers in their community or village, especially on how to use existing “cultural or religious” channels to deliver information and services to prevent trafficking in person, violations and abuse in the migration cycle.

d) To identify an effective model of village-based management to improve migrants’ access to effective remedy, grievance mechanism or referral systems, both judicial and non-judicial. This should include a detailed and realistic village-based protocol and referral system for rapid response management of cases across actors and across borders when labour exploitation and illegal recruitment is reported. The development process of this model will be carried out by set-up a village group representative group as local researcher and provide them with capacity building activity to be able to develop both of action and implementation on the model developed.

e) To raise awareness on the importance of providing wider access for women migrant workers to authoritative information and high quality service-delivery, especially empowering prospective migrant workers to register and process their administration requirements.

3. Methodology and Scope

This participatory action research will use a qualitative approach, gender analysis, knowledge management theories, and community-based participatory action research approaches.

The ‘action’ following the research will be that findings are used by village authorities and communities as their comprehensive framework and response plan to establish programmes and gender responsiveness services to women migrant workers and their family. Accordingly, this research will exercise a participatory approach where the lead researcher will involve a group of village representatives (including village authorities, returnee women migrant workers, women groups, youth community, and religious leaders) as local researchers, with involvement in data collection, analysis, sharing the research results, and implementing any village level plans or changes to current practice. This participatory approach is expected to build knowledge and self-awareness of the village authorities and communities on understanding the challenges and opportunities faced by women migrant workers and their families at different stages of the migration process. This is also expected to facilitate the village representative group to have a first-hand experience and knowledge of the steps in preparing to migrate and in accessing services or complaints mechanisms. As a strong participatory
and community-based research, it is expected that the findings in each stage of migration process will be directly shared and discussed among community members.

The research component will facilitate a knowledge sharing space for the village representative group (local researchers) to share their challenges and good practices of their current village-based management programme and services delivery to migrant workers and their families, not limited to programme by Ministry of Manpower, BNP2TKI or Ministry of Social Affairs. This knowledge sharing will give opportunity to learn from each other and exchange information, specifically related with their current and forthcoming responsibility as stated in Law18/17. The output of this knowledge sharing is a comprehensive action plan and framework to improve their knowledge and practices on managing village-based programme and services delivery.

The main targets of the study are the village authorities, women migrant workers and their family (prospective, current, and returned), key actors at subnational and national level, Tulungagung, Blitar, Cirebon, East Lampung, and East Nusa Tenggara. The findings of the research may have a significant influence on women migrants’ decision-making prior to, during and on return from migration.

Specific methodology should be proposed by applying organisation as per requirement of this research and at a minimum covering:

- A Social Preparation Activity and strategy to identify and mitigate risks of this PAR to ensure ownership and positive support from key stakeholders at local level
- Strategy on selection of target areas of research, Village Representative Group as local researchers which should cover: criteria, number of group, composition of group, and their responsibility
- Information regarding the number of In-depth Interviews, FGDs, Kinds of Desk review on related documents
- Participatory capacity building to the village representative group
- Participatory methods for village review of and implementation of research findings

Tripartite plus stakeholders must be involved and consulted in the process of development of research, research itself, and development and implementation of recommendations. Inclusive and meaningful participation from key actors and stakeholders is critical.

4. Description of Assignment for the applying organisation:

The selected organization is expected to carry out the tasks and responsibilities in consultation with ILO as described below:

- Design and implement participatory action research giving a knowledge management method and gender-responsive analysis on rights protection and placement of Indonesian Migrant Workers.
- Submit a detailed proposal of a research design (including ethical considerations), along with a workplan, budget, team composition (number and profile of the person), and research tools.
• Design the participatory capacity building to the village representative group as local researchers taking into account the main village authorities, communities in targeted areas, and involving women migrant workers
• Develop a detailed and realistic village-based protocol and referral system for rapid response management of cases across actors and across borders when labour exploitation and illegal recruitment is reported.
• Develop an effective model of village-based management programme and strategy to improve access by migrants to effective remedy, grievance mechanism or referral system, both judicial and non-judicial.
• Conduct and organize key stakeholders consultations to identify the best and effective model of village based management and other needs related to the objective of this research. Include the social preparation and engagement with local authority and community to identify and mitigate the risks of this research.
• Draft the data collection tools, in consultation with ILO and key stakeholders/partners
• Undertake the research and collect data through in-depth interviews or FGDs
• Submit the draft report on capacity building activities
• Submit the draft report based on the findings, semi-structured interviews, focus-group discussion, and in-depth interviews conducted, as well as on any action taken as a follow-on result of the research.
• The final research report should incorporate all comments from ILO including inputs/feedbacks from the final validations and consultations.
• Submit the final report to ILO in Bahasa Indonesia.

5. Deliverable and Timeline
The task is expected to be completed within a period of four (4) months from the date of the Contract signing. A tentative timeline is as follows:

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<th>No</th>
<th>Deliverable</th>
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<td>1</td>
<td>Final workplan as per the research design in the proposal and implementation strategy (with detailed methodology and ethical considerations, implementation plan, team composition, and assessment tools), for approval by ILO</td>
<td>4th week of June 2019</td>
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<td>2</td>
<td>Desk review of relevant research material, and preparation for data collection</td>
<td>1st – 2nd week of July 2019</td>
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<td>3</td>
<td>Participatory data collection and analysis with capacity building of village representative as local enumerator in targeted national and sub national locations (FGDs and In-depth Interviews)</td>
<td>3rd week of July 2019 – 4th week of August 2019</td>
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4. Consultation/validation process with the key stakeholders include the development of tool, model, and framework

Submit a copy of the full raw research results containing the data collected, all interview records (anonymized), and evidence of informed consent

1st week – 4th week of September 2019

5. A first draft of the report presenting reliable research findings and recommendations which include:
   A draft a village based protocol and referral system for rapid response management of cases across actors and across borders when labour exploitation and illegal recruitment is reported;
   A draft of model intervention or framework strategy to support the village authorities and communities to strengthen migrant village based management and develop a programme to ensure safe and fair migration.

1st week – 3rd week of October 2019

6. Incorporation of ILO and stakeholders’ input into revision of report. Final report submission to ILO.

4th week of October 2019

6. SELECTION CRITERIA
The applying organisation must demonstrate:

- Must be an NGO already working in the geographical areas in the TOR and have experience on migration
- Proven skill and expertise in participatory rural assessment, community empowerment or relevant community based programmes.
- Team members who will be part of this research undertaking having progressively 5 years of expertise and knowledge on EVAW, gender and labour migration issues;

7. Application procedure
Interested organizations may submit their expressions of interest, demonstrated competency and quotations for the assignment. Applications in Bahasa Indonesia must include the following:

- One page description of the organization (could also be web link or brochure);
- A list of previous relevant work experiences, in the areas of gender and labour migration
8. Hiring Process
The proposal shall comprise (i) Technical Proposal, (ii) Financial Proposal, (iii) CVs of Experts proposed in the Team Composition (with proper contact details) as part of the technical proposal the submission shall include a financial proposal as well.

The selection criteria will be as following (total point 100):
- Organizational Capacity (20%);
- Past experience and expertise, especially with qualitative or participatory assessment on gender and labour migration, policy analysis related to foreign employment (30%);
- Approach and Methodology (20%);
- Financial proposals (in a separate envelop) (30%).

Submitted proposals will be evaluated by the ILO. The ILO may accept or reject any proposal without any obligation of justification, bearing in mind the interest of the ILO.

The deadline to submit proposals (RFP) for the consultancy is by close of business on Friday 14th June 2019 sent with the subject header “Application for the Service Contract for SAFPAR” to the following address:

“Kantor ILO Jakarta
Menara Thamrin Level 22 JI. MH Thamrin Kav 3
Jakarta 10250, INDONESIA”

In addition, please kindly submit soft copies of the proposal to hrdjkt@ilo.org with “SAFPAR” as the subject of your email by the given deadline. If submitting soft copies, the financial proposal should be a separate file with password protection. Password should only be provided to ILO when requested.

For any further information and queries please email to Sinthia Harkrisnowo, National Project Coordinator Indonesia, Safe and Fair: Realizing Women Migrant Workers Rights and Opportunities in the ASEAN region, sinthia@ilo.org.