



Terms of reference

Call for Expression of Interest: Consultant or Institution

Finalizing the elements of the Social Protection Floor (SPF) of the Philippines

1. Background

Social Protection Floors Recommendation

The Social Security (Minimum Standards) Convention, 1952 (No. 102) is considered as the International Labour Organization's (ILO) flagship convention and sets fundamental principles applying nine classical social security contingencies -- medical care, sickness, unemployment, old age, employment injury, family responsibilities, maternity, invalidity, survivorship -- into a single comprehensive and legally binding instrument.

These principles have recently been recalled in the Social Protection Floors Recommendation 2012 (No. 202), which was adopted nearly unanimously by 185 Member States during the International Labour Conference (ILC) at its 101st session in June 2012.

Recommendation 202 provides practical guidance for setting national social protection floors and building comprehensive social security systems and reaffirms the role of social security as a human right and as a social and economic necessity, and provides guidance to countries in building SPFs within progressively comprehensive social security systems.

The Social Protection Floor (SPF) is a basic set of social security guarantees that should be guaranteed to all the population. The SPF aims to achieve the following:

- all residents have access to affordable essential health care, including maternity care;
- all children receive basic income security providing access to nutrition, education, care and any other necessary goods and services;
- all persons in active age who are unable to earn sufficient income, in particular in cases of sickness, unemployment, maternity and disability, receive basic income security; and



- all residents in old age receive basic income security through pensions or transfers in kind.

The four guarantees set minimum performance or outcome standards with respect to the access, the scope and the level of income security and health in national social protection systems rather than prescribing a specific architecture of national social protection systems. While not all countries will be able to immediately put in place all components for the whole population, the SPF provides a framework that can be used to describe existing schemes in place for each of the four basic guarantees mentioned above and identify the policy and implementation gaps if any; and to plan a progressive implementation that ensures a holistic vision of the social protection system that exploits synergies and complementarities between different components.

Assessment Based National Dialogue (ABND)

The ABND helps to draw recommendations for the further design and implementation of social protection provisions to reach at least the social protection floor for all the population. The ABND is then completed by a rapid costing exercise to estimate the cost of introducing these additional social protection provisions.

Stakeholders involved in the ABND exercise include line government agencies, workers' and employers' representatives, civil society organizations, academicians, UN agencies, and other development partners. This exercise comprises the following steps:

STEP 1 – Development of the assessment matrix which contains, for each of the four guarantees of the SPF, an inventory of existing social protection, poverty alleviation, employment promotion and disaster management programmes, identifies policy gaps and implementation issues, and recommendations for the design and implementation of further social protection provisions, with the aim of guaranteeing, at a minimum, the SPF to all the population.

STEP 2 – The cost of the proposed social protection provisions is then estimated and projected over the next few years using the ILO's Rapid Assessment Protocol (RAP). This costing exercise can serve as a basis for discussions on prioritization of different social protection policy options and available fiscal space.

STEP 3 – The assessment report is shared with government representatives, workers and employers as well as civil society organizations and international development partners with a view to validate the recommendations and assumptions and prepare for the next steps (feasibility studies for the design of the new schemes or expansion of existing schemes, or establishment of coordination mechanisms).

The ILO has developed a methodology and a technical guide for the conduct of such assessments, based on its experience in different countries across the world including several Asian countries such as Indonesia, Thailand, Viet Nam, Mongolia, Kyrgyzstan, Myanmar, Solomon Islands and Vanuatu. This set of assessments helped provide an updated picture of the social protection situation in these countries, and also informed ILO's global knowledge base on social protection. Recommendations from these assessments were used as valuable inputs to national social protection strategies and policy design processes and support the identification of areas for south-south cooperation between countries, to progressively achieve a common social protection denominator in ASEAN and beyond.

Social protection and COVID-19

The COVID-19 pandemic represents a major public health challenge and have serious economic and social impacts. Governments are facing a double challenge: they have to contain the health pandemic while responding to its economic and social effects.

Social protection is an indispensable part of any coordinated policy response to the unfolding crisis, ensuring that people can effectively access health care while supporting job and income security for those most affected. Social protection increases resilience, contributes to preventing poverty, unemployment and informality, acts as a powerful economic and social stabilizer while stimulating aggregate demand in times of crises and beyond.

As the countries focus on building back better after the COVID-19 crisis, establishing a universal social protection floor should be a central ambition. It is affordable to almost all countries and has a proven track record of rapidly alleviating poverty and reducing inequality. Implementing universal social protection could make a major contribution to a more inclusive, resilient and prosperous Philippines.

SPF as a National Priority

In the Philippines, the Philippine Development Plan (PDP) 2017-2022 identified reducing vulnerabilities of individuals as a key strategy in addressing inequality. To enable individuals and families to cope with risks, the PDP aims to establish a universal and transformative social protection for all. Social protection refers to “policies and programs that seek to reduce poverty, inequality and vulnerability to risks and enhance the social status and rights of the marginalized by promoting and protecting livelihood and employment, protecting hazards and sudden loss of income, and improving people’s capacity to manage risks”.

To achieve universal social protection, the PDP identified adopting and institutionalizing the Social Protection Floor (SPF) as one of the main strategies. Social Protection Floors are “nationally defined sets of basic social security guarantees which secure protection aimed at alleviating poverty, vulnerability and social exclusion”.

In a statement issued by the National Economic and Development Authority (NEDA) Secretary Karl Chua during the launch of 2020 Human Development Report, he announced that institutionalizing a social protection floor remains a priority as one of the reforms under the updated Philippine Development Plan (PDP) 2017--2022 launched in February 2021. He added that the Plan will also include other reforms and strategies that the Philippines will undertake to meet the Sustainable Development Goals (SDGs) and help every Filipino achieve the long- term vision of a strongly rooted, comfortable, and secure life by 2040.

Initiatives towards establishing the a SPF in the Philippines

In 2014, the Department of Labor and Employment (DOLE) in partnership with the National Economic and Development Authority (NEDA), Department of Social Welfare and Development (DSWD), Social Security System (SSS) and other social protection agencies, with support from the ILO and other UN agencies, conducted the ABND to review existing social protection policies and programs. Based on the gaps, recommendations were proposed as elements of a Social Protection Floor in the Philippines. An updating exercise was done in 2017 to reflect changes in policies and direction given the new political administration. The results of the ABND were presented to the Social Development Committee in 2018 and also served as a major input in enhancing the Social Protection Operational Framework in the Philippines.

To reinforce the PDP strategy of adopting and institutionalizing the SPF, the SDC adopted the progressive realization of universal coverage through the Social Protection Floor to ensure that those who remain unprotected against risks are provided with minimum coverage. In addition, the proposed Social Protection Plan 2020-2022 also incorporated SPF as one of its major strategy with the end view of adopting a SDC Resolution or Executive Order establishing nationally-defined SPF in 2021.

Technical Working Group (TWG) meetings have been conducted with key government partners implementing social protection programmes in 2020 to present SPF recommendations per guarantee and gather further inputs on key updates and recommendations. Planned for 2021 are the following activities:

- multi-stakeholder/sectoral consultations;
- presentation to the SCSP, SDC Cabinet Cluster/ SDC Nat-reg; and
- Issuance of SDC Resolution on establishing a SPF

Building on the results of the TWG discussions and the updated social protection mapping, DOLE and NEDA as lead agencies in promoting the SPF in the Philippines under the SP Plan propose to engage a Consultant or Institution to gather further inputs, prepare necessary documents and facilitate discussions towards finalizing the recommended elements of a proposed Social Protection Floor in the Philippines in close consultation with DOLE, NEDA, other government agencies and social partners.

[Link to Philippines Decent Work Country Programme \(DWCP\) 2020-2024](#)

The project will contribute to DWCP Priority 3 “equitable social protection is available and accessible to all”. Specifically, Country Programme Outcome PHL 133 which seeks to enhance policies, programs and mechanism of the Philippine social protection system, especially for vulnerable workers. PHL 133 is linked to the ILO’s Programme & Budget Output 8.1. “Increased capacity of member States to develop new or reformed sustainable national social protection strategies, policies or legal frameworks to extend coverage and enhance benefit adequacy”.

2. Scope of work

The Consultant or Institution will work under the supervision of the ILO Country Office for the Philippines (ILO CO-Manila) in close collaboration with ILO Decent Work Technical Support Team for East and South-East Asia and the Pacific (ILO DWT-Bangkok) Senior Social Protection Specialist, DOLE, NEDA and with support from the SOCPRO in ILO Geneva and deliver the following outputs:

Key Activities ¹	Timeline
Detailed work plan <ul style="list-style-type: none"> Develop detailed work plan in consultation with ILO, DOLE and NEDA 	9 March 2021
Preliminary SPF elements <ul style="list-style-type: none"> Prepare initial list of identified recommendations for the proposed SPF in the Philippines based on inputs during the bilateral/Core Group meetings and previous assessments Prepare documentation/notes on highlights and key agreements of the multi-stakeholder/sectoral consultations and core group meetings² 	March 2021
Updated SPF elements <ul style="list-style-type: none"> Prepare updated list of identified recommendations for the proposed SPF in the Philippines incorporating comments from the multi-stakeholder/sectoral consultations and Core Group meetings Prepare documentation/notes on highlights and key agreements of meetings³ Prepare brief/executive summary (2 to 3 pages) on the proposed elements of the SPF for the for SDC-SCSP and SDC-TB meetings 	April 2021
	May to June 2021

¹ Activities and timelines will be adjusted following the advice of DOLE and NEDA as Chair and Co-Chair of the Core Group. A contract amendment will be processed to reflect any changes in the outputs and timeline.

² Estimated at four (4) half-day consultations

³ Estimated at three (3) 3-hour meetings



<p>Final elements for a proposed SPF</p> <ul style="list-style-type: none"> • Prepare final list of identified recommendations for the proposed SPF in the Philippines incorporating relevant comments from the SDC-SCSP and SDC-TB • Prepare updated brief/executive summary (2 to 3 pages) on the final elements of the SPF for the SDC Cabinet Cluster/ SDC Nat-reg • Prepare report (15 to 20 pages) on the process, key mapping results and final elements of the SPF 	
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3. Deliverables and payment terms

Upon satisfactory completion of the work, the ILO shall pay the Consultant the amount of Php ____⁴. Release of funds shall be made upon acceptance of the ILO of the outputs based on the following schedule:

Tranche	Amount	Output	Date
30 % - First payment	Php ____	<ul style="list-style-type: none"> • Proposed detailed work plan • Initial list of identified recommendations for the proposed SPF in the Philippines based on inputs during the bilateral/Core Group meetings and previous assessments and consultations • Documentation/notes on highlights and key agreements of the multi-stakeholder/sectoral 	31 March 2021

⁴ For discussion with ILO upon selection.



		consultations and core group meetings	
40% - Second payment	Php _____	<ul style="list-style-type: none">• Updated list of identified recommendations for the proposed SPF in the Philippines incorporating comments from the Multi-stakeholder consultation and Core Group meetings• Documentation/notes on highlights and key agreements of meetings• Brief/executive summary (2 to 3 pages) on the proposed elements of the SPF for the for SDC-SCSP and SDC-TB meeting	31 May 2021
30 % - Final payment	Php _____	<ul style="list-style-type: none">• Final list of identified recommendations for the proposed SPF in the Philippines• Updated brief/executive summary (2 to 3 pages) on the final elements of the SPF for the SDC Cabinet Cluster/ SDC Nat-reg• Report (15 to 20 pages) on the process, key mapping results and final elements of the SPF	15 June 2021

Deviations from these deliverables can occur according to the evolution of the assignment; however, any changes observed or anticipated should be consulted with the focal person at the ILO.

4. Duration

The assignment is expected to start on 9 March and end on 30 June 2021.

5. Roles, and Reporting

The consultant or institution will provide regular updates for the work carried out to the ILO Country Office for the Philippines.

The ILO Country Office of the Philippines will endorse the consultant or institution to DOLE, NEDA and the SPF Core Group members.

DOLE, in close coordination with the ILO, will do the coordination work and logistical requirements of the meetings and any other related activity.

The ILO Country Office of the Philippines and the Decent Work Team in Bangkok will review and clear the outputs of the consultant or institution as per the payment and delivery schedule.

6. Specific Clauses

All communication to other relevant stakeholders should be coordinated with the ILO. If it appears necessary to modify the tasks of work or exceed the time allocated, the consultant or institution must discuss the circumstances with the ILO and obtain prior written approval. ILO may disclose the draft or final documents and/or any related information to any person and for any purpose the ILO may deem appropriate.

7. Required skills and experience

- A university degree in the field of economics, social development or related area with demonstrated expertise on social protection.
- Relevant experience in economic and social policy development with experience in social protection work in the Philippines.
- Excellent drafting and report writing skills. Ability to present information in readily understandable forms.
- Ability to communicate effectively both orally and in writing.
- Ability to work on own initiative as well as a member of a team.



- Ability to plan and organise work.

8. Expression of interest

The interested candidates must submit the following documents: i) letter of intent and ii) qualifications and relevant experience of consultant/s and/or institution (include detailed CV/s as annex).

The documents must be submitted through Ms Ma. Concepcion Sardaña, Senior Programme Officer of ILO CO-Manila at sardana@ilo.org, with copy to Ms Ma. Lourdes Macapanpan-Rivera, Senior Programme Assistant at macapanpan@ilo.org on or before 12.00 nn Manila time, 4 March 2021, Thursday. Only shortlisted candidates will be contacted for short interviews for the final selection.

9. References

ILO: R202 - Social Protection Floors Recommendation, 2012 (No. 202), International Labour Conference, 101st Session, Geneva, 2012

ILO: Social protection assessment-based national dialogue: A global guide (Geneva, 2016), available at <http://www.social-protection.org/gimi/gess/RessourcePDF.action?ressource.ressourceId=53462>

ILO: Social protection assessment-based national dialogue: A good practices guide (Bangkok, 2013), available at <http://www.social-protection.org/gimi/gess/RessourcePDF.action?ressource.ressourceId=44257>

ILO: Social protection assessment-based national dialogue: Philippines workspace (2014), available at <http://www.social-protection.org/gimi/gess/ShowProject.action?id=2507>

ILO: Social Protection response to the COVID-19 crisis at <https://www.social-protection.org/gimi/ShowWiki.action;jsessionid=OWlicf18qAYJa4TbJ45syBCUcz1W7lhZEgGT5Cl3SFbu1ubEZO-g!539423187?id=62&lang=EN>

Draft Assessment Matrix on Social Protection as of 23 July 2020

Draft Assessment Matrix on Covid-19 Responsive Social Protection Interventions as of 23 July 2020