International Labour Organization

TERMS OF REFERENCE

Consultant to conduct an endline assessment for the "Bridging Recruitment to Reintegration in Migration Governance: Philippines" (BRIDGE) Project

I.   BACKGROUND

The Bridging Recruitment to Reintegration in Migration Governance: Philippines (BRIDGE) Programme recently concluded its two and a half years of implementation with interventions supporting the the government a) to promote fair and ethical recruitment, as well as reintegration services that are evidence-based, gender-responsive and coordinated through a people-centered, whole-of-government and whole-of-society approach and b) to establish mechanisms to translate evidence into policy and best practices pertaining to recruitment and reintegration throughout the migration cycle.

Under the auspices of the United Nations Resident Coordinator, BRIDGE was jointly implemented by the International Organization for Migration (IOM), International Labour Organization (ILO), and United Nations Entity for Gender Equality and the Empowerment of Women (UN Women) to support the Philippines in achieving Objectives 6 and 21 of the Global Compact for Safe, Orderly, and Regular Migration (GCM)[1].

From October 2020 to June 2023, BRIDGE has to linked policy to operations through policy support and its implementation and increased accountability through the M&E framework; provided foundational support and proof of concepts for the new "full-cycle national reintegration program" that is sustainable, gender-responsive, and climate resilient; advanced feminist and gender-responsive labor migration policy and practices; promoted evidence-based migration policymaking and programming by embedding gender and ethics within data governance assessments and recommendations; and catalyzed stakeholders to take active roles in enhancing migration governance policies. An independent evaluation was completed for the results of the project.

The ILO seeks to engage a Consultant to conduct an endline assessment focusing on the outcome-level impact of ILO supported interventions under BRIDGE.

An endline assessment report will have to be prepared in time for the final reporting in August 2023.

II.   PURPOSE AND OBJECTIVES

The purpose of the Endline Assessment is to examine the outcome-level results and impact of activities to feed into the final report of the project.

It will focus on the following Outcome Indicators based on BRIDGE Results Monitoring Framework:

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[1] Objective 6: Facilitate fair and ethical recruitment and safeguard conditions that ensure decent work and Object 21: Cooperate in facilitating safe and dignified return and readmission, as well as sustainable reintegration

- Outcome Indicator 1a: # of recruitment and reintegration initiatives proposed/ conceptualized, informed by consultative and evidence-based processes instituted by the project
- Outcome Indicator 1b: % of government stakeholders and national partners engaged in the project reporting increased institutional capacity on data management and analysis
- Outcome Indicator 2b: % of government stakeholders and national partners engaged in the project reporting increased capacity on sustainable gender-sensitive reintegration programming
- Outcome Indicator 2c: % of women OFWs trained reporting expanded opportunities for employment as a result of the training programme
- Outcome Indicator 3b: Government agencies and national partners have sustained interest in fair and ethical recruitment, including ILO C181 (sustained: continuous engagement in related activities, sustained engagement in advocacies for fair recruitment activities; ILO C181: interest should not be specifically on the ratification of C181, but on the adherence or support on fair recruitment policies and practices, especially during and post pandemic)

As part of the process, the Consultant will:

a. finalize the endline assessment questions in consultation with BRIDGE Project team and M&E focal persons
b. generate evidence/information from key partners and stakeholders on the outcome-level results of the activities supported by ILO using appropriate methodologies (e.g., KII, FGD, survey) and review post-activity test results or feedback to supplement the findings
c. prepare an Endline Assessment report highlighting key results, challenges, lessons learned and recommendations
d. make a presentation to ILO of the results if the Endline Assessment

III. EVALUATION QUESTIONS

The following table suggests guiding questions per outcome indicator:

Outcome Indicator	Guiding Questions
Outcome Indicator 1a: # of recruitment and reintegration initiatives proposed/ conceptualized, informed by consultative and evidence-based processes instituted by the project	1. What forms of assistance were provided by ILO to your office for [ex. Data collection and management training, Code of Conduct]? 2. How would you assess the level of your office's engagement in the process of integrating migration data governance? a. What initiatives in your office were informed by the activities [ex. Data collection and management training, Code of Conduct]? 3. What stage are you in adopting the recommendations/assistance provided by ILO? 4. What are the notable improvements in your office and personnel's skills and absorptive capacity since the [activity]? If so, what are these?

	5. What challenges did you experience in the development of [ex. Code of Conduct] and its applicability in your agency's ICT infrastructure and personnel capacity?

Outcome Indicator 1b: % of government stakeholders and national partners engaged in the project reporting increased institutional capacity on data management and analysis	1. What trainings have you attended on data management and analysis organized by BRIDGE?
	 • What topics from the data management analysis sessions were most helpful to you? Why?
	 2. What new knowledge and skills (methodology, tools, data concepts) on the collection, management, and use of data did you gain?
	 3. How have you applied the lessons on data management and analysis in your respective office's programming? (Ask participants to select one of the three below.)
	     a. Planning Stage (ex. planning how to improve your office's existing practices on data management and analysis)
	     b. Implementation Stage (ex. conducted additional training activities on data management and analysis)
	     c. Not yet applied
	
	 Alternative: Could you share any new initiative or good practice your agency/organization has introduced or adopted to facilitate data management and analysis
	
	 • Policy level
	 • Programme
	 • Services
	 • Tools
	
	 4. What challenges did you encounter in planning and/or implementing initiatives on data management and analysis?
	
	 5. What recommendations do you have for future capacity building on data management and analysis?
	     a. Applicability of training content
	     b. Methodology of training
	
	 6. What else can ILO do to help improve your capacity in gender-sensitive reintegration programming?

Outcome Indicator 2b: % of government stakeholders and national partners engaged in the project reporting increased capacity on sustainable gender-sensitive reintegration programming	1. What trainings have you attended on reintegration organized by BRIDGE? • What topics from the reintegration programming sessions were most helpful to you? Why?

	2. How have you applied the lessons on gender-sensitive reintegration in your respective office's programming? (Ask participants to select one of the three below.)
	
	    d. Planning Stage (ex. planning how to integrate gender-sensitive reintegration programming in the office/bureau/service/unit; Incorporated a GAD budget for the next fiscal year)
	    e. Implementation Stage (ex. conducted additional gender-sensitive reintegration programming training activities)
	    f. Not yet applied
	
	Alternative: Could you share any new initiative or good practice your agency/organization has introduced or adopted to facilitate gender-sensitive reintegration
	
	    • Policy level
	    • Programme
	    • Services
	    • Tools
	
	3. What challenges did you encounter in planning and/or implementing initiatives on gender-sensitive reintegration programming?
	
	4. What recommendations do you have for future capacity building on gender-sensitive reintegration programming?
	    a. Applicability of training content
	    b. Methodology of training
	
	5. What else can ILO do to help improve your capacity in gender-sensitive reintegration programming?

Outcome Indicator 2c: % of women OFWs trained reporting expanded opportunities for employment as a result of the training programme	1. What topics from the ELEVATE AIDA training were most helpful to you? Why? *(Anong topic sa ELEVATE AIDA training and pinakanakatulong sa iyo? Bakit?)*
	
	2. How have you applied what you learned during the ELEVATE AIDA training? (Paano mo nagamit ang mga natutunan mo sa ELEVATE AIDA training?)
	
	    a. Gained understanding on digital skills
	    b. Developed new skill on data annotation
	    c. Used the skill for work /livelihood
	    d. Applied for job posts in the digital sector and/or agroforestry
	    e. Hired for a position in the digital sector and/or agroforestry

	f. Not yet applied
	g. Others (please specify)
	
	3. How else do you plan to apply what you learned during the ELEVATE AIDA training?
	
	4. What challenges did you encounter in applying what you learned from the training? (Ano ang mga naging hadlang para magamit mo ang mga natutunan mo sa ELEVATE AIDA training?)
	
	5. What recommendations do you have for future capacity building on gender-sensitive reintegration training? (Anong mairerekomenda para mas mapaigi ang pagsasagawa ng ELEVATE AIDA training?)
	   a. Applicability of training content
	   b. Methodology of training
	
	6. Aside from ELEVATE AIDA, what other trainings can be given to support reintegration of OFWs, especially women? (Bukod sa ELEVATE AIDA, ano pang mga training ang kinakailangan para suportahan ang reintegration ng mga kababaihang OFW?)
	
	7. What else can ILO/UN Women do to help improve your capacity in gender-sensitive reintegration programming? (Ano pa ang magaawa ng ILO/UN Women upang mas mapaigi ang mga reintegration training)?

Outcome Indicator 3b: Government agencies and national partners have sustained interest in fair and ethical recruitment, including ILO C181 (sustained: continuous engagement in related activities, sustained engagement in advocacies for fair recruitment activities; ILO C181: interest should not be specifically on the ratification of C181, but on the adherence or support on fair recruitment policies and practices, especially during and post pandemic)	1. What event/s have you attended on recruitment organized by BRIDGE? • What topics from recruitment forum or consultation were most helpful to you? Why? • Why is it relevant for PRAs to promote and practice fair and ethical recruitment? 2. How have you applied the lessons in your respective agency's practices? (Ask participants to select one of the three below.) Alternative: Could you share any new initiative or good practice your agency/organization has introduced or adopted to facilitate reintegration • Policy level • Programme • Services • Tools

	• Not yet applied
	3. What challenges did you encounter in promoting fair and ethical recruitment practices?
	4. What recommendations do you have for your and other agencies to practice fair and ethical recruitment?
	5. What support is needed to facilitate these recommendations?
	6. How can ILO support?
Cross-cutting themes:	1. To what extent did the activity/training ensure that it was inclusive of different genders/PWDs/marginalized?
	2. How did the content of the training/activity incorporate topics or discussion on the issues concerning PWDs/women/LGBTQ?

IV.   METHODOLOGY

Mixed methods approach is suggested utilizing primary and secondary sources, and both qualitative to address the endline assessment objectives and to respond to the above questions.

Suggested methods for qualitative data include:

Methods	Data Sources/References
Desk review	Activity documentation, including training reports
KII and FGD	Government partners, Private Recruitment Agency representatives
Survey	Women OFW returnees
Outcome harvesting to collect evidence of what has changed and, determine whether and how the intervention has contributed to these changes	Pre- and post-tests from trainings

The ILO project team will provide the Consultant the list of possible interviewees and participants to the FGDs based on attendance. The Consultant will coordinate the execution of data gathering either online or face-to-face considering the availability of target respondents as follows:

Outcome Indicators	Target respondents
Outcome 1a	Quezon City MRC Staff, DMW-IASSMD
Outcome 1b	Quezon City MRC Staff, DMW-IASSMD
Outcome 2b	QC MRC, NEDA Region VI, Region VI PESO and MRC Officials (Iloilo City, Iloilo Province, Negros Occidental, Bacolod City, Aklan, Antique, Guimaras, Capiz)
Outcome 2c	Women migrant worker returnees, Connected Women
Outcome 3c	Private Recruitment Agencies

V.   DELIVERABLES, TIMELINE, AND PAYMENT TERMS

The total maximum budget for this contract is **PHP XXX** (*equivalent to USD XXX as per the July 2023 UN Exchange rate*). This covers the Consultant's professional fee for a total of **14 workdays from 17 July to 16 August 2023**. This amount represents the total contract price and the ILO's maximum financial liability under this agreement.

Payment will be paid in Philippine Peso based on the prevailing UN rate and will be transferred to the consultant's bank account, following the below schedule of deliverables:

No.	Deliverable	Full-time Equivalent (FTE) Workdays	Timeframe
1	Assessment Implementation Plan	3	17-19 July 2023
2	Draft Endline Assessment Report covering all Outcome Indicators	9	19-31 July 2023
3	Final Assessment Report - Finalize the assessment report incorporating validation feedback from ILO	4	1-10 August 2023
	Turnover of deliverables		16 August 2023

Payment terms:

- 1st tranche – 30% of total payment upon signing of contract, submission, and ILO's acceptance of Deliverable 1
- 2nd tranche – 50% of total payment upon submission and ILO's acceptance of Deliverable 2
- 3rd tranche – 20% of total payment upon submission and ILO's acceptance of Deliverable 3

The Endline Assessment Report should follow a structure the include the following sections, at minimum:

1. Cover page
2. Executive summary
3. List of acronyms
4. Introduction
5. Assessment Methodology
6. Key Findings
8. Conclusions and recommendations
9. Annexes (itinerary, communities and stakeholder institutions/organisations met, question guides, etc.)

The Consultant is expected to submit the endline assessment report and relevant accompanying annexes not later than the set timeline.

VI. UNSATISFACTORY OR INCOMPLETE WORK

For the assignment, the ILO's standard rules and procedures shall be applicable. In event that the service delivered is unsatisfactory or fails to conform to the conditions set out above, the ILO reserves the right, as appropriate to interrupt it, to request that it be corrected or modified, or to refuse to accept the service.

VII. QUALIFICATIONS AND EXPERIENCE

The external evaluator should meet the following requirements:

- Advanced degree in a relevant field such as social sciences or statistics is required.
- Experience in conducting project endline assessment or evaluation is required.
- Experience in working with migration actors is preferred.

VIII. EXPRESSION OF INTEREST

The ILO invites Request for Proposals from qualified professionals and firms having relevant experience in delivering similar product services as mentioned in this Terms of Reference (TOR). Only a single technically responsive and financially viable vendor/ service provider will be selected following ILO procurement rules/procedures and awarded with the contract for the expected deliverables and outputs as per the TOR.

The interested candidates must submit the following documents: i) letter of intent, ii) qualifications and relevant experience of consultant/s (include detailed CV/s as annex) and iii) proposed work plan with budget. The documents must be submitted through Ms Marie Allyssa Dacasin, National Project Coordinator, at dacasin@ilo.org on or before 10 July 2023.