



International Organization for Migration (IOM)  
The UN Migration Agency

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## CALL FOR PROPOSALS (CFP)

IOM is calling for proposals from a research institution to partner with IOM and BLAS F. OPLE POLICY CENTER AND TRAINING INSTITUTE with the below Terms of Reference:

### MAPPING THE RECRUITMENT POLICIES, PROCESSES, AND PRACTICES FOR LABOUR MIGRATION FROM THE PHILIPPINES TO THE GULF COOPERATION COUNCIL (GCC) COUNTRIES

#### Background

According to the latest [World Migration Report](#), the Philippines remains as one of the top countries of origin of migrant workers worldwide. The [Philippine Statistics Authority](#) (PSA) estimates that between April and September 2019, there were 2.2 million Overseas Filipino Workers (OFWs) living and working overseas. During the same period, OFWs have sent home a total of 211.9 billion PHP of remittances, placing the Philippines among the top five countries receiving remittances from migrant labour.

While the benefits of labour migration for the Philippine economy and the families of OFWs are well-recognized, OFWs continue to face multiple forms of forced labor and exploitation. The 2018 National Migration Survey (NMS) which was conducted by PSA and the University of the Philippines Population Institute (UPPI) has recorded over 5.8 million incidents of forced labour among OFWs. More than half of these incidents can be linked to recruitment practices<sup>1</sup>. Among the top incidents related to recruitment are differing contract terms and actual employment conditions, retention of identity documents causing restriction of movement, and using debts as a threat.

Recognizing the above context and issues, IOM, in collaboration with the Blas F. Ople Policy Center and Training Institute, Inc. and other stakeholders, aim to reduce the prevalence of forced labour and exploitation among OFWs by mainstreaming ethical recruitment in the Philippines. This will be done by providing evidenced-based recommendations for policy reforms, by building the capacity of Philippine recruitment agencies (PRAs) to implement ethical recruitment as defined in the [IRIS Standard](#), and by convening the government, PRAs, and other relevant stakeholders to discuss a plan of action for the effective and sustainable adoption of ethical recruitment in the Philippines. This mapping study will serve as the main basis for discussions, the development of tools and training materials for capacity building programs, and for the development of a concrete plan of action.

#### Research objectives

This study should generate the following findings and recommendations for IOM, the Ople Center, the Department of Labor and Employment Agencies (DOLE) and its attached agencies: Philippine Overseas

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<sup>1</sup> IOM will be investigating the context of the forced labour incidents reported through a separate study to accurately classify the types of forced labour



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Employment Administration (POEA), Overseas Workers Welfare Administration (OWWA), and International Labor Affairs Bureau (ILAB), the Inter-agency Council Against Trafficking (IACAT) and other migrant-oriented Civil Society Organizations:

1. The gaps in the existing recruitment policies, processes, and practices in the Philippines that expose OFWs to forced labour, exploitation, and trafficking in persons (TiP)
2. The common challenges that prevent recruitment agencies and employers of OFWs from adopting ethical recruitment practices, as defined in the IRIS Standard
3. Recommendations on how the gaps and challenges identified can be addressed
4. Existing government programs, policies, and associated regulatory mechanisms where ethical recruitment can be integrated or which encourages or discourages the adoption of ethical recruitment practices
5. A list of the stakeholders (government agencies, recruiters' associations, CSOs, and OFW representatives) that may play an important role in mainstreaming ethical recruitment in the Philippines and their particular needs to effectively play their role

The selected service provider is also required to conduct and facilitate any consultation meetings and interviews with relevant stakeholders, as needed for the research. They are required to consult with IOM and its partners in editing, revising and finalizing the research outcome.

### Scope of work

The study will focus on the recruitment processes for OFWs in: **1) the hospitality industry; and 2) the domestic work industry** in Gulf Cooperation Council (GCC) countries. It shall map the policies (rules and regulatory requirements), processes, practices, and stakeholders involved in the recruitment of OFWs from the Philippines to Bahrain, Kuwait, Oman, Qatar, Saudi Arabia, and United Arab Emirates. The study shall also cover other private sector stakeholders that may influence or may be impacted by adoption of ethical recruitment in the respective industries.

Acknowledging the varying recruitment requirements for each Country of Destination (CoD), the study shall include separate migration tracks for each country. Each track shall follow a typical migration cycle, starting from when the recruitment process is initiated by the employer until the OFW returns to the Philippines. A different set of steps shall be included for an OFW returning after finishing his/her contract and for an OFW who have been repatriated after being subjected to labour exploitation and reporting the incident.

The mapping shall include all the pertinent documentary requirements and recruitment related fees and costs. It shall cover all the online platforms that the government, recruitment agencies, and OFWs have to use throughout the migration cycle. It shall also include the grievance mechanisms and support systems that are available to OFWs in the Philippines and in their CoD.

The selected service provider will be responsible for organizing and facilitating the required consultations with relevant stakeholders throughout the study. The service provider is expected to share the final draft of the studies (1 for the hospitality sector; and 1 for the domestic work sector) with IOM and relevant stakeholders and incorporate revisions and feedback into the final version that will be published.



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## Methodology

The study will be qualitative in nature. The complete methodology should be developed by the selected service provider; however, the following may be considered:

1. Primary information: focus group discussions/key informant interviews with representatives from the government, recruitment agencies, CSOs, and representatives from OFWs' associations.
2. Secondary information: review of national policies, strategies, media monitoring, case studies, and related literature

## Deliverables and payment

The successful applicant will deliver the following items, with payment being conditional:

Deliverable	Payment tied to the deliverable
1) One (1) study report - mapping overall recruitment policies, processes, and practices for labour migration from the Philippines to the GCC countries	USD 6,656 Upon submission and approval of the deliverable
1) One (1) sub-report with specific focus on <b>the hospitality sector</b> , including the list of the stakeholders, existing systems and practices specific to the sector (as described above)	USD 5,400 Upon submission and approval of the deliverable
2) One (1) sub-report <b>for the domestic sector</b> , including the list of the stakeholders, existing systems and practices specific to the sector (as described above)	USD 5,400 Upon submission and approval of the deliverable
Total amount for the RFP	USD 17,456

## Timelines

The study will run for three (3) months. These are the proposed activities within the given timeframe.

Activity	Month 1	Month 2	Month 3
Conduct literature review	X		
Submit detailed methodology for data collection	X		
Set-up consultation meetings and interviews	X		
Data collection		X	



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Draft report			X
Share the final draft with IOM and relevant stakeholders			X
Revise and finalize the final report			X

### Submission of application

In light of the above, IOM is looking to receive proposals from service providers to conduct the study as described. Interested service providers may send their application, including the below items, **to Marianne MAGTIBAY – Procurement and Logistics on or before 23 September 2020**. The application should be titled: “Research Proposal for ALTER Project – Mapping of recruitment policies, processes, and practices”. The proposal documents should be in English.

The technical proposal should include:

- A technical research proposal including a description of proposed activities, methodology, and workplan
- An organizational profile which includes information about the background and mission of the organization and a list of the pertinent research studies it has successfully completed (including the contact details of the organization(s) contracting that research);
- A registration certificate for the organization; and
- CVs of the research team leader and key personnel
- A financial proposal listing all costs associated with the assignment. The total proposal amount should not exceed the amount shown above.

Any attempt for persuasion will be considered as a disqualification.

ONLY SHORT-LISTED ORGANIZATIONS WILL BE ASSESSED.

Thank you.

Very truly yours,

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IOM Philippines Procurement Staff  
Ph: 0917-8652768