



REPUBLIC OF THE PHILIPPINES
COMMISSION ON HUMAN RIGHTS

REQUEST FOR PROPOSAL

RFP No. 2023-08-156-r

Procurement of Services of a Technical Writer for the Forum and FGDs for the Sectoral Monitoring on the Reintegration of Women Migrant Workers

The Commission on Human Rights (CHR) through the Human Rights Centers Management Office intends to apply the sum of **Forty-Nine Thousand Pesos (PhP49,000.00)**, inclusive of all applicable government taxes and charges, being the Approved Budget for the Contract (ABC) for the **Procurement of Services of a Technical Writer for the Forum and FGDs for the Sectoral Monitoring on the Reintegration of Women Migrant Workers**. The attached Terms of Reference provide the details of the Scope of Services, Eligibility Requirements, Qualifications, and Deliverables.

The bid proposal shall correspond to the specific requirements and shall be accompanied by documents or evidence in response to the eligibility, technical and financial requirements as provided in 2016 Revised Implementing Rules and Regulations of Republic Act 9184;

The Bids and Awards Committee for Consulting Services, Infrastructure, and Foreign-Assisted Projects (BAC-CSIFAP) shall determine and recommend the award of the contract to the bidder with the Highest Rated and Responsive Bid (HRRB) pursuant to Section 37.1.1 of 2016 Revised Implementing Rules and Regulations (IRR) of Republic Act (RA) No. 9184;

If interested, kindly submit your proposal together with the documentary requirements **on or before 10:00 AM of November 3, 2023**, in a sealed bid envelope at the 3rd Floor, Procurement Division, CHR Central Office, SAAC Building, U.P. Complex, Commonwealth Avenue, Diliman, Quezon City or through email address procurement@chr.gov.ph.

The CHR reserves the right to reject any and all proposals/bids, to annul the procurement process, declare a failure of bidding, to reject all proposals/bids at any time prior to contract award, or not to award the contract, without thereby incurring any liability to the affected bidder/s, and to accept only the offer that is most advantageous to the Government pursuant to Sec. 41 of 2016 Revised IRR of RA 9184.

CHR ng lahat: Naglilingkod maging sino ka man

Commonwealth Avenue, U.P. Complex, Diliman, Quezon City, Philippines 1101

Tel. Nos. (02) 8294 8704 • (02) 8925 3886

For other information, please call:

Bids and Awards Committee Secretariat

Procurement Division

COMMISSION ON HUMAN RIGHTS OF THE PHILIPPINES

3rd Floor, SAAC Building, U.P. Complex

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ONESIMO L. CUYCO

Chairperson, Bids and Awards Committee
for Consulting Services, Infrastructure and
Foreign-Assisted Projects (BAC-CSIFAP)

Date: 27 October 2023

Terms of Reference

Technical Writer for the Forum and FGDs for the Sectoral Monitoring on the Reintegration of Women Migrant Workers

Overview of Labor Migration - Facts and Figures

The Philippines is a major source country of migrant workers. According to the 2020 Philippine Statistics Authority (PSA), it is estimated that 1.77 million Overseas Filipino Workers (OFWs) worked abroad from the period of April to September 2020.¹ The numbers were higher prior to the COVID-19 pandemic where 2.18 million OFWs were registered in 2019.² From 2010-2019, the Philippines had an annual OFW deployment growth rate of 4.6%.³

Philippine migration is also increasingly feminized, majority of OFWs in the past decades are women, and recent statistics show 6 female OFWs deployed for every 4 male OFWs.⁴ PSA data for 2020 show that women migrant workers reach to about 1.06 million or 59.6 percent while men migrant workers only comprise 40.4 percent or 0.72 million OFWs.⁵

In terms of occupation, the largest share (46.7%) of OFWs in 2020 were engaged in elementary occupations. These occupations consist of simple and routine tasks which mainly require the use of hand-held tools and often some physical effort.⁶ Of the 1.06 million women migrant workers, 70.3 percent were concentrated in elementary occupations with 12.6 in service and sales work.⁷

From 2016-2018, the Philippines deployed more Household Service Workers than Skilled Workers and Professionals combined. Household Service Workers or Domestic Workers (HSWs or DWs) are more vulnerable to abuse and rights violations. HSWs are often female and work hidden inside the households of employers; as such, their working and living conditions are difficult to monitor. Also HSWs/DWs are often excluded from labor laws in their country of destination and are often not treated under the law and in practice as workers.⁸

In terms of distribution, 2020 PSA data shows that CALABARZON or Region IV-A contributed the largest number of OFWs at 18.5, followed by Central Luzon at 11.8, Western Visayas at 9.2 and NCR at 8.4.⁹ PSA estimates that 185 out of 1000 OFWs are from CALABARZON, while for every 100 OFWs, around 12 were from Region III, 9 were from Region VI, 8 were from National Capital Region and also 8 were from Region I.¹⁰

Over the past decades, outward migration has been a major contributing economic force.¹¹ In 2020, the Bangko Sentral ng Pilipinas reports a total of USD 29.9 billion remittances from OFWs.

¹ Philippine Statistics Authority, "2020 Overseas Filipino Workers (Final Results)" accessed on May 09, 2023 on <https://psa.gov.ph/content/2020-overseas-filipino-workers-final-results>

² Ibid. PSA

³ UN Women. Gender and Reintegration of Overseas Filipino Workers. 2023. citing Senate Economic and Planning Office. 2022.

⁴ UN Women. Gender and Reintegration of Overseas Filipino Workers, citing Center for Migrant Advocacy.

⁵ See note 1. PSA

⁶ ILO. Major Group 9: Elementary Occupations. <https://www.ilo.org/public/english/bureau/stat/isco/isco88/9.htm>. accessed 24 May 2023

⁷ See note 1. PSA

⁸ CHR. Baseline Study on Migrant Workers. 2019.

⁹ Note 1, PSA

¹⁰ Note 1, PSA

¹¹ CMA. Philippine Migration. <https://centerformigrantadvocacy.com/philippine-migration/>

This reached record high post pandemic with recent numbers at USD36.14 billion in December of 2022.¹²

Recognizing the important role of migrant workers, the Philippines has established robust protection mechanisms for migrant workers. The country is a signatory to the Convention on Migrant Workers and their Families and has passed several laws to protect migrant workers including the Magna Carta of Migrant Workers and the more recent law creating the Department of Migrant Workers, among others.

Despite these mechanisms however, migrant workers continue to suffer from human rights violations throughout the whole migration cycle – from preparation, to recruitment, transit, employment, and even up to their return and reintegration.¹³ They fall into debt bondage and forced labor, and suffer maltreatment and physical abuse while employed. They are vulnerable to gender based violence.¹⁴ They also lack access to meaningful programs that would help them reintegrate into society and the economy once they return.¹⁵ For women migrant workers, the situation is exacerbated by prevailing gender roles and stereotypes resulting in gendered labor market where women are concentrated in elementary and other vulnerable, precarious occupations, vulnerability to gender-based violence, and women's multiple burden as carers in country's of origin and destination.

Human Rights Issues of Women Migrant Workers

Although men and women both migrate, migration is not a gender-neutral phenomenon.¹⁶ The position of female migrant workers is different from that of male migrant workers in terms of legal migration channels, the sectors into which they migrate, the forms of abuse they suffer and the consequences thereof.¹⁷ According to the Committee on the Elimination of All Forms of Discrimination of Women (CEDAW), in order to understand the specific ways that women are impacted, female migration should be looked at from (1) the perspective of gender inequality; (2) traditional female roles; (3) a gendered labour market; (4) the universal prevalence of gender-based violence and (5) the worldwide feminization of poverty and labour migration.¹⁸

In 2016, during the Philippines review by the UN CEDAW Committee, gaps in the protection of women migrant workers were highlighted. The Committee expressed concern at 'the widespread exploitation and abuse of Filipina migrant workers working abroad, in particular as domestic workers, and the insufficient support provided to reintegrate those who return.' The Committee particularly recommended for the Philippines to enhance efforts to effectively protect the rights of Filipina migrant workers abroad; to strengthen the regulation, inspection, and sanctions of recruitment agencies in case of breaches of relevant regulations; raise awareness among women migrant workers about their rights including access to remedies; investigate, prosecute and punish perpetrator of exploitation, and abuse of women migrant workers; and provide gender-responsive support to returning women migrant workers for their reintegration.¹⁹

¹² Villanueva, J. Reopening of more economies boost OFWs remittance growth. 15 February 2023. PIA. <https://www.pna.gov.ph/articles/1195298#:~:text=Remittances%20account%20for%20around%209,of%20the%20country's%20foreign%20reserves>. accessed on 24 May 2023

¹³ see note 8, CHR

¹⁴ See note 8, CHR

¹⁵ See note 8, CHR

¹⁶ UN CEDAW Committee. General Recommendation 26 on Women Migrant Workers paragraph 5.

¹⁷ See note 11. UN CEDAW Committee.

¹⁸ See note 11. UN CEDAW Committee.

¹⁹ UN CEDAW Committee. Concluding Observations for the Philippines 7th and 8th Country report. CEDAW/C/PHL/CO/7-8

The more recent concluding observations from the UN Committee on the Protection of the Rights of All Migrant Workers and their Families (UN CMW) also highlight key issues of women migrant workers. Issued in April 2023, the Committee expressed concern on the persistence of gender role stereotypes, that it is a driver of women's migration for work and that it has resulted in disparities in labour market participation and in gender pay gap with the predominance of women in low-level and low paid jobs. The Committee also highlighted how migrant women facing multiple forms of discrimination face barriers in accessing justice and attaining effective remedies. On reintegration, the Committee expressed concern that while there are measures to facilitate voluntary return and reintegration of overseas Filipino workers, such social and labour initiatives provide only temporary relief and do not address long term needs. It also called upon the State to adequately fund initiatives that facilitate livelihood assistance, access to decent and stable employment, psychosocial support, and capacity building for returning migrants and their families, as well as access to essential health care, childcare facilities and income security, among others.²⁰

Aside from the issues of women migrant workers as noted by the UN CEDAW Committee and UN CMW, the Commission also conducted a baseline study on the rights of migrant workers (2019) and a consultation with women migrant workers during the pandemic, leading to the 2022 National Elections. The Baseline Study of the Commission reported challenges in access to justice for women migrant workers. It cited that in 2018, OWWA and DFA reported 14,051 complaints of violations of OFW rights, 9,470 (67%) of which are women. It noted that the reports included contract violations, maltreatment, contract substitution and sexual abuse. Despite reports however, it was observed that despite the high number of reported cases of abuse and rights violations, very few cases were filed against foreign perpetrators.²¹

On the other hand, the consultations with women migrant workers during 'Lila Ang Kulay ng Boto Ko' campaign provided a platform to highlight the human rights issues faced by women migrant workers during the COVID-19 pandemic. The women shared how the pandemic has exacerbated the vulnerability of women migrant workers and has resulted in (1) increased risk and incidence of gender-based violence for women OFWs; (2) taking on multiple workload to increase remittances for family; (3) high number of COVID cases and infection among migrants; (4) the high number of OFWs who lost their employment and who were stranded or were forced to return to the Philippines; (5) the rampant wage theft and denial of benefits, and (6) the physical and mental health impact of the pandemic especially for women migrants who were on site. In the same consultation the women migrants also forwarded their key recommendations for the next set of government officials, they called for (1) stronger social protection in the Philippines and on country of destination; (2) Availability and accessibility of SRHR and mental health services; (3) women migrant workers' full development, freedom from all forms of GBV and access to effective remedies; (4) Recognition of women migrant organizations.

For the Center for Migrant Advocacy, the prevailing issues faced by women migrant workers include the persistence of gender stereotyping, marginalization, subordination, multiple burden, and the continuing gender-based violence against women migrant workers. Prior to the pandemic, common complaints of women migrant workers included the issuance of false contracts and withholding of identity documents; the provision of substandard housing; the difficulties accessing health care, especially maternity care, occupational injuries and illness; lack of access to social protection; limited training opportunities; and difficulties in accessing legal aid.²² In the 2023 CMAs report to the UN CMW, it reiterated that women migrant workers,

²⁰ UN CMW. Concluding Observations on the 3rd Periodic Report of the Philippines. CMW/C/PHL/CO/3 https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/SessionDetails1.aspx?SessionID=2641&Lang=en accessed on 25 May 2023

²¹ See note 8, CHR

²² CMA. Presentation during the Gender Ombud Focal Assembly, CHR.

particularly domestic workers continue to be subject of abuses, it cited that in their case referral work, women constitute 66% of their average 182 annual cases from 2014-2021 and thus requiring more attention from the government. The complaints were mostly coming from women domestic workers in gulf states, with the complaints topped by wage and illegal deduction problems, physical/verbal abuse including overwork, stranded/unemployed/undocumented OFWs, contract substitution, illness and deaths.²³

Reintegration

One of the least explored and written about issues of women migrant workers is that of reintegration. Much of women migrant's literature focus on the experiences and issues of women migrants during pre-departure and onsite in countries of destination. This leaves unexamined the related policies, programs, and experiences of migrant workers in relation to reintegration. The International Labor Organization (ILO), UN Women, and International Organization for Migration (IOM) are among the organizations in the Philippines who set out to provide a focus on the reintegration of women migrants. Through the Bridge Joint Program, these organizations help ensure that government's initiatives for fair and ethical recruitment and reintegration are evidenced-based, gender-responsive, and coordinated.

In the UN Women's study on Gender and Reintegration, it was noted how reintegration is one of the least studied stages of the migration cycle and how data in relation to reintegration remain limited to administrative data.²⁴ Thus, the number of those who availed services may be available as well as the number of OFWs who leave the country, but the government face challenges in tracking how many OFWs return and how many of them return for good.²⁵

The study also pointed out that aside from the establishment and provision of functions of the National Reintegration Center for OFWs (NRCO) there was no conceptual definition of reintegration.²⁶ To recall, RA 8042 as amended by RA 10022 does not define reintegration but provides for the establishment and functions of the NRCO. To note, the law provides that the NRCO shall serve as a one-stop center addressing the multi-faceted needs of OFW-returnees and their families.²⁷ It is also tasked to provide mechanisms for their reintegration into the Philippine Society, serve as a promotion house for their local employment, and tap their skills and potentials for national development.²⁸ The enumerated functions under RA 10022 included the development of livelihood, entrepreneurship, financial literacy and other programs for the welfare of returning migrants and their families, establishment of information system, and the conduct of periodic study and assessment of job opportunities.²⁹

With the passage of the Department of Migrant Worker's Act (RA 11641), effective and sustainable reintegration has been incorporated in policy and mandated programs. The declaration of policy of the Department of Migrant Worker's Act emphasizes that it 'does not promote overseas employment as a means to economic growth and national development' and that the State shall continuously aim to make migration a choice and not a necessity.' The law also declares that the State shall 'institute measures that will strengthen the domestic labor market for the effective reintegration of Overseas Filipino Workers.'³⁰ The DMW law also defined reintegration programs as measures intended for mainstreaming and sustainable return of OFWS into Philippine society, including but not limited livelihood, wellness programs, financial literacy

²³ CMA. Submission to the UN Committee on Migrant Workers and their Families. 2023.

²⁴ See note 3, Un Women

²⁵ See Note 3, UN Women

²⁶ See Note 3, UN Women

²⁷ RA 8042, Magsa Carta of Migrant Workers and

²⁸ RA 10022, sec 10 amending sec 17 of RA 8042

²⁹ RA 10022, Sec 11 amending sec 18 of RA 8042

³⁰ RA 11641, sec 2

programs and other similar needs. It shall be based on specific needs and skills of returning OFWs. It also mandated the development of a Full-Cycle National Reintegration Program³¹ for both documented and undocumented OFWs to be embedded in all stages of migration.

The provisions of RA 11641 in relation to reintegration respond to the commitment of the Philippines under the Global Compact for Migration. It also became the basis of the National Action Plan on Sustainable and Gender-Responsive Return and Reintegration.

CHR Monitoring on the Reintegration of Women Migrant Workers

The Commission, as the designated Gender and Development Ombud under the Magna Carta of Women, and in response to the dearth of studies in relation to reintegration of women migrant workers, will be undertaking a monitoring of women migrant workers with particular focus on reintegration. The sectoral monitoring recognizes that reintegration is an important and indispensable stage of the migration cycle, one that needs to be strengthened if we are to pursue the aim of making migration a choice and not a necessity, and if the goal is effective, sustainable, and gender-responsive reintegration.

In the conduct of the sectoral monitoring, the Commission will partner with the Center for Migrants Advocacy (CMA) and the International Labor Organization (ILO). It will also strive to partner with the Department of Migrant Workers, aiming to gather the support of the Department in the assessment of policies and programs, the conduct of the FGDs and KIIs and surfacing of key recommendations. The sectoral monitoring will run from June to September 2023 and will include:

- (a) a forum focusing on the reintegration of women migrant workers; and
- (b) the conduct of Focus Group Discussions and Key Informant Interviews in the NCR, Region IV-A, Region III, and Region VI;
- (c) the validation of results
- (d) the writing of the report

The sectoral monitoring builds on the initial studies conducted on the reintegration of women migrant workers, adopts the framework of gender-responsive and sustainable reintegration, and seeks to surface women migrant workers voices and the voices of duty bearers and other stakeholders. Through KIIs with duty bearers and FGDs with women migrant workers and their organizations, it is hoped that existing policies and programs be identified, the gaps in the policies and programming recognized, and recommendations gathered.

Objectives of the Initial Monitoring of the Situation on the Reintegration of Women Migrant Workers

³¹ RA 11641. **Section 17. Full-Cycle National Reintegration Program.** – The Department shall develop and implement a full-cycle and comprehensive national reintegration program for both documented and undocumented OFWs, which shall be embedded in all stages of migration for work beginning from pre-deployment, on-site during employment, and upon return whether voluntary or involuntary. The reintegration program shall cover the different dimensions of support needed by the OFW such as economic, social, psychosocial, gender-responsive, and cultural, including skills certification and recognition of equivalency for effective employment services, and shall ensure contribution to national development through investments and transfer of technology from skilled or professional OFWs. The reintegration program shall include promoting access to social protection instruments and financial services, and reintegration of survivors of VAW and trafficking in persons. For this purpose, the NRCO, shall serve as the lead office of the Department and shall coordinate all OFW training, programs and services of the TESDA, the DTI, the Department of Agriculture (DA), the Department of Science and Technology (DOST), the DOLE, and local government units, among others.

1. Document existing government policies and programs in relation to the reintegration of women migrant workers;
2. Provide a platform for national and local duty bearers and for women migrant workers to assess the current implementation of the provisions of RA 11641 and other related laws and issuances particularly in relation to migration;
3. Discuss the State's compliances with its obligations under UN CEDAW and UN CMW in relation to reintegration of women migrant workers;
4. Gather recommendations from duty bearers, migrant organizations, and women migrant workers for government agencies and local government units;

Expertise and Qualifications:

The technical writer is expected to have the following:

1. Have feminist handles and expert on gender and development, women's human rights;
2. A background on working/writing about migrant workers and gender as an advantage;
3. 2-4 years' experience as technical writer;
4. Proven ability to understand complex topics;
5. Superior written communication skills and a keen eye for details;
6. Must be PhilGeps Registered; and
7. Have a BIR Certificate of Registration

Scope of Work

1. Conduct a desk review/literature review on the situation of women migrant workers based on the objectives in the concept note to form part of the situationer report;
2. Describe the methodology and the profile of participants from the 4 areas subject of the monitoring: NCR, Region IVA, Region III, and Region VI;
3. Discuss the results of the FGDs from the 4 areas covering 3 groups of participants: (a) returned migrants prior COVID; (b) migrants returned during COVID; and (c) migrant CSOs. Thematic areas of discussion shall be as follows: (a) Profile of participants'(c) Employment herstories; (c) Employment and experiences on site; (d) return; (e) social protection; (f) recommendations. It is estimated that there are a little more than 50 participants to the FGDs.
4. Include a discussion on the available services and the existing gaps and challenges from government service providers as gleaned for submitted questionnaires and/or key informant interviews/ round table discussion with government duty bearers.
5. Prepare the draft report based on the discussed outline with the GEWHRC;
6. Provide analysis and identify recommendations for the branches of the Government;
7. Incorporate the comments of the GEWHRC and the Focal Commissioner.

Output

Situationer Report on the Reintegration of Women Migrant Workers (editable file and PDF copy)

Duration

The contractor will be engaged for one month from the acceptance of Notice to Proceed.

Budget

P 49,000 gross

Prepared By:



Atty. Krissi Shaffina Twyla A. Rubin
OIC, CHR-CGEWHR

Approved By:



Dr. Renante A. Basas
Director IV, HRCMO



COMMISSION ON HUMAN RIGHTS
REPUBLIC OF THE PHILIPPINES

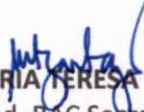
CHR Procurement through NP-SVP

TERMS & CONDITIONS:

1. If interested, you may submit your **PROPOSAL** with a copy of the attached **REPLY SLIP** and the following documentary requirements on or before the scheduled submission deadline as specified in the RFP. **Late submissions shall not be accepted:**
 - a. Curriculum Vitae with Professional License / Certificates
 - b. PhilGEPS Registration
 - c. BIR Certificate of Registration

The winning bidder will be required to submit an **Omnibus Sworn Statement** before awarding the contract

2. The Approved Budget for the Contract (ABC) is the ceiling price. Total financial bid exceeding the ABC shall be disqualified pursuant to Section 31.0 of the 2016 IRR of R.A 9184;
3. Failure to comply with **any** of the technical specifications/requirements will disqualify the bid proposal;
4. Price quotations shall be in Philippine currency, inclusive of all government taxes, duties, and levies;
5. Price validity period shall be a minimum of Sixty (60) days from the date of bid submission;
6. Winning bidder will be determined to have submitted the Highest Rated Responsive Bid (HRRB). In case of a tie, the CHR shall apply the tie-breaking method of "toss a coin" through an online coin flipper;
7. Payment shall be made through the Land Bank of the Philippines' LDDAP-ADA / Bank Transfer facility within fifteen (15) calendar days after the complete delivery and submission of the required documents. The corresponding bank transfer fee shall be charged against the creditor's account for other bank institutions.


MARIA TERESA G. ANTAZO
Head, BAC Secretariat/
Chief, GAO-Procurement Division

REPLY SLIP

PROJECT : Procurement of Services of a Technical Writer for the Forum and FGDs for the Sectoral Monitoring on the Reintegration of Women Migrant Workers
RFP NO. : 2023-08-156-r

Date: _____

**THE BIDS AND AWARDS COMMITTEE FOR CONSULTING SERVICES,
INFRASTRUCTURE AND FOREIGN-ASSISTED PROJECTS**

c/o Procurement Division
Commission on Human Rights
U.P. Complex, Commonwealth Avenue,
Diliman, Quezon City

Sir / Madam:

This is to submit the attached proposal for the subject procurement with a total bid price of _____ **Pesos**
(PHP _____ .00), inclusive of all existing and appropriate government taxes and charges:

I hereby certify that this proposal is true and correct, and I accept the rights of the Commission on Human Rights as the Procuring Entity, under Section 41 of 2016 Revised Implementing Rules and Regulations (IRR) of Republic Act (RA) No. 9184.

Truly yours,

Bidder (Consultant)

Address

Telephone No./Mobile No.

Email address

PhilGEPS Registration No.

Tax Identification No. (TIN)

Bank Acct. No. / Name

Bank Name / Branch

Signature