

Request for Proposals

The International Organization for Migration (IOM) is Requesting for Proposals to develop a [briefing paper on the recruitment situation of migrant domestic workers in the migration corridor to Hong Kong Special Administrative Region, China during COVID-19 pandemic](#).

1 BACKGROUND

The COVID-19 global pandemic is a health, economic and social crisis; the impact of which has particularly affected migrant workers, already at risk of facing significant deficits to decent work. Migrant workers are disproportionately affected by the pandemic and its health and economic impacts. Migrant workers are reported to stay in overcrowded dormitories, dismissed or early terminated, stranded in origin and destination countries, reduced working hours and restricted in movement. For migrant workers in Hong Kong Special Administrative Region (SAR), China, several reports from Civil Society Organizations (CSOs) have highlighted challenges migrant domestic workers are facing. These include an increased workload in cleaning, inadequate protective equipment, prohibition of going out (even on rest days), lack of shelter space, overcrowded living conditions in boarding houses and anti-migrant sentiment in society.

While the pandemic visibly affects both prospective migrant domestic workers and domestic workers who are already working in Hong Kong SAR, China, there is presently little information available about how the crisis affects the recruitment of migrant domestic workers. There is a lack of information about the experience of workers who are already in Hong Kong SAR, China looking for re-employment and for those still in their home country, waiting to deploy to Hong Kong SAR, China. It is also imperative to learn more about potential increased costs to workers during the recruitment process during COVID-19 and what this increase means for debt accrued. In addition, a better understanding of how recruitment actors are being impacted during the COVID-19 crisis is also needed.

Under the regional ethical recruitment project, IOM aims to promote ethical recruitment of migrant domestic workers in Hong Kong SAR, China through engaging with employers, private recruitment agencies and governments from both origin and destination countries. A study of the recruitment situation of migrant domestic workers under COVID-19 will be timely and helpful to inform the ongoing engagement between IOM and relevant stakeholders to strengthen implementation of ethical recruitment practices, especially under the pandemic and post-pandemic.

This project is aligned with the following Targets of the Sustainable Development Goals (SDGs):



Target 5.2



Target
8.7



Target
10.7



Target
16.2¹

2 OBJECTIVES:

The overall objective of this four-month consultancy is to conduct an assessment of the recruitment experiences of migrant domestic workers and private recruitment agencies in Hong Kong SAR, China and origin countries. The assessment will be delivered in a briefing paper which could cover the following section: 1) an overview of recruitment situation under COVID-19; 2) the specific experiences of migrant domestic workers in the recruitment process; 3) the cost of recruitment during COVID-19 for migrant domestic workers; 4) and the experience of private recruitment agencies. 5) recommendation for policy makers and recruitment actors

3 SCOPE OF THE CONSULTANCY

With the aim of increasing the support and understanding on ethical recruitment standards and principles of migrant domestic workers, IOM is seeking consultant to write a briefing paper on the recruitment situation of migrant domestic workers during COVID-19 in the migration corridor to Hong Kong SAR, China.

The development and implementation of the assessment of the recruitment situation of migrant domestic workers will be conducted for a total period of four months. IOM therefore anticipates that the research plan and work plan will be confirmed in the first month in order to have sufficient time to review. This will be done collaboratively between IOM and the consultant. The assessment including literature review and interviews with different stakeholders will be implemented in second month. A draft briefing paper is anticipated to be submitted in third month. A validation workshop will be organized in the fourth month and a finalized briefing paper will be ready by the end of the fourth month.

4 TASKS TO BE PERFORMED

The consultant will need to deliver for the following items:

- 1) Provide a research plan and work plan of the assessment included proposed key informants;
- 2) Conduct interviews and literature and document reviews for the assessment;
- 3) Draft a summary briefing paper with maximum 20 pages according to the findings from the assessment;

¹ Target 5.2: Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation; Target 8.7: Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms; Target 10.7: Facilitate orderly, safe, regular and responsible migration and mobility of people, including through the implementation of planned and well-managed migration policies; Target 16.2: End abuse, exploitation, trafficking and all forms of violence against and torture of children

- 4) Submit draft briefing paper for IOM to review and to share with select stakeholders to validate findings;
- 5) Finalize a briefing paper for IOM internal reference.

5 DELIVERABLES

The successful applicant will be responsible for planning and conducting necessary research as well as drafting the summary of findings. Close consultation with IOM at every step is required. The consultant will have the following deliverables but not limited to;

- i. One research plan and work plan
- ii. One summary briefing paper

6 TIMELINE

The total duration for this assignment is proposed to be 4 months.

7 METHOD OF APPLICATION:

The completed RFP should be clearly marked CFCV-2004 submitted to iomhongkongoffice@iom.int by 14/09/2020. Kindly keep the file size under 10MB. The completed RFP should not exceed USD 7,500.

Contact Person: Ms. Alexandra Chan; Email: achan@iom.int

8 PROFESSIONAL AND RELATED EXPERIENCES:

The proposed research lead(s) should have following competences:

- Proven relevant experience on research, preferable prior experience working with non-profit sectors or organizations
- Excellent time management skills and ability to produce outputs as per agreed deadlines
- Excellent written and analytical skills
- Familiarity with the subject matter regarding migrant domestic workers and their recruitment processes and conditions

The Proposal should be written in English.

Any attempt for persuasion will be considered as a disqualification

ONLY SHORT-LISTED CONSULTANTS/ORGANIZATIONS WILL BE ASSESSED

FIRMS/Consultants WILL BE RESPONSIBLE FOR ANY TAX OR VAT ISSUES IF APPLICABLE.