



Migration MPTF ANNUAL PROGRESS REPORT

PROJECT INFORMATION	
Joint Programme Title:	Bridging Recruitment to Reintegration in Migration Governance: Philippines (BRIDGE)
Country(ies)/Region (or indicate if a global initiative):	Philippines
Project Identification Number:	MPTF-124507
Convening UN Organization:	International Organization for Migration (IOM)
PUNO(s) (PUNOs):	International Labour Organization (ILO) United Nations Entity for Gender Equality and the Empowerment of Women (UN Women)
Key Partners: <i>(include Implementing Partner)</i>	Department of Foreign Affairs (DFA), Department of Labour and Employment (DOLE), Overseas Workers Welfare Administration-National Reintegration Center for OFWs (OWWA-NRCO), Philippine Overseas Employment Administration (POEA); Department of Social Welfare and Development (DSWD), Department of Trade and Industry (DTI), Technical Education and Skills Development Authority (TESDA), Migrant Forum in Asia (MFA); Center for Migrant Advocacy (CMA), Women’s Legal and Human Rights Bureau (WLB), Development Action for Women Network (DAWN), Philippine Statistics Authority (PSA), National Economic and Development Authority (NEDA); workers’ and employer’s organizations; Local Government Units (LGUs), Blas F. Ople Policy Center and Training Institute, Fair Employment Foundation.
Project Period (Start – End Dates):	27 October 2020 to 23 October 2022
Reporting Period:	1 January 2021 to 31 December 2021
Total Approved Migration MPTF Budget: (breakdown by PUNO)	<i>PUNO 1 (IOM): USD 750,000</i> <i>PUNO 2 (ILO): USD 500,000</i> <i>PUNO 3 (UN Women): USD 250,000</i> <i>Total: USD 1,500,000</i>
Total Funds Received To Date: (breakdown by PUNO)	<i>PUNO 1 (IOM): USD 525,000</i> <i>PUNO 2 (ILO): USD 350,000</i> <i>PUNO 3 (UN Women): USD 175,000</i> <i>Total: USD 1,050,000</i>
Report Submission Date:	28 February 2022
Report Prepared by: <i>(Name, title, email)</i>	Yuko Tomita (ytomita@iom.int) IOM/Project Manager Eden Lumilan (eden.lumilan@un.org)



	RCO/Development Coordination Officer – Partnerships and Development Finance
--	---



Executive Summary

The Bridging Recruitment to Reintegration in Migration Governance “BRIDGE” programme, convened by the International Organization for Migration (IOM) and jointly implemented by the International Labor Organization (ILO) and the United Nations Entity for Gender Equality and the Empowerment of Women (UN Women) under the guidance of the UN Resident Coordinator (UNRC) and the Department of Foreign Affairs (DFA), was officially activated on 27 October 2020. The Programme seeks to ensure that Philippine government initiatives for fair and ethical recruitment and sustainable reintegration are evidence-based, gender-responsive and coordinated, supported by mechanisms that translate evidence into policy and practice, in line with Objectives 6 and 21 of the Global Compact for Safe, Orderly, and Regular Migration (GCM). In 2021, BRIDGE held two stakeholder coordination events to strengthen partnership: 1) an inception meeting with partners in April to prepare and inform them of the specific activities to be undertaken and roles and responsibilities of all involved, and 2) the first Technical Working Group (TWG) meeting in August to establish the structure and membership of the group that will inform and guide BRIDGE activities at the Outcome level.

During the reporting period, programme activities have progressed to varying stages and marked the following milestones per Outcome:

Outcome 1: Government agencies have begun to be engaged in stocktaking activities that will produce evidence to support gender-responsive fair and ethical recruitment and sustainable reintegration. OWWA and POEA in particular are collaborating in the research on the impact of migration on educational outcomes of children with Yale University (1.1.2) since April. Results of the study, which is expected to be published in October 2022, will be used to create policy recommendations and programme improvements to potentially address adverse effects in children and increase the involvement of the families of OFWs from recruitment to reintegration.

Outcome 2: Stakeholders—agencies, organizations, and the migrants—are being engaged to inform and customize capacity-building tools and activities are being developed according to their needs to improve policies and practices on fair and ethical recruitment and sustainable reintegration. The OFW Reintegration Advisor and Referral Pathways (2.1.2), an online tool intended to aid OFWs navigate their return and reintegration process, is being developed with a whole-of-government and society approach, having held multiple multi-stakeholder consultations in the past year. Collaboration with national and regional migration-related inter-agency structures like the Sub-Committee on International Migration and Development (SC-IMD) (2.1.3) was formalized in December through its drafting of a Resolution to implement and promote activities on fair and ethical recruitment and sustainable reintegration from national to local level, ensuring interventions at the different governance levels are coherent and based on their respective needs and situation. Discussions with pilot local government units (LGUs) were held in July and August to facilitate interventions towards gender-responsive service delivery for migrant workers and their families through Migrant Resource Centers (2.2.3).

Outcome 3: National policies and practices on recruitment and reintegration are guided to align with GCM Objectives 6 and 21 through the completion of the gaps analysis and policy recommendations (3.1.1) in October. The results from this paper led to the drafting of the National Action Plan (NAP) on Sustainable, Gender-responsive Return and Reintegration (3.1.3), which outlines strategic objectives and specific action points. The NAP was further informed and developed through the inputs gathered from a multi-stakeholder consultation held in November. With OWWA’s leadership, the commitment of stakeholders to promote, cooperate, and implement the NAP for the next five years was



established, with representatives from civil society and OFW associations giving statements of solidarity during the launch in December 2021.

The Philippine legislation landscape also had an achievement at the end of 2021 that will affect BRIDGE. The year saw the signing of the law paving the way for the establishment of the Department of Migrant Workers¹, which commits to the progressive realization of the objectives of the Global Compact for Safe, Orderly, and Regular Migration (GCM). It provides for better protection of the rights of OFWs and most significantly, defines Ethical Recruitment for the first time in Philippine law as “the lawful hiring of workers in a fair and transparent manner that respects and protects their dignity and rights”. However, the implementation of this provision needs to be aligned with the more extensive definition and stronger provisions of the Migrant Workers and Overseas Filipinos Act² on illegal recruitment and recruitment regulation. Many of the divisions—if not the whole sub-agency like OWWA and POEA—of the current BRIDGE government partners will transition into the new department. Although there may be changes in the people or representatives, the composition of the Department of Migrant workers will mostly be the same government bodies BRIDGE is currently engaged with. BRIDGE will be maintaining the same partnerships based on the government body’s function at the activity level while adjusting to the new structure of authority at the Steering Committee level. BRIDGE also intends to support the operationalization and transition process of the new department as much as possible with the current lineup of activities during the project timeline.

Annual (or End-of Project) Progress

1. Summary and Context

The BRIDGE Programme seeks to strengthen implementation of the Global Compact for Migration (GCM) in and by the Philippines, with a specific focus on two GCM objectives prioritized by the Government of the Philippines: Objective 6 to facilitate fair and ethical recruitment and safeguard conditions that ensure decent work, and Objective 21 to cooperate in facilitating safe and dignified return and readmission as well as sustainable reintegration. BRIDGE seeks to work on these two objectives through the lens of the GCM Thematic Area 4: Facilitating regular migration, decent work and enhancing the positive development effects of human mobility. It ensures Government initiatives promote fair and ethical recruitment and sustainable reintegration services are evidence-based, gender-responsive and coordinated through a people-centered, whole-of-government and whole-of-society approach. It also establishes mechanisms to translate evidence into policy and best practices through a 360-degree approach to the objectives and recruitment and reintegration throughout the migration cycle.

The reporting period marks the first full year of programme implementation. The project team continued to encounter various challenges, especially in implementing these activities amid the COVID-19 pandemic and its continuing impact on the Philippines in general. As of this writing, the situation has reverted to a renewed surge in the number of COVID-19 Omicron cases—reaching the highest levels since the start of the pandemic—and even more stringent movement restrictions. The Philippines has experienced one of the strictest and longest lockdown periods worldwide due to the COVID-19 pandemic. To address such setbacks, the team has adapted its approach and introduced modifications for planned activities in order to be able to deliver more efficiently and continue to meet overall project objectives in a manner that is relevant to the stakeholders and target beneficiaries. All public activities and meetings during this reporting period were held using online modalities. The communication

¹ Senate Bill 2234 was passed in its third reading and was signed into law by President Duterte on 30 December 2021. It was officially published as [Republic Act 11641](#) and took effect 3 February 2022.

² [Republic Act 8042](#), as amended by [Republic Act 10022](#)



strategy and coordination mechanisms established in the first quarter of implementation back in 2020 facilitated smoother transactions across PUNOs moving forward in 2021 and allowed for better alignment of activities, increasing the jointness of the programme implementation. In April 2021, an inception meeting with partners was held to formally present to them the objectives and activities under the BRIDGE programme. This meeting increased awareness and understanding among stakeholders through the shared commitment to cooperate and achieve the programme's desired outcomes, as well as strengthened the capacity to implement programme activities with partners through identifying focal points, common initiatives, and synergies across programme and agency activities. The BRIDGE team took this momentum to initiate discussions with individual agencies at the activity level for the implementation and address adjustments in timeline and mode of operations due to limitations of the pandemic. Most of the activities experienced delay due to the impact of COVID-19, however, at least one significant milestone was achieved for Outcomes 2 and 3 by the end of 2021 with the adoption of the Resolution formalizing the collaboration with the SC-IMD and the launch of the National Action Plan on Sustainable, Gender-responsive Return and Reintegration.

In December 2021, the Republic Act 11641 was signed into law creating the Department of Migrant Workers (DMW) demonstrating the Philippine's commitment as a Champion of the GCM with its explicit reference to the GCM and its twenty-three objectives, expanded scope of Filipino migrants in distress, and progressive policy declarations and definitions on recruitment and reintegration. The Department of Migrant Workers is mandated to protect the rights and promote the welfare of OFWs, regardless of status and means of entry into the country of destination. With the creation of this department, major changes will be made in the governance and operational structures of Philippine labour migration landscape. This will help ease service delivery for migrant workers as relevant migration-related government offices will be subsumed under one department. The BRIDGE programme welcomes this change and will support the initiatives of the DMW as aligned with the Joint Programme's Outcomes and Outputs. BRIDGE will continue to help ensure that mechanisms on recruitment and reintegration are in place, building on policies and good practices which can be sustained (e.g., having a tripartite governing body) and further developed as the government transitions to the new department. The BRIDGE team will continue to work with current government stakeholders and strengthen this partnership through improved coordination mechanisms and with the guidance of the Steering Committee in order to continue activities and work towards the desired outcomes even as our government partners transition. Although the creation of this department was already anticipated when the JP was developed, the speed of which it was established was not foreseen. As it was passed into law at the end of 2021, the next two years will be spent on the operationalization of the department and the transition of the involved government units into DMW as prescribed in the law. As of writing, migration-related government agencies are waiting for the appointment of the Secretary or Acting Secretary by the President who will then lead the finalization of the implementing rules and regulations (IRR), which is expected to be published in April 2022. BRIDGE will be taking advantage of opportunities to support this operationalization and transition process for as long as the Joint Programme is active, which would significantly increase the lasting impact of BRIDGE on Philippine migration governance.

2. Results

During the reporting period, PUNOs initiated conceptualization, gathering of information, and establishment of collaboration with partners on select activities as guided by the workplan, as well as procurement of services needed for their implementation. In the mapping of activities and initial coordination with partners, certain outputs were identified and given priority to increase impact by building on existing initiatives and working with other projects with similar objectives, such as the [Safe and Fair Programme \(SAF\)](#), a joint programme of ILO and UN Women promoting safe and fair labour migration and elimination of violence against women; the Philippine component of the [Ship to Shore](#)



[Rights SEA Programme](#), an ILO project promoting regular and safe labour migration and decent work for all migrant workers in the fishing and seafood processing sectors; and [Aligning Lenses Towards Ethical Recruitment \(ALTER\)](#), an IOM project supporting wider adoption of ethical recruitment principles in the Philippines. Despite the COVID-19 restrictions on mobility and group gatherings, progress was made towards the accomplishment of the targeted outcomes and outputs.

Outcome 1: Fair and ethical recruitment and sustainable reintegration of migrant workers are promoted through whole-of-government and evidence-based approach that is gender-responsive

As a number of activities under this outcome entails development of knowledge products and tools, the JP also focused on establishing collaboration with target partners to conceptualize the implementation with utmost consideration of the needs and priorities of potential partners. Although no key achievement was recorded for Outcome 1 in the results matrix, engagement with partners to build on and roll out activities have begun. The main progress in 2021 was that data gathering for mapping of data collection practices and research activities on the impact of migration had been set in motion with full support from targeted partners. The results will contribute to: 1) informing the development and conduct of capacity-building exercises and tools based on evidence on overall migration data governance, 2) drafting of data strategies from recruitment to reintegration, including policy or practice recommendations that will be endorsed to current government partners, and 3) providing considerations for the new DMW for its operationalization. Progress made under Outcome 1 reflects the envisioned phase 1 of the overall JP implementation, which is focused on mapping and research initiatives. Results from these activities will be realized in second to third quarter of 2022. Moving forward, the JP will prioritize catching up on the development of data collection systems or feedback mechanisms both on recruitment and reintegration as these were designed to be implemented for the second and third phase as the offshoots of the mappings and assessments that had been started during the reporting period.

A noteworthy achievement was accomplished in the research on the impact of labour policies on recruitment, social costs and prospects of reintegration for OFWs (1.1.2). BRIDGE is building on the activities of ALTER with Private Recruitment Agencies (PRAs) to involve them in the discussion of compliance with POEA rules and regulations (1.1.1, 1.2.1), and refer to the ALTER study on feedback and complaints mechanisms to be considered in the conduct of gaps analysis (1.1.5) and the development of manuals (1.1.7) and system (1.1.9, 1.1.10). Discussions with OWWA and POEA on migration data have begun with the goal of harmonizing data management across agencies and enhancing data strategy (1.1.3, 1.1.4) to be utilized in framing the development of recruitment and reintegration policies and practices that will continue beyond the project timeline.

1.1.2 The study being done by Yale University on the impact of migration on educational outcomes of children of migrants, in collaboration with POEA, OWWA, the Department of Education, and the Innovations for Poverty Action (IPA), aims to contribute to policy recommendations and programme improvements for recruitment and reintegration. From April to September 2021, a [series of coordination meetings and discussions](#) were held to secure government partners' commitment to support the study. There were also a number of discussions on designing the survey instruments and tools to gather inputs from partners, including PUNOs. The research was also able to secure necessary international and local (Philippines) clearances in the earlier part of its implementation. In particular, it was granted ethics clearance by the Philippine Social Science Council-Social Science Ethics Review Board (PSSC-SSERB) in September 2021—a requirement needed considering the rigorous method it will apply to collect data involving children. The survey instruments were translated into a chatbot tool to reach a large pool of migrants both in the Philippines and abroad, and into a [SurveyCTO](#), a data collection platform, to



facilitate phone surveys with eligible migrants and their households. Surveys had been launched to reach OFWs and their households. The three-part survey (enlistment survey, migrant survey, and household survey) was pilot tested in November to December 2021 with the help of OWWA and POEA, and with support from migrant organizations to test the clarity and accuracy of questions and to help ensure that the delivery would be culturally- and gender-sensitive. The study is in the middle of implementation and is expected for completion in October 2022. The Joint Programme will utilize the data in preparing a separate technical paper that will be endorsed to OWWA and POEA and will be used in reviewing programmes and services for OFWs and their families and in developing policy recommendations on recruitment and reintegration. Promotional materials to generate participation in the survey have been developed following BRIDGE visibility requirements.

1.1.3 & 1.1.4 In line with the objective of supporting migration governance agencies and actors in delivering more evidence-based and more gender-responsive policies and programs, BRIDGE began the mapping of existing migration data collection and management practices. PUNOs have aligned activity plans on the data mapping in their earlier coordination meetings and have each started a desk review in December 2021, for consolidation and further coordination to set key informant interviews initially with 9 government agencies (DFA-OUMWA, DOLE-ILAB, POEA, OWWA, DSWD-ISSO, DOJ-IACAT, DILG, CFO, CHR) and 6 civil society organizations (Blas Ople Policy Center, CMA, DAWN, MFA, Migrant, TUCP) in the first quarter of the following year. The wider data governance and gender assessment will be performed on the policies and practices surfaced by the mapping beginning in 2022.

Outcome 2: Improved policies and practices pertaining to fair and ethical recruitment and sustainable reintegration that are informed by evidence-based data and international standards

Two key achievements were delivered for Outcome 2 during the reporting period: 1) the establishment of collaboration with a permanent migration inter-agency coordinating body through a Resolution of the Sub-Committee on International Migration and Development (SC-IMD), and 2) the establishment of regional collaboration supported by a Regional Development Council (RDC) Resolution to localize migration interventions from recruitment to reintegration. Both collaborations are on implementing migration initiatives as the Resolutions that were drafted and signed endorse and promote the implementation of BRIDGE interventions, together with other migration projects. This contributes to how BRIDGE envisions to help operationalize interagency coordination mechanisms on fair and ethical recruitment and sustainable gender-sensitive reintegration. Building on this progress in 2021, the next phase will be pursuing local interventions as aligned to the priorities at the regional or national level. The development of Reintegration Framework and the Reintegration Advisor is also on track for finalization in the second to third quarter of 2022. Gender dimensions were given high priority as indicated by a roundtable discussion which was also facilitated to draw insights from stakeholders on gender-responsive migration governance both on recruitment and reintegration.

Progress have been made in line with the engagement with the Sub-Committee on International Migration and Development (SC-IMD) (2.1.3) in establishing collaborations at the regional and local levels to implement migration initiatives, including the support to Migrant Resource Center (2.2.3), and in developing the Reintegration Advisor, an online portal containing key information to help migrant returnees navigate their return; and reintegration journey (2.1.2), and Reintegration Framework (2.2.5). Of note, the SC-IMD has drafted a Resolution to collaborate on the Reintegration Advisor, which, in essence, would promote the adoption of the tool by relevant government agencies and stakeholders such as OWWA and its reintegration partners, and their counterparts at the community level. A roundtable discussion (2.1.4) was also facilitated in June 2021 with 15 participants (15 W) to draw insights from stakeholders, consisting of representatives of CSOs, government, private sector and



women migrant workers, on migration governance landscape with the goal of pinning where BRIDGE can support as it implements its activities. Aiming to update policies and services for OFWs who returned during the pandemic by looking into their situation post-return, the [COVID-19 Impact Assessment on Returned Overseas Filipinos](#), conducted by IOM in 2020, was launched in May 2021 and will have a follow-up study on how returned OFWs navigate reintegration in the time of the pandemic (2.2.8) under the BRIDGE programme and the [Corporate Responsibility in Eliminating Slavery and Trafficking \(CREST\)](#) initiative of IOM.

2.1.3 In the reporting period, BRIDGE, together with Safe and Fair Programme (SAF) and Ship to Shore Programme, was able to [establish its collaboration](#) with the Sub-Committee on International Migration and Development (SC-IMD)—the interagency structure that ensures policy coherence on international migration and development through coordination of relevant strategies and programmes of government and partners. The established collaboration provided an opportunity for BRIDGE to gather stakeholders' support and ensure that interventions at community level are aligned with the priorities at the national level.

With their functions, the SC-IMD has a stake on the [updated Philippine Development Plan 2017-2022](#) Chapter 21 on international migration and development. In May 2021, BRIDGE was able to discuss with the National Economic Development Authority (NEDA) and the Department of Foreign Affairs (DFA), as Chair and Co-chair, respectively, the proposed migration interventions supported by the Joint Programme and the priorities of the SC-IMD to align for collaboration. These interventions are along the lines of 1) migration data harmonization, 2) reintegration efforts including the development of the OFW Reintegration Advisor and Referral Pathways, 3) migration-related studies and their use for policy recommendations, and 4) working with priority regions through regional SC-IMDs for local implementation. The proposed initiatives were then presented in September 2021 to the full membership of the SC-IMD which the latter had committed its support.

This support was manifested through drafting a Resolution for the SC-IMD to collaborate on the development of the Reintegration Advisor (2.1.2), including its use for the promotion of reintegration mechanisms of government agencies and stakeholders. As of December 2021, the [Resolution](#) has been forwarded to members of the SC-IMD and some have already signed the document. This can enjoin members to provide technical assistance on the development of the Technical Note (Conceptual Framework and Operational Guide) and Digital Portal of the OFW Reintegration Advisor, promote the common use of OFW Reintegration Advisor among its members and partner agencies, stakeholders, OFW family groups, Local Government Units (LGUs) and communities through the Regional Committee on Migration and Development (CMD) and/or Migrant Resource Centers (MRCs), and refer to data and information from the Advisor to come up with reintegration policy recommendation.

2.1.1 Moreover, with the Sub-Committee's appreciation of the importance of forging local partnerships, this also resulted in identifying priority regions—the National Capital Region (NCR), Bicol Region (Region V), Western Visayas (Region VI), and the Bangsamoro Autonomous Region in Muslim Mindanao (BARMM)—and convening their representatives to initiate discussions on collaborating with Regional SC-IMDs. As of 2021, BRIDGE has secured commitment of support from Regions V and VI, pending formalization of partnerships for localized implementation, which will be prioritized in the succeeding year. The SC-IMD also endorsed BRIDGE to BARMM representatives to pursue similar discussions. The support varies depending on context, but in general, this is anticipated to be along the lines of piloting the use of the OFW Reintegration Advisor, capacitating reintegration services providers, including OFW helpdesks and MRCs, and supporting data collection and management. Since there are other migration programmes operating in the regions, these interventions will be implemented mindful of what has been or is being done external to BRIDGE to avoid duplication of efforts and maximize gains.



2.1.2 In May 2021, BRIDGE co-organized with SAF the [2nd Reintegration Consultation](#) with a focus on refining the OFW Reintegration Advisor and Referral Pathways which was conceptualized by SAF and partners. The consultation was attended by 26 (19 W, 6 M, 1 Preferred not said) representatives from the government, civil society, trade unions, recruitment associations and OFW groups. The continuing development of the framework and digital portal of the OFW Reintegration Advisor and Referral Pathways was a result of previous discussions and consultations led by SAF and partners, especially its conceptualization. The Reintegration Advisor is being developed as a common tool that migrants and their families can use to access information on reintegration services according to their needs and intentions. As it has evolved, the elements of the Reintegration Advisor include 1) registry of the OFWs accessing information on pathways based on their needs and intentions which can generate profiles to inform policy recommendations, 2) pre-pathway interventions, especially “harm reduction” interventions and welfare assistance for survivors of gender-based violence (GBVs) and other migrants with particular vulnerabilities, 3) social protection and asset-building efforts of OFW and family, and 4) the five (5) pathways and the economic and non-economic reintegration programmes and services and service providers for each pathway, and a re-migration pathway (sixth pathway) to cater to those who have plans of re-migrating upon return. The ongoing development of the digital portal of the advisor (web version) will help facilitate access of OFWs abroad and in the Philippines to relevant reintegration information despite limitations caused by the pandemic.

The [3rd Reintegration Consultation](#) was held in December 2021, co-organized by BRIDGE and SAF Programmes, which also included a presentation on the National Action Plan on Sustainable, Gender-responsive Return and Reintegration prior to its launch. The two joint programmes co-organized these two reintegration events closely—the Consultation on the 14th and the Launch on the 16th—in celebration of the Month of Overseas Filipinos³ and International Migrants Day⁴ With 41 representatives (29 W, 11 M, 1 LGBTQ member) from the national and local government, civil society organizations, trade unions, employers’ organizations and the academe, the multi-stakeholder consultation served as a venue to present key updates on the development of the OFW Reintegration Advisor and Referral Pathways, including its contextualization in the Philippine reintegration landscape; gather stakeholders’ feedback in further refining the Reintegration Advisor concept, operational aspects and digital design. The consultation also served as a platform to discuss and analyze the key topics of the Philippine Strategic and Policy Framework for a Sustainable and Gender-responsive Reintegration of OFWs; gather stakeholders’ inputs and suggestions to enhance, sharpen or strengthen the Philippine Reintegration Strategic and Policy Framework; and discuss the National Action Plan on Sustainable, Gender-responsive Return and Reintegration and its linkages to other reintegration initiatives.

2.1.4 & 2.1.8 In June 2021, the [roundtable discussion “Tackling Vulnerabilities and Seizing Opportunities”](#) was held with 20 representatives (19 W, 1 M) from various stakeholder groups, providing a further window to look at the migration governance landscape, including available reintegration avenues, in order to identify gaps that the BRIDGE Programme could help to fill. The participation of CSOs that work with migrants, both in the Philippines and in countries of destination, was particularly helpful in drawing out practical insights. For instance, Enrich HK, which trains Filipino domestic workers in Hong Kong and helps them prepare for eventual return to the Philippines, brought up the issue of financial and other scams specifically targeting domestic workers, posing an added obstacle to their attainment of financial security, which is essential to successful reintegration. As a result of this observation, BRIDGE will be

³ [Proclamation No. 276, s. 1988](#) declared December of every year as the “Month of Overseas Filipinos” to give recognition to overseas Filipinos who contributed to the restoration of Philippine democracy and to national development through their taxes and remittances.

⁴ The UN General Assembly in 2000 adopted a Resolution ([A/RES/55/93](#)) proclaiming 18 December as International Migrants Day



including this among the capacity-building activities it will be conducting in 2022, to sensitize migrant workers and migration governance agencies and actors to such scams. Inputs of the participants were also used as [reference](#) in the materials development and awareness-raising on gender-responsive, fair and ethical recruitment.

2.2.2. & 2.2.3 For the NCR, [series of coordination meetings and discussions](#) were held in May to December 2021 with the Local Government Unit of Quezon City resulting in their commitment to collaborate on the operationalization and strengthening of the Migrant Resource Center (MRC), supported by the BRIDGE and SAF Programmes. As prioritized by the LGU, the interventions would be on MRC institutionalization and operationalization (governance), gender-responsive service delivery (GRSD), data management and case management system, capacity-building (MRC personnel, OFWs, and communities), migrant network strengthening with focus on reintegration, capacitating reintegration service providers to link migrants in pilot corridors to MRC services, and community awareness-raising on MRC services to promote access.

Leveraging the SC-IMD as a convergence platform in implementing migration initiatives at the regional and/or local level allows the Sub-Committee to concretize its function of “ensuring horizontal and vertical policy coherence on IMD through coordination of IMD-related strategies and programs of relevant government agencies and of local government units”. This also translates to how BRIDGE helps facilitate operationalization of migration interagency structures as supported under Outcome 2. The intended coherent implementation in local areas as aligned with national or regional priorities is expected to yield significant results in localities which will be prioritized for migration interventions, particularly in providing coordinated and gender-responsive services to migrant workers.

2.2.8 Looking at the returned OFWs’ situation upon return to the Philippines during the pandemic, BRIDGE is working on a follow-up study to the [COVID-19 Impact Assessment on Returned Overseas Filipino Workers](#) that was launched in May 2021 with the support of the UN Network on Migration Philippines. The [Scalabrini Migration Center](#) (SMC), an organization dedicated to the study of international migration and an established advocate of Filipino migrants’ rights, has been selected as an implementing partner to conduct the follow-up study, with particular focus on the reintegration of these returned OFWs. The study is supported by BRIDGE and CREST and will be endorsed by the UN Network on Migration Philippines. Maximizing its access to reliable data, the study will focus on the plans and prospects of returned OFWs, guided by the remigration intentions and reintegration business plans from the original assessment. The follow-up study design was presented in the 4th quarter meeting of the UN Network on Migration Philippines in October and then again in November to the BRIDGE TWG representatives for Outcome 2 and to SMC partners, [Agricultural Credit Policy Council](#) (ACPC) and [Small Business Corporation](#) (SBC), that offer microbusiness reintegration programs for returned OFWs affected by the pandemic. [Inputs from both discussions](#) further improved the design of the follow-up study. FGDs with returned OFWs from SMC partners, drafting of questionnaire, and actual roll-out of the re-survey is scheduled in the first quarter of the following year. The final report is expected to be completed by August 2022.

2.2.9 BRIDGE also laid the groundwork in 2021 for the conduct of pilot reintegration programs for OFW returnees and potential returnees compatible with the future of work. Based on consultations with prospective partners, a pilot project was designed entitled “Reintegrating Women through IT Reskilling and Education” (REWIREd), building on an existing collaboration between Connected Women and the Technical Education and Skills Development Authority (TESDA), to train 40 women and equip them with the skills needed for employment in the digital economy. A second pilot reintegration project was designed to be conducted in the Green Economy sector in recognition of the disproportionate impact on women and girls of Climate Change and environmental degradation, including their possible



contribution to forced migration. The two pilot projects will commence in April 2022.

Outcome 3: Improved alignment of policy and practices to GCM objectives on reintegration and fair and ethical recruitment

The key achievement under this outcome is the launch of the National Action Plan (NAP) on Sustainable, Gender-responsive Return and Reintegration (3.1.3) in December 2021, facilitating action towards the realization of GCM Objective 21: *Cooperate in facilitating safe and dignified return and readmission, as well as sustainable reintegration*. Leading to the launch is the gap analysis on the current policies and practices on recruitment and reintegration with GCM Objectives 6 and 21 as the benchmark (3.1.1). The results of the gap analysis and policy recommendations, with inputs from key stakeholders, framed the development of the NAP and further reinforced reintegration activities under Outcome 2 by providing strategic objectives and action points that are in line with the GCM objectives. The gap analysis, policy recommendations, and the NAP, which were completed in 2021, provide concrete guidance for stakeholders to align their policies and practices to GCM Objectives 6 and 21 and allows for planning on how to integrate and implement these for the improvement of practices and policies on recruitment and reintegration in their respective organizations for the coming year. The delivery of these results is on track, and provides good momentum for the development of the monitoring and evaluation framework for the NAP, as well as the series of roundtable discussions on policy dialogues slated for the second quarter of 2022.

3.1.1. The conceptualization of the gap analysis started in May 2021. A desk review on existing recruitment and reintegration policies and practices was undertaken and key informant interviews with DFA, POEA, and OWWA were held between June and July 2021. By October 2021, the [gap analysis and policy recommendations](#) on the local implementation of GCM Objectives 6 and 21 was finalized. Among the key findings were weaknesses in the preventive and protective policies and practices in the pre-departure and onsite employment phases of labor migration, lack of mainstream awareness on fair and ethical recruitment principles and practices, lack of harmonized data systems for OFWs, incoherent and limited types of reintegration programmes and services, and minimal inclusion of OFWs and their associations, among others. Many of the gaps identified would start to be addressed through the work of BRIDGE and key partners. The gaps and recommendations were further analyzed to identify key actionable areas for the next five years and led into the development of the National Action Plan.

3.1.3. The drafting of the National Action Plan began with the goal of laying out recruitment and reintegration strategic objectives and action points per stakeholder group, in line with the GCM, that can be achieved within the next five years. During the development of the NAP, the ALTER project was also developing a National Action Plan on Fair and Ethical Recruitment. As both BRIDGE and ALTER were engaged with the same stakeholders and has the same goal with regards to GCM Objective 6: *Facilitate fair and ethical recruitment and safeguard conditions that ensure decent work*, BRIDGE focused on developing the NAP on GCM Objective 21 while ALTER developed the NAP on GCM Objective 6. However, both stakeholders contributed to the development, review, and eventual finalization of both National Action Plans. Furthermore, the gaps and recommendations for recruitment in the GCM analysis paper done by BRIDGE fed into the recruitment NAP led by ALTER as well. In November 2021, a [multi-stakeholder consultation](#) was held to present the draft and collect [feedback](#) from 29 key partners from the government, civil society organizations, migrant groups and associations, private sector, and the academe. The breakout group discussions on the strategic objectives raised valuable points that expanded the scope of the NAP and made the action points more grounded and realistic. By December 2021, the [National Action Plan on Sustainable, Gender-responsive Return and Reintegration](#) was [launched](#) in a joint event of BRIDGE and SAF programmes. Following the whole-of-society and whole-of-government approach in the development and consultation of the NAP highlighted the shared interest



of each actor and increased the stakeholders' commitment in its implementation. The government, through OWWA, accepted the responsibility to lead the implementation and further development of the NAP as it evolves through the years of discussion and activity, and even as it transitions to the new Department of Migrant Workers. Representatives from the civil society and migrant associations spoke their support and commitment in realizing the strategic objectives. With this, the NAP, aligned with GCM Objective 21, is expected to contribute to having more timely and innovative reintegration interventions that will benefit migrants and their families. The monitoring and evaluation framework for this NAP is being developed and is expected to be completed in February 2022. The NAP and its M&E framework and tools will then be published together in April 2022 and the physical copy will be disseminated to partners for easier reference and training purposes. BRIDGE will continue to build on both NAPs and synergize efforts through its various initiatives on recruitment and reintegration.

Streamlining the activities for recruitment and reintegration led to more in-depth discussion and development of more specific action points for the NAPs. This also allowed the specialized government agencies under the same parent line agency DOLE, to take ownership of the NAPs—the POEA, with its focus on recruitment and employment, leads the implementation for the NAP on recruitment, while the OWWA, with its focus on repatriation and reintegration, leads the implementation of the NAP on reintegration. Together, the Government of the Philippines are implementing National Action Plans on GCM Objectives 6 and 21, both identified as priority objectives, contributing to its achievements as a Champion Country ahead of the International Migration Review Forum (IMRF) and being a step closer in the realization of the GCM.



Results Reporting Framework						
INDICATORS	Baseline	Results achieved for the reporting period			Cumulative Results	Notes
		Y1 (2020)	Y2 (2021)	Y3 (2022)		
OUTCOME 1: Fair and ethical recruitment and sustainable reintegration of migrant workers are promoted through whole-of-government and evidence-based approach that is gender-responsive.						
Indicator 1a: # of recruitment and reintegration initiatives proposed/ conceptualized, informed by consultative and evidence-based processes instituted by the project	0	0	0		0	Research and mapping initiatives still ongoing (see activity reports in Annex); to be reported upon completion by Q2 2022
Indicator 1b: % of government stakeholders and national partners engaged in the project reporting increased institutional capacity on data management and analysis	0	0	0		0	Data management and analysis activities still ongoing (see activity reports in Annex); to be reported upon completion by Q2 2022
OUTPUT 1.1: Assessments conducted, and mapping on fair and ethical recruitment and sustainable reintegration in partnership with government and national partners is produced						
Indicator 1.1a: # inter-agency committees established/ strengthened	N/A	0	0		0	Policy review to be completed Q2 2022
Indicator 1.1b: # of research, reports, and knowledge products developed (with gender-responsive approach)	0	0	0		0	Research and mapping activities ongoing (see 1.1.2 in Annex); to be reported upon completion by Q2 2022



Results Reporting Framework						
INDICATORS	Baseline	Results achieved for the reporting period			Cumulative Results	Notes
		Y1 (2020)	Y2 (2021)	Y3 (2022)		
Indicator 1.1c: # of government agencies and national partners engaged in stocktaking	0	0	0		0	Desk research started Q4 2021, KIIs and FDGs scheduled Q1 2022
OUTPUT 1.2: Data collection and management system for improved evidence-based reporting and verification established						
Indicator 1.2a: # of feedback mechanisms and verification frameworks established	0	0	0		0	Discussions started Q4 2021; to be reported upon completion by Q3 2022
Indicator 1.2b: # persons trained in data collection, management, analysis and verification	0	0	0		0	Trainings scheduled Q3 2022
Indicator 1.2c: # of persons trained on recruitment/reintegration	0	0	0		0	Trainings scheduled Q3 2022
OUTCOME 2: Improved policies and practices pertaining to fair and ethical recruitment, and sustainable reintegration that are informed by evidence-based data and international standards						
Indicator 2a: Approved Terms of Reference of a permanent inter-agency/multi-stakeholder coordination mechanism	No	No	Yes		Yes	SCIMD Resolution to collaborate on the Reintegration Advisor was crafted and endorsed to members for signature
Indicator 2b: % of government stakeholders and	N/A	0	0		0	Consultations ongoing (see 2.1.2), trainings scheduled Q2 2022; to be reported



Results Reporting Framework						
INDICATORS	Baseline	Results achieved for the reporting period			Cumulative Results	Notes
		Y1 (2020)	Y2 (2021)	Y3 (2022)		
national partners engaged in the project reporting increased capacity on sustainable, gender-sensitive reintegration programming						upon completion by Q3 2022
Indicator 2c: % of women OFWs trained reporting expanded opportunities for employment as a result of the training programme	N/A	0	0		0	Trainings scheduled Q2 2022
Indicator 2d: % of government stakeholders and national partners engaged in the project reporting increased capacity on case management	N/A	N/A	N/A		N/A	Indicator default since only one government agency is involved
OUTPUT 2.1: Interagency coordination mechanisms on fair and ethical recruitment and sustainable gender-sensitive reintegration operationalized						
Indicator 2.1a: Inter-agency and/or multi-stakeholder coordination mechanisms established	No	No	Yes		Yes	Collaboration with SC-IMD on migration-related interventions via a Resolution (see 2.1.3)
Indicator 2.1b: # of integrated recruitment and reintegration framework	N/A	0	1		1	Integrated plan is part of the collaboration with Regional SC-ID achieved via a Resolution (see 2.1.1)



Results Reporting Framework						
INDICATORS	Baseline	Results achieved for the reporting period			Cumulative Results	Notes
		Y1 (2020)	Y2 (2021)	Y3 (2022)		
and action plans drafted and/or updated						
Indicator 2.1c: # of government agencies and national partners trained on sustainable gender-sensitive reintegration programming	N/A	0	0		0	Trainings scheduled Q2 2022
OUTPUT 2.2: Effective and gender-responsive government reintegration services delivered						
Indicator 2.2a: # of local government units successfully completed pilot for joint programme on reintegration	0	0	0		0	Development of materials ongoing; to be reported upon completion Q3 2022
Indicator 2.2b: # of training programmes for women OFWs established/enhanced	0	0	0		0	Training modules to be reported upon completion Q3 2022
Indicator 2.2c: # of women OFWs trained under enhanced training programme/s	0	0	0		0	Trainings scheduled Q3 2022
Indicator 2.2d: # of case management tools developed/enhanced	0	0	0		0	Discussions started Q4 2021; to be reported upon completion Q3 2022
Indicator 2.2e: # of persons trained in	0	0	0		0	Trainings scheduled Q3 2022



Results Reporting Framework						
INDICATORS	Baseline	Results achieved for the reporting period			Cumulative Results	Notes
		Y1 (2020)	Y2 (2021)	Y3 (2022)		
enhanced case management						
OUTCOME 3:						
Improved alignment of policy and practices to GCM objectives on reintegration and fair and ethical recruitment						
Indicator 3a: Monitoring framework for measuring progress towards alignment to GCM objectives on reintegration and fair and ethical recruitment adopted	No	No	No		No	M&E framework currently being developed; to be completed Q1 2022
Indicator 3b: Government agencies and national partners have renewed interest in the ratification of ILO Convention 181	No	No	No		No	Events scheduled Q2 2022
OUTPUT 3.1:						
Initiatives to align policies to international standards on fair and ethical recruitment and gender-responsive reintegration supported						
Indicator 3.1a: # of advocacy and awareness-raising events organized	0	0	0		0	Events scheduled Q2 2022
Indicator 3.1b: # of persons reached through advocacy and awareness-raising events	0	0	0		0	Events scheduled Q2 2022
Indicator 3.1c: # of action plans addressing gaps related to fair and ethical	0	0	1		1	NAP on Sustainable, Gender-responsive Return and Reintegration launched (see 3.1.3)



Results Reporting Framework						
INDICATORS	Baseline	Results achieved for the reporting period			Cumulative Results	Notes
		Y1 (2020)	Y2 (2021)	Y3 (2022)		
recruitment and sustainable, gender-responsive reintegration published						
OUTPUT 3.2:						
Adoption of ILO Convention 181 advocated and understanding of the Convention by key stakeholders increased						
Indicator 3.2a: # of national multi-stakeholder events promoting the ratification of ILO Convention 181	0	0	0		0	Events scheduled Q2 2022
Indicator 3.2b: # of government agencies and national partners who participated in multi-stakeholder events	0	0	0		0	Events scheduled Q2 2022



3. Partnerships

With the pandemic limiting physical meetings and events, it becomes even more important to keep partnerships active and stakeholders engaged in the process of programme preparation and implementation. The BRIDGE team first held a multisectoral inception meeting with partners in April 2021 just as activities were beginning to progress. The overall objective is to prepare and inform BRIDGE partners, including migration governance agencies, civil society organizations, and the private sector, on the specific activities to be undertaken and roles and responsibilities of all involved. The support of the government was evident in the remarks of the Department of Foreign Affairs (DFA) in the meeting, emphasizing that the BRIDGE programme is fulfilling the government plans laid out in the [updated Philippine Development Plan 2017-2022](#). With this, partners had increased awareness and understanding as well as shared commitment to achieve the desired outcomes and cooperation required. The inception meeting, through identifying common initiatives and activities, strengthened the capacity for programme implementation in working together with partners. Following the momentum from the inception meeting, PUNOs coordinated with partners and activities steadily progressed. By the end of August 2021, the BRIDGE team held another multi-stakeholder meeting to establish the Technical Working Group (TWG) comprising migration governance agencies and actors that will be convened on an agreed schedule to inform and guide activities at the Outcome level. Each partner voiced out their suggestions on the framework and direction of activities and their commitments in the TWG for the Outcomes most relevant to them. Having representatives in each sector in the TWG increases the participation of multisectoral partners not just in the delivery of activities but in the design as well.

Outside of BRIDGE programme activities, the support of DFA is also evident in its active participation in UN Network on Migration activities, both regional and national levels. The DFA is kept apprised of the programme's progress and never fails to mention the Migration MPTF Joint Programme and its contributions in the country's GCM implementation and IMRF preparations in various speaking engagements and platforms.

Another noteworthy partnership that was established during the reporting period was the collaboration with the SC-IMD which allowed for opportunities to align programme initiatives to the national priorities on migration and development, particularly on reintegration. The strengthened coordination also facilitated the engagement at the regional level, through the regional SC-IMDs, which would be crucial in implementing further activities and interventions at the local level.

In line with the whole-of-society approach, the BRIDGE team placed importance in increasing engagements with CSOs, the academe and migrant/worker and employer groups. Their inclusion in consultations have yielded valuable information that addressed a wider scope of the concerned topics and covered issues that were often overlooked such as data access of researchers and participation of the families of OFWs. These partners, through the programme activities, were given a platform wherein they are empowered to speak and be involved in the change they want for themselves and for migrants as a whole. The programme team will continue this practice in the remaining project period, especially with the case story collection and FGDs and survey with migrants affected by the pandemic scheduled in the first half of 2022. The case story collection, in particular, will involve migrant workers, as well as government agencies and CSOs, in order to surface lessons and insights from migrant experiences that could help validate themes and trends emerging from migration statistics. This could potentially enrich migration policymaking and programming while simultaneously deepening public awareness and understanding of labor migration through the human interest stories that are disseminated publicly.



4. Cross-Cutting Issues

A human rights-based, gender-responsive, and child-sensitive approach informed every aspect of the BRIDGE programme's implementation. The programme activities and outputs are designed to benefit all Filipino migrant workers, regardless of migration status, while acknowledging the distinct and differential needs of men and women migrants, as well as those who are gender non-conforming. The programme's initiatives are focused on strengthening capacity from recruitment to reintegration processes, which all Filipino migrant workers go through. The NAP (3.1.3) enumerates strategic objectives and action points that apply broadly to all Filipino migrant workers and also has specific points on women migrant workers and children. BRIDGE likewise recognizes migrant workers' families, including their children, as key stakeholders of the programme in outputs such as the gender-responsiveness and inclusion of migrants and their families in the NAP (3.1.3), the Migration Impact Study focusing on children (1.1.2), and the involvement of the OFW's families in the pathways in the OFW Reintegration Advisor (2.1.2).

BRIDGE recognizes the feminization of Philippine labor migration and advocates for migration policies and programmes that specifically address women OFWs' vulnerabilities, concentrated as they are in low-paid occupations that offer limited, if any, social protection. Thus, for example, women migrant worker returnees have been identified as key participants and beneficiaries in the design of the pilot reintegration projects to be administered under the programme. Likewise, BRIDGE highlights the agency of women migrants and has several activities (1.1.2, 2.1.2, 3.1.3) designed for them which build on their capacities and interests to empower them for their next step, instead of seeing them as victims. It also seeks to challenge gender biases and stereotypes in the design of reintegration programmes such as labor and business segmentation according to gender, funneling women into small retail and food businesses, thus designing one of its pilot projects to equip women with digital skills to simultaneously promote opportunities for women in Science, Technology, Engineering, and Mathematics (STEM). A pilot activity has been designed to create opportunities for women in the green economy, recognizing that climate and environmental change will disproportionately impact women and girls.

The National Action Plan on Sustainable and Gender-Responsive Return and Reintegration illustrates the centrality of gender-responsiveness to the BRIDGE programme, as does the Reintegration Advisor being developed jointly with SAF, including pathways for better access to services for women migrants experiencing abuse, harassment and violence against women.

BRIDGE also promotes the interest of children of migrant workers through the support that it gives to the research being done by Yale University in collaboration with relevant government agencies. Understanding the impact of labour migration, the study provides an evidence-based reference in assessing or reviewing programmes and services for OFWs and their families, especially children, and in drawing policy recommendations on recruitment and reintegration; and on the welfare of migrant workers and their families.

5. Innovation, Good Practices and Lessons Learned

The team continued implementing remotely, maximizing the use of technology, as the Philippines experienced one of the toughest and longest restrictions during the reporting period due to the pandemic. However, it should be noted that stakeholders have still expressed preference for face-to-face modality, especially in areas such as Bangsamoro Autonomous Region in Muslim Mindanao (BARMM) where internet connectivity remains as a challenge. A good example of the technological innovation is the use of a chatbot via Facebook Messenger in the initial stage of the Migration Impact



Study, recognizing the widespread use of Facebook by OFWs. This helped circumvent resource constraints that prevented the hiring of a large pool of survey administrators, as well as COVID-19 restrictions that militated against in-person survey administration. The online platform will facilitate achieving the desired number of respondents for the study—at least 4,000 migrants and their households.

In order for BRIDGE to address the setback brought about by the pandemic, the team leveraged the work done by other projects and programmes which quickly became an advantage in the reporting period. Most evident is the collaboration with the Safe and Fair Programme, particularly on reintegration-related initiatives. Having been in ahead of BRIDGE in terms of implementation and considering overlaps in intentions, BRIDGE has leveraged their gains and strengthened implementation by complementing efforts. For instance, the conceptualization of the Reintegration Advisor was initiated by SAF and partners. At present, its continuous development is being supported by BRIDGE through co-organizing consultations, onboarding a consultant to lead the development of the framework and operational guide, promoting the Advisor through SC-IMD, etc. In addition to the Reintegration Advisor, discussions were also held with them on partnering with LGUs on Migrant Resource Centers and in studies being done under BRIDGE, highlighting gender dimensions. The Ship to Shore Programme has also been part of the coordination with national and regional SC-IMDs, bringing in the interest of the fishing and seafood processing sector for areas where interventions are planned to be conducted. BRIDGE will also be building on the achievements of ALTER on feedback and grievance mechanisms with OWWA and IACAT, as well as fair and ethical recruitment initiatives with PASEI and other PRAs.

Through the monthly coordination meetings established at the beginning, PUNOs were able to update each other on activities and plans, opening up opportunities for collaboration. The reporting period also allowed PUNOs to harmonize their initiatives to better gauge the progress of these outputs and initiate necessary corrective course of action. For instance, the development of the National Action Plan, the OFW Reintegration Advisor and Referral Pathways, and the Reintegration Framework was conceptualized and done separately; but realizing that these are mutually reinforcing, it was considered more efficient to implement these outputs building on and relating to each other. With more complex activities, additional alignment meetings are held to lay out plans and overlaps that will then be resolved with more joint action plans moving forward. This became a good practice to ensure that efforts are not duplicated and to facilitate collaboration on interventions that are related for a more efficient implementation and greater resulting impact. In effect, partners are also eased of the burden of having multiple meetings and coordination, decreasing their meeting fatigue and increasing productivity in their participation in programme activities.

6. Challenges Encountered and Measures Taken

The Philippines continued to be impeded by the COVID-19 outbreaks and aggravated by the Delta and Omicron variants, reaching [2,843,979 cases](#) by the end of 2021. Some regions, including the National Capital Region, remain under strict community quarantine. In line with the measures taken last year, modality of activities involving mass gathering and travel were adjusted to accommodate mobility restrictions and health protocols. Although activities slowly progressed, no in-person gathering for events and travel were done for the whole of 2021. With the Philippine government prioritizing repatriation and pandemic recovery efforts, partner agencies foreseen to undergo restructuring with the creation of the DMW, and the national election in May 2022, activities requiring more government engagement, such as capacity building activities, were pushed back to the latter part of the programme period. Prioritizing research activities and development of knowledge products in the programme activities demanded very little cost given the shift to virtual modality. This significantly



stalled the financial burn rate as a big chunk of the budget was allocated for travel and events costs. In order to maximize funds, the BRIDGE team proposed a budget and workplan revision to reallocate travel and event funds to contractual services, equipment and supplies to ensure programme outputs are accomplished with minimal changes in scope and targeted results. The team will be conducting ad-hoc coordination meetings to work through the details of each activity and identify target monthly and quarterly milestones for both activity implementation and financial burn rate in order to catch up with the delay. BRIDGE will also be actively looking for opportunities to engage and support the DMW as the government transitions and the department take a more defined structure and be operationalized in 2022. Although it is not expected to be fully operational by the time the JP ends, interventions initiated by BRIDGE will contribute in injecting GCM objectives and principles in its structure, especially with the data strategy and systems as it forms its management and information system, and with reintegration interventions such as the Reintegration Advisor, Reintegration Handbook, case management system, and the National Action Plan. Given more time for implementation to align with the operationalization of the DMW, the BRIDGE Programme has the potential to have a greater and lasting impact on the new landmark department and on Philippine migration governance as a whole, such as the adoption of the data strategies and feedback mechanism and systems in the new department's management information system, as well as the incorporation of the reintegration and case management tools in the operations of the reintegration arm of the DMW.

Conclusion and Next Steps

The BRIDGE Programme achieved certain key milestones of the project in its first full year of implementation, while establishing a strong partnership with key partners and government stakeholders. With multiple points of engagement across different stakeholders on different activities, BRIDGE set a steady pace of progress and a stable coordination line with partners that will easily carry over to the following year. The studies on the impact of migration on educational outcomes of children and the impact of COVID-19 on reintegration and remigration are well underway that the preliminary results will be utilized in policy and reintegration interventions scheduled in the latter part of the programme implementation. Having established the collaboration with the SC-IMD with the resolution on the reintegration advisor paves the way for further collaboration and endorsement to the sub-committee body, achieving a whole-of-government approach in the activities. The National Action Plans on GCM Objectives 6 and 21 will continue to evolve with the leadership of the government and in collaboration with partners. The M&E framework and tools being developed for the NAP will further support and guide actors and activities not just in BRIDGE but in the wider recruitment and reintegration fields to facilitate accountability in the realization of Chapter 21 of the PDP and the GCM objectives in the Philippines. All BRIDGE interventions—planned, in progress, and completed—contribute to the Philippines' efforts in the realization of the GCM which will be reported in the first International Migration Review Forum in May 2022.

With the budget and workplan revision approved by the end of 2021, the programme will be able to deliver more smoothly the adjusted activities and steadily catch-up on the financial burn rate by the middle of 2022. The revised workplan provided more space for PUNOs to coordinate and conceptualize with partners on specific activities and to establish engagements and partnerships which will foster full implementation in the following year and trigger fund movements. In the first quarter, PUNOs will continue the ongoing activities, building on the SC-IMD collaboration and NAP implementation and M&E, and begin key informant interviews for the mapping initiatives. The Steering Committee will be convened during this period to update them on the accomplishments in



2021 and to seek their guidance and confirmation on the direction and design of adjusted activities and workplan in light of the upcoming transitions that will be brought about by the national elections and the establishment of the Department of Migrant Workers. As the notable results and progress in 2021 are in line with reintegration, PUNOs will also facilitate ad-hoc discussions on recruitment-related interventions to align and catch-up. The research, analysis of mapping initiatives, and development of systems and manuals—phases of activities that needs little participation from partners—will be in full swing in the second quarter, when there is an expect lull of government participation considering the election period. Preliminary results from studies and analysis would then be ready in time for capacity-building activities for migration governance agencies and publications slated for the third quarter. BRIDGE will continue to work with government agencies, including those that are part of the DMW, as their functions remain the same but only under a new structure. The transition period is also seen as an opportunity for BRIDGE to support migration governance through collaborating on efforts that will contribute to the operationalization of the new department, such as co-organizing consultations to gather stakeholders' inputs and recommendations for the drafting of the Implementing Rules and Regulations (IRR) of the DMW.



ANNEX

COMMUNICATIONS AND VISIBILITY

Communication Materials

- BRIDGE Inception Meeting: invitation
- Final Survey Materials
 - Leaflets
 - Social Media Cards
 - URLs
- Migration Impact Study
 - Leaflets
 - Social Media Cards
- National Action Plan: invitation, social media post
- Returnee Survey Launch: invitation
- UN Women Art Cards

Summary Report: Social Media Posts

Date & Link	Twitter Caption
18 Jun 2021	IOM, in a joint project with @UNPhilippines under the @MPTFOffice’s BRIDGE programme, presented our COVID-19 OFW assessment to @OWWAofficial to enhance reintegration services through evidence-based and gender-sensitive policies and practices in the time of #COVID19.
2 Sep 2021	BRIDGE, funded by @MPTFOffice and implemented by IOM, @ILOManila, @UN_Women & @UNPhilippines, held its first TWG meeting with @DFAPHL, @OWWAofficial, @NEDAhq, @oplecenter, @SMCPhilippines & more. The TWG gives technical guidance, monitoring and direction to the programme.
15 Dec 2021	.@DFAPHL, @laborgovph, @OWWAofficial, with IOM, @ILOManila & @UN_Women, will launch the National Action Plan on: 16 Dec 2021 10 am – 11:30 am NAP was developed under BRIDGE, supported by @MPTFOffice, in partnership with the Safe and Fair Programme as part of @GlobalSpotlight.

Date & Link	Facebook Caption
18 Jun 2021	IOM, in a joint project with United Nations Philippines under the Migration Multi-Partner Trust Fund's BRIDGE programme, presented our COVID-19 OFW assessment to OWWA Overseas Workers Welfare Administration to enhance reintegration services through evidence-based and gender-sensitive policies and practices in the time of #COVID19.
2 Sep 2021	The Bridging Recruitment to Reintegration in Migration Governance (BRIDGE) Programme held its first Technical Working Group meeting with partners from the Department of Foreign Affairs, Republic of the Philippines, OWWA Overseas Workers Welfare Administration, National Economic and Development Authority, Blas Ople Policy Center,



	<p>Scalabrini Migration Center and more. The formation of the TWG will provide technical guidance, monitoring and direction to the programme's outputs. BRIDGE is funded by the Migration Multi-Partner Trust Fund and implemented through a partnership with IOM, International Labour Organization and UN Women, with the guidance of United Nations Philippines.</p>
13 Dec 2021	<p>Migration can be economically empowering, but not if migrant workers start off saddled with recruitment debt. Debt bondage heightens the vulnerability of migrant workers, including women, who become more prone to human trafficking and other abuses. Eliminating debt bondage is one of the goals under Objective 6 of the #GCM. This goal is more urgent than ever as migrant deployment is expected to pick up after #COVID-19.</p> <p>UN Women has partnered with IOM - UN Migration and International Labour Organization on #BRIDGE in the Philippines, with the support of the #MigrationFund to address this challenge. The program works with migration governance agencies, civil society, the private sector, and migrants themselves to ramp up efforts toward fair and ethical recruitment, including advocating for the ratification of #ILOConvention181, which prohibits private employment agencies from charging migrant workers placement fees.</p>
18 Nov 2021	<p><u>Original Post:</u> Kabayan! Tulungan kaming alamin kung paano nakakaapekto ang migration sa pamilya at sa pag-aaral ng mga anak na naiwan. I-click ang link upang sumali sa survey: https://tinyurl.com/3vdff86f Maraming salamat, kabayan! ** <u>English Translation:</u> Kabayan! Help us find out how migration affects the family and the education of the children left behind. Click the link to join the survey: https://tinyurl.com/3vdff86f Thank you, Kabayan!</p>
23 Nov 2021	<p><u>Original Post:</u> Tulungan kaming alamin kung paano nakakaapekto ang pangingibang-bansa o migration sa pamilya at sa pag-aaral ng mga anak na naiwan. Iclick ang link upang sumali sa survey: https://tinyurl.com/MigrationImpactStudy Ito ay isang pag-aaral ng Yale University, International Labor Organization (ILO), OWWA, at POEA. ** <u>English Translation:</u> Help us find out how migration affects the family and the education of the children left behind. Click the link to join the survey: https://tinyurl.com/MigrationImpactStudy</p>



	<p>This is a study conducted by Yale University, International Labor Organization (ILO) OWWA, and POEA.</p>
14 Dec 2021	<p>According to IOM, #sustainableintegration is when migrant returnees have enough economic self-sufficiency, social stability, and psychosocial well-being so a decision to re-migrate is driven by choice not necessity. This remains a pipe dream for many migrant workers, including women, who face the difficult choice of being with their families or providing for their needs.</p> <p>The #MigrationFund funded #BRIDGE Program, a joint effort between UN Women International Labour Organization and IOM - UN Migration along with diverse partners in the #Philippines, aims to help migrant workers overcome this dilemma by forging sustainable and gender-responsive reintegration pathways, in line with Objective 21 of the #GCM. Ideally, reintegration preparation begins even before the migrant worker leaves to work abroad, and every decision at the country of destination is geared toward sustainable re-turn to their family and home—so they don't ever again have to make such heartbreaking choices.</p>
15 Dec 2021	<p>The Department of Foreign Affairs, Republic of the Philippines, Department of Labor and Employment - DOLE, and OWWA Overseas Workers Welfare Administration, in cooperation with the International Organization for Migration, the International Labour Organization, and UN Women, will launch the National Action Plan on:</p> <p>16 December 2021, Thursday 10 a.m. – 11:30 a.m.</p> <p>The National Action Plan was developed under the Bridging Recruitment to Reintegration in Migration Governance (BRIDGE) programme, supported by the Migration Multi-Partner Trust Fund (MPTF). This reintegration initiative is also in partnership with the joint ILO-UN Women Safe and Fair Programme, as part of the EU-UN Spotlight Initiative.</p>
15 Dec 2021	<p>The International Labour Organization (ILO), International Organization for Migration (IOM) and UN Women, through the Safe and Fair Programme and the Bridging Recruitment to Reintegration in Migration Governance (BRIDGE) Programme, co-organized the 3rd Stakeholders' Consultation on the Reintegration Strategic Framework, National Action Plan and OFW Reintegration Advisor and Referral Pathways on 14 December 2021, via Zoom. This builds on the actions and recommendations from the 1st Reintegration Consultation (August 2020) organized by Safe and Fair, and the 2nd Stakeholders Consultation on Reintegration (May 2021) co-organized by Safe and Fair, BRIDGE and the National Reintegration Center for OFWs (OWWA-NRCO).</p> <p>More...</p>
21 Dec 2021	<p><i>Original Post:</i> Kabayan! Tulungan kaming alamin kung paano nakakaapekto ang migration sa pamilya at sa pag-aaral ng mga anak na naiwan. I-click ang link upang sumali sa survey: https://tinyurl.com/MigrationImpactStudy</p> <p>**</p> <p><i>English Translation:</i> Kabayan! Help us learn how migration affects families and the education of children left</p>



	behind. Click the link to join the survey: https://tinyurl.com/MigrationImpactStudy
--	--

Date & Link	Media Release
8 Apr 2021	BRIDGE Project Inception Meeting
18 Nov 2021	Research on the impact of migration on educational outcomes of children of migrants
Link	Call for Respondents for Migration Impact Study



KEY PROJECT DELIVERABLES

OUTCOME 1 *Fair and ethical recruitment and sustainable reintegration of migrant workers are promoted through whole-of-government and evidence-based approach that is gender-responsive*

Activity 1.1.2 – Research on Recruitment Policy

Discussion points and agreements, FDG reports, minutes (Migration Impact Study), summary of discussion

OUTCOME 2 *Improved policies and practices pertaining to fair and ethical recruitment, and sustainable reintegration that are informed by evidence-based data and international standards*

OUTPUT 2.1

Activity 2.1.1 – Regional Collaboration in 3 Pilot Provinces: resolution

Activity 2.1.2 – OFW Return & Reintegration Advisor

2nd Consultation: activity brief, draft report, attendance report

3rd Consultation: concept note, attendance report

Activity 2.1.3 – Strengthen SCIMD: minutes, resolution

Activity 2.1.4 – Gender Mapping of Reintegration Support: activity report, infographics of lessons and recommendations from multi-stakeholder groups

OUTPUT 2.2

Activity 2.2.2 & 2.2.3 – Pilot Corridor and MRC: minutes

Activity 2.2.8 – COVID-19 Survey: assessment, inception report

OUTCOME 3 *Improved alignment of policy and practices to GCM objectives on reintegration and fair and ethical recruitment*

Activity 3.1.1 – Gap Analysis: Gap Analysis of GCM 6 And 21

Activity 3.1.3 – National Action Plan

Multi-Stakeholder Consultation: activity report, attendance report, programme, summary of feedback

Virtual Launch Documents: activity report, attendance report, invitations, national action plan, poster, presentations, programme

STAKEHOLDER COORDINATION

INCEPTION MEETING_____

Concept note, minutes, presentation, programme

TECHNICAL WORKING GROUP (TWG)_____

Minutes, planning matrix, presentation, Terms of Reference – TWG & steering committee