# Migration Multi-Partner Trust Fund

## Migration MPTF
## JOINT PROGRAMME DOCUMENT TEMPLATE

| PROJECT INFORMATION | |
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| **Joint Programme Title** | Bridging Recruitment to Reintegration in Migration Governance: Philippines (BRIDGE) |
| **Countries** | Philippines |
| **Convening UN Organization** | International Organization for Migration (IOM) |
| **Participating UN Organizations** | International Labour Organization (ILO)<br>United Nations Entity for Gender Equality and the Empowerment of Women (UN Women) |
| **Implementing Partners** | Department of Foreign Affairs (DFA), Departmentof Labour and Employment (DOLE), Overseas Workers Welfare Administration (OWWA), National Reintegration Center for OFWs (NRCO), Philippine Overseas Employment Administration (POEA), Department of Migrant Workers (DMW),Philippine Statistics Authority (PSA), National Economic and Development Authority (NEDA), workers' and employers' organizations, Local Government Units (LGUs), Blas F. Ople Policy Center and Training Institute |
| **Migration MPTF Thematic Area** | Thematic Area 4: Facilitating regular migration, decent work and enhancing the positive development effects of human mobility |
| **Primary GCM objectives** | • Objective 6 (Facilitate fair and ethical recruitment and safeguard conditions thatensure decent work)<br>• Objective 21 (Cooperate in facilitating safe and dignified return and readmission, as wellas sustainable reintegration) |
| **Relevant SDG Target[1]** | SDG 8.7, 10.7, 17.18. |
| **Project Commencement Date[2]**<br>**Period of Implementation** | 23 October 2020<br>30 months |
| **Requested Budget** | IOM: USD 750,000<br>ILO: USD 500,000<br>UN Women: USD 250,000<br>TOTAL: USD 1,500,000 |
| **Project Description** | BRIDGE will ensure that: government initiatives for fair and ethical recruitment and reintegration are evidence-based, gender-responsive and coordinated; and the government has mechanisms that translate evidence into policy and practices of recruitment and reintegration. It will create positive effects of migration by increasing national capacity for regular migration and decent work. |

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[1] Please refer to Annex D5: List of Global Compact Objectives per Thematic area and Key SDG Targets.
[2] Note: actual commencement date will be the date of first funds transfer.

| Project Gender Marker Score[3]: | 2 |
|---|---|

[3] Please score 1, 2, 3 (or N/A) as below:

**Score 3** for projects that have gender equality and/or the empowerment of women and girls as the primary or principal objective;

**Score 2** for projects that have gender equality and/or the empowerment of women and girls as a significant objective;

**Score 1** for projects that contribute in some way to gender equality and/or the empowerment of women and girls, but not significantly (less than 15% of budget)

**Score N/A** for projects that do not contribute to gender equality and/or the empowerment of women and girls

*Reference: United Nations Development Group: "Gender Equality Marker Guidance Note September 2013"*

*https://undg.org/wp-content/uploads/2017/03/UNDG-Gender-Equality-Marker-Guidance-Note-Final-Sep-2013.pdf*

**Migration Multi-Partner Trust Fund**

## SIGNATURE PAGE

### UN Resident Coordinator[14]

*Country*
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**Gustavo Gonzalez**

*Date*
**1 June 2022**

*Signature.*

### Representative of the National Authority[15]

*Name of institution*
**Department of Foreign Affairs (Philippines)**

*Name of representative*
**Secretary Teodoro Locsin Jr.**

*Date*

### PUNOs (PUNO)

*Name of Convening UN Organization*
**International Organization for Migration (IOM)**

*Name of Representative*
**Troy Dooley**

*Date*
**1 June 2022**

*Signature*

*Name of Participating UN Organization*
**International Labour Organizatin (ILO)**

*Name of Representative*
**Khalid Hassan**

*Date*
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*Name of Participating UN Organization*
**United Nations Entity for Gender Equality and the Empowerment of Women (UN Women)**

*Name of Representative*
**Maria**

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### Chair of the Migration MPTF Steering Committee

*Name*

*Date*

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| JOINT PROGRAMME PROPOSAL NARRATIVE |
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## 1. Migration Context and Rationale

Target 10.7 of the 2030 Agenda calls to facilitate orderly, safe, and responsible migration and mobility of people, including through the implementation of planned and well-managed migration policies. Safe, orderly and regular migration is defined more comprehensively in the Global Compact for Safe, Orderly and Regular Migration (GCM, 2018), with its objectives serving as a blueprint for action[4]. The Government of the Philippines considers migration as a priority policy area with the GCM mainstreamed into the Philippine Development Plan (PDP) through an entire chapter on "Safe, Orderly, and Regular Migration." The PDP establishes a benchmark for relevant government agencies in assessing how the Philippines is achieving the GCM's objectives and commitments, both as a migrant-sending and a migrant-receiving country. Further, the Philippine Statistics Authority (PSA) has developed guidelines on the collection and use of migration data based on international migration statistics and standards. However, despite this sincere commitment, the Government recognizes noticeable gaps remain in the implementation of the GCM's 23 objectives. In particular, the Government has identified *Objective 6* (Facilitate fair and ethical recruitment and safeguard conditions that ensure decent work) and *Objective 21* (Cooperate in facilitating safe and dignified return and readmission as well as sustainable reintegration) as priority GCM objectives to meet.

In 2018, there were 2.3 million Overseas Filipino Workers (OFWs), and over USD 32.2 billion remitted that year, representing 10 percent of the Philippines GDP. Since the mid-1970s, challenges related to Philippines labour migration and recruitment have existed despite the Governments sincere efforts to protect OFWs. While overseas labour migration is an overwhelmingly positive force and a driver of community development, when migration is not well managed, migrants, especially women, can be particularly susceptible to risks of exploitation, violence and trafficking[5] with only 30 percent of women who experienced physical or sexual violence seeking help[6].

Internationally, manipulation of workers through debt by employers and recruiters affect more than half of all victims of forced labour. For OFWs, at least 5.8% reported cases related to forced labour or involuntary work arrangements. 3.4% account for employment-related aspects such as contracts used as a threat, use of debt bondage or contract substitution. Furthermore, evidence highlights that 37.9 percent or 1.6 million returning OFWs reported difficulty to successfully reintegrate post arrival. Challenges related to reintegration include lack or insufficiency of access to appropriate services and relevant information, finding work corresponding to the skills acquired overseas, and lack of opportunities and resources for establishing sustainable livelihood back home. One of the major challenges identified is the mismatch between skills acquired abroad with jobs available in the Philippines upon return[7]. In response to these challenges, the Government of the Philippines (GoP) has developed migrant worker welfare and protection policies and mechanisms. However, employment-related Government assistance only account for about less than 1 percent of returnees[8]. As a result, those in need of reintegration services, especially those who have suffered forms of

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[4] Forthcoming guidance for UNCTs from the UN Network on Migration on "Leveraging the Global Compact for Safe, Orderly and Regular Migration (GCM) for the Immediate Socio-economic Response to COVID-19
[5] Migrants and their Vulnerability to Human Trafficking, Modern Slavery and Forced Labour. IOM (2019) https://publications.iom.int/books/migrants-and-their-vulnerability-human-trafficking-modern-slavery-and-forced-labour
[6] Philippine Statistics Authority, National Demographic and Health Survey (NDHS), 2017
[7] About 3.3 percent or 142, 660 individuals (68, 921 males; and 73,739 females) reported that their acquired skills in abroad is mismatched with the skills needed in the Philippines, upon their return based on the weighted cases from the National Migration Survey (NMS), 2018.
[8] Source: National Migration Survey (NMS) 2018.

exploitation and abuse, including gender-based violence where women migrants are most often subjected to, require increased access to adequate reintegration services and opportunities to address underlying push factors that lead to re-migration through unethical and unsafe recruitment avenues[9]. BRIDGE seeks to support the GoP in achieving Objectives 6 and 21 through the lens of the GCM Thematic Area 4: Facilitating regular migration, decent work and enhancing the positive development effects of human mobility. This will be accomplished by ensuring a) Government initiatives to promote fair and ethical recruitment as well as reintegration services are evidence-based, gender-responsive and coordinated through a people-centered, whole-of-government and whole-of-society approach and b) the Government establishes mechanisms to translate evidence into policy and best practices pertaining to recruitment and reintegration through the migration cycle. Both results seek to ensure human mobility in the Philippines is fully utilized and facilitated in a regular, safe and orderly manner that contributes towards sustainable development effects for migrants, their families and even communities. BRIDGE supports the Philippine Development Plan 2017-2022, Ambisyon Natin 2040 (long-term vision and strategies), the Philippines-UN Partnership Framework for Sustainable Development (PFSD) 2019-2023, and the ongoing programmes of IOM, ILO and UN Women in the areas of recruitment and reintegration in the Philippines context.

Impact of COVID-19. The global impact of COVID-19 is having a devastating effect on the Philippines. Large scale job losses have led to the mass return of OFWs. As of the 26th of July, 187,217 Filipinos have returned to the country[10], with estimate of up to 300,000 returns by the end of 2020.  Many OFWs are stranded overseas with their savings exhausted. Cash remittances from overseas Filipinos (land-based and sea-based) amounted to USD30.1 billion in 2019, However, the pandemic has caused remittances to contract for the first time in almost two decades. The local economy has been devastated by lockdowns and the immediate prospect of local and overseas jobs for returning OFWs are extremely limited. In this context, BRIDGE seeks to equip and strengthen the approach by Government and civil society towards effective reintegration frameworks and services that is tailored to the COVID-19 context, mindful of its gender-differentiated implications on men and women migrants. Further, noting the eventual surge of deployments by OFWs in the post-COVID environment, and the increased risk of exploitation as a result, BRIDGE's focus on fair and ethical recruitment seeks to strengthen and align national standards on recruitment to international standards, while ensuring there is a more consistent and impactful approach from recruitment to reintegration.


**Results Framework and Theory of Change**

The expected long-term impact of the project is *strengthened implementation of the GCM in the Philippines allows the Government to be responsive to the needs and protection of Overseas Filipino Workers (OFWs) from recruitment to reintegration.* Given that challenges in adopting sustainable and gender responsive reintegration and ethical and fair recruitment practices often have multiple roots, the project will facilitate the mainstreaming of these focus areas through an integrated and multifaceted approach pertaining to three main focus areas:

- Fair and ethical recruitment and sustainable reintegration of migrant workers are promoted through whole-of-government and evidence-based approach that is gender-responsive. Through Output 1.1. BRIDGE will create a greater capacity and consistency throughout the

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[9] Evidence shows that there is a direct link between lack of access to reintegration services for victims of trafficking and the causational effect to be re-trafficked  https://publications.iom.int/system/files/pdf/causes_of_retrafficking.pdf
[10] Source: DOH; this number includes Filipino returnees from Sabah.

migration process to collect, analyse and utilize accurate and gender-responsive data at the national level to strategically inform approaches and interventions on recruitment to reintegration. To direct the interventions of BRIDGE, research, assessment and mappings will first be carried out related to data collection methods with Department of Labour and Employment (DOLE) and its attached agencies[11], the Inter-agency Council Against Trafficking (IACAT), and migrant-oriented CSOs. In addition, mapping of compliance to POEA rules, impact of labour policies on recruitment, a gender assessment report and multi-stakeholder events will provide the foundation for creating improved evidence-based reporting and verification at the national and local level. Covering key areas of recruitment and reintegration, remaining efforts of BRIDGE under Output 1.2 will be informed by these activities and focus on capacity building of government and civil society through: the creation of a code of conduct for private recruitment agencies (PRAs) and related training programme; trainings on data collection/management, including gender responsive data collection with target government agencies; improvement of coordination mechanisms on data management including Gender and Development (GAD) focal points; and provision the necessary hard and software to collect and manage data.

- Improved policies and practices pertaining to fair and ethical recruitment, and sustainable reintegration that are informed by evidence based data and international standards. It is necessary to strengthen interagency coordination to improve and enhance direct services to migrant workers, especially in times of COVID-19. BRIDGE under Output 2.1 will seek to leverage and strengthen existing networks and interagency platforms on recruitment and reintegration though a) mapping reintegration support mechanisms at a national and local level; conduct multi-stakeholder workshops to align initiatives on recruitment and reintegration and conduct trainings on international standards for sustainable reintegration programming. These, and other platforms utilized by the private sector and CSOs, will be informed by and included in mapping exercises via desk reviews and stakeholder meetings on existing services. This will additionally include a specific focus on the services provided as a result of COVID-19. This mapping of services, as well as outputs under outcome 1, will inform a capacity building approach of BRIDGE under Output 2.2. Gender will be mainstreamed in this outcome through coordinating with GAD focal points and ensuring their active participation and access to technical training from UN Women. At the national level, interagency coordination will be improved and enhanced through the Sub-Committee on Migration & Development (SCIMD). BRIDGE will work with these platforms to develop an integrated recruitment-reintegration plan and support reintegration effort to test in pilot provinces. Capacity building efforts will focus on existing interagency platforms with the scope of enhancing national level policy and frameworks.

There will multiple activities under Output 2.2 that enhances front line services for returned OFWs and contributes towards effective and gender-responsive reintegration services based international best practice and standards. These activities include improvement of reintegration frameworks and case management tools with supportive trainings, development of Migrant Resource Centers (MRCs) and pilot corridors for capacity development on reintegration, and capacity-building on gender-responsive reintegration. In addition, Output 2.2 focuses on interventions that seek to enhance skills development with job opportunity at the community level. Targeted activities relate to understanding trends between job mismatches and experiences, evaluating local job opportunity with decisions to re-migrate, and coordination with TESDA, TESDA Women's Center and local training institutions on skilling/reskilling pathways for OFW returnees, especially women.

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[11] Philippine Overseas Employment Administration (POEA), Overseas Workers Welfare Administration (OWWA), International Labour Affairs Bureau (ILAB) in addition to the Philippine Statistics Authority (PSA).

- Improved alignment of policy and practices to GCM objectives on gender-responsive reintegration and fair and ethical recruitment. BRIDGE will seek to build national capacity to progress towards meeting the GCM objectives on sustainable, gender-responsive reintegration and ethical and fair recruitment policies and practices. This will be accomplished via a series of activities, in coordination with DFA and Government counterparts, that include a benchmarking to inform the development of a national action plan and an evaluation framework to measure continual progress and alignment to the GCM including after the project has ended. To ensure greater capacity on the GCM, there will be a series of round table discussions, including with Civil Society through the Blas F. Ople Policy Center and Training Institute to assist Government's progression. The results of this engagement will inform policy and promote fair and ethical recruitment and the ILO Convention 181 and amendment of all existing regulations that are inconsistent with the Convention.

Theory of Change

*IF the Philippine Government has increased capacity to collect and harmonize disaggregated data related to recruitment and reintegration practices sensitive to the local context, and use this to inform policy and programming THEN prospective and returning labour migrants will be better prepared and protected to safely undertake local employment and successfully return and reintegrate BECAUSE reliable data would a) allow the Government to conduct better coordinated and evidence-based activities; and b) align initiatives and practices to international standards and best practice as embodied in the Global Compact for Safe, Orderly and Regular Migration including facilitating regular migration, decent work and enhancing the positive development effects of human mobility.*

The key assumption related to the achievement of the BRIDGE Theory of Change is that Government programs informed by evidence and aligned with international standards and best practice will provide an enabling environment for sustainable, gender sensitive reintegration and fair and ethical recruitment. It also necessitates that government agencies and CSOs will be aligned on these areas of focus and agree to their adoption. Further, if OFWs increasingly have access to sustainable reintegration, decisions to re-migrate are then based on choice rather than necessity. The inherent assumption is that the presence of choice increases a migrant's capacity to access ethical and fair recruitment channels. As a result: a) the migrant is better positioned to make informed choices and access relevant information on recruitment and b) if demand for ethical and fair recruitment channels is increased, markets for these recruitment agencies also increase.

## 2. Project Implementation Strategy

Joint Programme Implementation Strategy

Project implementation can be roughly divided into three macro-phases. The first phase is devoted to the kick-start of activities and interventions related to research and mappings. The second phase is dedicated to development of key capacity building and government (national and local) driven activities. The third phase focuses on promoting and enhancing the skills and knowledge acquired during the previous phase and turning them into action. Each one of the three project outcomes stretch across the three phases.

The geographic target of the programme is nationwide, primarily targeting national-level policy and practices. However, some pilot initiatives specifically target the recently established Bangsamoro Autonomous Region in Muslim Mindanao (BARMM). With three of its five provinces being the poorest in the country, BARMM is a known location for unofficial and cheap labour, adopting brokerage, trafficking, illegal recruitment, and human smuggling rather than exercising official recruitment

channels. The region has a relatively high percentage of OFWs[12] being mostly women[13]. Further, the recently established regional government is unable to provide adequately coordinated and evidence-based interventions to prevent modern-day slavery and, together with their civil society and private sector counterparts, lack the capacities and resources to provide relevant and context-sensitive reintegration services. Based on IOM's 2018 Community Assessment and Profiling (CAP) less than 50% of 435 assessed communities across the current BARMM territory reported that the local branches of TiP-related government entities were active and functional. Instances of human trafficking were reported in varying degrees, with labour trafficking being identified as the most common form of trafficking in all five BARMM provinces, especially in Basilan (59%) and Sulu (32%).

**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. Industry mapping, research on recruitment and mapping and analysis of current/existing systems and data will be carried out in Q2-Q3. In addition, development of a Code of Conduct monitoring system for PRAs and work with COVID command centers will begin during this stage. Q4-Q6 will focus on the development of products based on previous activities including integrated manuals and guidelines on data collection and a toolkit for gender disaggregated data collection and analysis and a monitoring and feedback system and training programs for key stakeholders such as GAD focal points, POEA and DFA. Further, ITC support for software and hardware will be provided. It will also be a critical time in the program to begin capability building activities, and subsequently in Q7-Q8, the programme will conduct and continue capability building interventions through workshops and trainings to key stakeholders including DFA, OWWA and POEA based on initiatives under Outcome 1. However, during these time gaps, lessons learned and next steps for engagement will included. Engagement with stakeholders will occur throughout the program via workshops, one-on-one consultations and forums both online and in-person.

**Outcome 2:** Policies and practices pertaining to fair and ethical recruitment and sustainable reintegration are informed by evidence and international standards. For Outcome 2, Q1-Q3 will be focused on initiating the development of key products, awareness-raising and coordination activities. The development of awareness-raising materials on gender responsive reintegration, updated reintegration framework and toolkit, as well as the case management toolkit will be initiated and also informed by the FGDs/surveys of returned OFWs, interagency workshops and engagement. This time will also see the initial engagement and awareness-raising within existing platforms under Output 2.1 to strengthen interagency coordination. This engagement will be enhanced and continue to the Q8. Q4-Q6 will entail the finalization of products and tools created under Outcome 2, and the roll out of capacity building activities and enhanced technical assistance. Interventions in pilot provinces will begin within this timeframe. In Q7-Q8, interagency coordination activities continue with a focus on documenting progress and ensuring platforms continue after the end of the program. Capacity building interventions will be finalized, and lessons learned documented.

**Outcome 3:** Policy and practices are aligned to GCM objectives on reintegration and fair and ethical recruitment). In Q1-Q3, a policy desk review and gap analysis related to international and GCM standards on fair and ethical recruitment and sustainable gender-responsive reintegration will be conducted. The results of this review will direct activities in Q3-Q6 which establishes the GCM monitoring and evaluation framework and action plan, support the national consultations on the GCM including with CSOs through the Blas F. Ople Policy Center and Training Institute, and more broadly the multi-stakeholder events on the ratification of ILO Convention 181. In parallel, activities to institutionalize provident savings/asset-building as a pillar of reintegration preparedness policy will be implemented as well as the promotion of OFWs stories to capture and disseminate accurate

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[12] The ARMM (former to BARMM) had the highest percentage (24%) of the households with OFWs according to the NMS 2018.
[13] In 2017, 92% of OFW from BARMM were women according to the NMS 2018.

representation of OFWs and successful reintegration. Q7-Q8 activities will be finalized, and lessons learned documented with BRIDGE to ensure ongoing engagement on the GCM after the end of the program.

Cross-Cutting Principles: With a focus on facilitating regular migration, decent work and enhancing the positive development effects of human mobility, BRIDGE will enhance evidence-based approaches to inform policy and practice of migration management and strengthen gender and human rights elements across all stages of the migration cycle. This will be evident through the mainstreaming of the GCM objectives from the recruitment phase of migrant workers through to their reintegration. The impact of the joint programme will be focused on upholding the rights of women migrants by ensuring the activities, outputs and outcomes are gender responsive and empower women migrants. In particular, the joint programme will seek to establish sustainable reintegration and ethical and fair recruitment through a gendered lens, ensuring effective approach to policy and practice are based on evidence that incorporates disaggregated data and investigative information.

### 3. Partnerships

Stakeholder Mapping

| Stakeholder | Expertise | Engagement in BRIDGE |
|---|---|---|
| Department of Foreign Affairs (DFA) | The DFA is in charge of Philippine Foreign Policy. Through their Office of the Undersecretary for Migrant Workers Affairs (OUMWA) and the Philippine embassies abroad, the DFA runs their Assistance to Nationals (ATN) programme, which assists OFW in distress. DFA is the leading agency for the GCM on behalf of the Philippine government. | DFA will be one of the primary government partners for the project. Their data collection practices on OFWs will be mapped in order to feed into a broader, harmonized data system across government. |
| Department of Labour and Employment (DOLE) | The DOLE is the national agency in charge of policy and programming of labour and employment. | DOLE, through its attached agencies, will be one of the primary government partners for the project. Their data collection practices on OFWs will be mapped in order to feed into a broader, harmonized data system across government. |
| Overseas Workers Welfare Administration (OWWA) | OWWA is an attached agency of the DOLE which protects the interests of OFWs, providing social security, cultural services, and assistance with employment, remittance and legal matters. They also run the Pre-Deployment Orientation Seminar (PDOS) which OFWs are required to take before departing the country. Under OWWA is the National Reintegration Center for OFWs (NRCO) which creates and runs programmes catering to OFWs who wish to reintegrate back home. | OWWA will have the largest interest and engagement in the reintegration aspect of the JP. Improvements in the overall data collection and management of OFW data, improved feedback mechanisms, and reintegration capacity building activities will contribute to enhanced sustainable reintegration programming. |
| Philippine Overseas Employment Administration (POEA) | POEA is an attached agency of DOLE which handles the overseas employment programmes of the Philippine government. POEA is in charge of licensing private recruitment agencies, handling government-to-government hiring schemes, and issuing Overseas Employment Certificates (OEC) to OFWs, among other things. | POEA will have the largest interest and engagement in the recruitment aspect of the JP. POEA data collection and management practices will be harmonized with other government agencies. They will also be engaged in activities working with private recruitment agencies towards fair and ethical recruitment. |
| Department of Migrant Workers (DMW) | DMW is a newly-created agency upon President Duterte's signing of RA 11641[14] last December 2021. It will be absorbing DFA-OUMWA, POEA, and the National Reintegration Center for OFWs (NRCO), among others. OWWA will remain as an attached | BRIDGE has been working with the agencies that will be absorbed into the DMW. BRIDGE will continue its engagement with these agencies as BRIDGE approaches the end of the project timeline |

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[14] Republic Act 11641 was signed 30 December 2021 and officially took effect in February 2022.

| | agency, but will transfer from DOLE to DMW. This agency is dedicated to Filipino Migrant Workers and incorporates all 23 Objectives of the GCM in its legislation. | and as government partners transition to DMW in the next two years. |
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| International Labour Affairs Bureau (ILAB) | ILAB is the DOLE bureau which develops policies, plans and programmes concerning international labour. ILAB also handles the Philippine Overseas Labour Offices (POLO), which consists of labour attaches assigned to various countries abroad and which conducts the Post Arrival Orientation Seminar (PAOS). | ILAB and the POLO will provide important feedback as the office responsible for OFWs deployed abroad. They will be part of capacity building activities to ensure better data collection and management across government, as well as increased capacity as reintegration counsellors, and improved linkages with other agencies involved in reintegration. |
| Technical Education and Skills Development Authority (TESDA) | TESDA is a government agency, formerly under the DOLE and now under the Department of Trade and Industry, which provides Technical Vocational Education and Training (TVET) to various clientele, including OFWs. They have worked in tandem with OWWA in the past on offering reintegration programmes which help OFWs retool/reskill for employment after returning to the Philippines. | TESDA will be a vital figure in the harmonization of data across agencies. Increased access to data and figures on returning OFWs will help TESDA create programmes that would respond to the profile and desires of returning workers. |
| Private Recruitment Agencies (PRA) | PRAs are private entities who are licensed by the POEA to conduct recruitment of OFWs for employment overseas. PRAs are present in the majority of an OFWs migration process as they are engaged from recruitment to deployment and are Jointly and Solitarily Liable (JSL) with the foreign employers for any cases of abuse encountered by workers. | PRAs will provide important inputs to help identify best practices and gaps where there can be improvement from recruitment to reintegration. Some PRAs will also be directly engaged in capacity building activities geared towards fair and ethical recruitment. |
| Commission on Filipinos Overseas (CFO) | CFO is tasked to promote and uphold the interest, rights and welfare of overseas Filipinos. CFO caters to Filipino permanent residents abroad and has programmes linking the Filipino diaspora to initiatives in the Philippines. CFO also provides legal assistance/counselling for victims of human trafficking/illegal recruitment. | CFO will be a part of the harmonized government system on OFW data collection. As one of the links to the Filipino diaspora, their inputs to the reintegration components of the JP will be important. |
| Civil Society Organizations (CSOs) | CSOs are a prominent actor in the migrant advocacy circles in the Philippines. CSOs are work directly or are composed of former OFWs. They amplify the voice of OFWs to express the various problems, concerns, and desire they wish the government to address. Some CSOs are accredited to deliver PDOS. There are also some CSOs that provide reintegration services and assistance to OFWs who wish to return home. | CSOs will be part of the various workshops and consultations of the programme in order to ensure OFW representation, especially in the feedback mechanisms to be developed. Some CSOs will also be part of the capacity development activities on reintegration. |
| Philippine Statistics Authority (PSA) | The PSA serves as the central statistical authority of the Philippine government. They are one of several agencies that contribute statistics on OFWs. They launched the National Migration Survey (NMS) in 2019. | PSA will be one of the main actors in the harmonization of OFW data collection and management across government agencies. |

BRIDGE's key Government counterparts will be the DFA and the DOLE and its attached agencies, co-chairs of the GCM in the Philippines. BRIDGE has been approved by DFA and existing partnerships through the PUNOs will be leveraged to strengthen the overall level and effectiveness of the partnerships. To ensure a whole of Government approach BRIDGE also engages with other key areas of national government, especially those related to data management such as PSA and the National

Economic and Development Authority (NEDA), and agencies directly related to recruitment and reintegration such as POEA and OWWA and CFO. Through the PUNOs, the program has engaged with Government during the development of the program to ensure institutional buy-in at both the national and local levels.

Bridge will ensure inclusive representation and participation with civil society though engagement in BRIDGE's activities. PUNOs have an expansive network of CSOs through existing programs and endeavours which will be leveraged during implementation. This would include CSOs such as Blas Ople Policy Centre and Training Institute, Migrant Forum in Asia, Centre for Migrant Advocacy, and Women's Legal and Human Rights Bureau, Fair Employment Foundation. The Blas Ople Policy Center and Training Institute will also be funded through IOM to coordinate facilitate CSO specific round tables and discussions to secure inclusive representation and participation of CSOs and migrant voices. Further, existing partnerships by PUNOs with the private sector including trade unions, employers, training centres and other key stakeholders, particularly members of the recruitment industry such as the Philippine Association of Service Exporters, Inc. and the Coalition of Licensed Agencies for Domestic and Service Workers will be leveraged to ensure participation of these groups in organized forums, dialogues and workshops. Partnership events and activities with donors and relevant partners will be pursued to increase the visibility of this joint programme highlighting results and catalytic nature of this joint programme to support further resource mobilization and leverage broad-based partnerships.

OFWs, including women and migration-affected communities, will have representation and influence BRIDGE. Perspectives and input from CSO organizations working for migrants' interest will be involved in BRIDGE activities including workshops and discussions. BRIDGE will also directly engage with OFWs through focus group discussions (FGD), and direct questionnaires completed through IOM's assessment and research activities.

Overall partnerships of BRIDGE will be enhanced through the UN Migration Network in the Philippines which was established in December 2019. UN Network on Migration Philippines will serve to ensure effective, timely and coordinated system-wide support to the Philippines on migration as they respond to the GCM. The inaugural workplan of the Network focuses on key issues where the UN system can add value in delivering concrete results as a matter of priority in supporting GCM implementation. This mechanism will be utilized to enhance partnerships within BRIDGE including with core partner Departments.

## 4. Innovation and Sustainability

Innovation: Innovation is embedded in the very design of BRIDGE via its framing of targeted intervention throughout the migration journey from recruitment to reintegration. The impact of unethical recruitment practices on migrant vulnerability and its link to exploitation is widely understood. Likewise, the need for reintegration models requiring a holistic approach to ensure sustainable and effective return. By design, BRIDGE serves as an interlocutor for key Government and Civil Society counterparts to understand the impacts of unethical recruitment on successful reintegration efforts. Further, unsustainable return and reintegration create vulnerabilities and push factors towards re-migration and limited access to ethical and fair recruitment channels leading to increased exploitation of migrants. With this in scope, BRIDGE is unique in its ability to convene counterparts across the migration spectrum in the Philippine context with a focus on enhancing policy, capacity and service provisions that aligns to the GCM objectives and international best practices. In doing so, BRIDGE will adopt a whole-of-government approach to implement measures which ensure vulnerabilities of migrant workers are addressed and the positive contributions of migration towards development are enhanced.

BRIDGE will be implemented at a critical time in Philippine history. The socio-economic impacts of COVID-19 are exacerbating vulnerabilities, including systemic issues related to health care, social security, security of employment or working conditions. As in times of economic crisis, increased insecurity, poverty and marginalization induced by diseases outbreaks can be key drivers of human trafficking and exploitation of migrant workers. Criminal groups such as traffickers are likely to take advantage of people's vulnerabilities for exploitative purposes. Increasing rates of unemployment which will likely worsen in the forthcoming months will add additional pressures on workers and increase jobs competition, while reducing flows of international remittances, thereby exposing more families to poverty. BRIDGE will be positioned to enhance the Philippine's government approach to address key challenges related to the impacts of COVID-19. This will be accomplished through addressing key areas of concern through existing activities and the inclusion of additional government departments and platforms during implementation. This may include agencies involved in the *Balik Probinsya, Bagong Pag-Asa Program 15* which was developed towards addressing Metro Manila's congested urban areas by encouraging people to return to their home provinces and assist them in this transition with support and incentives on transportation, family, livelihood, housing, subsistence and education, among others.

Sustainability: The project's sustainability is predicated on the adoption of key ethical and fair recruitment and sustainable gender sensitive reintegration principles, tools and mechanisms by the Government of the Philippines, the Philippine labour recruitment industry, reintegration actors and Philippine CSO partners. BRIDGE activities seek to improve upon existing policies, regulation and management systems followed and used by stakeholders and facilitates interventions to mainstream GCM principles in day-to-day business. Through integrating change into the fundamental infrastructure of Philippine recruitment, deployment, return and reintegration processes, stakeholders are naturally able to carry on BRIDGE project-related work post-program end without requiring follow up funding or programs. With each PUNO having a robust country mission in the Philippines, PUNOs are uniquely positioned as a steward of ethical and fair recruitment and reintegration efforts and can therefore ensure that the initiatives established through the project carry on within the Philippine context and beyond.

It is envisioned that BRIDGE will be a cornerstone of the existing UN Philippines Migration Network. Established in December 2019 with IOM serving as the Secretariat, this mechanism will ensure that final outcomes of the program will serve and contribute towards a larger strategic and coordinated effort at the UN level to support the Government of the Philippines and key partners to have greater capacity to implement the GCM. PUNOs can therefore ensure that the initiatives established through BRIDGE can have strategic and coordinated follow up with donors regarding targeted interventions within the Philippines context. Awareness of these future targeted interventions amongst the donor community will be enhanced by the development of knowledge products and joint awareness raising activities at the UN level and by PUNOs.

## 5. Project Management and Coordination

Participating UN Organizations

All members of the BRIDGE consortium play a unique and critical role across all activities. Such an inclusive and collaborative approach ensures a strengthened and impactful approach is achieved. The consortium is composed of:

- *United Nations Resident Coordinator (UNRC)* is responsible for the coordination of operational activities for development of the UN in support of countries' efforts towards the implementation of the 2030 Agenda. In line with the thrust of the UN reform and as elaborated in the country-

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[15] abbreviated as **B2P**; literally: "Return to the Province, New Hope"

level agreed Management and Accountability Framework (MAF) of the UN Development and Resident Coordinator System, the RC provides governance and oversight of the system-wide country financing instruments, co-signs Joint Programmes with UNCT members and chairs or co-chairs for joint programmes or trust funds. The RCO will play a critical role of supporting the overall coordination of the BRIDGE consortium, publicly communicating results, promoting the UN partnerships and further exploration on the management arrangements in line with the UN reform and the requirements of Migration MPTF.

- *International Organization for Migration (IOM)* is the United Nations Migration Agency, which works with governments, civil society and the private sector to promote safe, orderly and well-managed migration. IOM will serve as the Convening Agency. IOM's nominated role as the convener relates to its ongoing support to the Government of the Philippines on the GCM at both the national and global level. IOM is the Secretariat of the country level Migration Network. IOM will utilize this position as well as its existing and extensive programming and international standards on reintegration services and ethical and fair recruitment to ensure BRIDGE is relevant and targeted in its approach to support the Government of the Philippines.

- *The International Labour Organization (ILO)* The ILO is the UN specialized agency which seeks the promotion of social justice and human and labour rights. The ILO is an integral actor in the setting of international labour standards and has several key instruments related to labour migration—from recruitment to reintegration into local economy at its disposal. The ILO's tripartite structure ensures that international migration standards are supported by the government, employers' and workers' organizations alike and makes the ILO a unique forum in which they can freely debate and develop rights-based policies to labour migration governance. ILO is currently implementing a migration portfolio of local projects that address recruitment and reintegration challenges for OFWs.

- *United Nations Entity for Gender Equality and the Empowerment of Women (UN Women)* is dedicated to gender equality and the empowerment of women. A global champion for women and girls, UN Women supports UN Member States as they set global standards for achieving gender equality and works with governments and civil society to design laws, policies, programmes and services needed to ensure that the standards are effectively implemented and truly benefit women and girls worldwide. In BRIDGE, UN Women will ensure that the gender responsiveness is mainstreamed at all stages of the project and throughout the government initiatives and mechanisms for fair and ethical recruitment and gender responsive reintegration.

Joint Programme Management and Coordination

The RC will co-chair with government counterpart the Joint Programme Steering Committee. IOM will serve as the convener of BRIDGE. The coordination between the PUNOs will be conducted through regular and frequent meetings [16] and creation of knowledge products, updates and reporting in coordination with ILO and UNW with the support of the Resident Coordinators Office (RCO). IOM will be responsible for the overall operational and programmatic coordination of BRIDGE ensuring ongoing communications between PUNOs and ensuring Government support for all aspects of the program. IOM will also be responsible for drafting and developing programme level M&E frameworks, reporting templates and media and communications products for BRIDGE in coordination with PUNOs.

Lastly, IOM as secretariat of the UN Migration network will utilize the principles outlined in *Ensuring meaningful engagement of civil society and all relevant stakeholders for regional reviews* to ensure meaningful participation of civil society and other relevant stakeholders [17] at the county level on BRIDGE This will be achieved through ensuring:

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[16] In person or virtual as permitted by government in accordance with public health and safety measures

[17] Where possible this Includes migrants, migrant and diaspora organizations, faith-based organizations, local authorities and communities, the private sector, employers' and workers' organizations, National Human Rights Institutions, academia, and other relevant stakeholders at the national level.

- *Transparency:* Generating an open call for engagement in the UN Migration Network to all relevant stakeholders across sectors. Providing an open and equal channel to receive inputs from all relevant stakeholders including on activities and results in BRIDGE.
- *Inclusivity:* Creating room for the widest possible access to all relevant stakeholders through different forms of engagement; In consideration of physical or virtual capacity limitations genuine engagement should go beyond mere attendance of the UN Migration Network meetings themselves where BRIDGE activities will be discussed.
- *Diversity:* Ensuring non-discriminatory access to all, with particular attention to under-represented voices, including migrants themselves; Giving due consideration to the genuine engagement of all relevant stakeholders every opportunity should be taken to support diversity of stakeholder participation, with particular emphasis on under-represented voices.
- *Meaningful participation:* Relevant stakeholders should have equal and effective access to BRIDGE discussions and capacity building and preparatory activities.

Joint Programme Monitoring

BRIDGE will implement a monitoring and evaluation framework that will adhere to the principles of conflict sensitivity, LNOB and Do No Harm. A strong monitoring system will be developed by IOM in coordination with PUNOs, and enhanced through UN Women's gender specific M&E officer to track implementation and outputs systematically and measure the effectiveness of the project. The agencies envisage regular and consistent monitoring as critical opportunities for learning to facilitate better decision-making, and support advocacy to stakeholders and beneficiaries. This will be operationalized in the following respects:

Performance monitoring: The Joint Programme M&E framework will develop monitoring tools and protocols for use by all programme partners to ensure uniformity of reporting and systematic monitoring of progress of outputs towards outcomes set in the Logical Framework.

Context monitoring: Associated risks will be regularly monitored in order to ensure timely and appropriate management responses when the potential impact or likelihood of risks goes outside acceptable levels.

Accountability and learning: The M&E framework will focus on documenting success stories, best practices and lessons learned to enable continuous learning and aid in applying and communicating good practices in the project implementation.

Dedicated M&E focal points will ensure the effective and consistent implementation of the M&E framework across agencies. Monitoring activities will take place on a routine and consistent basis throughout the project period. Joint programme M&E focal points will also ensure timely and reliable information is provided on UN system information management systems as may be required (e.g. UN INFO).

Evaluation

Led by IOM in coordination with PUNOs, the Joint Programme will conduct a baseline analysis, mid-term and end of project evaluations to measure its performance against agreed evaluation criteria. At the midterm, IOM together with ILO and UN Women will conduct a review of project achievements to date, the effectiveness of implementation and strategies undertaken, issues that require corrective action, best practices and lessons learned. This will be done in view of formulating concrete recommendations to strengthen the project.

A Summative Joint Programme Evaluation will be conducted upon completion of the project. An external evaluator will be commissioned to lead the evaluation process. The evaluation will examine project results for relevance, efficiency, effectiveness, impact and sustainability and provide lessons for future interventions.

Joint Programme Communication

UNIC Manila, as part of the RCO, will support IOM in convening the Joint Programme Communications Team, composed of focal persons from IOM, ILO and UN Women. UNIC Manila will assist with the formulation of the JP Communication Strategy and Work Plan. It will help in the production, promotion and placement of communication products on mainstream media as well as on the digital and social media platforms of the UN Philippines, IOM, ILO and UN Women.

## 6. Project Budget and Workplan

Budget justification by UNDG categories

Staff and other personnel: The United Nations Salary Scale is applied for the budget for the personnel. Information about this salary scale may be found here.

Basis of Estimate: Proposed costs are based on the PUNOs' past experience in implementing similar activities in the Philippines. All staff costs are calculated according to the IOM/UN staff salary scale. The amounts provided in this project's budget are an estimate of the total staff costs which will be required to successfully implement the project. The amount indicated is an estimate of the daily salary of each staff position.

- **Supplies, Commodities, Materials**: Basic office supplies and materials needed for the implementation of project activities is budgeted in this category.
- **Equipment, Vehicles and Furniture (including Depreciation)**: Some IT equipment will be procured as part of the assistance to the government agencies on the data collection and management related to recruitment and reintegration (the items may include laptops and other IT hardware – exact items and quantities to be determined by needs assessment and consultations with the counterparts). The equipment will be donated to the government counterparts upon completion of the project.
- **Contractual Services**: Consultancy services will be engaged for the specific project activities that require technical and specialized work, such assessment and research. Individuals or firms with suitable expertise will be selected as per the PUNOs' procurement guidelines and regulations.
- **Travel**: The BRIDGE budget includes domestic travels as follows:
  - Manila-Cotabato (for the workshop activities in BARMM)
  - Manila-Iloilo and a Luzon province (for localization of national programmes and develop capacities of service providers)

  For the travel cost that include air travels includes the tentative costs for round-trip airfare. In accordance with the PUNOs' Travel Regulations, travelers are eligible for Daily Subsistence Allowance (DSA) for the number of days at the place of temporary duty, plus 30% for the day of return to duty station.
- **Transfers and Grants to Counterparts**: The budget for partner implementation with Blas Ople Policy Centre and Training Institute is included here.
- **General Operating and other Direct Cost**s: The BRIDGE budget includes contributions for PUNOs' common office costs, such as rent and utilities of premises, communications, vehicle fuel and maintenance, software licenses and security.
- **Indirect Support Costs (7%)**: The 7% indirect cost is an organizational cost and applicable to all PUNOs' operational projects. The overhead is applied to all budget lines in the budget, regardless of the type of expenditure.

Evaluation: The project budget includes a cost for or an independent end-of-project summative evaluation.

Gender equality and women's empowerment: At least 16%[18] of the total budget will be allocated to gender equality and women's empowerment, as the contribution of UNW in the implementation will

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[18] A total of USD 244,196 or 16.28% of the total 1.5 million, will be directed towards gender equality and women's empowerment.

be entirely and directly dedicated to ensuring gender lens will be cross-cutting in all activities. Moreover, UNW will play the key role of coordinating functions with Gender and Development (GAD) focal points of the relevant government entities, and therefore the budget allocated for UNW will be directly related to this purpose. In addition some of the activities led by IOM and ILO will contribute to empowering women and integrating a gender lens in recruitment and reintegration. They include: the establishment of the monitoring framework for the action plan on gender-responsive reintegration and ethical recruitment; technical assistance to skilling and job placement pathways for female returning OFWs amongst others.

Financial management: This is guided by the agencies' financial regulations. The staffing part of the project budget includes resources to enable the staff members to be assigned to perform project management and coordination functions. The incumbents of these staff positions have a key role in ensuring effective and prudent financial management of the project. For the leading IOM, the Project Manager, supported by the Resource Management Officer, ensures that regular budget monitoring and reforecasting of the project takes place. The Project Manager regularly monitors the financial performance of the project to ensure that proposals to address variances (budget, actual and commitment) are brought to the attention of senior management in a timely manner to avoid project deficits or under-utilization.

## Annex D1: Results Framework

| RESULTS | INDICATORS | Data Source and Collection Method | Baseline | Targets | ASSUMPTIONS |
|---|---|---|---|---|---|
| **Overall Objective Statement:** <br> Strengthened implementation of the GCM in the Philippines allows the Government to be responsive to the needs and protection of Overseas Filipino Workers (OFWs) from recruitment to reintegration | | | | | |
| **Outcome 1** <br> Fair and ethical recruitment and sustainable reintegration of migrant workers are promoted through whole-of-government and evidence-based approach that is gender-responsive. | Outcome Indicator 1a <br> # of recruitment and reintegration initiatives proposed/conceptualized, informed by consultative and evidence-based processes instituted by the project | Policy review; KII and FGDs with stakeholders | 0 | 4 | The government's will for supporting and prioritising the scope of BRIDGE is maintained throughout the project and beyond. |
| | Outcome Indicator 1b <br> % of government stakeholders and national partners engaged in the project reporting increased institutional capacity on data management and analysis | KAP survey and FGDs with stakeholders | 0 | 70% | The government's will for supporting and prioritising the scope of BRIDGE is maintained throughout the project and beyond. |
| **Output 1.1** <br> Assessments conducted, and mapping on fair and ethical recruitment and sustainable reintegration in partnership with government and national partners is produced | Output Indicator 1.1a <br> # inter-agency committees established/strengthened | Policy review or recommendation | N/A | 1 | Government and relevant institutions are supportive of BRIDGE interventions. |
| | Output Indicator 1.1b <br> # of research, reports, and knowledge products developed (with gender responsive approach) | Published research, reports and knowledge products | 0 | 5 | Sufficient data is available and accessible for development of knowledge products |
| | Output Indicator 1.1c <br> # of government agencies and national partners engaged in stocktaking | Meeting minutes and attendance records | 0 | 5 | Government and relevant institutions are supportive of BRIDGE interventions. |
| *List activities under Output 1.1* | | | | | |

1.1.1 Conduct recruitment industry mapping towards fair recruitment, to improve regulatory inspection of recruitment agencies in compliance with POEA rules and regulations.

1.1.2 Conduct a research with - Yale University on the impact of labour policies on recruitment, social costs and prospects of reintegration for OFWs.

1.1.3 Produce a Gender Assessment Report on the consolidated existing data collection practices with key actors.

1.1.4 Map existing data governance policies and practices throughout the labour migration cycle (including recruitment, employment, return, and reintegration) of key government agencies and identify gaps and challenges.

1.1.5 Conduct multi-stakeholder consultations (involving government and IACAT, civil society, private sector, and especially OFWs and frontlines) to document existing migrant worker feedback/grievance mechanisms and identify gaps in them.

1.1.6 Toolkit design and development to allow for gender disaggregated data collection and analysis.

1.1.7 Develop a national migration data strategy, to be utilized by migration-related agencies, including the DFA, OWWA and POEA.

1.1.8 Facilitate organizational workshops on the implementation of the national migration data strategy of key government agencies including DFA, OWWA, POEA with implementing partners.

1.1.9 Enhancement of common feedback and monitoring system for migrant service providers and beneficiaries for the field/operational use.

1.1.10 Develop data collection, management, monitoring and feedback system involving local to national reintegration service providers, government and other community partners, and in collaboration with Sub-Committee on International Migration and Development  (SCIMD) or its members (focus on framework and coordination at the local levels).

| Output 1.2 Data collection and management system for improved evidence-based reporting and verification established | Output Indicator 1.2a # of feedback mechanisms and verification frameworks established | Monitoring system tools or data manuals | 0 | 2 | Existing mechanisms, frameworks and systems are available and accessible for the intervention |
|---|---|---|---|---|---|
| | Output Indicator 1.2b # persons trained in data collection, management, analysis and verification | Attendance records and pre/post tests | 0 | 150 | Government and relevant institutions are supportive of BRIDGE interventions. |
| | Output Indicator 1.2c # of persons trained on recruitment/reintegration | Attendance records and pre/post tests | 0 | 80 | Government and relevant institutions are supportive of BRIDGE interventions. |

*List activities under Output 1.2*

1.2.1 Develop a Code of Conduct monitoring system for private recruitment agencies (low-wage sector deployment) to track voluntary compliance with POEA rules and regulations and ILO General Principles on Fair Recruitment

1.2.2 Conduct a training for recruitment regulators based on the gaps and recommendations of audited recruitment agencies

1.2.3 Conduct a training of reintegration community service providers (MRCs, OSCCO, OFW desks, etc.) on common data collection/management, reporting; using common data management system developed in Output 1.1

1.2.4 Conduct training of OWWA, IACAT, etc. data collection and database management personnel.

1.2.5 Conduct a Training on gender responsive data/narrative collection, documentation and analysis with special focus on returning OFWs targeting regional officers and representatives from OWWA/NRCO/DOLE/LGUs/local migrant support organizations

1.2.6 Provide technical support through coordination and documentation, activating and supporting GAD focal of key respective agencies.

1.2.7 Conduct an assessment on data management system to enhance registry of OFW returnees and available reintegration services.

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|---|---|---|---|---|---|
| **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 | Outcome Indicator 2a Issued resolution of a permanent inter-agency/multi-stakeholder coordination mechanism | Inter-agency resolutions; KII and FGDs with stakeholders | No | Yes | The approval process of the resolution within the designated authorities is completed in a timely manner. |
| | Outcome Indicator 2b % of government stakeholders and national partners engaged in the project reporting increased capacity on sustainable gender-sensitive reintegration programming | KAP survey and FGDs with stakeholders | N/A | 70% | Target stakeholders are available and willing to participate in the BRIDGE activities. |
| | Outcome Indicator 2c % of women OFWs trained reporting expanded opportunities for employment as a result of the training programme | KAP survey and FGDs with stakeholders | N/A | 70% | Target women OFWs are available and willing to participate in the training programme. |
| | Outcome Indicator 2d % of government stakeholders and national partners engaged in the project reporting increased capacity on case management | KAP survey and FGDs with stakeholders | N/A | 70% | Target stakeholders are available and willing to participate in the BRIDGE activities. |
| **Output 2.1** Interagency coordination mechanisms on fair and | Output Indicator 2.1a Inter-agency and/or multi-stakeholder coordination mechanisms strengthened | Inter-Agency/Multi-stakeholder resolution | No | Yes | Government and relevant institutions are supportive of BRIDGE interventions. |

| | | | | | |
|---|---|---|---|---|---|
| ethical recruitment and sustainable gender-sensitive reintegration operationalized | Output Indicator 2.1b # of integrated recruitment and reintegration framework and capacity development and action plans drafted and/or updated | Framework and plans drafted and/or updated action plans | N/A | 2 | Government and relevant institutions are supportive of BRIDGE interventions. |
| | Output Indicator 2.1c # of government agencies and national partners trained on sustainable gender-sensitive reintegration programming | Attendance records and pre/post tests | N/A | 10 | Government and relevant institutions are supportive of BRIDGE interventions. |

*List activities under Output 2.1*
2.1.1  Localize approach and national strategies in developing an integrated recruitment-reintegration plan in collaboration with the Sub-Committee on International Migration & Development (SCIMD) in 3 pilot provinces
2.1.2  Develop "OFW return & reintegration advisor" and forge joint MOU on advisor/referral pathways for OFW returnees (pathways towards getting local jobs; reskilling/upskilling; livelihood; redeployment; distress/welfare assistance)
2.1.3  Strengthen Sub-Committee on Migration & Development (SCIMD) as convergence platform to coordinate, report, support reintegration efforts; with OFW, family representation.
2.1.4  Mapping of existing reintegration support mechanisms from national to local level and coordinate support for accessible, gender-responsive and inclusive services.
2.1.5  Create/strengthen Gender and Development (GAD) focal points, with provision of technical assistance and regular support to agency GAD focal points and ensure their participations & representation in various inter-agency discussions on recruitment and reintegration plans.
2.1.6  Conduct workshops of an interagency working group to map and align initiatives on recruitment and reintegration to national action plans.
2.1.7  Training of multi-stakeholder representatives on sustainable reintegration programming based in international standards and best practice
2.1.8  Materials development and awareness raising with employer associations, recruitment agencies and private sector partners on the value of gender sensitive and fair and ethical recruitment practices.

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|---|---|---|---|---|---|
| **Output 2.2** Effective and gender-responsive government reintegration services delivered | Output Indicator 2.2a # of local government units successfully completed pilot for joint programme on recruitment and reintegration | Attendance records and pre/post tests | 0 | 3 | Local government and relevant institutions are  supportive of BRIDGE interventions. |
| | Output Indicator 2.2b # of gender-responsive training programmes for | Training modules developed | 0 | 3 | Data and resources necessary for |

| | | | | |
|---|---|---|---|---|
| OFWs and reintegration service providers established/enhanced | | | | enhancement/establishment is available |
| Output Indicator 2.2c<br># of women OFWs and their family members trained under enhanced training programme/s | Attendance records and pre/post tests | 0 | 65 | Target women OFWs are available and willing to participate in the training program. |
| Output Indicator 2.2d<br># of reintegration programming and case management tools and materials developed/enhanced | Programming and case management tools and materials shared among inter-agency members | 0 | 1 | Data and resources necessary for enhancement/development is available |
| Output Indicator 2.2e<br># of persons trained in enhanced reintegration programming and case management | Attendance records and pre/post tests | 0 | 120 | Target stakeholders are willing and available to participate in the training activities. |

*List activities under Output 2.2*

2.2.1  Conduct capacity-building/knowledge transfer to support 3 pilot provinces based on the recommendations of the inter-government committee on integrated recruitment-reintegration plans

2.2.2  Establish partnership with DFA and/or DOLE-POLO in implementing one pilot corridor on capacity development/enhancement of reintegration service providers among CSOs, OFCs, migrant cooperatives, migrant groups – on improving/delivering reintegration services, building OFW cooperatives and livelihoods, mentoring returnees/families on reintegration pathways and services

2.2.3  Support operationalization of a Migrant Resource Center (MRC) on providing gender-responsive reintegration services including complaints/request for assistance;  training of staff on case management, etc.

2.2.4  Capacity-building on Gender-responsive Reintegration: Gender-responsive Programming, Coordination and Delivery of Reintegration Services

2.2.5  Review of existing reintegration frameworks and update reintegration guidelines according to international best practice and frameworks.

2.2.6  Training-of-trainers of key reintegration actors (Government and CSOs) on the reintegration toolkit

2.2.7  Conduct skilling/reskilling training of OFW returnees, especially women in coordination with TESDA Women's Center

2.2.8  Conduct of FGDs/surveys with returned OFWs to examine return and reintegration experiences, evaluating local job opportunity with decisions to migrate.

2.2.9  Coordinate partnership with training institutions (including but not limited to TESDA) to enhance and pilot a training programme responding to the 'future of work' for returning and about to return women migrant workers

2.2.10 Facilitate discussion and provide technical assistance to Employers Confederation of the Philippines (ECOP) on job placement pathways for OFW returnees esp. Women

2.2.11 Consultations/workshops with reintegration service providers to map existing case management tools.

2.2.12 Align and update existing case management tools according to international best practice.

| | | | | | |
|---|---|---|---|---|---|
| **Outcome 3**<br>Improved alignment of policy and practices to GCM objectives on reintegration and fair and ethical recruitment | Outcome Indicator 3a<br>Monitoring framework for measuring progress towards alignment to GCM objectives on reintegration and fair and ethical recruitment adopted | Monitoring Framework | No | Yes | The government's will for promoting GCM is maintained throughout the project and beyond. |
| | Outcome Indicator 3b<br>Government agencies and national partners have renewed interest in the ratification of ILO C181 | Activity records, survey on the participating stakeholders | No | Yes | Previous ILO events, particularly the Manila Dialogue on Human Trafficking, which gathered the support of national policymakers serve as an entry point for renewed discussions on the ratification of ILO C181. |
| **Output 3.1**<br>Initiatives to align policies to international standards on fair and ethical recruitment and gender reintegration supported | Output Indicator 3.1a<br># of advocacy and awareness-raising events organized | Activity records | 0 | 3 | The government's will for promoting GCM is maintained throughout the project and beyond. |
| | Output Indicator 3.1b<br># of persons reached through advocacy and awareness-raising events | Activity records | 0 | 150 | Implementation of advocacy and awareness raising events are not hindered by external factors |
| | Output Indicator 3.1c<br># of action plans addressing gaps related to fair and | Action Plans published | 0 | 1 | Target stakeholders are willing and available to |

| | | | | | |
|---|---|---|---|---|---|
| | ethical recruitment and sustainable, gender-responsive reintegration published | | | | participate in the BRIDGE activities. |
| | Output Indicator 3.1d # of reports or knowledge products developed on social protection for OFWs | Reports/knowledge products published | 0 | 1 | |

List activities under Output 3.1

3.1.1  Conduct of a desk review and mapping of gaps related to sustainable, gender-responsive reintegration and ethical and fair recruitment to establish an action plan.

3.1.2  Establishment of monitoring framework to provide key measures of progress during the project and after implementation.

3.1.3  Publication and dissemination of action plans to respond to gaps identified related to fair and ethical recruitment and sustainable, gender-responsive reintegration.

3.1.4  Round table series x 3 and High-level Dialogues on policy alignment linked to gender-responsive, fair, ethical recruitment and reintegration plans and programming.

3.1.5  Case story collection of lessons on successful recruitment and reintegration planning programmes from migrants and partner agencies and organizations.

3.1.6  Promote national social protection programme for OFWs and families which institutionalizes provident savings/asset-building, fund-matching as a pillar of reintegration preparedness policy and framework

3.1.7 Holding of round table discussions and policy dialogues by civil society on for the implementation of the GCM, monitoring and evaluation framework, and action plan.

| | | | | | |
|---|---|---|---|---|---|
| **Output 3.2** Adoption of ILO Convention 181 advocated and; understanding of the Convention by key stakeholders' increased | Output Indicator 3.2a # of national multi-stakeholder events promoting the ratification of ILO Convention 181 | Activity records | 0 | 1 | Target stakeholders are willing and available to participate in the BRIDGE activities. |
| | Output Indicator 3.2b # of government agencies and stakeholders who participated in events | Attendance records | 0 | 10 | Target stakeholders are willing and available to participate in the BRIDGE activities. |

List activities under Output 3.2

3.2.1  Co-organize with IACAT or its members a national multi-stakeholder event to promote  fair and ethical recruitment and  ILO Convention 181

## Annex D2: Risk Management Plan

| Risks | Risk Level (Number: Likelihood times Impact) | Likelihood Certain: 5 Likely: 4 Possible: 3 Unlikely: 2 Rare: 1 | Impact Essential: 5 Major: 4 Moderate: 3 Minor: 2 Insignificant: 1 | Mitigation measures | Responsible PUNO |
|---|---|---|---|---|---|
| i) Government partners may still be preoccupied with addressing immediate and humanitarian effects of COVID-19 and the massive repatriations of OFWs to focus on developmental efforts in the first few months of implementation | 9 | 3 | 3 | The project team may adjust activities to ensure minimal efforts from government partners in the first few months of project implementation | IOM, ILO, UN Women |
| ii) Partner government agencies do not work together/share data | 12 | 3 | 4 | High level acceptance of the project and its objectives will be sought from each government agency involved to ensure that each agency is properly represented in the planned interagency committee. | IOM, ILO |
| iii) Establishment of the Department of Filipinos Overseas and Foreign Deployment (House Bill 5832) resulting in the reorganization of the various government partners | 8 | 2 | 4 | The project will be engaging with both the DFA and the DOLE, which will be the primary agencies affected by the possible new department. Having established good relations with both agencies would help to ensure that any reorganizations would not result in a decrease in government support. | IOM, ILO |
| iv) After the massive repatriations of OFWs, Philippine government decides to prioritize redeployment of OFWs abroad in order to increase remittances, over | 8 | 2 | 4 | The project could similarly realign activities to focus more on reskilling and retooling returned workers as well as focusing on more immediate impacts on fair and ethical recruitment. | IOM, ILO |

| reintegration into the local economy | | | | | |
|---|---|---|---|---|---|

| LIKELIHOOD | Occurrence | Frequency |
|---|---|---|
| 5: Very Likely | The event is expected to occur in most circumstances | Twice a month or more frequently |
| 4: Likely | The event will probably occur in most circumstances | Once every two months or more frequently |
| 3: Possibly | The event might occur at some time | Once a year or more frequently |
| 2: Unlikely | The event could occur at some time | Once every three years or more frequently |
| 1: Rare | The event may occur in exceptional circumstances | Over every seven years or more frequently |

| IMPACT | Result |
|---|---|
| 5: Essential | An event leading to massive or irreparable damage or disruption |
| 4: Major | An event leading to critical damage or disruption |
| 3: Moderate | An event leading to serious damage or disruption |
| 2: Minor | An event leading to some degree of damage or disruption |
| 1: Insignificant | An event leading to limited damage or disruption |

| | IMPACT | | | | |
|---|---|---|---|---|---|
| LIKELIHOOD | Insignificant (1) | Minor (2) | Moderate (3) | Major (4) | Extreme (5) |
| Very Likely ((5) | Medium (5) | High (19) | High (15) | Very High (20) | Very High (25) |
| Likely (4) | Medium (4) | Medium (8) | High (12) | High (16) | Very High (20) |
| Possible (3) | Low (3) | Medium (6) | High (9) | High (12) | High (15) |
| Unlikely (2) | Low (2) | Low (4) | Medium (6) | Medium (8) | High (10) |
| Rare (1) | Low (1) | Low (3) | Medium (3) | Medium (4) | High (5) |

| Level of Risk | Results |
|---|---|
| Very High | Immediate action required by executive management. Mitigation activities/treatment options are mandatory to reduce likelihood and/or impact. Risk cannot be accepted unless this occurs. |
| High | Immediate action required by senior/executive management. Mitigation activities/treatment options are mandatory to reduce likelihood and/or impact. Monitoring strategy to be implemented by Risk Owner. |
| Medium | Senior Management attention required. Mitigation activities/treatment options are undertaken to reduce likelihood and/or impact. Monitoring strategy to be implemented by Risk Owner. |
| Low | Management attention required. Mitigation activities/treatment options are recommended to reduce likelihood and/or impact. Implementation of monitoring strategy by risk owner is recommended. |

## Annex D3a: Budget Template – Results Based Budget

### Migration MPTF: Joint Programme Budget (Results-Based Budget)

| | Outcome / output/ activity formulation: | IOM | ILO | UNW | TOTAL (all PUNOs) |
|---|---|---|---|---|---|
| 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 | | | | | |
| Output 1.1: | Assessments conducted, and mapping on fair and ethical recruitment and sustainable reintegration in partnership with government and national partners produced | - | 2,500 | | 2,500 |
| 1.1.1 | Conduct recruitment industry mapping towards fair recruitment, to improve regulatory inspection of recruitment agencies in compliance with POEA rules and regulations | - | 35,800 | | 35,800 |
| 1.1.2 | Conduct a research with Yale University on the impact of labour policies on recruitment, social costs and prospects of reintegration for OFWs | - | | 10,000 | 10,000 |
| 1.1.3 | Produce a Gender Assessment Report on the consolidated existing data collection practices with key actors | 8,923 | | | 8,923 |
| 1.1.4 | Map existing data governance policies and practices throughout the labour migration cycle (including recruitment, employment, return, and reintegration) of key government agencies and identify gaps and challenges | 28,589 | | | 28,589 |
| 1.1.5 | Conduct multi-stakeholder consultations (involving government and IACAT, civil society, private sector, and especially OFWs and frontlines) to document existing migrant worker feedback/grievance mechanisms and identify gaps in them | - | | 15,000 | 15,000 |
| 1.1.6 | Toolkit design and development to allow for gender disaggregated data collection and analysis | 8,923 | | | 8,923 |
| 1.1.7 | Develop a national migration data strategy, to be utilized by migration-related agencies, including the DFA, OWWA and POEA | - | | | - |
| 1.1.8 | Facilitate organizational workshops on the implementation of the national migration data strategy of key government agencies including DFA, OWWA, POEA with implementing partners | 15,869 | | | 15,869 |
| 1.1.9 | Enhancement of common feedback and monitoring system for migrant service providers and beneficiaries for the field/operational use | - | 2,500 | | 2,500 |
| 1.1.10 | Develop data collection, management, monitoring and feedback system involving local to national reintegration service providers, government and other community partners, and in collaboration | | 16,000 | | 16,000 |

| | | | | | |
|---|---|---|---|---|---|
| | with Sub-Committee on International Migration and Development (SCIMD) or its members (focus on framework and coordination at the local levels) | | | | |
| Output 1.2: | Data collection and management system for improved evidence-based reporting and verification established | | | | |
| 1.2.1 | Develop a Code of Conduct monitoring system for private recruitment agencies (low-wage sector deployment) to track voluntary compliance with POEA rules and regulations and ILO General Principles on Fair Recruitment | - | 34,000 | | 34,000 |
| 1.2.2 | Conduct a training for recruitment regulators based on the gaps and recommendations of audited recruitment agencies | - | 41,200 | | 41,200 |
| 1.2.3 | Conduct a training of reintegration community service providers (MRCs, OSCCO, OFW desks, etc.) on common data collection/management, reporting; using common data management system developed in Output 1.1 | - | 20,000 | | 20,000 |
| 1.2.4 | Conduct training of OWWA, IACAT, etc. data collection and database management personnel | 49,760 | | | 49,760 |
| 1.2.5 | Conduct a Training on gender responsive data/narrative collection, documentation and analysis with special focus on returning OFWs targeting regional officers and representatives from OWWA/NRCO/DOLE/LGUs/local migrant support organizations | - | | 12,500 | 12,500 |
| 1.2.6 | Provide technical support through coordination and documentation, activating and supporting GAD focal of key respective agencies | - | | 25,000 | 25,000 |
| 1.2.7 | Conduct an assessment on data management system to enhance registry of OFW returnees and available reintegration services | - | 18,500 | | 18,500 |
| **TOTAL FOR OUTCOME 1:** | | **112,063** | **168,000** | **62,500** | **342,563** |
| | | | | | |
| **OUTCOME 2: Improved policies and practices pertaining to fair and ethical recruitment, and sustainable reintegration that are informed by evidence and international standards** | | | | | |
| Output 2.1: | Interagency coordination mechanisms on fair and ethical recruitment and sustainable gender-sensitive reintegration operationalized | | | | |
| 2.1.1 | Localize approach and national strategies in developing an integrated recruitment-reintegration plan in collaboration with the Sub-Committee on International Migration & Development (SCIMD) in 3 pilot provinces | - | 15,500 | | 15,500 |
| 2.1.2 | Develop "OFW return & reintegration advisor" and forge joint MOU on advisor/referral pathways for OFW returnees (pathways towards getting local jobs; reskilling/upskilling; livelihood; redeployment; distress/welfare assistance) | - | 14,500 | | 14,500 |
| 2.1.3 | Strengthen Sub-Committee on Migration & Development (SCIMD) as convergence platform to coordinate, report, support reintegration efforts; with OFW, family representation | - | 10,000 | | 10,000 |

| | | | | | |
|---|---|---|---|---|---|
| 2.1.4 | Mapping of existing reintegration support mechanisms from national to local level and coordinate support for accessible, gender-responsive and inclusive services | - | | 10,000 | 10,000 |
| 2.1.5 | Create/strengthen Gender and Development (GAD) focal points, with provision of technical assistance and regular support to agency GAD focal points and ensure their participations & representation in various inter-agency discussions on recruitment and reintegration plans. | - | | 10,000 | 10,000 |
| 2.1.6 | Conduct workshops of an interagency working group to map and align initiatives on recruitment and reintegration to national action plans | 5,795 | | | 5,795 |
| 2.1.7 | Training of multi-stakeholder representatives on sustainable reintegration programming based in international standards and best practice | 18,930 | | | 18,930 |
| 2.1.8 | Materials development and awareness raising with employer associations, recruitment agencies and private sector partners on the value of gender sensitive and fair and ethical recruitment practices . | - | | 10,000 | 10,000 |
| Output 2.2: | Effective and gender-responsive government reintegration services delivered | | | | |
| 2.2.1 | Conduct capacity-building/knowledge transfer to support 3 pilot provinces based on the recommendations of the inter-government committee on integrated recruitment-reintegration plans | - | 37,000 | | 37,000 |
| 2.2.2 | Establish partnership with DFA and/or DOLE-POLO in implementing one pilot corridor on capacity development/enhancement of reintegration service providers among CSOs, OFCs, migrant cooperatives, migrant groups – on improving/delivering reintegration services, building OFW cooperatives and livelihoods, mentoring returnees/families on reintegration pathways and services | - | 10,000 | | 10,000 |
| 2.2.3: | Support operationalization of a Migrant Resource Center (MRC) on providing gender-responsive reintegration services including complaints/request for assistance;  training of staff on case management, etc. | - | 17,000 | | 17,000 |
| 2.2.4 | Capacity-building on Gender-responsive Reintegration: Gender-responsive Programming, Coordination and Delivery of Reintegration Services | - | | 27,500 | 27,500 |
| 2.2.5 | Review of existing reintegration frameworks and update reintegration guidelines according to international best practice and frameworks | 35,224 | | | 35,224 |
| 2.2.6 | Training-of-trainers of key reintegration actors (Government and CSOs) on the reintegration toolkit | 77,357 | | | 77,357 |
| 2.2.7 | Conduct skilling/reskilling training of OFW returnees, especially women in coordination with TESDA Women's Center | - | 16,000 | | 16,000 |
| 2.2.8 | Conduct of FGDs/surveys with returned OFWs to examine return and reintegration experiences, evaluating local job opportunity with decisions to migrate | 23,663 | | | 23,663 |
| 2.2.9 | Coordinate partnership with training institutions (including but not limited to TESDA) to enhance and pilot a training programme responding to the 'future of work' for returning and about to return women migrant workers | - | | 27,500 | 27,500 |

| | | | | | |
|---|---|---|---|---|---|
| 2.2.10 | Facilitate discussion and provide technical assistance to Employers Confederation of the Philippines (ECOP) on job placement pathways for OFW returnees esp. women | - | 5,000 | | 5,000 |
| 2.2.11 | Consultations/workshops with reintegration service providers to map existing case management tools | 39,116 | | | 39,116 |
| 2.2.12 | Align and update existing case management tools according to international best practice | 13,135 | | | 13,135 |
| **TOTAL FOR OUTCOME 2:** | | **213,221** | **125,000** | **85,000** | **423,221** |
| | | | | | |
| **OUTCOME 3: Improved alignment of policy and practices to GCM objectives on reintegration and fair and ethical recruitment** | | | | | |
| Output 3.1: | Initiatives to align policies to international standards on fair and ethical recruitment and gender reintegration supported | | | | |
| 3.1.1 | Conduct of a desk review and mapping of gaps related to sustainable, gender-responsive reintegration and ethical and fair recruitment to establish an action plan | 17,454 | | | 17,454 |
| 3.1.2 | Establishment of monitoring framework to provide key measures of progress during the project and after implementation | 13,585 | | | 13,585 |
| 3.1.3 | Publication and dissemination of action plans to respond to gaps identified related to fair and ethical recruitment and sustainable, gender-responsive reintegration | 5,148 | | | 5,148 |
| 3.1.4 | Round table series x 3 and High-level Dialogues on policy alignment linked to gender-responsive, fair, ethical recruitment and reintegration plans and programming | - | | 10,000 | 10,000 |
| 3.1.5 | Case story collection of lessons on successful recruitment and reintegration planning programmes from migrants and partner agencies and organizations | - | | 10,000 | 10,000 |
| 3.1.6 | Promote national social protection programme for OFWs and families which institutionalizes provident savings/asset-building, fund-matching as a pillar of reintegration preparedness policy and framework | - | 10,600 | | 10,600 |
| 3.1.7 | Holding of round table discussions and policy dialogues by civil society on for the implementation of the GCM, monitoring and evaluation framework, and action plan | 63,745 | | | 63,745 |
| Output 3.2: | Adoption of ILO Convention 181 advocated; and understanding of the Convention by key stakeholders increased | | | | |
| 3.2.1 | Co-organize with IACAT or its members a national multi-stakeholder event to promote fair and ethical recruitment and ILO Convention 181 | | 8,000 | | 8,000 |
| **TOTAL FOR OUTCOME 3:** | | **99,932** | **18,600** | **20,000** | **138,532** |
| | | | | | |
| Personnel costs if not included in activities above | | 104,741 | 102,228 | 58,500 | 265,469 |

| | | | | |
|---|---|---|---|---|
| Operational costs if not included in activities above | 135,977 | 53,462 | 7,645 | 197,084 |
| Monitoring and evaluation (must include provision for final independent evaluation) - minimum 3% of total budget | 35,000 | - | - | 35,000 |
| SUB-TOTAL PROJECT BUDGET: | 700,935 | 467,290 | 233,645 | 1,401,870 |
| Indirect support costs (7%): | 49,065 | 32,710 | 16,355 | 98,131 |
| TOTAL PROJECT BUDGET: | 750,000 | 500,000 | 250,000 | 1,500,000 |

## Annex D3b: Budget Template – UNDG Budget Categories

**Migration MPTF: Joint Programme Budget (by UNDG budget categories)**

| CATEGORIES | IOM | | ILO | | UNW | | Total tranche 1 | Total tranche 2 | JOINT PROGRAMME TOTAL |
|---|---|---|---|---|---|---|---|---|---|
| | Tranche 1 (70%) | Tranche 2 (30%) | Tranche 1 (70%) | Tranche 2 (30%) | Tranche 1 (70%) | Tranche 2 (30%) | | | |
| 1. Staff and other personnel | 216,880 | 92,948 | 71,560 | 30,668 | 46,302 | 19,844 | 334,741 | 143,460 | 478,201 |
| 2. Supplies, Commodities, Materials | 4,981 | 2,135 | 4,200 | 1,800 | - | - | 9,181 | 3,935 | 13,115 |
| 3. Equipment, Vehicles, and Furniture (including Depreciation) | 15,411 | 6,605 | 5,250 | 2,250 | - | - | 20,661 | 8,855 | 29,515 |
| 4. Contractual services | 76,198 | 32,656 | 151,830 | 65,070 | 117,250 | 50,250 | 345,278 | 147,976 | 493,255 |
| 5.Travel | 50,330 | 21,570 | 16,773 | 7,189 | - | - | 67,103 | 28,759 | 95,862 |
| 6. Transfers and Grants to Counterparts | 32,200 | 13,800 | | | - | - | 32,200 | 13,800 | 46,000 |
| 7. General Operating and other Direct Costs | 94,655 | 40,567 | 77,490 | 33,210 | - | - | 172,145 | 73,777 | 245,922 |

| | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|
| **Sub-Total Project Costs** | 490,654 | 210,280 | 327,103 | 140,187 | 163,552 | 70,094 | 981,309 | 420,561 | 1,401,870 |
| 8. Indirect Support Costs (must be 7%) | 34,346 | 14,720 | 22,897 | 9,813 | 11,449 | 4,907 | 68,692 | 29,439 | 98,131 |
| **TOTAL** | 525,000 | 225,000 | 350,000 | 150,000 | 175,000 | 75,000 | 1,050,000 | 450,000 | 1,500,000 |

## Annex D4: Workplan

| Activities | Responsible Party | Timeframe | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | Year 1 | | | | Year 2 | | | | Year 3 | | | |
| | | Q1 | Q2 | Q3 | Q4 | Q5 | Q6 | Q7 | Q8 | Q9 | Q10 | Q11 | Q12 |
| 1.1.1 Industry Mapping | ILO | | | | | x | x | x | x | | | | |
| 1.1.2 Research with Yale | ILO | | x | x | x | x | x | x | x | | | | |
| 1.1.3 Gender Assessment Report | UNW | | | | | x | x | x | | | | | |
| 1.1.4 Mapping of data governance | IOM | | | | x | x | x | x | | | | | |
| 1.1.5 Multi-stakeholder consultations | IOM | | | | | | | x | x | | | | |
| 1.1.6 Toolkit for gender disaggregated data collection and analysis | UNW | | | | | | | x | x | x | | | |
| 1.1.7 Develop national migration data strategy | IOM | | | | | x | x | x | x | | | | |
| 1.1.8 Workshops on data strategy | IOM | | | | | | | x | x | | | | |
| 1.1.9 Enhancement of feedback system | IOM | | | | | | | x | x | x | | | |
| 1.1.10 Data collection and management | ILO | | | | x | x | x | x | x | | | | |
| | | | | | | | | | | | | | |
| 1.2.1 Code of conduct development | ILO | | | | x | x | x | x | x | x | | | |
| 1.2.2 Training on audits | ILO | | | | | | | x | x | | | | |
| 1.2.3 Training data collection/management (community) | ILO | | | | | | | x | x | | | | |

| Activity | Agency | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 1.2.4 Training data collection/management (Government) | IOM | | | | | | x | x | | | | | |
| 1.2.5 Training on gender responsive data | UNW | | | | | | x | x | | | | | |
| 1.2.6 Outreach to GAD FP | UNW | | | | | x | x | x | | | | | |
| 1.2.7 Enhance OFW Registry | ILO | | | | | | x | x | | | | | |
| | | | | | | | | | | | | | |
| 2.1.1 Develop integrated recruitment-reintegration plan in 3 pilot provinces | ILO | | | | | x | x | x | | | | | |
| 2.1.2 Establish OFW return & reintegration advisor | ILO | | x | x | x | x | x | x | x | | | | |
| 2.1.3 Strengthen Sub-Committee on Migration & Development | ILO | | x | x | x | x | x | x | x | | | | |
| 2.1.4 Mapping reintegration support (gender) | UNW | | x | x | x | x | x | x | | | | | |
| 2.1.5 Strengthen Gender and Development (GAD) focal points | UNW | | | | | | x | x | x | | | | |
| 2.1.6 Interagency Workshops (NAP) | IOM | | | | | | x | x | | | | | |
| 2.1.7 Training multi-stakeholder on sustainable reintegration programming | IOM | | | | | | x | x | | | | | |
| 2.1.8 Development materials/awareness raising on gender | UNW | | | | | x | x | | | | | | |
| | | | | | | | | | | | | | |

| Activity | Agency | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 2.2.1 Capacity-development/ knowledge transfer to support 3 pilot provinces | ILO | | | | | | | | x | x | | | |
| 2.2.2 Pilot corridor on capacity development/ enhancement of reintegration service | ILO | | | | | | | x | x | x | | | |
| 2.2.3 Support to MRC | ILO | | | | x | x | x | x | x | x | | | |
| 2.2.4 Capacity building on gender-responsive reintegration | UNW | | | | | | x | x | x | x | | | |
| 2.2.5 Update reintegration frameworks | IOM | | x | x | x | x | x | x | x | | | | |
| 2.2.6 TOT reintegration toolkit | IOM | | | | | | | x | x | x | | | |
| 2.2.7 Skilling/reskilling of OFW, esp. women | ILO | | | | | | | x | x | | | | |
| 2.2.8 Conduct FGDs/surveys of returned OFWs | IOM | | | | x | x | x | x | x | x | | | |
| 2.2.9 Partnership with training institutions to enhance and pilot skills trainings | UNW | | | | | x | x | x | x | | | | |
| 2.2.10 Technical assistance ECOP | ILO | | | | | | x | x | x | x | | | |
| 2.2.11 Consultations to map existing case management tools | IOM | | | x | x | x | x | x | | | | | |
| 2.2.12 Align and update existing case management tools | IOM | | | | | x | x | x | x | x | | | |

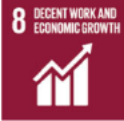| | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 3.1.1 Desk review and analysis of gaps related to sustainable, gender-responsive reintegration and developing and action plan. | IOM | | | x | x | x | | | | | | | | |
| 3.1.2 Establishment and adoption of monitoring framework for GCM | IOM | | | | | | | x | x | | | | | |
| 3.1.3 Publication and dissemination of action plans | IOM | | | | | | | | x | | | | | |
| 3.1.4 Round tables on GCM | UNW | | | | | | x | x | x | | | | | |
| 3.1.5 Case story collection | UNW | | | | | | | x | x | x | | | | |
| 3.1.6 National social protection programme | ILO | | | | | | x | x | x | x | | | | |
| 3.1.7 Civil Society GCM Discussions | IOM | | | | | | | x | x | | | | | |
| | | | | | | | | | | | | | | |
| 3.2.1 National multi-stakeholder event to promote fair and ethical recruitment and ILO Convention 181 | ILO | | | | | | | | x | | | | | |
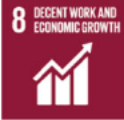
# Annex D5: List of Global Compact Objectives per Thematic area and Key SDG Targets

| Global Compact Objective | | Linkages to Key Sustainable Development Goals and Targets |
|---|---|---|
| **Cross-Cutting – Applicable to all Thematic Areas:** | | |
| **Obj 23:** Strengthen international cooperation and global partnerships for safe, orderly and regular migration<br>*Note: Objective 23 on international cooperation is incorporated in each thematic area to signify that all thematic areas can also support regional and global projects.* | 10 REDUCED INEQUALITIES<br><br>17 PARTNERSHIPS FOR THE GOALS | **10.7:** Facilitate orderly, safe, regular and responsible migration and mobility of people, including through the implementation of planned and well-managed migration policies<br><br>**17.16:** Enhance the global partnership for sustainable development, complemented by multi-stakeholder partnerships that mobilize and share knowledge, expertise, technology and financial resources, to support the achievement of the sustainable development goals in all countries, in particular developing countries |
| **Thematic Area 1: Promoting fact-based and data-driven migration discourse, policy and planning** | | |
| **Obj 1**: Collect and utilize accurate and disaggregated data as a basis for evidence-based policies<br><br>**Obj 3**: Provide adequate and timely information at all stages of migration<br><br>**Obj 17**: Eliminate all forms of discrimination and promote evidence-based public discourse to shape perceptions of migration | 16 PEACE, JUSTICE AND STRONG INSTITUTIONS<br><br>17 PARTNERSHIPS FOR THE GOALS | **16.B:** Promote and enforce non-discriminatory laws and policies for sustainable development<br><br>**17.18** By 2020, enhance capacity-building support to developing countries, including for least developed countries and small island developing States, to increase significantly the availability of high-quality, timely and reliable data disaggregated by income, gender, age, race, ethnicity, migratory status, disability, geographic location and other characteristics relevant in national contexts |
| **Thematic Area 2: Protecting the human rights, safety and wellbeing of migrants, including through addressing drivers and mitigating situations of vulnerability in migration** | | |
| **Obj 2**: Minimize the adverse drivers and structural factors that compel people to leave their country of origin<br><br>**Obj 7**: Address and reduce vulnerabilities in migration<br><br>**Obj 8**: Save lives and establish coordinated international efforts on missing migrants | 1 NO POVERTY<br><br>3 GOOD HEALTH AND WELL-BEING<br><br>5 GENDER EQUALITY | **1.5:** By 2030, build the resilience of the poor and those in vulnerable situations and reduce their exposure and vulnerability to climate-related extreme events and other economic, social and environmental shocks and disasters<br><br>**3.D:** Strengthen the capacity of all countries, in particular developing countries, for early warning, risk reduction and management of national and global health risks<br><br>**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 |

| | | |
|---|---|---|
| **Obj 12**: Strengthen certainty and predictability in migration procedures for appropriate screening, assessment and referral<br><br>**Obj 13**: Use migration detention only as a measure of last resort and work towards alternatives | **8 DECENT WORK AND ECONOMIC GROWTH**<br><br>**16 PEACE, JUSTICE AND STRONG INSTITUTIONS** | **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<br>**8.8:** Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment<br><br>**16.1:** Significantly reduce all forms of violence and related death rates everywhere<br>**16.2:** End abuse, exploitation, trafficking and all forms of violence against and torture of children<br>**16.3:** Promote the rule of law at the national and international levels and ensure equal access to justice for all. |
| **_Thematic Area 3: Addressing irregular migration including through managing borders and combatting transnational crime_** | | |
| **Obj 9:** Strengthen the transnational response to smuggling of migrants<br><br>**Obj 10:** Prevent, combat and eradicate trafficking in persons in the context of international migration<br><br>**Obj 11:** Manage borders in an integrated, secure and coordinated manner<br><br>**Obj 14:** Enhance consular protection, assistance and cooperation throughout the migration cycle<br><br>**Obj 21:** Cooperate in facilitating safe and dignified return and readmission, as well as sustainable reintegration | **5 GENDER EQUALITY**<br><br>**8 DECENT WORK AND ECONOMIC GROWTH**<br><br>**16 PEACE, JUSTICE AND STRONG INSTITUTIONS** | **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<br><br><br>**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<br><br>**16.2:** End abuse, exploitation, trafficking and all forms of violence against and torture of children<br>**16.3:** Promote the rule of law at the national and international levels and ensure equal access to justice for all<br>**16.4:** By 2030, significantly reduce illicit financial and arms flows, strengthen the recovery and return of stolen assets and combat all forms of organized crime<br>**16.6:** Develop effective, accountable and transparent institutions at all levels |
| **_Thematic Area 4: Facilitating regular migration, decent work and enhancing the positive development effects of human mobility_** | | |
| **Obj 5:** Enhance availability and flexibility of pathways for regular migration<br><br>**Obj 6:** Facilitate fair and ethical recruitment and safeguard conditions that ensure decent work | **1 NO POVERTY** | **1.4:** By 2030, ensure that all men and women, in particular the poor and the vulnerable, have equal rights to economic resources, as well as access to basic services, ownership and control over land and other forms of property, inheritance, natural resources, appropriate new technology and financial services, including microfinance |

| | | |
|---|---|---|
| **Obj 18:** Invest in skills development and facilitate mutual recognition of skills, qualifications and competences<br><br>**Obj 19:** Create conditions for migrants and diasporas to fully contribute to sustainable development in all countries<br><br>**Obj 20:** Promote faster, safer and cheaper transfer of remittances and foster financial inclusion of migrants | **3** GOOD HEALTH AND WELL-BEING<br><br>**4** QUALITY EDUCATION<br><br>**5** GENDER EQUALITY<br><br>**8** DECENT WORK AND ECONOMIC GROWTH<br><br>**10** REDUCED INEQUALITIES<br><br>**17** PARTNERSHIPS FOR THE GOALS | **3.C:** Substantially increase health financing and the recruitment, development, training and retention of the health workforce in developing countries, especially in least developed countries and small island developing States<br><br>**4.4:** By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship<br><br>**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<br>**5.4:** Recognize and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the household and the family as nationally appropriate<br><br>**8.5:** By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value<br>**8.6:** By 2020, substantially reduce the proportion of youth not in employment, education or training<br>**8.8:** Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment<br><br>**10.C:** By 2030, reduce to less than 3 per cent the transaction costs of migrant remittances and eliminate remittance corridors with costs higher than 5 per cent<br><br>**17.3:** Mobilize additional financial resources for developing countries from multiple sources |
| **Thematic Area 5: Improving the social inclusion and integration of migrants** | | |
| **Obj 4:** Ensure that all migrants have proof of legal identity and adequate documentation<br><br>**Obj 15:** Provide access to basic services for migrants<br><br>**Obj 16:** Empower migrants and societies to realize full inclusion and social cohesion | **1** NO POVERTY | **1.3:** Implement nationally appropriate social protection systems and measures for all, including floors, and by 2030 achieve substantial coverage of the poor and the vulnerable<br>**1.4:** By 2030, ensure that all men and women, in particular the poor and the vulnerable, have equal rights to economic resources, as well as access to basic services, ownership and control over land and other forms of property, inheritance, natural resources, appropriate new technology and financial services, including microfinance<br><br>**3.7:** By 2030, ensure universal access to sexual and reproductive health-care services, including for family |

| | | |
|---|---|---|
| **Obj 22:** Establish mechanisms for the portability of social security entitlements and earned benefits | **3** GOOD HEALTH AND WELL-BEING | planning, information and education, and the integration of reproductive health into national strategies and programmes<br>**3.8:** Achieve universal health coverage, including financial risk protection, access to quality essential health-care services and access to safe, effective, quality and affordable essential medicines and vaccines for all |
| | **4** QUALITY EDUCATION | **4.1:** By 2030, ensure that all girls and boys complete free, equitable and quality primary and secondary education leading to relevant and effective learning outcomes |
| | **8** DECENT WORK AND ECONOMIC GROWTH | **8.5:** By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value<br>**8.6:** By 2020, substantially reduce the proportion of youth not in employment, education or training |
| | **10** REDUCED INEQUALITIES | **10.2:** By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status<br>**10.4:** Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality |
| | **11** SUSTAINABLE CITIES AND COMMUNITIES | **11.1:** By 2030, ensure access for all to adequate, safe and affordable housing and basic services and upgrade slums |
| | **16** PEACE, JUSTICE AND STRONG INSTITUTIONS | **16.7:** Ensure responsive, inclusive, participatory and representative decision-making at all levels<br>**16.9:** By 2030, provide legal identity for all, including birth registration<br>**16.B:** Promote and enforce non-discriminatory laws and policies for sustainable development |

## Annex E: Joint Programme Revision Template

### Migration MPTF
### JOINT PROGRAMME REVISION TEMPLATE

| PROJECT INFORMATION | |
|---|---|
| **Joint Programme Title:** | Bridging Recruitment to Reintegration in Migration Governance: Philippines (BRIDGE) |
| **Country(ies)/Region (or global initiative):** | Philippines |
| **Project Identification Number:** | MPTF-124507 |
| **Convening UN Organization:** | International Organization for Migration (IOM) |
| **Participating UN Organization(s) (PUNOs):** | International Labour Organization (ILO) United Nations Entity for Gender Equality and the Empowerment of Women (UN Women) |

| NATURE OF THE AMENDMENT REQUESTED (select all changes that apply) | | |
|---|---|---|
| **Change of programme outcome/scope** | ☐ | |
| **Change of budget allocation** | ☒ | *Change between budget categories exceeded 20%* |
| **Additional funding request** | ☐ | |
| **Extension request** | ☒ | *6 months no-cost extension* |
| **Addition of Participating UN Organization** | ☐ | |

| JUSTIFICATION |
|---|

Due to the COVID-19 pandemic, the Philippines has been under several variations of lockdowns or community quarantines with varying regulations prevailing in different regions of the country at a given time. The fluid situation calls for flexibility in modality changes from the planned in-person to virtual conferencing in the first half of the programme lifetime, to the gradual shift back to in-person events in the last few months of implementation. The pandemic also meant that repatriation and recovery activities have been the priority of government partners on the ground, despite the strong government support for BRIDGE at the executive level.

The challenge of engaging government partners at the technical level has been exacerbated by the transition period surrounding the national elections and the creation of the new Department of Migrant Workers (DMW). As identified in the risk management plan at the onset, the establishment of DMW is having a major impact on the programme in terms of strategic realignment of target agencies and sustainability of outputs. While BRIDGE has managed to maintain government support, delays have become more pronounced at the operational level as the agencies and their personnel prioritize transition tasks particularly as they navigate issues and challenges arising from the transition, changes and uncertainties. There is also uncertainty about the future of data systems of Overseas Workers Welfare Administration (OWWA), National Reintegration Center for OFWs (NRCO), and Philippines Overseas Employment Administration (POEA), which are currently being supported by BRIDGE for improvements, due to the development and transition to the new Management Information System (MIS) as written in the law establishing the DMW.

Similarly, the national elections caused a lull in the participation of agencies due to some activity bans and personnel restructuring during and after the election period. For instance, during the campaign period, delays were felt in terms of pushing forward activities planned with support of or in collaboration with local government units. Restructuring of regional migration inter-agency body is also anticipated, requiring time post-election before local implementation can stabilize. Nevertheless, the commitment to support local implementation of migration interventions remains as pilot testing of certain initiatives at the local level is a significant approach towards strengthening effective service delivery for migrant workers. Furthermore, as BRIDGE aims for coherent implementation of priority migration initiatives (national-regional-local), weight is given in implementing local initiatives with relevant inter-agency bodies.

The new government will officially assume office in July 2022 and it is hoped that the political situation and DMW transition will begin to stabilize upon the completion of appointments of new Cabinet Secretaries. Even as these two developments caused delays in the programme's implementation, they have also created new openings for BRIDGE to help shape the future direction of Philippine migration governance. In particular, BRIDGE co-organized a series of multi-stakeholder consultations on the Department of Migrant Workers Act to gather and consolidate inputs from key stakeholders, including government agencies, private recruitment agencies, employer groups, civil society organizations and Overseas Filipino Workers (OFW) groups. The consultation report was submitted to the Committee, which is responsible for the crafting of the Implementing Rules and Regulations (IRR) of the DMW. In the proposed revision, the activities that are yet to be fully implemented already takes into account the context of new migration governance, specifically tailoring interventions that will support eventual operationalization of the DMW.

The BRIDGE Joint Programme Team (JPT) therefore requests a 6-month no-cost extension, including changes in budget allocation and workplan of activities, as well as minor revisions in the results matrix, to account for the effects of the political transition and COVID-19 pandemic on the programme's outputs and partners. The first three months of the requested extension will allow for catch-up implementation, while the last three months will be devoted to the joint, final independent evaluation of the programme. The JPT is taking into account institutional approaches to allow for portability and flexibility of the planned interventions given the expected transitions. A national-level Steering Committee meeting will also be held as soon as Cabinet appointments of partner agencies are completed in order to reinvigorate partnership with the new administration. The requested programme revision will allow for better strategic placement and interventions for partners and increases sustainability of outputs and outcomes.

*Summary of budget changes:*

|  | **Change by Outcome** |  |
|---|---|---|
| Outcome 1 | -22,820 (-6.2%) | In-person activities, especially for workshops and capacity-building activities, have been reintroduced and some contractual activities have been expanded. Budget for IT support have been reallocated as the assessment have shown that the supported agencies have minor need for system (software and hardware) enhancements. |
| Outcome 2 | 19,251 (4.8%) | In-person activities, especially for workshops and capacity-building activities, have been reintroduced. Budget was allocated for more activity-specific visibility. IT support was redirected more for contractual services to support design of systems and tools than software and hardware enhancements. |
| Outcome 3 | 15,032 (-9.8%) | Part of the budget for publication of NAPs were reallocated for NAP-related workshops in Outcome 2. |

|  | **Change by Category** |  |
|---|---|---|
| Supplies, Commodities, Materials | -1,985 (-13%) | Correction in Category for publications and activity-specific office/training supplies |
| Equipment, Vehicles, and Furniture | -35,300 (-54%) | Decreased ICT support (software and hardware) for Outcomes 1 and 2 |
| Contractual services | 76,001 (-13%) | Reallocated contractual services in Outcomes 1 & 2 |
| Travel | 28,972 (43%) | Travel costs reintroduced in Outcomes 1 and 2 for in-person activities |
| Transfers and Grants to Counterparts | 46,000 (new) | Correction in Category for activity with an implementing partner |
| General Operating and other Direct Costs | 38,314 (18%) | Correction in Category and additional publications and visibility costs |