

Migration MPTF

Annual / Final Report

PROJECT INFORMATION	
Joint Programme Title:	Bridging Recruitment to Reintegration in Migration Governance: Philippines (BRIDGE)
Country(ies)/Region (or indicate if a global initiative):	Philippines
Project Identification Number:	MPTF-124507
Start and Planned End Dates	Start: 27 October 2020 End: 23 October 2022
Convening Agent (Lead PUNO):	International Organization for Migration (IOM)
PUNO(s) (PUNOs):	International Labour Organization (ILO) United Nations Entity for Gender Equality and the Empowerment of Women (UN Women)
Key Partners: <i>(include Implementing Partner)</i>	Department of Foreign Affairs (DFA), Department of Labor 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
Project Period (Start – End Dates):	27 October 2020 to 26 June 2023
Reporting Period:	1 January 2022 to 31 December 2022
Total Approved Migration MPTF Budget: <i>(breakdown by PUNO)</i>	IOM: USD 750,000 ILO: USD 500,000 UN Women: USD 250,000 Total: USD 1,500,000
Total Funds Received To Date: <i>(breakdown by PUNO)</i>	IOM: USD 750,000 ILO: USD 500,000 UN Women: USD 250,000 Total: USD 1,500,000
Report Submission Date:	31 March 2023
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Human Rights Marker	B
Gender Marker	B
Child-Sensitivity Marker	N/A

Executive Summary

The Bridging Recruitment to Reintegration in Migration Governance: Philippines “BRIDGE” programme, convened by the International Organization for Migration (IOM) and jointly implemented by the International Labour Organization (ILO) and the United Nations Entity for Gender Equality and the Empowerment of Women (UN Women) under the guidance of the UN Resident Coordinator (UNRC) and the Department of Foreign Affairs (DFA), is currently in its second year of implementation. The Programme seeks to ensure that Philippine government initiatives for fair and ethical recruitment and sustainable reintegration are evidence-based, gender-responsive and coordinated, supported by mechanisms that translate evidence into policy and practice. The initiatives are particularly contributing to achieving Global Compact for Safe, Orderly, and Regular Migration (GCM) Objectives 6 and 21¹, the UN Socioeconomic and Peacebuilding Framework (SEPF) People Pillar objective to shore social protection systems and Peace Pillar objective to develop the capacities of the Bangsamoro Transition Authority (BTA) and Local Government Units (LGUs) in reducing poverty and strengthening shock responsive social protection, Philippine Development Plan 2017-2022 Chapter 21 on Protecting the Rights, Promoting the Welfare, and Expanding Opportunities for Overseas Filipinos, Philippine Development Plan 2023-2028 Chapter 2. Promote Human and Social Development, Chapter 3. Reduce Vulnerabilities and Protect Purchasing Power, Chapter 4. Increase Income-earning Mobility and Chapter 14. Practice Good Governance and Improve Bureaucratic Efficiency, and further the Sustainable Development Goals (SDGs) 8. Decent Work and Economic Growth, and 10. Reduced Inequalities.

During the reporting period, programme activities have progressed to varying stages and marked the following key programme impacts:

1. Bridged **policy to operations** and increased **accountability** through the M&E framework;
2. Provided **foundational support and proof of concepts** for promoting fair and ethical recruitment and implementing the ‘Full-Cycle National Reintegration Program²’ that is sustainable, gender-responsive, and climate resilient under the new Philippine labour migration governance;
3. Advanced **feminist and gender-responsive labour migration policy and practices**;
4. Promoted **evidence-based migration policymaking and programming** by embedding gender and ethics within data governance assessments and recommendations; and
5. Strengthened **partnerships and collaborations** and **catalysed stakeholders** to take active roles in enhancing migration governance policies.

¹ GCM Objective 6: Facilitate fair and ethical recruitment and safeguard conditions that ensure decent work; and GCM Objective 21: Cooperate in facilitating safe and dignified return and readmission, as well as sustainable reintegration

² Section 17 of Republic Act 11641 that created the Department of Migrant Workers mandates the development and implementation of “a full-cycle and comprehensive national reintegration program for both documented and undocumented OFWs, which shall be embedded in all stages of migration for work beginning from pre-deployment, on-site during employment, and upon return whether voluntary or involuntary. The reintegration program shall cover the different dimensions of support needed by the OFW such as economic, social, psychosocial, gender-responsive, and cultural, including skills certification and recognition of equivalency for effective employment services, and shall ensure contribution to national development through investments and transfer of technology from skilled or professional OFWs. The reintegration program shall include promoting access to social protection instruments and financial services, and reintegration of survivors of VAW and trafficking in persons.”

The year 2022 was a transition year in migration governance with the creation of the Department of Migrant Workers (DMW) through the passage of Republic Act 11641, and in overall Philippine governance with the newly elected government officials assuming office. These processes presented challenges resulting to a six-month no-cost extension, as well as opportunities to support the department in reviewing current strategies, structures, and mechanisms on recruitment to reintegration, and to assist them in aligning these with regional and global standards on the protection of rights and welfare of migrant workers.

Annual (or End-of Project) Progress

1. Summary and Context

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

In 2022, the Philippine labour migration governance in terms of structure began transitioning under the Department of Migrant Workers (DMW). This process opened opportunities for the government to review recruitment to reintegration mechanisms and redesign strategies for a more effective implementation of policies, programmes and services for migrant workers. The Implementing Rules and Regulation (IRR) of the Department of Migrant Workers Act was passed, with consideration to multi-stakeholders' recommendations generated and consolidated with the support of the BRIDGE Programme, anchored on the principle of whole-of-government and whole-of-society approach on migration governance and guided by international standards and best practices on labour migration. While the enactment of the DMW was anticipated during project development, it has evolved in a pace that needed flexibility in implementation to ensure that project interventions would still optimize its impact. Since the operationalization of the DMW, BRIDGE has provided continuous support to the DMW through its technical processes such as co-convening consultations and conducting assessments and studies which gathered: 1) recommendations to enhance migration data governance to improve evidence-based migration policymaking and programming, including the design and development of systems; 2) recommendations from the recruitment agencies on reviewing and updating the recruitment rules and regulations under the DMW; and 3) recommendations from various stakeholders on designing and implementing the 'Full-Cycle National Reintegration Program' of the DMW, as stipulated in Section 17 of RA 11641, to be sustainable and gender-responsive. All of these inputs were accepted by the DMW and partners in migration governance as reference for their policymaking, advocacy work, and implementation planning.

In doing the consultations, assessments and studies, BRIDGE has also strengthened its partnerships and collaboration with various stakeholders – in ensuring that fair and ethical recruitment and sustainable and gender-responsive reintegration are evident in migration governance and in practices. This includes migration stakeholders from the government, CSOs, private sector, migrant workers groups, and academe, among others. These partnerships and collaborations yielded outputs such as improved data management and feedback and monitoring mechanisms (e.g., OWWA ECARES case management system, survey tools for reintegration programmes such as OWWA’s Balik Pinas Balik Hanap-buhay, migration data governance strategy); sustained commitment in promoting fair and ethical recruitment, especially by recruitment actors (e.g., Code of Conduct for recruitment agencies, including BARMM) and facilitating coordinated and gender-responsive reintegration at the local level (e.g., operationalization of Migrant Resource Center and regional SCIMD resolutions supporting the development of Reintegration Advisor); and better alignment of practices to GCM and international standards (e.g., implementation and monitoring mechanisms of the National Action Plans on Fair and Ethical Recruitment and Sustainable, Gender-responsive Return and Reintegration, forums on gender-responsive labour migration governance).

BRIDGE supported the capacity development of migration actors on recruitment and reintegration through a series of workshops and webinars on: designing gender-responsive policies and programs; ethical and gender-responsive migration data governance; migration data governance strategy; fair and ethical recruitment with focus on improving regulation, monitoring and inspection; return and reintegration programming, including monitoring and evaluation, based on international standards and best practices. Migrant workers and their families were also provided skills training to widen their opportunity for reintegration. These include digital skills training for women migrant worker returnees and agroforestry farming for migrant workers and their family members. Lastly, information, education, and communications (IEC) materials were also produced in the form of explainer videos and infographics circulated on social media for wider outreach on gender-responsive reintegration and the use of digital tools in recruitment, among others. By the end of 2022, the implementation of BRIDGE activities is on track and there is a clear plan of action for the remaining activities for the first quarter of 2023.

2. Results

During the reporting period, BRIDGE addressed the priorities and needs of the government in Philippine labour migration governance and promoted Filipino migrants’ access to information, services, and skills building, from recruitment to reintegration, through consultations, assessments, awareness-raising events and capacity development workshops.

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

Initiatives under this outcome focused on assessing government partners’ current understanding and practices on data systems, sensitizing them on issues related to data, developing knowledge products to help address gaps, and helping enhance their knowledge and skills in migration data governance. The initiatives overall directly contribute to achieving SDG Indicator 10.7³.

³ SDG Target 10.7: Facilitate orderly, safe, regular and responsible migration and mobility of people, including through the implementation of planned and well-managed migration policies

The government is better equipped to promote and implement gender-responsive evidence-based labour migration policy and programming as actionable recommendations have been included in the assessment reports **Gender and Labour Migration Data (1.1.3)** and **Migration Data Governance (1.1.4)**, which eventually led to the development of International Organization for Standardization (ISO)-aligned '**Migration Data Governance Strategy' (1.1.7)**. The Strategy will help migration governance agencies harmonize their migration data systems and processes as it is tailored to the needs of key migration governance agencies and provides a clear stage-by-stage guide for agencies to create their own data governance policies and practices based on international data governance best practices and standards.

The technical paper **Gender and Labour Migration Data (1.1.3)** outlines 13 action points organized under the following key recommendations:

- Adopt a whole-of-government approach in mainstreaming gender in collecting migration data.
- Develop, review or revise, as applicable, data privacy and protection policies and corresponding protocol in view of data collection, levels of access, retrieval and sharing, intra-agency, with researchers, and the general public.
- Undertake continuing institutional support for GAD mainstreaming, data management, research and publication at the national and local levels.
- Engage in collaborative with work gender equality and migrants rights advocates, OFW associations, civil society organizations working with OFWs and OFW families in documenting and analysing migration realities from a gendered perspective.

The **Migration Data Governance Strategy (1.1.7)** builds from the key findings and recommendations of the agency-specific data governance assessment reports (1.1.4). The key findings of the gap analysis include the following:

- lack of clarity on data governance practices and procedures
- lack of enforcement of data governance policies
- inadequate training of staff on data governance and data quality
- incomplete mainstreaming of data governance throughout the organizations assessed

The government is guided to become more responsive to the needs and protection of OFWs in elementary occupations, especially women and their families left behind ⁴ and implement evidence-based policymaking and programming using the extensive data on migration and education factors of women domestic workers and children of OFWs provided from the research on the **impacts of migration on children (1.1.2)**.

Preliminary findings of the research on the **impacts of migration on children (1.1.2)** include:

- As the average age of the children in the household increases, female migrants are more likely to migrate and work abroad. This may be due to older children being associated with higher monetary expenditures, especially for education.
- For female domestic workers, when the wages for domestic workers increase abroad, this increase in wage does not seem to impact the decision for migrant mothers to stay abroad for longer or pursue domestic work abroad.

⁴ According to the final results of the [2021 Survey on Overseas Filipinos \(PSA, 2022\)](#), about 43.2% of the 1.83 million OFWs in 2021 were engaged in elementary occupations. Among the 1.10 million female OFWs, 64.8% were engaged in elementary occupations.

The capacities of critical Philippine migration agencies were also strengthened. Key stakeholders became more aware and engaged in the migration governance through a whole-of-society approach to implementation. For instance, civil society organizations and migrant groups are now more capable of recognizing, preventing, and responding to abuse or misuse of data, either as data subjects or data controllers/processors themselves on migration. Data science students, professionals and enthusiasts were engaged to create digital tools and solutions to address challenges in the in the labour migration space. Areas where capacities were strengthened are elaborated below:

- Collecting and using gender-responsive evidence-based approaches to labour migration governance
- Conducting design research to develop a deeper understanding of the people to be affected by policies, programmes and services
- Recognizing gender-responsive use of evidence-based approaches to labour migration governance that delved into the societal, ethical, and legal challenges involved in building an evidence base for ethical, gender-responsive and rights-based migration governance
- Applying migration data governance following a whole-of-society approach to recognize, prevent, and respond to abuse or misuse of data, as well as to sensitize data users in using data responsibly and for social good
- Promoting and implementing fair and ethical recruitment at institutional level based on international standards and best practices
- Strengthening accountability through enhanced understanding of practical monitoring and evaluation knowledge and access to tools to enhance use, collection, and management of reintegration data for evidence-based reintegration programming
- Mainstreaming indigenous and inclusive approach in gender-responsive migration data collection and migration programming using *Sikolohiyang Pilipino* (Filipino Psychology)

Finally, systems and processes of migration government agencies and recruitment actors were reviewed and enhanced to improve delivery of services for migrant workers and their families. Feedback and monitoring mechanisms, both for government and private sector were strengthened through the enhancements in OWWA's ECARES system following the ECARES user engagement strategy (1.1.9) and integration of the CARLA Chatbot (1.2.4)⁵ and through the development of a Code of Conduct for recruitment agencies with accompanying monitoring tools for PRAs and workers (1.2.1) that promotes practice of fair and ethical recruitment. There is also a regional impact in BARMM, as the Code of Conduct and the accompanying monitoring tools are being localized in partnership with MOLE, which also contributes to the implementation of the Bangsamoro Autonomous Act No. 9 (Regulating the Operations of Local and Foreign Recruitment Agencies Operating in BARMM) as stakeholders—recruitment agencies, CSOs, OFW groups alike—are becoming aware of the law and other initiatives on promoting fair and ethical recruitment in the region. This also contributes to the achievement of one of the objectives in the National Action Plan on Fair and Ethical Recruitment geared towards realization of the GCM Objective 6 through whole-of-government, whole-of-society approach.

⁵ The CARLA Chatbot is an initiative that began with the IOM's Aligning Lenses Toward Ethical Recruitment (ALTER) project back in 2021 to increase migrants' access to feedback mechanisms to service providers, such as OWWA and IACAT.

Results Story: Enhancements to OWWA systems and processes

OWWA's case management and monitoring system for the overall welfare assistance they provide is called ECARES. The system was assessed to enhance its operational use and was found to have good structure and systems environment with sufficient hardware and software. The gap lies with end-users—OWWA's field officers both in the regions and in overseas posts—not maximizing the use of ECARES. Therefore, BRIDGE adjusted its interventions and developed an ECARES user engagement strategy and tools (1.1.9) with the support of OWWA's IT team.

Following the consultations and the presentation of the ECARES strategy with the Programs and Policies Development Division and the Management and Information Systems Division of OWWA, the divisions came together and discuss internally how they can implement the recommendations brought about by this process. OWWA started implementing gradual improvements, not only in ECARES but to their other internal systems as well, and cascaded the enhancements to 17 regional offices and 32 OWWA overseas posts.

ECARES' function as a feedback and monitoring system will also be enhanced when the CARLA Chatbot is ready to be integrated in the system. Migrants will be able to communicate with the chatbot via the agencies' official Facebook pages, get the information they need quickly, while those with other concerns will be forwarded to OWWA personnel to be addressed.

Through OWWA's participation in other capacity development workshops, BRIDGE brought huge impact to the agency, OWWA Director for Policies and Programs Jocelyn Hapal reports. "Translating policies into programmes is what matters most," she said during the BRIDGE Steering Committee Meeting last 9 February 2023.

After participating in the 3-day workshop on Monitoring and Evaluation of Return and Reintegration Programmes (1.2.4), OWWA has rolled out a rapid assessment of their 'Balik Pinas Balik Hanapbuhay' economic reintegration programme using improved survey tools and methodology to evaluate the programme and find ways to improve it. They are currently at the data analysis phase and is looking forward to ethically use the data collected to promote a more gender-responsive and sustainable reintegration programme.



Director Hapal added, "Lessons from BRIDGE give us an opportunity to sit down and review our processes and from there, improve our own. [...] OWWA is aware of the gender-sensitive needs of OFWs."

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

Both government and non-government duty bearers at national, regional, and local levels were better able to enhance their fair and ethical recruitment and reintegration programming and service delivery through improved interagency coordination and through the knowledge and skills gained from capacity building initiatives on reintegration and overall labour migration based on international standards and best practices. This was done through development of IEC materials, tools, and other knowledge products, rolling out capacity development activities targeting both duty bears and rights holders, and strengthening inter and intra coordination mechanism. All products, materials and activity designs were informed by findings from mapping and assessment of recruitment and reintegration programming initiatives and interagency coordination mechanisms. These initiatives contribute to achieving the UN Socioeconomic and Peacebuilding Framework 1.4 Indicator 10⁶, Philippine Development Plan (PDP) 2022-2023 Chapter 21, and PDP⁷_{OBJ}.

⁶ UN SEPF 1.4 Shore social protection systems; Indicator 10: Certification rate of technical and vocational education and training graduates

⁷ PDP 2023-2028 Subchapter 2.2 Improved education and lifelong learning; Indicator 6: TESDA Certification Rate



The project provided a critical and foundational support to migration stakeholders, particularly to the newly established Department of Migrant Workers, by equipping them with necessary tools, expertise and skills to promote and advance feminist and gender-responsive policies and practices related to fair and ethical recruitment and sustainable reintegration.

For instance, reintegration duty bearers were able to follow evidence-based approach in reintegration programming and overall labour migration governance using the findings from the technical paper on **‘Gender and Reintegration of Overseas Filipino Workers’ (2.1.4)**, and the study **‘Returning during the Pandemic: How OFWs Navigated Reintegration in the Philippines’⁸ (2.2.8)**. Following a whole-of-government and whole-of society approach, these knowledge products provided concrete recommendations where each sector plays a crucial role to achieve gender-responsive and sustainable reintegration for OFWs and their families.

Recommendations generated by the technical paper **Gender and Reintegration of Overseas Filipino Workers (2.1.4)** include the following:

- Conduct periodic evaluation or impact studies on the effectiveness of current reintegration programmes in general, and in responding to gendered issues in overseas labour migration, in particular.
- Review the current array of reintegration programmes for its responsiveness to returned OFW needs, and from a gendered perspective, which considers the profile and situation of male, female and people with diverse SOGIESC and their communities.
- Identify points for strengthening collaboration and burden-sharing with OFW host countries/ countries of destination, recognizing that these countries also greatly benefit from the contributions of migrant workers.

⁸ This study was completed in partnership with the Scalabrini Migration Center, with the support of and IOM’s Corporate Responsibility in Eliminating Slavery and Trafficking (CREST) project, as a follow-up to IOM report COVID-19 Impact Assessment on Returned OFWs (2021).

- Examine opportunities to link reintegration programmes with other major development concerns and challenges the country is facing, especially since climate-linked hazards and disasters could add impetus for people to migrate for work.

The follow-up study conducted in 2022 entitled **‘Returning during the Pandemic: How OFWs Navigated Reintegration in the Philippines’ (2.2.8)** found that:

- Although unemployment rate has decreased from 83 per cent in the 2021 report to 23.4 per cent in the current study, more than half (57.2%) of the respondents reported a monthly household income of below the PHP 12,082 poverty threshold for a family of five. Women (ages 40 years and older) from Mindanao tend to belong to precarious households whose average monthly funds fall below the poverty line.
- Before migration, very few were in domestic work (1.8%), but after migrating overseas for employment, one third of OFWs were domestic workers (32.7%).
- Women tend to be overrepresented in the lower income categories (earning less than PHP 20,000 or PHP 20,000–39,999), while men are more likely to earn higher incomes.
- Of those employed, more women are into self-employment and more men are into paid employment. For those who were self-employed, the capital for most businesses established came from OFWs’ savings (76%).
- More OFWs in 2022 expressed intent to remigrate compared to 2020 (59% vs. 48%).



Interagency coordination mechanisms were improved two ways: coordination of various government migration agencies from national to regional to local levels following a whole-of-government approach, and coordination of various recruitment and reintegration stakeholders from different sectors, following a whole-of-society approach. These mechanisms bridged policies to operations in labour migration governance to achieve fair and ethical recruitment and sustainable and gender-responsive reintegration. Catalysed by BRIDGE interventions, enhancements of interagency mechanisms are evident through:

- Issuance of **resolutions by the Sub-Committee on International Migration and Development (SCIMD) at national and regional level (2.1.3)** that endorses collaboration for further development of the OFW Reintegration Advisor and Referral Pathways (Reintegration Advisor)

which helped secure DMW's commitment to adopt and further develop the elements of the Reintegration Advisor within their systems infrastructure.

- Convening of a multi-stakeholder, interagency **Technical Working Group (TWG) for the National Action Plans (NAPs) on Fair and Ethical Recruitment and Sustainable, Gender-responsive Return and Reintegration (2.1.6)** in collaboration with DMW as the main duty-bearer and government agency that adopted the NAPs. The TWG has oversight in the implementation and monitoring of the two NAPs and reports accomplishments and challenges to various national and international migration reporting mechanisms and forums such as in the SCIMD quarterly meetings, the country's Voluntary National Reports on the SDGs and the GCM, and the International Migration Review Forum, to name a few.
- **Operationalization of a Migrant Resource Center (2.2.3)** of the Local Government of Quezon City through a partnership that enables the LGU to deliver coordinated and gender-responsive migration programmes and services and provide better protection and access to holistic and comprehensive services to migrant workers and their families from pre-migration to return and reintegration. Participation of migrant communities and OFW groups in advocating safe, orderly, and regular migration were fostered through the various initiatives of the MRC.



Beyond supporting the duty bearers, engagement of migrant workers, as the rights holder, are most crucial. Migrant workers and their families have increased access to information on reintegration services and organizations through the use of IEC materials and various reintegration tools developed. Improved migrant worker recruitment, employment, and reintegration policies and practices were promoted through the development and wide dissemination of advocacy materials (2.1.8 and 2.2.4), including a set of three explainer videos, 'Gender-Responsive Reintegration,' 'Digital Tools in Recruitment,' and 'Ginhawa for Overseas Filipino Workers,' and infographics and art cards. Community-level advocacy and information dissemination events were also conducted through the MRCs particularly on local reintegration services. Migrant workers and their families will soon be able to access information at any time wherever they are through the web-based portal of the Reintegration Advisor.

Migrant workers and their families were also equipped with practical knowledge and skills (i.e., finance management, digital technology, life skills and values, agroforestry) to aid them in going through the reintegration process, complementary and independent to reintegration services available. Pilot training activities on migrant worker reintegration add to the evidence base for sustainable and gender-responsive

reintegration programming, and provide alternatives to the usual reintegration approaches. Through BRIGE project, duty bearers now have two proofs of concept for reintegration programming in the areas of digital transformation and climate resilience-building.

Results Story: Agroforestry training success story

Ms. Jocelyn Onceno is married to an Overseas Filipino Worker employed in New Zealand. Before the agroforestry and agribusiness training offered by Atikha Overseas Workers and Communities Initiative with the support of BRIDGE, the family had debts worth PHP 64,000 (approximately USD 1,200). “Money just flowed out before,” she said, “when people borrow money, they do not pay it back.”

After participating in the gamified, hands-on training conducted by Atikha, which included modules on financial literacy for the whole family, Jocelyn and her family invested in cows, catfish, hogs, and planting bananas. “We share the responsibility with the children, and they help in planting flowers and selling them,” she said. Aside from this, they began saving up money earned by the children in their gigs—two of them are singers—as well as reducing their expenses.

Even her husband in New Zealand is part of the learning process—Jocelyn sent him copies of the slides used in the training. As a result, their debt, which caused a lot of stress in their marriage, has continued to decrease. “Before the training, we had a family issue and we planned on separating,” Jocelyn admitted. Thankfully, they were able to turn things around with the help of their children.



The agroforestry and agribusiness training conducted by Atikha included modules on financial literacy for the entire family.

The agroforestry and agribusiness training conducted by Atikha for BRIDGE yielded useful insights on success factors for economic reintegration projects, including the need for a full package of services. In

the case of the migrant worker returnees and families in Iloilo, for instance, they were not only provided with training but also assisted in organizing themselves, as well as granted use of land entrusted to Atikha under the National Greening Project. Likewise, the regenerative agriculture project generated a proof of concept for climate-resilient pathways to migrant worker reintegration that future programs could hopefully build on.

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

The Philippine migration governance agencies and actors have a better understanding and appreciation of the GCM objectives, especially Objective 6 on fair and ethical recruitment and decent work and Objective 21 on dignified return and sustainable reintegration and have enhanced capacity to realize and align them through policies and programmes. Furthermore, the Outcome supported enjoining all stakeholders to contribute to the achievement of the GCM objectives in line with the priorities of the Philippines, with particular contribution to SDG Indicator 10.7.

As the project contributed to bridging policy to operations, a strong emphasis was made on the importance of increasing accountability so that migration actors can better align, deliver, and report their efforts to advance GCM objectives. As a result, migration governance actors are now better able to monitor and evaluate progress and performance on the National Action Plans (NAPs) on Fair and Ethical Recruitment and on Sustainable, Gender-responsive Return and Reintegration with the development of a monitoring and evaluation (M&E) framework (3.1.2).

BRIDGE advanced feminist and gender-responsive labour migration agenda among various sectors and stakeholders. Knowledge- and experience-sharing was promoted, and the commitment of the organizations were secured for their continued implementation and monitoring of the GCM-aligned NAPs in the next five years. Existing feedback and grievance mechanisms were likewise updated (1.1.5) with the help of inputs from the sessions. Broader awareness and understanding of the GCM objectives through a gender-lens were achieved and evidenced by a statement delivered by DMW Undersecretary for Policy and International Cooperation Patricia Yvonne Caunan during the forum ‘Reimagining the Future of Philippine Labour Migration Governance’, that the DMW would be “taking a feminist approach” and that “a feminist migration policy is critical.”

Meanwhile, the DMW is better prepared to uphold fair and ethical recruitment in line with global standards and best practices in the revision of the POEA Rules and Regulations with inputs from the recruitment industry developed through a **Forum on Fair and Ethical Recruitment and ILO Convention 181 (3.2.1)**. The new Department is also well-positioned to deliver the ‘Full-cycle National Reintegration Program’ that is holistic, comprehensive, sustainable and gender-responsive, from the concrete and actionable recommendations surfaced and partnerships initiated during the two-day multi-stakeholder consultation supported by the BRIDGE and Safe and Fair programmes. Among the good practices shared during the activity are the inclusion in bilateral labour agreements of provisions on reintegration and the organization of a private sector-led advisory council for OFWs. Inputs from the private sector, currently the sector with the least involvement in the reintegration phase, highlighted their eagerness to support the reintegration of OFWs.



Inputs and recommendations of private recruitment agencies from the **Forum on Fair and Ethical Recruitment and ILO Convention 181 (3.2.1)** include:

- Balance between regulation and incentivization
- Distinct laws between the land-based and the sea-based agencies, and in the land-based, between the household and the non-household or other skilled professional technical workers
- Automation and digitization of the processes of the POEA and the DMW
- Consolidation of active and existing issuances, possibly a complete database or one file of all the updated memos be accessible to PRAs
- Ease of doing business and simplifying processes
- Making country, industry, and skill-specific laws and contracts
- Capacity-building on the regulatory agency on local labour and foreign labour laws
- Mechanisms to make workers and employers also ethical
- Continuing recruitment industry participation in policymaking and ruling

Migrant workers are empowered to make informed decisions on social protection and health insurance through an advocacy event conducted together with the Quezon City MRC, in collaboration with SSS, PhilHealth, and Pag-IBIG. This will become a regular feature of future pre-migration orientation and cross-border reintegration preparedness sessions. On the other hand, duty bearers will also be guided to make better informed policies and programmes on social protection upon the completion of a technical paper on social protection measures for OFWs (3.1.6) which will make evidence-based recommendation to improve unilateral social protection measures and its particular impact on women migrant workers.

Results Reporting Framework						
INDICATORS	Baseline	Results achieved for the reporting period			Cumulative Results	Notes
		Y1 (2020)	Y2 (2021)	Y3 (2022)		
OUTCOME 1: Fair and ethical recruitment and sustainable reintegration of migrant workers are promoted through whole-of-government and evidence-based approach that is gender-responsive.						
Indicator 1a: # of recruitment and reintegration initiatives proposed/ conceptualized, informed by consultative and evidence-based processes instituted by the project	0	0	0	3	3 (75% achieved)	Proposed inputs on the IRR of the DMW Act were taken into consideration; OWWA has implemented improvements in their ECARES system based on the proposed strategy [1.1.9]; OWWA has improved the tools and process of the rapid assessment of one of their reintegration programmes based on learnings from the M&E training [1.2.4].
Indicator 1b: % of government stakeholders and national partners engaged in the project reporting increased institutional capacity on data management and analysis	0	0	0	0	0	Data to be collected during the endline project evaluation
OUTPUT 1.1: Assessments conducted, and mapping on fair and ethical recruitment and sustainable reintegration in partnership with government and national partners is produced						
Indicator 1.1a: # inter-agency committees established/ strengthened	N/A	0	0	0	0	A preliminary meeting to establish the NAP Technical Working Group was done in December. The NAP TWG will be officially convened in Q1 2023 [2.1.6].
Indicator 1.1b: # of research, reports, and knowledge products	0	0	0	3	3 (60% achieved)	<ul style="list-style-type: none">• Migration Data Governance Strategy (1) [1.1.7]• Gender and Labour Migration Data (1) [1.1.3]• Gender and Reintegration of OFWs (1) [2.1.4]

Results Reporting Framework						
INDICATORS	Baseline	Results achieved for the reporting period			Cumulative Results	Notes
		Y1 (2020)	Y2 (2021)	Y3 (2022)		
developed (with gender-responsive approach)						
Indicator 1.1c: # of government agencies and national partners engaged in stocktaking	0	0	0	10	10 (200% achieved)	DFA-OUMWA, OWWA, POEA, DMW, NRCO, MOLE-BARMM, CFO, DOJ-IACAT, DILG, CHR
OUTPUT 1.2: Data collection and management system for improved evidence-based reporting and verification established						
Indicator 1.2a: # of feedback mechanisms and verification frameworks established	0	0	0	0	0	The draft monitoring tools for workers and PRAs will be finalized in Q1 2023.
Indicator 1.2b: # persons trained in data collection, management, analysis and verification	0	0	0	157	157 (105% achieved)	<ul style="list-style-type: none"> • Webinar series on Ethical and Gender-responsive Migration Data Governance (109 pax; 23 M, 86 W) [1.2.5] • Three-part webinar series on Know Your Data Rights (50 pax; 60% W) [1.2.5] • Hackathon Data Quest: Gender-responsive Labour Migration (41 pax; 16 W, 25 M) [1.1.6] • Training on the Migration Data Governance Strategy (7 pax from DFA and OWWA) [1.1.8]
Indicator 1.2c: # of persons trained on recruitment/reintegration	0	0	0	79	79 (99% achieved)	<ul style="list-style-type: none"> • Two-day Design Thinking workshop (50 pax; 42 W, 8 M from CFO, DFA, DOLE, DSWD, NEDA, LGUs) [1.2.6] • Two-day regional training Achieving Fair and Ethical Recruitment: Improving Regulation and Enforcement in the ASEAN Region organized with the International Training Center of the International Labour Organization (ITC-ILO) and participated by government officials from Bangladesh, Malaysia, Indonesia, and the Philippines (5 pax from the Philippines; 2 M, 3 W from DMW/POEA, OWWA, and

Results Reporting Framework						
INDICATORS	Baseline	Results achieved for the reporting period			Cumulative Results	Notes
		Y1 (2020)	Y2 (2021)	Y3 (2022)		
						DSWD) [1.2.2] • Three-day training on M&E of Return and Reintegration Programmes (24 pax; 10 M, 14 W from DMW-NRCO, OWWA, and DSWD) [1.2.4]
OUTCOME 2:						
Improved policies and practices pertaining to fair and ethical recruitment, and sustainable reintegration that are informed by evidence-based data and international standards						
Indicator 2a: Approved Terms of Reference of a permanent inter-agency/ multi-stakeholder coordination mechanism	No	No	Yes	No	Yes	
Indicator 2b: % of government stakeholders and national partners engaged in the project reporting increased capacity on sustainable, gender-sensitive reintegration programming	N/A	0	0	0	0	Data to be collected during the endline project evaluation
Indicator 2c: % of women OFWs trained reporting expanded opportunities for employment as a result of the training programme	N/A	0	0	0	0	Data to be collected during the endline project evaluation

Results Reporting Framework						
INDICATORS	Baseline	Results achieved for the reporting period			Cumulative Results	Notes
		Y1 (2020)	Y2 (2021)	Y3 (2022)		
Indicator 2d: % of government stakeholders and national partners engaged in the project reporting increased capacity on case management	N/A	0	0	0	0	Data to be collected during the endline project evaluation
OUTPUT 2.1: Interagency coordination mechanisms on fair and ethical recruitment and sustainable gender-sensitive reintegration operationalized						
Indicator 2.1a: Inter-agency and/or multi-stakeholder coordination mechanisms established	No	No	Yes	No	Yes	
Indicator 2.1b: # of integrated recruitment and reintegration framework and action plans drafted and/or updated	N/A	0	1	0	1 (50% achieved)	Two training programmes for labour migration actors are to be finalized in Q1 2023
Indicator 2.1c: # of government agencies and national partners trained on sustainable gender-sensitive reintegration programming	N/A	0	0	8	8 (80% achieved)	Local actors in BARMM trained on reintegration programming based on international standards and best practices (3 government agencies (OWWA-BARMM, MOLE, MSSD) and 5 local CSOs in BARMM) [2.1.7]
OUTPUT 2.2: Effective and gender-responsive government reintegration services delivered						

Results Reporting Framework						
INDICATORS	Baseline	Results achieved for the reporting period			Cumulative Results	Notes
		Y1 (2020)	Y2 (2021)	Y3 (2022)		
Indicator 2.2a: # of local government units successfully completed pilot for joint programme on reintegration	0	0	0	0	0	Roll-out of training to 9 LGUs will be in Q1 2023
Indicator 2.2b: # of gender-responsive training programmes for OFWs and reintegration service providers established/ enhanced	0	0	0	2	2 (67% achieved)	<ul style="list-style-type: none"> Agroforestry and agrobusiness training (1) [2.2.4] REWIRED (1) [2.2.7 and 2.2.9]
Indicator 2.2c: # of women OFWs and their families trained under enhanced training programme/s	0	0	0	95	95 (146% achieved)	<ul style="list-style-type: none"> Former migrant workers and migrant worker family members completed the second pilot Agroforestry and agribusiness training in Iloilo province, which expanded their economic reintegration prospects and provided them a climate-resilient and environment-friendly income-generating activity (31 pax; 21 W, 10 M) [2.2.4] Women migrant workers (both returnees and those still working abroad) who were in elementary jobs such as domestic work participated in 'Reintegrating Women through IT Reskilling and Education' (REWIRED) and completed training on data annotation, adding to their skillset and providing another avenue to pursue for economic reintegration (64 pax, all women OFWs) [2.2.7 and 2.2.9]
Indicator 2.2d: # of reintegration programming and case management tools and materials developed/	0	0	0	1	1 (100% achieved)	Reintegration case management system design proposal

Results Reporting Framework						
INDICATORS	Baseline	Results achieved for the reporting period			Cumulative Results	Notes
		Y1 (2020)	Y2 (2021)	Y3 (2022)		
enhanced						
Indicator 2.2e: # of persons trained in enhanced reintegration programming and case management	0	0	0	47	47 (39% achieved)	<ul style="list-style-type: none"> Training on services for aging migrants (70 pax; 54 W, 14 M, 2 preferred not to say, but only 47 out of 70 were from government) [1.2.5] 4 training sessions are planned for Q1 2023
OUTCOME 3:						
Improved alignment of policy and practices to GCM objectives on reintegration and fair and ethical recruitment						
Indicator 3a: Monitoring framework for measuring progress towards alignment to GCM objectives on reintegration and fair and ethical recruitment adopted	No	No	No	No	No	The monitoring framework has been drafted and was being validated in 2022. Adoption will be in Q1 2023.
Indicator 3b: Government agencies and national partners have renewed interest in the ratification of ILO Convention 181	No	No	No	Yes	Yes	Recommendations from partners after the Forum on fair and ethical recruitment
OUTPUT 3.1:						
Initiatives to align policies to international standards on fair and ethical recruitment and gender-responsive reintegration supported						
Indicator 3.1a: # of advocacy and awareness-raising events organized	0	0	0	13	13 (433% achieved)	<ul style="list-style-type: none"> Series of forums and roundtable discussions on gender-responsive migration governance organized with UP-CIFAL (4) [3.1.4] Orientation on reintegration services organized with QC LGU (1) [2.2.3] Series of consultation and roundtable discussions on GCM

Results Reporting Framework						
INDICATORS	Baseline	Results achieved for the reporting period			Cumulative Results	Notes
		Y1 (2020)	Y2 (2021)	Y3 (2022)		
						and the NAPs organized with the Blas F. Ople Policy Center and Training Institute (6) [3.1.7] <ul style="list-style-type: none"> Two-day reintegration workshop organized with DMW (1) Orientation on social protection for migrant workers and families organized with QC LGU (1) [3.1.6]
Indicator 3.1b: # of persons reached through advocacy and awareness-raising events	0	0	0	1802	1802 (1201% achieved)	<ul style="list-style-type: none"> Series of forums and roundtable discussions on gender-responsive migration governance (528 pax; 367 W, 159 M; 2 preferred not to say) [3.1.4] Orientation on reintegration services with QC LGU (311 pax; 252 W, 59 M) [2.2.3] Series of consultation and roundtable discussions on GCM and the NAPs with Ople Center (267 pax; 168 W, 99 M) [3.1.7] Two-day reintegration workshop with DMW (117 pax; 44 M, 73 W) Orientation on social protection for migrant workers and families with QC LGU (579 pax; 468 W, 111 M) [3.1.6]
Indicator 3.1c: # of action plans addressing gaps related to fair and ethical recruitment and sustainable, gender-responsive reintegration published	0	0	1	0	1 (100% achieved)	
OUTPUT 3.2:						
Adoption of ILO Convention 181 advocated and understanding of the Convention by key stakeholders increased						
Indicator 3.2a: # of national multi-stakeholder events	0	0	0	1	1 (100% achieved)	Forum on fair and ethical recruitment and ILO Convention 181 [3.2.1]

Results Reporting Framework						
INDICATORS	Baseline	Results achieved for the reporting period			Cumulative Results	Notes
		Y1 (2020)	Y2 (2021)	Y3 (2022)		
promoting the ratification of ILO Convention 181						
Indicator 3.2b: # of government agencies and national partners who participated in multi-stakeholder events	0	0	0	11	11 (110% achieved)	Government (2; DMW/POEA and NEDA) and private sector (9 recruitment associations; APLATIP, EC-ANZAEAPP, FAME, JEPPCA, JMG, OPAP, PASEI, PEACEME and PHILAAK) entities who attended the Forum on fair and ethical recruitment



3. Partnerships

The BRIDGE Joint Programme established new partnerships with the local government, private sector and civil society to ensure whole-of-government and whole-of-society involvement and participation in key outputs and activities. Implementing partners were identified based on their thematic expertise, their reach and influence in their respective sectors, and their willingness to cooperate in the planning and implementation process. Partners were involved from the design to the delivery of activities.

BRIDGE entered into an Implementation Agreement with the Local Government of Quezon City on strengthening and institutionalizing a gender-responsive Migrant Resource Center (MRC), help desks and services for migrant workers in Quezon City. The partnership entails improving gender-responsive service delivery and coordination mechanisms as well as reporting and data collection practices; supporting migration stakeholders (e.g., service providers, OFWs, families, communities, OFW groups and network) in harnessing and enhancing existing capacities; strengthening migrant groups and networks; and increasing public awareness on labour migration and MRC. Strengthening the capacities of local government units, especially of areas with high migrant and migrant worker population, supports mainstreaming migration governance at the local level.

BRIDGE worked closely with civil society organizations with a long track record of assisting and empowering Filipino migrant workers. This included contracting Atikha Overseas Workers and Communities Initiative to conduct the agroforestry and agribusiness training pilot in Iloilo province and the Development Action for Women Network (DAWN) to undertake the collection of 20 migrant and migrant worker narratives. The Blas F. Ople Policy Center and Training Institute was also engaged to lead consultations and roundtable discussions with non-government stakeholders such as other CSOs, the private sector, academe and migrant associations on grievance mechanisms and the overall GCM and the NAPs to foster inclusivity, participation, and commitment of their respective sectors to the implementation and monitoring of the GCM and the NAPs.

In addition, BRIDGE partnered with the academe through UP-CIFAL, on the delivery of a five-part series of forums on gender-responsive labour migration governance. Innovations for Poverty Action was tapped to execute the data collection for the study on the impact of migration on educational outcomes of children considering their expertise on executing survey methods for policymaking purposes. The added value of engaging them was on capitalizing on their partnership with Department of Education which was critical in gathering data of children of migrant workers subject to protocols.

Ensuring migrant and migrant worker voices are foregrounded in the joint programme was a key consideration of BRIDGE. Hence, effort was exerted to involve migrant workers in many of the interventions, including the stakeholder consultations, capacity-building activities, and forums. Where possible and relevant, OFWs and former OFWs were invited as resource persons. Women migrant workers and migrants are also the focus of the case story collection undertaken with DAWN and three (3) of the migrants who shared their stories were likewise featured in the mini documentary. These three women expressed appreciation for the opportunity to tell their stories and showed increased confidence in themselves. One of them, Ms Almira Diauna, was subsequently invited to speak at a major forum organized by DAWN for International Migrants Day 2022. The experience of BRIDGE underscored the importance of putting migrant workers' perspectives front and centre on matters concerning them,



possibly through more formal consultation mechanisms under the DMW, to ensure policies and programmes are responsive to their evolving needs.

The private sector was also tapped to provide their expertise in such areas as digital skills training, data governance and data ethics, advocacy and communication. Connected Women, a for-profit enterprise that provides online skills development and remote work opportunities for women was engaged to provide the data annotation training under the Reintegration Women through IT Reskilling and Education (REWIREd) project. This project sought to break away from the typical reintegration projects offered to women migrant worker returnees, namely, micro-loans or micro-grants to enable them to open micro-businesses, especially small sundry shops called sari-sari stores, which rarely allow their owners to earn beyond the subsistence level. It also sought to give women entry-level skills in the digital economy, which remains dominated by men, in the hope that they become comfortable and confident enough to further their digital skills and advance to more stable and rewarding jobs in the industry. CirroLytix Research Services together with its partner civil society groups Data Ethics PH and the Foundation for Media Alternatives, delivered the data ethics and data rights package including two webinar series and a hackathon, while Evident Research and Consulting crafted multimedia advocacy and communication materials, including three explainer videos, and an upcoming mini-documentary.

Implementation Agreements			
Name & Type of Partner	Type of implementation agreement (please specify if any MOU or agreement was formally entered)	Relevant outcome and/or output; PUNO counterpart	Financial value (if any)
Local government and/or related entities			
<i>Name of partner:</i> Quezon City Government <i>Type of partner:</i> Local Government Unit	Implementation Agreement	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). 1.2.3 Conduct a training of reintegration community service providers (MRCs, OSCCO, OFW desks, etc.) on	PHP 1,081,000 (USD 19,472.21)



		<p>common data collection/management, reporting; using common data management system developed in Output 1.1</p> <p>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</p> <p>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.</p> <p><i>PUNO counterpart: ILO</i></p>	
Non-governmental stakeholders			
<p><i>Name of partner:</i> Atikha Overseas Workers and Communities Initiative</p> <p><i>Type of partner:</i> Civil Society</p>	Institutional Contract	<p>2.2.4 Capacity-building on Gender-responsive Reintegration: Gender-responsive Programming, Coordination and Delivery of Reintegration Services</p> <p>2.2.9 Coordinate partnership with training institutions to pilot a training programme</p>	<p>PHP 755,000 (USD 14,519.23)</p>



		<p>responding to the future of work for returning & about to return women migrant workers</p> <p><i>PUNO counterpart: UN Women</i></p>	
<p><i>Name of partner:</i> CirroLytix Research Services</p> <p><i>Type of partner:</i> Private Sector</p>	Institutional Contract	<p>1.1.6 Toolkit design and development for gender disaggregated data collection and analysis</p> <p>1.2.5 Conduct 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</p> <p><i>PUNO counterpart: UN Women</i></p>	
<p><i>Name of partner:</i> Connected Women</p> <p><i>Type of partner:</i> Private Sector</p>	Institutional Contract	<p>2.2.9 Coordinate partnership with training institutions to pilot a training programme responding to the future of work for returning & about to return women migrant workers</p> <p><i>PUNO counterpart: UN Women</i></p> <p>2.2.7. Conduct skilling/reskilling training of OFW returnees, especially women in coordination with TESDA Women's Center</p>	<p>PHP 1,200,000 (USD 23,430.18)</p> <p>PHP 791,485.68 (USD 14,257.15)</p>



		<i>PUNO counterpart:</i> ILO	
<i>Name of partner:</i> Development Action for Women Network (DAWN) <i>Type of partner:</i> Civil Society	Institutional Contract	3.1.5 Case story collection on successful recruitment and reintegration planning programmes from migrants and partner agencies and organizations. <i>PUNO counterpart:</i> UN Women	PHP 615,000
<i>Name of partner:</i> Evident Research & Consulting <i>Type of partner:</i> Private Sector	Institutional Contract	2.1.8 Materials development and awareness raising with employer associations, recruitment agencies and private sector partners on the value of gender-responsive fair and ethical recruitment practice. 2.2.4 Capacity-building on Gender-responsive Reintegration: Gender-responsive Programming, Coordination and Delivery of Reintegration Services <i>PUNO counterpart:</i> UN Women	PHP 1,348,250 (USD 22,569.14)
<i>Name of partner:</i> University of the Philippines-CIFAL Philippines <i>Type of partner:</i> Academe	Institutional Contract	3.1.4 Roundtables and High-level Dialogues on policy alignment linked to gender-responsive, fair, ethical recruitment & reintegration plans and programming. <i>PUNO counterpart:</i> UN Women	PHP 610,000 (USD 11,730.77)
<i>Name of partner:</i> Blas F. Ople Policy Center and Training Institute	Implementation Agreement	1.1.5 Multi-stakeholder consultation series on grievance and feedback mechanisms as they relate to the National Action Plans on Fair and Ethical	PHP 2,350,000 (USD 41,074)



<p><i>Type of partner:</i> Civil Society</p>		<p>Recruitment and Sustainable, Gender-responsive Return and Reintegration</p> <p>3.1.7 Roundtable Discussions with Civil Society on GCM and the National Action Plans on Fair and Ethical Recruitment and Sustainable, Gender-responsive Return and Reintegration</p> <p><i>PUNO counterpart:</i> IOM</p>	
<p><i>Name of partner:</i> <i>Innovations for Poverty Action</i></p> <p><i>Type of partner:</i> Civil Society</p>	<p>Implementation Agreement</p>	<p>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</p> <p><i>PUNO counterpart:</i> ILO</p>	<p>PHP 1,425,015.19 (USD 25,669.01)</p>



4. Cross-Cutting Issues

The BRIDGE Programme's efforts to promote fair and ethical recruitment, decent work, dignified return and sustainable reintegration were anchored on the GCM's overarching principles, including those on human rights, gender-responsiveness, and child sensitivity.

A human rights-based approach was taken in designing capacity building and advocacy activities, taking into account and promoting the right of migrant workers—documented or otherwise—as well as their families, to life, freedom, recognition before the law, non-discriminatory treatment, privacy, freedom of movement, family life, freedom of association, public services, social protection, decent work and pay, rest and leisure, and education. An example is the adoption of a human rights lens in promoting evidence-based migration policymaking and programming, leading to the inclusion of a data ethics and data rights package in the programme interventions.

Gender-responsiveness was an animating objective of BRIDGE. The programme sought to demonstrate that gender-responsive labour migration governance demanded much more than involving more women and addressing traditional women's issues like gender-based violence, important as these are. Rather, it involves challenging the gendered segregation of labour markets and the gendered realities of the Philippine labour migration phenomenon. This was the reason reintegration training was offered in the area of digital skills, in order to help bridge the country's gender digital divide. It also entails adopting an intersectional approach in addressing issues, recognizing how certain individuals and groups have characteristics that overlap with their sex and gender, such as age, disability, race, religion, and the like, which compound their vulnerability. This inspired interventions such as the webinar on 'Gender Issues in Aging and Migration.' And it demands an appreciation of women's strengths and the opportunities available to them, in order to challenge the traditional deficit narrative surrounding women and girls. This informed the collection of the narratives of 20 women OFWs and former OFWs to be made into an e-book to inspire other migrant workers and their families, and the agencies and actors who assist them.

The care taken to address the needs not only of the migrant workers themselves, but also of their family members, helped ensure the child-sensitivity of the programme. BRIDGE supported a study to inform policies concerning children of migrant workers, particularly domestic workers. Data suggest that policies for older children should be in place as women migrant workers tend to migrate for overseas work when their children are older. Likewise, advocacy and capacity-building interventions on fair and ethical recruitment were geared toward reducing incidents of human trafficking and illegal recruitment, whose victim-survivors include minors. Meanwhile, the agroforestry training pilot conducted in partnership with Atikha similarly involved the family members of migrant workers and former migrant workers, with OFW spouses and children actively involved in the training provided.

5. Constraints, Adjustments, Lessons and Good Practices

The year 2022 has been a transition year for labour migration governance and for overall Philippine governance. Engaging government partners during the campaign and election period proved quite difficult as there were bans and limitations on the part of the government agencies, as well as reluctance in commitment and engagement due to the expected but unknown changes in leadership and priorities.



This imposed challenges in forging partnerships with local government units such as the partnership with Quezon City Government; nonetheless, adaptability of interventions regardless of the change in leadership was assured by ensuring that all plans are designed to be carried out with offices having regular functions on migration. This institutional approach allowed for portability and flexibility of adopting the planned interventions should there be changes in local administration. Structural changes also applied to the Department of Migrant Workers as they build their staffing pattern and implement transition of agencies such as POEA, OWWA and NRCO, and transfer and delineation of functions from DFA and DOLE. With all the changes and staff turnover, BRIDGE had to secure partnerships and cooperation anew. The team also had to navigate alongside the DMW and the rest of migration partners the best way forward for the initiatives already started and those remaining in the pipeline.

In some instances, where government agencies were unable or unavailable to commit to active collaboration, a decision had to be taken to push through with other partners, an approach that yielded the positive outcome of developing new actors who could contribute to a whole-of-society approach to labour migration governance. A case in point is the Reintegrating Women through IT Reskilling and Education (REWIREd) project, for which TESDA Women's Center was initially approached in Q3 2021, to no avail. Instead, a private sector partner, Connected Women, was brought on board to provide the training, with the added advantage that they have corporate partnerships allowing for those returned migrant workers who complete the training to avail of micro-work opportunities. Later, TESDA was successfully tapped, through Connected Women, to grant certification for the third and final batch of the training, which was held in the latter part of 2022. The initially planned assessment of OFW registries in OWWA also did not push through as the agency confirmed that data management-related concerns which the assessment should have captured would essentially be resolved with the proposed improvements under the DMW. This resulted in bringing in BARMM's Ministry of Labor and Employment Overseas Workers Welfare Bureau (MOLE-OWWB) as another stakeholder for data assessments. The region is in itself autonomous and in need of further technical support, so it is important to ensure that they are not left behind. The discussions led to OWWB accepting the proposal to assess their data collection practices.

Another example, this time of constraints imposed by the transition following the creation of the Department of Migrant Workers, is with regard to the hackathon 'Data Quest: Gender-Responsive Labour Migration.' Originally, it was hoped that this activity could be co-organized with the new department. This was especially in light of the concerns surfaced during the multi-stakeholder consultation on the government implementing rules and regulations, both by government personnel and other stakeholders, about the need to successfully set up its management information system. However, because government personnel were preoccupied with the transition and the department did not yet have its own budget in 2022, their participation in the project had to be scaled down, with a DMW assistant secretary instead invited to attend and weigh in during the final pitch session. An alternative, had it been known at the time that the joint programme would receive an NCE, might have been to delay the hackathon and organize it, instead, in early 2023, when the DMW might be in better position to partner and incubate ideas and solutions emerging from the activity. That said, the holding of the hackathon is still deemed important in instilling other actors, particularly data science students and practitioners, with an understanding of labour migration and ethical issues that could help them design safer and more relevant digital tools and services for OFWs.

The development and handover of ICT solutions were also affected by the DMW transition. In order to improve evidenced-based reintegration programming, a web-based reintegration case management system and the internet-accessible OFW Reintegration Advisor was supposed to be developed and handed



over to OWWA and NRCO as the main reintegration duty bearers. As NRCO was absorbed and OWWA was moved to be attached to DMW, the owner of these ICT solutions therefore had to be DMW, which, at the time, was still building their systems infrastructure, and had no budget to host and maintain these ICT solutions. Instead of developing the system separately and risk it being orphaned or unused, BRIDGE proposed an open-system design of the reintegration case management based on international best practices in data systems that DMW can adopt to fit their internal systems infrastructure, connect with existing data systems, and collect other reintegration data needs. This also promotes sustainability as the ICT solution not only aligns with the DMW's priorities and systems, but fosters ownership as they would know the technical ins and outs of the system, enabling them to maintain and improve it as the field offices use the system.

Good practices

In addition to adaptability to challenges, BRIDGE also kept coherence, continuation and sustainability in mind as the implementation continued in its second full year. BRIDGE facilitated convergence of migration efforts including those implemented by other projects, other stakeholders, and other PUNOs. The joint programme demonstrated that building on and complementing existing initiatives can optimize impacts and facilitate conditions for scaling up. On fair and ethical recruitment, BRIDGE has been leveraging the gains of past projects (FAIR Project and ALTER Project) in conceptualizing (e.g., the Code of Conduct for Private Recruitment Agencies, grievance mechanism recommendations, NAP on Fair and Ethical Recruitment) and engaging champions for fair and ethical recruitment in consultations (ERCG and recruitment actors). On reintegration, the Reintegration Advisor initiated by the Safe and Fair (SAF) Project has been continuously improved with the support of BRIDGE. Its promotion and adoption by the government was also put forward through leveraging the influence of migration interagency bodies (e.g., SCIMD) engaged by the project. Respective PUNO's reintegration tools and materials also fed into each other's materials to enhance the content of the outputs based on each other's expertise. The joint work of BRIDGE and SAF facilitated strategic implementation of migration initiatives at the sub-national and local levels. An example of this would be the complementing work on Migrant Resource Center where BRIDGE covered new area (e.g., QC LGU) and Safe and Fair strategies have been adopted and modified where needed. On migration governance, BRIDGE collaborated with SAF and POEA in mounting a series of stakeholders' consultation, allowing for a wider reach and a bigger scale of activities, resulting to richer and more significant inputs to the Implementing Rules and Regulation of the DMW Act. A similar collaboration and result happened, with BRIDGE, SAF, and DMW this time, for the 2-day consultation that not only informed the operationalization of the 'Full-Cycle National Reintegration Program', but also became a practice that DMW and other reintegration stakeholders would like to replicate and make regular in the coming years.

The established collaboration under the Department of Migrant Workers, which essentially reflects the sustained engagement with agencies subsumed under the department, has been critical for sustainability as this fostered the adoption and integration of project-supported initiatives in DMW operational and feedback mechanisms. BRIDGE secured the commitment of the DMW to institutionalize systems and tools such as the reintegration case management system and the Reintegration Advisor. DMW has also committed its support and participation in the planned distribution and roll-out of the contextualized reintegration handbook and training in Q1 2023, and has internalized the role of chairing the NAP TWG to ensure that interventions are carried out with high regard on whole-of-government and whole-of-society approach. This is a leap for the project considering the challenges in view of the transition. The project



will continue to provide technical assistance in designing the features and elements of these tools in the DMW infrastructure towards full implementation by the department.

Conclusion and Next Steps

Conclusion and next steps

In its second year of implementation, BRIDGE has built stronger the foundation for labour migration governance actors to provide a more holistic and comprehensive services to OFWs from the recruitment to the reintegration phase of the migration cycle. The consultations, assessment and studies conducted widens the evidence base for policy making and programming while providing focus areas and actionable recommendations. Following the whole-of-government and whole-of-society approaches, partnerships with individual agencies were strengthened; interagency and national to local coordination mechanisms were established. Trainings, workshops, and tools conducted and developed for labour migration stakeholders, including the OFWs and their families, serve to enable and support them to be more informed, empowered, and responsive to the issues surrounding recruitment and reintegration in the Philippines. All these contribute to enhance reinforcing policy actions across government offices and stakeholders while creating synergies between the Philippines and regional actors towards effective labour migration governance, especially timely with the establishment of the DMW.

In principle, the DMW is now considered fully constituted having satisfied the mandated requirements (i.e., IRR, staffing, and budget). BRIDGE will continue supporting the DMW in ensuring better alignment of labour migration governance mechanisms with international standards and frameworks as informed by multi-stakeholder consultative processes, including the private sector. Institutional support towards achievement of GCM Objectives 6 and 21 will also be maintained. To note, technical assistance will be provided to DMW and other migration agencies in establishing the TWG of the National Action Plans which directly contributes to the two GCM Objectives.

In line with the Mandanas-Garcia Ruling, LGUs will also be capacitated on gender-responsive service delivery as they assume greater responsibilities in providing frontline services, including for OFWs and families. Aside from strengthening LGU capacities, particularly for partners of BRIDGE, fostering their participation in migration agenda development will also be prioritized. To do this, the project will build on the collaboration with SCIMD to cascade migration initiatives at the sub-national and local level. In collaboration with the regional and provincial migration inter-agency coordination mechanisms, there will be training for local migration service providers in Western Visayas Region in Q1 2023. As the SCIMD is in-charge of developing the migration chapter of the Regional Development Plan, the project will support the technical process in gathering LGU's inputs to the RDP. This will manifest the alignment of regional and local migration and development priorities with LGUs contribution highlighted in achieving the desired results. Cross-border sessions with pilot corridors (e.g., UAE, Qatar, KSA, Bahrain, Kuwait) will also be organized through Quezon City Migrant Resource Center in the National Capital Region covering reintegration preparedness. These regions are among the top areas with OFW population.



Towards the end of the project, the team will have discussions with government agencies particularly on the development of the monitoring framework of the National Action Plans; enhancement of the DMW reintegration case management and OFW Reintegration Advisor; and finalization of the Code of Conduct for private recruitment and its monitoring tools; implementation the recommendations from the study on migration impact on children and social protection measures for OFWs and migration governance strategy.



ANNEX

TESTIMONIALS

Capacity-Building for Government and Civil Society Actors

- “Top takeaway from this session is the new approach in crafting programmes and services using the designers thinking approach. It highlights the key idea of seeking to understand in a deeper level the human problem, needs, concerns, looking for means and ways, including alternatives in order to address these problems. It gives importance to understanding the problem using the given context and by considering the perspective of the end-user. It encourages us to develop programmes and services that are efficient and effective in its processes, making things easier for the end users, while ensuring to attain its objectives and goals.” - *GAD focal point, Department of Social Worker and Development, participant in design thinking workshop*
- “I like how the gender aspect of data proves to be highly relevant in analysing migration data. Knowing such elements can be useful not just in our work, but also in understanding the daily lives of migrants, especially situations affecting their gender.” - *Personnel, Department of Foreign Affairs, participant in the Data Ethics webinar*
- “There is increased appreciation of monitoring and introspection that some organic functions are already related to monitoring and evaluation. These are real learnings that be applied in the work set-up.” - *Planning & Program Development Division representative, Overseas Workers Welfare Administration, participant in Monitoring and Evaluation (M&E) of Return and Reintegration Programmes*
- “The reintegration program will not succeed without the proper framework and proper network. With this Consultation, I acknowledge the commitment and talent of the stakeholders in pushing the [Full-cycle National Reintegration] programme forward. – *Director, Department of Migrant Workers, participant in DMW Reintegration Workshop*

Reintegration Training Programme for Migrant Workers and Migrant Worker Returnees

- “I'm forever grateful to experience the training I enjoyed a lot while on duty because it challenged me for it was not familiar to me and I love to discover new things. It was so helpful for me to understand what artificial intelligence and data annotation is. Helpful for me since it's also an opportunity for me to find the right job that fits my wants and needs. It was also a great addition of my learnings that helped me learn about different apps, especially apps that are most commonly used while working from home” - *OFW returnee graduate of TESDA-certified ELEVATE AIDA Training*
- “I will rate this event as 5 [highest]. It helped the people increase their knowledge about how their contribution are monitored and how to file and update their account” - *Participant of the awareness-raising event in on social security measures conducted by QC MRC*



- “I’m quite thankful with the training I have from Elevate AIDA. It helped open up my mind to have a wider perspective of different computer applications, gained new knowledge and skills that I can use to find job aside from domestic work. I appreciate Elevate AIDA for it made me able to visualize myself going back to Philippines and just working online without leaving my home. The challenges I face while doing the Elevate AIDA training is managing my time. I have to manage well my time and plan ahead my work, so I can have time to do my required task and complete my OJT. After the training, I truly understand how working from home is feasible. All we just need is the right knowledge and training. Working from home is a big help for us women. We can contribute in the financial stability of our family without the need to be far from them.” - *Overseas Filipino Worker, Hong Kong, REWIRED graduate*

Messages from Partners

- “We are elated about this partnership [on the operationalization of Migrant Resource Center] as this means, finally, the implementation of our existing ordinance that pushes for the creation of an MRC. From then until now, our goal is to honor our OFWs by taking action and leading them to a future where they will be met with a positive, profitable, and successful cross-border journey,” - *Mayor Joy Belmonte, referring to Ordinance SP 2500, s. 2016 creating the Migrant Resource Center*
- “This time we are implementing at the local level some of the key functions of the national government, and we are filling critical gap areas in policy and programme implementation and service provision” - *Mr. Rogelio Reyes, PESO Manager, Quezon City Government in his message during the signing of partnership on operationalizing Migrant Resource Center*



COMMUNICATIONS AND VISIBILITY

Date & Link	Twitter Caption
16 November 2022	IOM, through the #BRIDGE programme, is conducting a capacity-building workshop on Monitoring and Evaluation of Return and Reintegration Programmes. Participants are being trained to enhance M&E plans and tools to achieve evidence-based and sustainable reintegration programming.
08 December 2022	HAPPENING NOW: @DMWPHL, with support from IOM and @ILOManila through the #BRIDGE joint programme, is conducting a multi-stakeholder consultation on the Full-Cycle National Reintegration Program. #GCM

Date & Link	Facebook Caption
15 March 2022	<p>Sustainable reintegration benefits not just the migrant returnee and her family and community, but also the environment. Climate and environmental crises, along with other drivers, could spur displacement and force migration, where women, girls, and other marginalized populations stand to bear these crises' worst impacts. This highlights the need for reintegration pathways based on regenerative economic models that enable migrant worker returnees to contribute to undoing the crises while forging decent livelihoods.</p> <p>What other ideas could you think of? #IWD2022</p> <p>The Bridging Recruitment to Reintegration in Migration Governance Programme (BRIDGE) in the #Philippines seeks to promote the positive effects of labor migration by increasing national capacity for regular migration and decent work. Implemented by UN Women with IOM - UN Migration and International Labour Organization among its focus is the realization of Objective 21 of the #GlobalCompactforMigration (GCM) on safe and dignified return, and sustainable reintegration.</p>
28 March 2022	<p>The creation of the Department of Migrant Workers opens a new chapter in Philippine labor migration governance. How do we seize this opportunity to make labor migration governance more gender-responsive in line with the Global Compact for Migration, or #GCM? Join this important conversation hosted by UP-CIFAL and the #BRIDGE Programme with the support of the #MigrationFund. Interested participants may register through this link: http://unwo.men/KC4b50ltgUs</p>
11 April 2022	<p>Joint programme from IOM Asia-Pacific and UN Women Asia and the Pacific provides opportunities for overseas filipino workers returning to the Philippines through re-skilling and education focusing on #STEM</p> <p>👉 http://unwo.men/AXVr50IBbgH</p>
7 June 2022	<p>June 7 is Migrant Workers' Day in the Philippines. It commemorates the signing of Republic Act 8042 or the Migrant Workers Act of 1995. Philippine labor migration laws continue to evolve, with the signing last year of Republic Act 11641 creating a new Department of Migrant Workers.</p> <p>Through the #BRIDGEProgramme, UN Women, along with the International Organization for Migration and the International Labour Organization, is supporting labor migration agencies and actors as they translate these laws into policies and</p>



	<p>programs. With the support of the #MigrationFund, BRIDGE aims, among others, to help make Philippine labor migration governance more gender-responsive, in line with the #GCM. This short video shows what this means in the context of migrant worker reintegration.</p>
16 June 2022	<p>Migrant domestic workers face the overlapping challenges of low regard for migrant labor and lack of recognition and reward for household work. Under the #BRIDGEProgramme, UN Women, IOM and ILO are working with Philippine migration governance agencies and actors to change this. With support from the #MigrationFund, BRIDGE aims to help Overseas Filipino Workers, including migrant domestic workers, benefit from fair and ethical recruitment, decent work, dignified return, and sustainable reintegration in line with the #GCM. Because while we celebrate them today, International Domestic Workers' Day, domestic work is real work that goes on every single day.</p>
25 June 2022	<p>Global merchant shipping and cruise tourism rely on seafarers, whom we celebrate today, the International Day of Seafarers. The #BRIDGEProgramme run by UN Women together with IOM and ILO, with support from the #MigrationFund, aims to promote their fair and ethical recruitment, decent work, sustainable reintegration, together with other migrant workers. This encompasses gender-responsiveness of interventions in each of these stages, including the simple but important use of gender-fair language.</p>
13 July 2022	<p>Reintegrating migrant workers who have spent years working overseas away from their family and community can be challenging. It can be especially difficult in a crisis context such as a pandemic or when the worker has survived abuse or mistreatment by the employer.</p> <p>Meanwhile, those returning in "ordinary" circumstances could find themselves on their own, as energy and resources are devoted to assisting those in distress. This highlights the need for diverse and inclusive reintegration pathways that cater to the distinct realities of returning migrant workers, including and especially women, who tend to occupy lower paid jobs with less social protection.</p> <p>Join us and UP-CIFAL in this webinar on 21 July, 9:00-11:30h Manila time, to discuss this vital issue. The webinar is part of a series organized under the #BRIDGEProgramme, jointly implemented by UN Women, IOM, and ILO with the support of the #MigrationFund.</p> <p>Register through this link: http://unwo.men/nsnx50JSM6o</p>
29 July 2022	<p>The Philippine Overseas and Employment Administration (POEA), now the Department of Migrant Workers (DMW), and the International Labour Organization (ILO), through the Bridging Recruitment to Reintegration in Migration Governance (BRIDGE) Joint Programme, co-organized the forum “Fair and Ethical Recruitment in the Philippine Labour Migration Governance through the Lens of the Recruitment Industry” on 26 July 2022 in Makati City.</p> <p>Representatives from recruitment associations and agencies participated in the forum. The event served as a platform to iterate relevant international labour standards, such as the ILO Convention 181, guidelines, and strategies on fair and ethical recruitment; share challenges and good practices on Philippine recruitment regulation, including practices of recruitment agencies; gather inputs and recommendations of private</p>



	<p>recruitment agencies on how fair and ethical recruitment practices can be promoted under the DMW; and discuss opportunities in improving fair and ethical recruitment practices under the Department of Migrant Workers.</p> <p>The stakeholders' inputs and insights will be forwarded to relevant government agencies for consideration in the review of recruitment practices and crafting of labour migration agenda of the succeeding Philippine Development Plan.</p> <p>The forum was supported by the Migration Multi-Partner Trust Fund (MPTF) through the BRIDGE Programme.</p> <p>The BRIDGE Programme is jointly implemented by IOM, ILO, and UN Women.</p> <p>#MigrationFund</p>
11 August 2022	<p>The #BRIDGEProgramme believes in whole-of-society and data-driven approaches to labor migration governance. Implemented by UN Women, IOM, and ILO with support from the #MigrationFund, the joint program is organizing Data Quest, a data challenge to crowdsource innovative digital solutions to make Philippine labor migration governance more ethical and gender-responsive.</p> <p>Data Quest is being conducted in partnership with #CirroLytix, #DataEthicsPH, and the Foundation for Media Alternatives, and is open to innovative and passionate problem-solvers, whether professionals or freelancers. Participants may be individuals or teams of 2-5 persons.</p> <p>Find out more at dataquest.opendata.org.ph.</p>
22 August 2022	<p>First Migrant Resource Center in Metro Manila with the Quezon City Government, ILO https://quezoncity.gov.ph/qc-ilo-ink-landmark.../</p> <p>One-stop-shop for OFWs & their families made possible in partnership with the European Union in the Philippines, United Nations Philippines Safe & Fair Programme & the #MigrationFund BRIDGE with ILO, IOM, UN Women.</p>
06 September 2022	<p>ILO, through the BRIDGE and Safe and Fair Programmes, convened tripartite constituents and stakeholders for the inception meeting cum consultation on the development of Code of Conduct for Private Recruitment Agencies (PRAs). Representatives from the Department of Migrant Workers, Philippine Overseas Labor Offices, Overseas Workers Welfare Administration, land-based private recruitment associations and agencies, trade unions, CSOs, and OFW organizations provided inputs on recruitment standards and practices, and exchanged ideas and suggestions for consideration in the drafting of the code of conduct to further promote fair and ethical recruitment.</p> <p>#MigrationFund #SafeandFair</p>



<u>30 September 2022</u>	<p>Government officials from the Philippines, Indonesia, Malaysia, Bangladesh participated in the second batch of the training on “Achieving fair and ethical recruitment: Improving regulation and enforcement in the ASEAN Region” on 27-29 September in Manila, Philippines.</p> <p>The training enhanced the familiarity of officials responsible for regulating recruitment with ILO’s General Principles and Operational Guidelines for Fair Recruitment and Definition of Recruitment Fees and Related Costs. The participants were able to impart good practices and have an exchange of views on enforcing regulations and monitoring compliance and effective complaints mechanisms. The proposed Regional Guidelines on Fair and Ethical Recruitment in ASEAN was also reviewed for their inputs.</p> <p>This initiative was organized by the ILO Regional Office for Asia and the Pacific (ILO-ROAP), the Bridging Recruitment to Reintegration in Migration Governance: Philippines (BRIDGE) Programme, and the International Training Centre of the ILO (ITC-ILO), in collaboration with the Safe and Fair: Realizing Women Migrant Workers’ Rights and Opportunities in the ASEAN Region (Safe and Fair), and Ship to Shore Rights South-East Asia (Ship to Shore) Programme.</p>
<u>14 October 2022</u>	<p>STAKEHOLDER'S CONSULTATION FOR MRC MANUAL OF OPERATIONS at Conference Room, 2nd Floor of QC Public Library Quezon City Hall Compound last October 14, 2022.</p> <p>Consultation meeting with stakeholders for the creation of MRC Manual of Operation, with the International Labor Organization (ILO), UN Women, QC PESO Migrant Services Division and other depts.</p> <p>The Migrant Resource Center (MRC) will boost assistance to OFW residents of the city, which includes full-cycle reintegration program for returning migrant workers.</p> <p>The QC MRC will operate as a gender-responsive migration and development service institution with the support of international organizations such as the ILO and UN Women.</p>
<u>29 October 2022</u>	<p>The Philippines' long-term national vision enshrines its citizens' shared aspiration for a strongly rooted, comfortable, and secure life. ("matatag, maginhawa, at panatag na buhay")</p> <p>This vision informs the ongoing drafting of the Philippine Development Plan 2022-2028. The previous plan broke ground by including a chapter on recognizing migrant workers' contribution to the country's development and demonstrating the Philippines' leadership in labor migration governance.</p> <p>As the new Plan comes together, UN Women and its <u>#BRIDGEProgramme</u> partners, with support from the <u>#MigrationFund</u>, drew on the Global Compact for Migration and other international instruments to imagine what programs and services the Plan might include benefiting Filipino migrant workers and their families.</p>



<p><u>16 November 2022</u></p>	<p>In line with Objective 21 of the Global Compact for Migration, IOM, through the “Bridging Recruitment to Reintegration in Migration Governance” (BRIDGE) joint programme, is conducting a three-day capacity-building workshop on Monitoring and Evaluation (M&E) of Return and Reintegration Programmes for Philippine government agencies.</p> <p>Representatives from the central and regional offices of the OWWA Overseas Workers Welfare Administration, the Department of Social Welfare and Development, the National Reintegration Center for OFWs - NRCO and the Department of Migrant Workers are being provided with practical skills to enhance institutional M&E plans and multiple M&E tools to be tailored to the current programmes of the agencies to achieve evidence-based and sustainable reintegration programming.</p>
<p><u>17 November 2022</u></p>	<p>LOOK: Coordination meeting between the Ministry of Labor and Employment and International Labour Organization was held on Thursday, November 17 at MOLE Office, inside Bangsamoro Government Center, Cotabato City.</p> <p>The ILO team was led by Ms. Marie Allysa Dacasin, national project coordinator of the Bridging Recruitment to Reintegration in Migration Governance: Philippines (BRIDGE) Programme.</p> <p>The latter discussed to Labor and Employment Minister Muslimin G. Sema about their upcoming Consultation on Operationalizing Migrant Resource Center and Reintegration support to Bangsamoro Region on November 18, 2022 at Em Manor Hotel and Convention, Cotabato City.</p> <p>Moreover, the upcoming Consultation on the Draft Code of Conduct for Private Recruitment Agencies on November 21, 2022 was also discussed.</p> <p>Also present in the meeting were Atty. Datu Haris M. Pinguaman (chief legal officer), Engr. Dong K. Anayatin (chief technical consultant) and Rosenclaire C. Santiago (legal assistant II) of MOLE as well as Katrina Pascasio, administrative assistant from the ILO.</p>
<p><u>23 November 2022</u></p>	<p>Maginhawang Buhay (a comfortable life) is one of the aspirations contained in the Philippines' national long-term vision. This longing for ginhawa for themselves and their families is one of the reasons overseas Filipino workers (OFWs) seek opportunities in foreign shores. But in the process, they often find themselves in situations where ginhawa is even further out of reach.</p> <p>For the past two years, UN Women, <u>IOM - UN Migration</u> and <u>International Labour Organization</u> with our partners in the #BRIDGEProgramme, have been working to bring ginhawa closer to Filipino migrant workers by promoting the #GCM objectives of fair and ethical recruitment, decent work, dignified return, and sustainable reintegration. As the Philippines undertakes its medium-term planning exercise, we look at examples of how to bring a comfortable life closer to OFWs and call on our planners to consider these in the next Philippine Development Plan.</p> <p><u>http://unwo.men/UEiR50LKyBz</u></p>



<p>08 December 2022</p>	<p>HAPPENING NOW: The Department of Migrant Workers, with the support of IOM Philippines and the International Labour Organization through the BRIDGE joint programme, is conducting a multi-stakeholder consultation on the Full-Cycle National Reintegration Program. Strongly committed to the Global Compact for Migration, DMW brings together migration stakeholders from the government, the academe, the private sector, and the civil society to establish links and strengthen cooperation on reintegration. The two-day event aims to develop a whole-of-government, whole-of-society reintegration roadmap and to mobilize support on sustainable and gender-responsive reintegration programmes and services.</p> <p>“It is time to ask our partners what they can bring to the table to help realize the Full-Cycle National Reintegration Program”, DMW Undersecretary Hans Cacdac emphasized as he opened the multi-stakeholder consultation.</p>
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Date & Link	YouTube
<p>11 May 2022</p>	<p>As the Philippines marks Labor Day today, we celebrate labor migrants around the world who help keep our economies and societies running. We owe migrant workers our support in their migration journey, from pre-departure to return and reintegration. This includes ensuring gender-responsive migration governance policies and programs. Curious what this means in the context of return and reintegration? Find out through this short video. #Philippines #migrantworkers #LaborDay #UNWomen</p>
<p>8 August 2022</p>	<p>Digital technologies are changing the migrant labour recruitment landscape with the potential to benefit and harm migrant workers. As shown in this short video, digital apps and platforms could make the recruitment process more accessible, transparent, and convenient, but they could also be used by unscrupulous actors to target would-be migrant workers, especially women, with scams and other criminal activities. UN Women is delighted to support Philippine migration governance actors and agencies in increasing their capacity to increase the benefits and reduce the harms of digital technologies to migrant workers. We are doing this together with IOM and ILO through the #BRIDGEProgramme, with support from the #MigrationFund, to help realize #GCM Objective 6, on promoting fair and ethical recruitment and decent work.</p>
<p>16 November 2022</p>	<p>Maginhawang Buhay--a comfortable life-- is one of the aspirations contained in the Philippines' national long-term vision. This longing for Ginhawa for themselves and their families is one of the reasons overseas Filipino workers (OFWs) seek opportunities on foreign shores. But in the process, they often find themselves in situations where Ginhawa is even further out of reach. For the past two years, UN Women, IOM and ILO, with our partners in the #BRIDGEProgramme, have been working to bring Ginhawa closer to Filipino migrant workers by promoting the #GCM objectives of fair and ethical recruitment, decent work, dignified return, and sustainable reintegration. As the Philippines undertakes its medium-term planning exercise, we look at examples of how to bring a comfortable life closer to OFWs, and call on our planners to consider these in the next Philippine Development Plan.</p>
<p>1 December 2022</p>	<p>Reintegration Experience in the Philippines shown during the Returnee Survey Report Launch last 1 December 2022.</p>



Date & Link	Media Release
22 March 2022	REWIRED pilot project readies women OFW returnees for jobs in STEM
22 August 2022	QC, ILO Ink Landmark Partnership for Metro Manila's First Migrant Resource Center
22 August 2022	Quezon City, ILO partner to open Metro Manila's first Migrant Resource Center
22 August 2022	QC gov't, ILO to launch Migrant Resource Center
22 August 2022	ILO, Quezon City partner for first migrant workers' one-stop shop in Metro Manila
22 August 2022	First Migrant Resource Center in NCR to open in QC
23 August 2022	ILO, QC ink deal for Metro Manila's first Migrant Resource Center



KEY PROJECT DELIVERABLES

Reports, tools and other technical papers mentioned in the Results section

- 1.1.2 Preliminary findings of the research on [Impacts of Migration on Children](#)
- 1.1.3 Technical paper on [Gender and Labour Migration Data](#) assessment
- 1.1.4 [Migration Data Governance agency-specific assessment](#) reports
- 1.1.7 [Migration Data Governance strategy](#)
- 2.1.4 Technical paper and presentation on [Gender and Reintegration of Overseas Filipino Workers](#)
- 2.1.8 Information, Education and Communication materials on [gender-responsive labour migration](#), including fair and ethical recruitment and sustainable reintegration
- 2.2.8 Presentation and video on the key findings of the study '[Returning during the Pandemic: How OFWs Navigated Reintegration in the Philippines](#)'