

Migration MPTF

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), Ministry of Labor and Employment, National Economic and Development Authority (NEDA), workers' and employers' organizations, Local Government Units (LGUs), Blas F. Ople Policy Center and Training Institute, Atikha Overseas Workers and Communities Initiatives Inc., Connected Women
Project Period (Start – End Dates):	27 October 2020 to 26 June 2023
Reporting Period:	27 October 2020 to 26 June 2023
Total Approved Migration MPTF Budget: <i>(breakdown by PUNO)</i>	<i>IOM:</i> USD 750,000 <i>ILO:</i> USD 500,000 <i>UN Women:</i> USD 250,000 <i>Total:</i> USD 1,500,000
Total Funds Received To Date: <i>(breakdown by PUNO)</i>	<i>IOM:</i> USD 750,000 <i>ILO:</i> USD 500,000 <i>UN Women:</i> USD 250,000 <i>Total:</i> USD 1,500,000
Report Submission Date:	23 September 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 with 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), concluded its 32 months implementation. The Programme supported Philippine government initiatives for fair and ethical recruitment and sustainable reintegration that are evidence-based, gender-responsive and coordinated, through mechanisms that translate evidence into policy and practice, and overall contributing to strengthen the implementation of the Global Compact for Safe, Orderly, and Regular Migration (GCM) in the Philippines and allowing the Philippine Government to be responsive to the needs and protection of Overseas Filipino Workers. In particular, the initiatives contributed to achieving GCM Objectives 6 and 21;¹ the UN Socioeconomic and Peacebuilding Framework for COVID-19 Recovery in the Philippines 2020-2023 (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, the Philippine Development Plan 2017-2022 Chapter 21 on Protecting the Rights, Promoting the Welfare, and Expanding Opportunities for Overseas Filipinos; the 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 Sustainable Development Goals (SDGs) 8. Decent Work and Economic Growth, and 10. Reduced Inequalities.

Through a whole-of-government and whole-of-society approach, BRIDGE has been instrumental in strengthening labour migration governance in the Philippines marking the following 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 Program’² 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 **catylsed 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.”

These results have been made possible with continued support and collaboration of partner stakeholders to minimize difficulties and optimize opportunities that came with the COVID-19 pandemic, the transition to the new migration governance with the passage of Republic Act 11641 creating the Department of Migrant Workers (DMW), and the changes in overall Philippine governance with the newly elected President and government officials assuming office. The no-cost extensions³ allowed the programme to further implement interventions that would support the DMW in reviewing current strategies, structures, and mechanisms on recruitment to reintegration, and assist them in aligning these with regional and global standards on the protection of rights and welfare of migrant workers. BRIDGE has completed majority of the outputs of the project and observed improved migration governance by strengthening the capacities and facilitating cooperation of key migration governance actors, and building evidence to better understand recruitment and reintegration in the Philippine context. The BRIDGE programme has culminated with the full support of key partners, echoing the learnings from the programme and promising sustainability and continued cooperation as the country celebrates 50 years of formal Philippine labour migration governance in 2024.

³ The joint programme was granted no-cost extensions (NCE) twice: 1) six months NCE (October 2022 to April 2023) with minor budget revisions, [approved by the Migration MPTF Steering Committee on 29 June 2022](#), to account for the effects of the pandemic and political transitions on the implementation; and 2) two months NCE (May to June 2023), approved by the Fund Management Unit on 16 March 2023, to allow for a quality final evaluation of the joint programme.

1. Summary and Context

The BRIDGE programme sought 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 sought 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 ensured government initiatives promoted fair and ethical recruitment and sustainable reintegration services were evidence-based, gender-responsive and coordinated through a people-centred, whole-of-government and whole-of-society approach. It also established mechanisms to translate evidence into policy and best practices through a 360-degree approach to the objectives and recruitment and reintegration throughout the migration cycle.

The BRIDGE programme was designed prior the COVID-19 pandemic and thus underwent changes in activity design and cost allocation in 2021 to overcome the challenges in mobility and modality as the Philippines experienced one of the longest and toughest lockdowns. In 2022, the Philippine labour migration governance began its structural transition with the establishment of the Department of Migrant Workers (DMW), with the newly elected officials assuming office. The team responded accordingly by taking advantage of opportunities presented by the transition and by adjusting the timeline and target stakeholders, supporting the DMW as it takes form and extending the programme for another six months at no cost.

Throughout the 32 months of implementation, the joint programme accomplished the outcomes and outputs it set out at the beginning, with a few adjustments along the way. The very few targets that were not met were either already in progress and would have been completed given some more time and resources or were rendered irrelevant due to changes in political governance landscape. As well as increasing alignment and enhancing engagement among the PUNOs on migration, BRIDGE strengthened 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 practice. Indeed, the expertise, knowledge and information garnered through BRIDGE contributed to evolving policy change, particularly the new legislation (the Republic Act 10022) that established the Department of Migrant workers and its Implementing Rules and Regulations, as well as the recently revised [rules and regulations of land based overseas Filipino workers](#), in which the States' commitment to fulfil the 23 objectives of the GCM has been included. BRIDGE also supported the capacity development of migration actors on recruitment and reintegration through a series of workshops and webinars covering the different components of labour migration governance and targeting the various rights-holders and duty-bearers involved. Lastly, BRIDGE contributed to the repository of knowledge products, tools, and information, education, and communication (IEC) materials on fair and ethical recruitment and sustainable and gender-responsive reintegration to raise awareness and build on the evidence base for enhanced Philippine labour migration governance. Beyond the project reporting period, the influences BRIDGE made during the critical juncture of transition is already seeing and is expected to have a long-lasting impact.

2. Results

The BRIDGE programme's overall objective was to strengthen the implementation of the GCM in the Philippines to allow the Government to be responsive to the needs and protection of Overseas Filipino Workers (OFWs) from recruitment to reintegration. While it may take time for the improvements on the services and protection for OFWs to be evident, Government partners are taking action to adopt the learnings, tools and materials from BRIDGE. In one of the meetings of the Sub-Committee on International Migration and Development (SCIMD), an inter-agency body co-chaired by the National Economic and Development Authority (NEDA) and the Department of Foreign Affairs (DFA), it was recommended that the lessons learned from the BRIDGE programme be integrated in government programming, especially on reintegration. The Department of Migrant Workers (DMW) confirmed in the same meeting that learnings from the various consultations and training workshops have been incorporated in the roadmap for the 'Full-cycle National Reintegration Program' for the returning OFWs. The framework of the 'Full-cycle National Reintegration Program' adopts the levels and dimensions of reintegration assistance⁴ noted in the handbook and training on contextualized reintegration programming, and acknowledged the different pathways to reintegration as part of the outputs under Outcome 2. In general, government officials continue to reference and credit the expertise, knowledge and information garnered through BRIDGE during various policy and programme discussions beyond the joint programme as the Philippines undergo critical transition and review of its migration management and governance structure.⁵ The Programme successfully and timely capitalized on the transitional period to inject key resources, which will continue to influence the direction, improvements and policy of the newly established Department of Migrant Workers as it only becomes fully operational in 2024. Overall, the contributions of the BRIDGE programme align with the vision of President Ferdinand Marcos Jr. for the DMW to "transform [the Overseas Filipino Workers'] overseas journey into inspirational stories for all time."

Similarly, CSO, academe and private sector partners were inspired to be more involved and work better on their programming for OFWs through their participation in the BRIDGE programme. During the interviews for end-of-project evaluation and assessment, one CSO partner noted that "it was only through the BRIDGE programme that we were able to focus on migrant workers". CSO partners were enabled to enhance their programmes and services for OFWs as they have learned about frameworks and practical steps on implementing gender-responsive and sustainable reintegration programming. Migration actors have reflected and are planning to start working on internal processes on data governance and monitoring and evaluation processes to manage information and learning better for evidenced-based programming for OFWs. Recruitment agencies and other private sector partners are now proactively reviewing their practices, not just to provide fair and ethical recruitment services, but also to explore ways on how they can support their workers to achieve sustainable reintegration after their contract ends. More importantly, OFWs appreciated the efforts of the programme as it

⁴ Based on [IOM's integrated approach to reintegration](#), which recognizes that the complex process of reintegration requires a holistic and a needs-based response at the individual, community, and structural levels, and addresses the economic, social, and psychosocial dimensions of reintegration.

⁵ For instance, in the ILO and UN Women meeting with DMW and the Philippine Commission on Women preparatory to the National Program Advisory Committee of the Safe and Fair program, a senior DMW official referred to ongoing efforts within the department that BRIDGE helped initiate. Meanwhile, a senior DFA official mentioned to UN Women that the training they were conducting on Assistance to Nationals at the Philippine Embassy in Bangkok in July 2023 was informed by learnings from BRIDGE. A mid-level DMW official also shared during a roundtable discussion on reintegration they hosted that the contributions of BRIDGE to DMW in 2022-2023 has been quite significant, that they have identified the conclusion of the joint programme as a gap in resources and capacity development in the strategic planning of the department for 2024. These are only a few of the many instances in which government officials have referenced and credited the joint programme.

“contributed to filling in the gaps of the Government” and as it capacitated OFW groups and associations to become more independent so they now “no longer need to rely on [UN agencies]”.

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*

Under this outcome, BRIDGE focused on gauging 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 and monitoring and evaluation. These paved the way for stakeholders, especially national government actors, to discuss data-related gaps critical to facilitating evidence-based approaches in labour migration at the policy, technical, and operational level, explore possible solutions, and initiate actions during the various presentations, workshops and forums on data systems and overall data governance hosted by the programme. Leaving no one behind, the migration actors in the Bangsamoro Autonomous Region of Muslim Mindanao (BARMM) were also involved, fostering better awareness on issues and recommending initiatives to strengthen coordination mechanism with the national government to facilitate data flow and access for reporting, programming, and policy-making purposes for the benefit of Overseas Bangsamoro Workers (OBWs).

Vitality, evidence-based policymaking and programming by migration governance agencies and actors are now better adapted to the changing architecture of migration data governance. The COVID-19 pandemic further sped up the adoption of digital technologies and online platforms by government agencies, including the provision of services to migrant workers, creating opportunities, as well as risks. Among the challenges this raises are ensuring accessibility in view of differing levels of digital literacy and connectivity among service users, and protecting their data security and privacy, especially amid the rising incidence of online scams, and digitally enabled illegal recruitment and human trafficking. These risks disproportionately impact women and gender minorities, as long-entrenched inequality and discrimination carry over into online spaces. Activities designed and delivered by BRIDGE under Outcome 1 foregrounded these concerns, sensitizing duty-bearers to the importance of data ethics and rights-holders to their data rights. Further, concerned agencies have a heightened appreciation of the need to harness data science and data analytics for evidence-based migration policymaking and programming, as reported by key stakeholders during endline assessments. The initiatives overall directly contribute to achieving SDG Indicator 10.7⁶.

Duty-bearers also have new conceptual frames for making migration policies and programs more inclusive, including through the use of approaches that prize indigenous knowledge systems and intersectionality. One of the key stakeholders, University of the Philippines-CIFAL, cited the role of academia in helping women migrant workers achieve ‘ginhawa’⁷—an indigenous concept introduced by BRIDGE, and is exploring setting up a migration institute with a curriculum that is aligned to the GCM. Just as important, duty-bearers are better equipped to develop programs that are more gender-responsive with the help of design thinking skills learned through training provided by BRIDGE.

Following the whole-of-government approach, the capacities of critical Philippine migration agencies at national level (DMW, OWWA, and DFA) and at local level (Quezon City and BARMM) were strengthened through their engagement in the data-focused migration governance initiatives of the

⁶ 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.

⁷ The Executive Director of UP CIFAL Philippines shared this statement in the [video](#) of UN Women celebrating National Migrant Workers’ Day in the Philippines last June 2023.

BRIDGE programme. The government is better equipped to promote and implement gender-responsive and evidence-based labour migration policy and programming through the actionable recommendations from the BRIDGE programme’s initiatives on gender and labour migration data and on overall migration data governance. In particular, DMW is most promising for institutional transformation as the programme inputs on gender-responsive data governance strategy and data ethics specific to the operations of the department are already being considered as they build their data systems infrastructure and manual of operations during this transition period, in preparation for when they are expected to become fully operational in 2024. The government is also guided to become more responsive to the needs and protection of OFWs in elementary occupations, especially women and their families left behind, and improve on locally-grounded evidence-based policy-making and programming using the information from the research on the impacts of migration on children and the brief on indigenous knowledge systems and practices and migration.

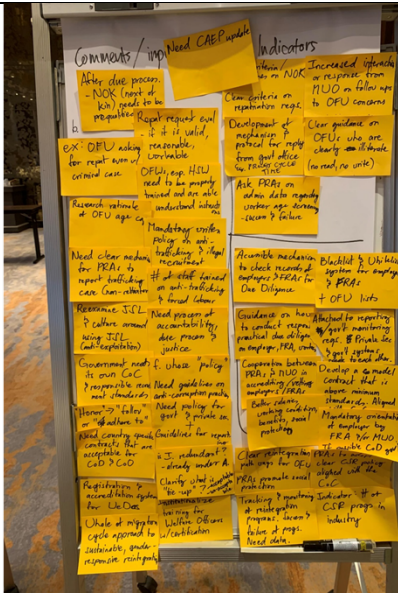
Systems and processes of migration government agencies and recruitment actors were enhanced to improve service delivery for migrant workers and their families. Change in practice is observed at the national level as the Overseas Workers Welfare Administration (OWWA) implemented enhancements in their case management system, which include feedback and monitoring mechanisms. OFWs are to enjoy more responsive and informative service from OWWA as additional functions were introduced to OWWA’s ECARES system following the handover of ECARES user-engagement strategy and the integration of the CARLA chatbot. OWWA is also making progress towards more evidence-based programming as they prepare a proposal to their Board of Directors to enhance their Balik Pinas Balik Hanapbuhay (BPBH) programme—their main economic reintegration programme for returning distressed OFWs—following the results of the rapid assessment of BPBH beneficiaries that they conducted, inspired by their participation in the training on monitoring and evaluation of return and reintegration programmes. OWWA has committed to incorporate a monitoring function in their online case management for BPBH and is looking into doing the same for their other reintegration programmes to implement more evidence-based programming.

Change is also observed at the local level as the Quezon City Migrant Resource Center have developed and updated data collection and reporting tools to improve migration data governance, capturing data on working conditions, occupational safety and health, forced labour, social protection and other fundamental principles and rights at work as well as gender and disability indicators. This incremental change led to further commitment of the LGU to develop an online OFW registry based on the new forms post project implementation.

Moreover, partnerships and collaboration were promoted by embracing a whole-of-society approach to implementation and engaging other stakeholders. BRIDGE provided a rare opportunity to bring together diverse stakeholders from government, civil society organization, academe, recruitment agencies, migration associations and others to discuss issues related to fair and ethical recruitment and sustainable reintegration. Anecdotally, different stakeholders approached IOM to highlight their appreciation for providing a platform to have a meaningful and constructive dialogue on difficult issues, which is not always common in the Philippines. Evidence-based approaches were put forward through innovations with other stakeholders on facilitating data-driven migration programming and promoting fair and ethical recruitment such as the local government and the private sector.

Results Story: Private Recruitment Agencies’ renewed commitment towards Fair and Ethical Recruitment

The recruitment industry was among the sectors adversely affected by the pandemic due to cross-border restrictions. Post-pandemic, deployment steadily picked up, making more demands for services of the recruitment agencies. BRIDGE actively engaged land-based Philippine Recruitment



Associations to craft a Code of Conduct with accompanying monitoring tools guided by international standards and good practices to help ensure that recruitment agencies adhere to fair and ethical recruitment principles and mitigate unscrupulous practices (e.g., fraudulent acts, excessive fees charging, etc.) while regaining traction in business operations in the “new normal” context. Representatives from nine private recruitment associations (each association with membership of up to 300 recruitment agencies) actively participated throughout the process

by providing inputs and recommendations considering their experiences. This initiative marks the recruitment industry’s sustained commitment towards fair and ethical recruitment not only by adhering to regulatory requirements of the government but also by their interest to adopt a voluntary mechanism to signify such.

PRA representatives saw the value of the Code of Conduct facilitated by the BRIDGE project in terms of expanding and refining their own agency’s Code of Conduct. Their individual agency’s Code of Conduct was developed several decades ago since establishment of their organization. Many external events have emerged such as government policies and regulations, international migration policies, and standards which would necessitate for an update and expansion of their agency’s Code of Conduct to be expanded. In fact, the associations informed and consulted their members’ feedback on the Code of Conduct while it was in the process of development through the BRIDGE project. The associations of recruitment agencies disseminated fair and ethical recruitment policies to its member agencies through their chat groups, regular meetings and supplied copy of the draft of Code of Conduct. Private Recruitment Agencies Associations were also involved in discussions on further promoting fair and ethical and ILO Convention 181 (Private Employment Agencies Convention, 1997), recommending inputs in improving recruitment mechanisms under the Department of Migrant Workers.

Further, the PRA’s renewed interest on fair and ethical recruitment, as influenced by this initiative, also goes down to their members as recruitment association officers confirmed continuing advocacy on adoption and adherence to the Code of Conduct.

Harbouring the support of the private sector on recruitment initiatives safeguards better protection for migrant workers and facilitates stronger implementation of recruitment mechanism under migration governance at the national level and in the Bangsamoro Region.

Output 1.1: Assessments conducted, and mapping on fair and ethical recruitment and sustainable reintegration in partnership with government and national partners is produced

As detailed under the result reporting framework, a total of five knowledge products were produced under this output, with six more knowledge products on fair and ethical recruitment and sustainable reintegration also produced under the other outputs. The products produced were in the form of

strategies, reports, briefs, or tools informed through desk review, consultations and interviews with stakeholders, which contributed to enhanced evidence-based policymaking and programming for fair and ethical recruitment and sustainable reintegration that is gender-responsive with focus on three key agencies—DMW, OWWA, and MOLE-BARMM— both as sources of information and as the main body responsible to lead the implementation of the tools and recommendations based on the assessments conducted.

Output 1.2: Data collection and management system for improved evidence-based reporting and verification established

Informed by the findings of the assessments conducted, capacity-building workshops were conducted to complement the recommendations made on enhancing the evidence-base on recruitment and reintegration policymaking and programming. A total of 296 persons were trained on data collection, management, analysis and verification; of which 228 were part of the original activities designed for this output, while the others benefited from data-related workshops from other outputs. In addition, a total of 225 persons were trained on recruitment and reintegration under this output. Majority of the participants are from the national and local government offices, while the rest are from civil society and private sector providing migration services. Furthermore, data collection and management tools for MRC was developed and handed over to the local government. Details of the workshops are included in the result reporting framework below.

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*

Migration duty-bearers at national, regional, and local levels are now better able to enhance their programming and service delivery on fair and ethical recruitment and sustainable reintegration through improved inter-agency coordination and through knowledge and skills gained from capacity-building initiatives based on international standards and best practices.

More effective and focused coordination and collaboration among migration governance actors was achieved at the national level with the convening of the Technical Working Group (TWG) on the National Action Plans (NAPs) on Fair and Ethical Recruitment and Sustainable, Gender-responsive Return and Reintegration. Chaired by the DMW and participated by migration actors representing different sectors, the TWG provides stakeholders the platform and mechanism to discuss and address issues across agencies, and coordinate plans and actions for service delivery and policy proposals for the welfare and protection of OFWs under the thematic areas of recruitment and reintegration.

Local migration and development mechanisms were also strengthened as marked by good practices emanating from the established collaboration with key migration inter-agency bodies leading to regional issuances and development plan on labour migration. The partnership with priority local government units also resulted to more visible participation of local actors in migration governance. For instance, the work with the Sub-Committee on International Migration and Development (SCIMD) contributed to committee resolutions promoting the adoption of key reintegration initiatives and tools such as the Reintegration Advisor and Referral Pathways. Leveraging inter-agency coordination mechanisms also made an impact in prioritizing migration agenda in the regional development plan of Western Visayas (Region 6), one of the pilot areas where BRIDGE made capacity-building interventions to migration actors—a good practice that can be replicated in other regions. The regional development plan, the sub-national translation of the Philippine Development Plan included, inter alia, establishment and operationalization of OFW help desks or Migrant Resource Centers in

each city and municipality, and the adoption and use of the OFW Reintegration Advisor and Referral Pathways.

Following participation in capacity-building workshops and multi-stakeholder discussions, migration actors have begun reviewing their policies and practices, and have started to introduce changes in their operations and programming. Government reintegration services are becoming more effective, gender-responsive, and sustainable as the duty-bearers adopt and apply lessons learned from various workshops and utilize tools and materials developed in their regular operations. BRIDGE has been instrumental in the formation of the framework and roadmap for the Full-cycle National Reintegration Program of DMW, evidenced by how it features the key levels, dimensions, and characteristics of sustainable and gender-responsive programming, as well as how it acknowledged and responded to the different reintegration pathways for OFWs through building partnerships with other government agencies, CSOs, and private sector. Duty bearers now have a better understanding of reintegration in the Philippine context, as well as how the landscape has changed during and after the COVID-19 pandemic, vis-à-vis international frameworks and best practices. Lessons from the BRIDGE programme shines through as DMW builds and operationalizes a Full-cycle National Reintegration Program that is sustainable, evidence-based, and responsive to the needs and respects the rights of OFWs. DMW continues to follow a whole-of-government and whole-of-society approach, linking partnerships with LGUs, other government agencies, CSOs, and private sector for a more comprehensive and robust reintegration programming for OFWs. In this regard, other reintegration stakeholders are similarly strengthened and committed to follow and support the implementation of sustainable and gender-responsive reintegration in the Philippines in their own capacities.

Improved policies and practices of migration actors were achieved with the support of BRIDGE as seen through better coherence of migration policies and plans from the national, regional, to local level through the passage and operationalization of inter-agency resolutions on migration-related initiatives; regional migration agenda being formulated and guided by international and national standards; reintegration pathways framework and case management system being adopted in national reintegration mechanisms to guide intervention for migrant workers and their families considering different needs and intentions; local practice models such as the Migrant Resource Center run by LGU, in strengthening and operationalizing gender-responsive and evidence-based service delivery; establishment of cross-border linkages for improved collaboration on facilitating safe return and sustainable reintegration; and implementation of gender-responsive training programmes to facilitate reintegration opportunities for migrant worker returnees.

Result Story: Our Impact, their voices: Life experiences help Filipino workers avoid pitfalls of migration

Elsilyn Nitura was a migrant domestic worker. She left the Philippines right after college in 1991, following her three sisters who were also Overseas Filipino Workers (OFWs). “My salary was not enough, and my sisters need help. Working in another country was not easy. There were many struggles and hardships. I also experienced being treated as a slave,” Elsilyn recalled. According to Elsilyn, she was not allowed to sit on a chair, watch television, and eat the same food as her employer abroad. She can only eat half a fish because the fridge was locked. She also worked long hours, often getting-up at 1:00 a.m. to bathe and begin her day.

Elsilyn returned to the Philippines to start her own family, but in 2015 she decided to work overseas again to give her six children a better future. She left her job as a teacher to be a migrant domestic worker again. When her eldest son started working as police officer in 2021 and after surviving COVID-19 twice abroad, she chose to go home and be with her family.

“Return and reintegration were hard without enough savings. Our house was being constructed and it was difficult for me to adjust and find employment. At that time, it was still the peak of the pandemic, so there were many limitations,” said Elsilyn.



Ms. Elsilyn Nitura sharing her testimony with fellow migrant workers during the training for OFWs on Reintegration Pathways organized by the QC-MRC. Photo from official Facebook page of the Quezon City Government.

Elsilyn began her own online business selling spring rolls and marinated fish. She also volunteered with OFW groups, which included gardening and attending seminars. Her voluntary activities connected her to the barangay. At 54 years old, Elsilyn is now part of the Barangay Council for the Protection of Children.

Elsilyn joined trainings and seminars organized by the Quezon City Migrant Worker Resource Centre (MRC). “Through these trainings, we learned about our rights as OFWs. I was able to help five abused and maltreated OFWs. They were rescued abroad and returned home,” Elsilyn shared.

Supported by the BRIDGE Programme, the partnership with the Quezon City Government

contributed to the operationalization of a gender-responsive MRC where OFW returnees and their families are being equipped as leaders of OFW groups in communities.

Part of the MRC support is funded by the European Union through the Safe and Fair Programme: Realizing women migrant workers’ rights and opportunities in the ASEAN region, led by the ILO with UN Women and in collaboration with UNODC.

Read the full article at https://www.ilo.org/manila/public/fs/WCMS_882276/lang--en/index.htm

Further, duty-bearers were equipped to offer a broader array of economic reintegration programmes to migrant workers and migrant returnees, drawing on the learnings from the pilot training programmes offered by BRIDGE in the areas of digital skills training and regenerative agriculture and agribusiness. These innovative approaches have the potential to help realize the Full-cycle National Reintegration Program envisaged by the Department of Migrant Workers, incorporating as they do a systems perspective that recognizes drivers of migration, such as climate and environmental change, and the gendered segregation of labour that limits opportunities for women in certain sectors such as the digital economy.

Result Story: Sustainable and Gender-responsive Reintegration in the Philippines

Despite decades of welfare and reintegration assistance provided to OFWs, there is no widely agreed or adopted reintegration framework or guideline for reintegration programming. Reintegration actors face challenges in their daily implementation and case management. One of the stakeholders noted, “we know the returnees need psychosocial support, and they also need to establish an income-generating activity for their daily needs, but we don’t know how to address this situation”. Oftentimes, the social stability and psychosocial well-being of OFWs are overlooked, not because of the shortage of programmes on these. The majority of reintegration programmes in the Philippines offer economic support, and was created and continued with very little supporting evidence as the programmes had weak monitoring and evaluation element.



Government and CSO reintegration programmes were enhanced to be holistic, needs-based and evidenced-based, becoming more responsive to the needs and protection of OFWs. With the training workshops, various discussions and tools on reintegration programming from the BRIDGE programme, reintegration actors were equipped with the knowledge and skills on reintegration programming based on international standards, and felt that their own best practices were “validated and affirmed”. Psychosocial needs of OFWs now “have become a common discussion” among case managers in one CSO. Another CSO has learned to assign the monitoring and evaluation of programmes to people different from the project team that implemented it. MOLE-BARMM came up with a more localized “Bangsamoro” version of their reintegration plans and programmes, accounting for their patriarchal society and more conservative family ties. Government and CSO partners have started planning to cascade, if not already done, the lessons learned from the various initiatives, not only internally within their teams, but also tailor-fitting the training to their overseas post and to their other stakeholders.

Reintegration actors, such as DMW and the Center for Migrant Advocacy (CMA), are now actively discussing reintegration with their respective stakeholders using the frameworks and tools from BRIDGE outputs. Government-led reintegration programmes are being reviewed and implementation is being adjusted based on the practical guidance from BRIDGE interventions. Changes in thinking and behaviour of key stakeholders continues even after the wrapping up of the BRIDGE joint programme.

These initiatives contribute to achieving the UN Socioeconomic and Peacebuilding Framework 1.4 Indicator 10⁸, Philippine Development Plan (PDP) 2022-2023 Chapter 21, and PDP 2023-2028⁹.

Output 2.1: Interagency coordination mechanisms on fair and ethical recruitment and sustainable gender-sensitive reintegration operationalized

⁸ UN SEPF 1.4 Shore social protection systems; Indicator 10: Certification rate of technical and vocational education and training graduates

⁹ PDP 2023-2028 Subchapter 2.2 Improved education and lifelong learning; Indicator 6: TESDA Certification Rate

The joint programme supported two interagency coordination mechanisms. BRIDGE collaborated with the existing Sub-Committee on International Migration and Development (SCIMD) to push for wider promotion, adoption, and implementation of programme initiatives in terms of policy support and operationalization of the resolutions pertaining to the adoption of the OFW Reintegration Advisor and Referral Pathways, and establishment of Migrant Resource Centers. The SCIMD was instrumental in the delivery of integrated recruitment and reintegration frameworks and action plans for local migration duty-bearers, tailored to the pilot provinces. BRIDGE also supported the establishment of the National Action Plans Technical Working Group to provide oversight on the implementation and monitoring of the National Action Plans of Fair and Ethical Recruitment and on Sustainable, Gender-responsive Return and Reintegration.

Although no interagency coordination mechanism was established in BARMM, twenty four representatives from three BARMM government agencies and five local CSOs were trained on sustainable and gender-responsive reintegration programming to support the development and operationalization of reintegration programmes contextualized for the Bangsamoro people.

Output 2.2: Effective and gender-responsive government reintegration services delivered

The joint programme supported the government—DMW and OWWA, in particular—and other reintegration duty bearers to provide effective and gender-responsive service delivery through their participation in training programmes and their use of enhanced reintegration tools. Nine local government units from the National Capital Region and Western Visayas Region completed the pilot training programme that promoted integrated recruitment and reintegration frameworks/action plans. BRIDGE also developed and conducted four gender-responsive training programmes for OFWs and reintegration service providers, of which two focused specifically on women OFWs and their families (95 persons). In addition, the programme supported the development of case management tools and materials, which were handed over to DMW as the main reintegration duty bearer for adoption and use, in support to the effective and gender-responsive delivery and operationalization of the ‘Full-cycle National Reintegration Program’.

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

Philippine policy and practices pertaining to labour migration, including recruitment and reintegration, are more deeply anchored on the Global Compact on Safe, Orderly and Regular Migration. This is most tangible in the DMW, whose founding law references the GCM, and whose early stages of development was significantly influenced and supported by BRIDGE. Promoting the institutional structure to align Philippine migration governance with the GCM are instruments generated through multistakeholder consultation under BRIDGE, such as the National Action Plan (NAP) on Sustainable, Gender-Responsive Return and Reintegration, complementary to the NAP on Fair and Ethical Recruitment. This can be gleaned, among others, in the language used by the DMW’s leadership and key officials, where mention of the need for sustainable reintegration and gender-responsive policies and programmes has visibly increased. The commitment of stakeholders to align their operations with and contribute to the achievement of the priority GCM objectives is also evidenced by their active participation and inputs in the Technical Working Group for the NAPs, led by DMW.

Cultivating a whole-of-society understanding and appreciation of the GCM is crucial in a country like the Philippines, where migration has had an immense impact on the society and economy. Significant progress has been made in this regard through dialogues and conversations conducted with partners

in government, civil society, the private sector, and the academe. In particular, civil society organizations issued a unity advocacy statement for fair and ethical recruitment and for sustainable and gender-responsive return and reintegration, following roundtable discussions on these two GCM Objectives and the NAPs supported by BRIDGE. The statement calls for transformative reforms in Philippine labour migration governance addressed to key government officials, while also serving as a statement of commitment to become enabling actors for the achievement of these goals, to ensure that OFWs are well-protected and for OFWs to achieve “*maginhawang buhay*”¹⁰.

There has also been sustained interest by all stakeholders in promoting fair and ethical recruitment and gender-responsive return and reintegration as seen in initiatives adopted under the DMW. For instance, the multi-stakeholder participants of the technical working group are committed to lead the implementation of two National Action Plans. Whole-of-society approach is further reflected through an active engagement of the private sector in the development of Code of Conduct for recruitment agencies, which sets out the practical application of fair and ethical recruitment principles. Stakeholders have taken a proactive stance in continuing the advocacy for safe, orderly and regular migration, including driving the advocacy efforts to strengthen social protection programmes and services for Filipino migrant workers, in line with PDP 2023-2028 goal to reduce vulnerabilities and protect purchasing power of Filipinos through social protection for all. As a result, local partners such as the Migrant Resource Center adopted enhanced awareness-raising efforts among migrant workers and their families on coverage and access to social protection measures as a strategy to promote sustainable reintegration.

Results Story: Success story of a woman migrant worker

Labour migration policies and programmes often regard migrant workers as mere subjects of interventions and recipients of assistance rather than active players in proposing solutions to their challenges. In economic reintegration, migration agencies tend to have a menu of options from which migrant workers are expected to choose. For women OFW returnees, the typical reintegration activity have been sari-sari store—a neighbourhood sundry shop.



BRIDGE sought to move beyond this by allowing women migrant workers to tell their stories of migration, return, and reintegration. One of the women featured in the e-book *Finding for Good: Stories of migration and reintegration*, is Almira Diauna, who embarked on *pakô*, or edible fern,

¹⁰ Loosely translates to “a well and meaningful life”. *Ginhawa* is well-being conceived as being securely embedded in a network of relationships that helps one live a meaningful life, one where one is able to give and comfort, through one’s multiple identities and multiple strands of relationships (Paz, 2008). The term “ginhawa” is used to describe the Philippines’ long-term vision and aspirations encapsulated in AmBisyon Natin 2040. Using indigenous knowledge systems and practices, “ginhawa” is also the goal of migration services, and thus was often used in BRIDGE initiatives.

farming in Aurora province after years spent in the Middle East. More than a source of income, Almira sees her *pakô* farm as a way to help ensure food security and contributing to the SDGs.

BRIDGE invited her to speak at the high-level forum co-organized with UP-CIFAL Philippines in December 2022, and featured her story in the BRIDGE mini-documentary *Destination: Ginhawa*. This in turn led to other opportunities, such as the chance to tell her story at the National Forum on Migration and International Migrants Day organized by DAWN. In this way, she has been given a platform to inspire other women migrant returnees with her story.

Output 3.1: Initiatives to align policies to international standards on fair and ethical recruitment and gender-responsive reintegration supported

BRIDGE organized a total of 16 advocacy and awareness-raising events promoting the discussion of fair and ethical recruitment and sustainable reintegration in the Philippines as aligned to the Global Compact for Safe, Orderly and Regular Migration. Following a whole-of-society approach, three webinars and a high-level forum were co-organized with UP-CIFAL Philippines, three consultations, three roundtable discussions and one launch event were co-organized with Ople Center, two service orientations were co-organized with the Quezon City LGU, and one consultation workshop was co-organized with DMW. These events covered topics related to sustainable and gender-responsive migration governance, reintegration services, social protection, and the National Action Plans on Fair and Ethical Recruitment and Sustainable, Gender-responsive Return and Reintegration in relation to the GCM. A total of 1,913 persons were directly reached by these events, with participants from the government, civil society, the academe, the private sector, and the Filipino migrant population and their families.

Knowledge products were also produced to complement the events. In the earlier stages of programme implementation, the National Action Plans on Fair and Ethical Recruitment and on Sustainable, Gender-responsive Return and Reintegration¹¹ were launched and adopted by the Philippine government. A technical paper on unilateral social protection measures was also produced. BRIDGE also published an e-book, which compiled narratives of 20 women migrant workers, current and former - Finding for Good: Stories of Migration and Reintegration, in partnership with the Development Action for Women Network (DAWN).

Output 3.2: Adoption of ILO Convention 181 advocated and understanding of the Convention by key stakeholders increased

BRIDGE held a forum on Fair and Ethical Recruitment and ILO Convention 181, attended by two government agencies and nine recruitment associations to discuss the current practices and plans of the government and the recruitment industry in order to align with GCM Objective 6 on fair and ethical recruitment, and advocate for the adoption of the Convention. The recommendations arising from the forum were considered in the development of new rules and regulations in the recruitment of land-based migrant workers.

For details and gender-disaggregated attendance of activities (events, meetings, workshops, etc.) conducted, see the [Activity Database](#) file.

¹¹ The development and launch of the National Action Plan on Fair and Ethical Recruitment was supported by another project—the Aligning Lenses Towards Ethical Recruitment (ALTER), funded by GFEMS and implemented by IOM. However, the development of the monitoring and evaluation framework for both NAPs and the publication of the NAP booklet were supported by BRIDGE.

Results Reporting Framework							
INDICATORS	Baseline	Results achieved for the reporting period				Cumulative Results	Notes
		Oct-Dec 2020	2021	2022	Jan-Jun 2023		
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	2	5 (125% achieved)	<ul style="list-style-type: none"> Proposed inputs on the Implementing Rules and Regulations (IRR) of the DMW Act were taken into consideration (2022) OWWA has implemented improvements in their ECARES system based on the proposed strategy (2022) [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 (2022) [1.2.4] BARMM requested to have their own version of the Code of Conduct (2023) [1.2.1] DMW integrated inputs from the reintegration consultations and training workshops into the roadmap for the 'Full-cycle National Reintegration Program' (2023)
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	92.5%	92.5% (target of 70% achieved)	<p>Based on the average of post-activity evaluation from the following activities:</p> <ul style="list-style-type: none"> Training on the Migration Data Governance Strategy [1.1.8] Training on M&E for Return and Reintegration Programmes [1.2.4] CARLA Chatbot Workshop and Handover [1.2.4] Webinar series on Ethical and Gender-responsive Migration Data Governance [1.2.5] Three-part webinar series on Know Your Data Rights [1.2.5] Workshop on database management for QC MRC [1.2.3]
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	0	There is no inter-agency committee on migration data as the Inter-Agency Committee on the Shared Government Information System for Migration noted in Executive Order No. 203 s. 2000 was never realized. However, the data governance practices of individual migration agencies, which

Results Reporting Framework							
INDICATORS	Baseline	Results achieved for the reporting period				Cumulative Results	Notes
		Oct-Dec 2020	2021	2022	Jan-Jun 2023		
							also makes up the Sub-Committee on International Migration and Development (SCIMD), were strengthened through their adoption of learning and tools from various BRIDGE initiatives.
Indicator 1.1b: # of research, reports, and knowledge products developed (with gender-responsive approach)	0	0	0	3	8	11 (220% achieved)	<ul style="list-style-type: none"> • Gender and Labour Migration Data (2022) [1.1.3] • Migration Data Governance Strategy (2022) [1.1.7] • Gender and Reintegration of OFWs (2022) [2.1.4] • Preliminary findings of the research on impacts of migration on children of OFWs (2023) [1.1.2] • Policy brief on Fair and Ethical Recruitment and Sustainable, Gender-responsive Return and Reintegration (2023) [1.1.5] • Data collection and management tools for MRC (2023) [1.1.10] • Code of Conduct for Private Recruitment Agencies and Monitoring Tools (National) (2023) [1.2.1] • Code of Conduct for Private Recruitment Agencies and Monitoring Tools (BARMM) (2023) [1.2.1] • Data collection and management practices on OBWs (2023) [1.2.7] • Study on migrant worker reintegration in BARMM (2023) [2.1.4] • Returning during the Pandemic: How OFWs Navigated Reintegration in the Philippines (2023) [2.2.8]
Indicator 1.1c: # of government agencies and national partners engaged in stocktaking	0	0	0	10	0	10 (200% achieved)	DFA, OWWA, Philippine Overseas Employment Agency (POEA), DMW, NRCO, MOLE-BARMM, Commission on Filipinos Overseas (CFO), Department of Justice- Interagency Council Against Trafficking (DOJ-IACAT), Department of Interior and Local Government (DILG), Commission on Human Rights (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	3	3 (150% achieved)	<ul style="list-style-type: none"> • Data collection and management tools for MRC – Case management for complaints (2023) [1.1.10] • Code of Conduct for Private Recruitment Agencies and Monitoring Tools (National) (2023) [1.2.1]

Results Reporting Framework							
INDICATORS	Baseline	Results achieved for the reporting period				Cumulative Results	Notes
		Oct-Dec 2020	2021	2022	Jan-Jun 2023		
							<ul style="list-style-type: none"> Code of Conduct for Private Recruitment Agencies and Monitoring Tools (BARMM) (2023) [1.2.1]
Indicator 1.2b: # persons trained in data collection, management, analysis and verification	0	0	0	262	34	296 (197% achieved)	<ul style="list-style-type: none"> Webinar series on Ethical and Gender-responsive Migration Data Governance (59 pax; 15 M, 44 W) (2022) [1.2.5]¹² Three-part webinar series on Know Your Data Rights (155 pax; 55 M, 99 W, 1 Others) (2022) [1.2.5]¹³ Hackathon Data Quest: Gender-responsive Labour Migration (41 pax; 17 W, 24 M) (2022) [1.1.6] Training on the Migration Data Governance Strategy (7 pax from DFA and OWWA) (2022) [1.1.8] Training on the Migration Data Governance Strategy (20 pax from DMW-NRCO) (2023) [1.1.8] Workshop on database management for QC MRC (14 pax; 7 M, 7 W from Quezon City PESO and MRC) (2023) [1.2.3]
Indicator 1.2c: # of persons trained on recruitment/reintegration	0	0	0	225	0	225 (281% 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] Webinar on Ginhawa as a Framework for Migration Services (76 pax; 15 M, 60 W, 1 Others) [1.2.5]¹⁴ Webinar on Gender Issues in Aging and Migration (70 pax; 14 M, 54 W, 2 Others) [1.2.5]¹⁵ Three-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

¹² Previously reported as 109 pax (23 M, 86 W), but later corrected reporting error

¹³ Previously reported 50 pax (60%) women, but later corrected reporting error

¹⁴ Not reported under this indicator in the previous report

¹⁵ Not reported under this indicator in the previous report

Results Reporting Framework							
INDICATORS	Baseline	Results achieved for the reporting period				Cumulative Results	Notes
		Oct-Dec 2020	2021	2022	Jan-Jun 2023		
							from Bangladesh, Malaysia, Indonesia, and the Philippines (5 pax from the Philippines; 2 M, 3 W from DMW/POEA, OWWA, and DSWD) [1.2.2] <ul style="list-style-type: none"> • 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	No	Yes	The Sub-Committee on International Migration and Development (SCIMD) and the Regional Development Council for Region 6 each issued a resolution in 2021 endorsing migration initiatives for the cooperation and implementation in the regions/provinces [2.1.3]
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	79.0%	79.0% (target of 70% achieved)	Based on the average of post-activity evaluation from the following activities: <ul style="list-style-type: none"> • BARMM Reintegration Training [2.1.7] • Training-of-Trainers on Sustainable and Gender-responsive Reintegration Programming in the Philippines [2.2.6] • Webinar on Ginhawa as a Framework for Migration Services [1.2.5] • Webinar on Gender Issues in Aging and Migration [1.2.5] • Cross-border training for reintegration service providers [2.2.2] • Training for Western Visayas (Negros Occidental and Iloilo Province) LGU [2.2.1]
Indicator 2c: % of women OFWs trained reporting expanded opportunities for employment as a result of the training programme	N/A	0	0	0	33%	33% (target of 70% not achieved)	During the endline assessment, only 9 out of the 66 women OFWs trained responded to the survey. Out of the 9 who responded, 3 reported they had expanded employment opportunities as a result of the training. Data collection was challenging as the women were mostly household service workers still abroad with active contracts, therefore, the targeted women OFWs have not had the opportunity to apply their new skills. Out of the three that have applied their skills, all three women OFWs responded positively.

Results Reporting Framework							
INDICATORS	Baseline	Results achieved for the reporting period				Cumulative Results	Notes
		Oct-Dec 2020	2021	2022	Jan-Jun 2023		
Indicator 2d: % of government stakeholders and national partners engaged in the project reporting increased capacity on case management	N/A	0	0	0	0	0	There was no capacity-building initiative specific to case management as Activity 2.2.13 was deleted during the project revision in 2021, but the indicator was missed to be deleted. Instead, stakeholders were capacitated on case management as part of the training on reintegration programming [2.2.6] and through the development of the proposed reintegration case management system for DMW [2.2.12].
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	Yes	<ul style="list-style-type: none"> The Sub-Committee on International Migration and Development issued a resolution to collaborate on the Reintegration Advisor and related initiatives (2021) [2.1.3] The NAP Technical Working Group was established and had its first official meeting in February (2023) [2.1.6]
Indicator 2.1b: # of integrated recruitment and reintegration framework and action plans drafted and/or updated	0	0	0	0	2	2 (100% achieved)	<ul style="list-style-type: none"> Local development plan updated to mainstream recruitment and reintegration as part of the training programme for Negros Occidental MRC and OFW helpdesks [2.1.1] Regional development plan updated to mainstream recruitment and reintegration as part of the training programme for Iloilo Province LGUs and PESOs [2.1.1]
Indicator 2.1c: # of government agencies and national partners trained on sustainable gender-sensitive reintegration programming	0	0	0	8	0	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 (Bangsamoro Exit Overseas Workers Association, Consortium of Bangsamoro Civil Society, League of Bangsamoro Organizations, Manrapan OFW and Family Association, and Blas F. Ople Center) [2.1.7]
OUTPUT 2.2: Effective and gender-responsive government reintegration services delivered							
Indicator 2.2a: # of local government units successfully completed pilot for	0	0	0	0	9	9 (300% achieved)	Three pilot training programmes [2.1.1] completed by: <ul style="list-style-type: none"> Quezon City Local Government Provincial Government of Negros Occidental

Results Reporting Framework							
INDICATORS	Baseline	Results achieved for the reporting period				Cumulative Results	Notes
		Oct-Dec 2020	2021	2022	Jan-Jun 2023		
joint programme on reintegration							<ul style="list-style-type: none"> • Bacolod City Local Government • Provincial Government of Iloilo • Iloilo City Local Government • Provincial Government of Antique • Provincial Government of Aklan • Provincial Government of Capiz • Provincial Government of Guimaras
Indicator 2.2b: # of gender-responsive training programmes for OFWs and reintegration service providers established/ enhanced	0	0	0	2	2	4 (133% achieved)	<ul style="list-style-type: none"> • Agroforestry and agrobusiness training (2022) [2.2.4] • Reintegrating Women through IT Reskilling and Education (REWIRE) (2022) [2.2.7 and 2.2.9] • Training-of-Trainers on Sustainable and Gender-responsive Reintegration Programming in the Philippines (2023) [2.2.6] • Cross-border training for reintegration service providers (2023) [2.2.2]
Indicator 2.2c: # of women OFWs and their families trained under enhanced training programme/s	0	0	0	95	0	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 (REWIRE) 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/ enhanced	0	0	0	2	2	4 (400% achieved)	<ul style="list-style-type: none"> • Reintegration case management system design proposal (2022) [2.2.12] • IEC materials on Innovating Reintegration and on Sustainable and

Results Reporting Framework							
INDICATORS	Baseline	Results achieved for the reporting period				Cumulative Results	Notes
		Oct-Dec 2020	2021	2022	Jan-Jun 2023		
							Gender-responsive Reintegration (2022) [2.1.8] ¹⁶ <ul style="list-style-type: none"> • A Handbook on Reintegration Programming in the Philippines (2023) [2.2.5] • OFW Reintegration Advisor (2023) [2.1.2]
Indicator 2.2e: # of persons trained in enhanced reintegration programming and case management	0	0	0	70	435	505 (421% achieved)	<ul style="list-style-type: none"> • Training on gender-responsive services for aging migrants (70 pax; 54 W, 14 M, 2 preferred not to say) (2022) [1.2.5]¹⁷ • Training-of-Trainers on Sustainable and Gender-responsive Reintegration Programming in the Philippines (32 pax; 11 M, 21 W) (2023) [2.2.6] • Training on gender-responsive service delivery (39 pax; 12 M, 27 W) (2023) [2.2.3] • Training for Negros Occidental MRC and OFW helpdesks (35 pax; 9 M, 26 W) (2023) [2.2.1] • Training for Iloilo Province LGUs and PESOs (32 pax; 5 M, 27 W) (2023) [2.2.1] • Cross-border training for reintegration service providers (297 pax; 135 M, 162 W) (2023) [2.2.2]
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	No	The monitoring framework for the NAPs was developed and presented to the NAP TWG in February 2023. It is planned for discussion and adoption in the next TWG meeting.

¹⁶ Not reported in this indicator in the previous report

¹⁷ Previously reported only the 47 participants from the government out of the 70, but after reviewing the statement and indicator, all 70 participants from the different sectors are now reported

Results Reporting Framework							
INDICATORS	Baseline	Results achieved for the reporting period				Cumulative Results	Notes
		Oct-Dec 2020	2021	2022	Jan-Jun 2023		
Indicator 3b: Government agencies and national partners have renewed interest in the ratification of ILO Convention 181	No	No	No	Yes	No	Yes	Based on recommendations from partners after the Forum on Fair and Ethical Recruitment and ILO Convention 181 [3.2.1]
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	1	13	2	16 (500% achieved)	<ul style="list-style-type: none"> • Roundtable discussion on Tackling Vulnerabilities and Seizing Opportunities: Promoting a Gender Perspective in Migration from Recruitment to Reintegration in the Philippines (1 event in 2021) [2.1.4]¹⁸ • Series of forums and roundtable discussions on gender-responsive migration governance organized with UP-CIFAL (4 events in 2022) [3.1.4] • Orientation on reintegration services organized with QC LGU (1 event in 2022) [2.2.3] • Series of consultation and roundtable discussions on GCM and the NAPs organized with the Blas F. Ople Policy Center and Training Institute (6 events in 2022) [3.1.7] • Two-day reintegration workshop organized with DMW (1 event in 2022) • Orientation on social protection for migrant workers and families organized with QC LGU (1 event in 2022) [3.1.6] • Discussion on Social Protection for OFWs (FGDs in 2022-2023) [3.1.6] • Launch of the unity advocacy statement of CSOs and OFW groups (1 event in 2023) [3.1.7]
Indicator 3.1b: # of persons reached	0	0	20	1742	151	1913 (1275% achieved)	<ul style="list-style-type: none"> • Roundtable discussion on Tackling Vulnerabilities and Seizing Opportunities: Promoting a Gender Perspective in Migration from

¹⁸ Previously not reported as it was overlooked during change in staff managing the programme

Results Reporting Framework							
INDICATORS	Baseline	Results achieved for the reporting period				Cumulative Results	Notes
		Oct-Dec 2020	2021	2022	Jan-Jun 2023		
through advocacy and awareness-raising events							<p>Recruitment to Reintegration in the Philippines (20 pax; all women) (2021) [2.1.4]¹⁹</p> <ul style="list-style-type: none"> • Series of forums and roundtable discussions on gender-responsive migration governance (528 pax; 366 W, 154 M; 6 Others) (2022) [3.1.4] • Orientation on reintegration services with QC LGU (251 pax; 192 W, 59 M) (2022) [2.2.3]²⁰ • Series of consultation and roundtable discussions on GCM and the NAPs with Ople Center (267 pax; 168 W, 99 M) (2022) [3.1.7] • Two-day reintegration workshop with DMW (2022) (117 pax; 44 M, 73 W) • Orientation on social protection for migrant workers and families with QC LGU (579 pax; 468 W, 111 M) (2022) [3.1.6] • Discussion on Social Protection for OFWs (84 pax; 17 M, 67 W) (2023) [3.1.6] • Launch of the unity advocacy statement of CSOs and OFW groups (67 pax; 25 M, 41 W, 1 Others) (2023) [3.1.7]
Indicator 3.1c: # of action plans addressing gaps related to fair and ethical recruitment and sustainable, gender-responsive reintegration published	0	0	1	0	0	1 (100% achieved)	National Action Plan on Sustainable, Gender-responsive Return and Reintegration launched in 2021 and published as a booklet (including M&E Framework) in 2023
Indicator 3.1d: # of reports or knowledge products developed on social	0	0	0	0	1	1 (100% achieved)	Technical Paper on Unilateral Social Protection Measures [3.1.6]

¹⁹ Previously not reported as it was overlooked during change in staff managing the programme

²⁰ Previously reported as 311 pax (252 W, 59 W) but later corrected reporting error

Results Reporting Framework							
INDICATORS	Baseline	Results achieved for the reporting period				Cumulative Results	Notes
		Oct-Dec 2020	2021	2022	Jan-Jun 2023		
protection for OFWs							
OUTPUT 3.2:							
Adoption of ILO Convention 181 advocated and understanding of the Convention by key stakeholders increased							
Indicator 3.2a: # of national multi-stakeholder events promoting the ratification of ILO Convention 181	0	0	0	1	0	1 (100% achieved)	Forum on Fair and Ethical Recruitment and ILO Convention 181 [3.2.1]
Indicator 3.2b: # of government agencies and national partners who participated in multi-stakeholder events	0	0	0	11	0	11 (110% achieved)	Government (2; DMW/POEA and NEDA) and private sector (9 recruitment associations; Association of Philippine Licensed Agencies for Technical Internship Program (APLATIP), Europe Canada-Australia New Zealand Association of Employment Providers of the Philippines Inc. (EC-ANZAEPP), Filipino Association for Mariner's Employment (FAME), Japan Employment Providers of the Philippines and Consultants' Association (JEPPCA), Joint Manning Group (JMG), Overseas Placement Associations of the Philippines (OPAP), Philippine Associations of Service Exporters Inc. (PASEI), Philippine Employment Agencies and Associates for Corporate Employers in the Middle East (PEACEME) and Philippines Association of Agencies for Kuwait (PHILAAK) entities who attended the Forum on fair and ethical recruitment



3. Partnerships

The BRIDGE joint programme established new and strengthened old partnerships with the local government, private sector, academe 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.

Since its inception, BRIDGE has worked closely with the government for the direction and implementation of the activities. The Department of Foreign Affairs (DFA) not only provided guidance to the joint programme but also endorsed BRIDGE to other government agencies for cooperation. The contribution of BRIDGE in the strengthening of Philippine migration governance is acknowledged by DFA as they include the programme's outputs and outcomes in reporting the progress of the country's GCM implementation in various speaking engagements and platforms, including the International Migration Review Forum and the Voluntary National Report on GCM.

Anticipating the creation of the new Department of Migrant Workers (DMW), close coordination was maintained with line agencies and department units involved in Philippine labour migration, such as the Philippine Overseas Employment Agency (POEA) and the Overseas Workers Welfare Administration (OWWA), which were then under the Department of Labor and Employment (DOLE). This helped the BRIDGE team mitigate the delays and challenges brought by the transition. It also helped that BRIDGE already had an existing partnership with Blas F. Ople Policy Center and Training Institute, as the CSO's key personnel were eventually absorbed by DMW. With this, the BRIDGE Programme has been integrated in DMW from the beginning, and was able to provide inputs in essential matters, such as its Implementing Rules and Regulations and the Full-cycle National Reintegration Program, through organizing multisectoral stakeholder consultations despite these initiatives not being part of the original programme activity design. BRIDGE focused its efforts supporting the operationalization of the new department as the leading agency in Philippine labour migration governance, achieving a deeper impact and a wider influence on migration governance policies and practices.

The academe, such as UP CIFAL and Scalabrini Migration Center played a pivotal role in producing evidence-based research as well as bringing together diverse experts, which generated discussion and promoted innovation on gender-responsive migration governance. On the other hand, local government units and CSOs played a significant role in translating national and international migration policies and practices into local context for a more community-based implementation. A CSO partner has testified that BRIDGE was instrumental in popularizing high-level concepts, and that BRIDGE gave them the space to engage with OFW groups and their family members. Through these smaller, more independent units, BRIDGE was able to pilot recruitment and reintegration tools, plans and training programmes, as well as explore different avenues and modalities in implementing reintegration activities. As a result, proof of concepts such as those relevant to framing the reintegration mechanisms including the reintegration pathways were presented at national level for possible replication to other localities. Migrants and their families were more directly impacted by and benefited from the programme through these community initiatives. The private sector, through recruitment industry associations, was also engaged to ensure representation in discussions on recruitment and reintegration, cognizant of their key role throughout the OFW's migration journey. Meanwhile, a for-profit social enterprise was tapped for the provision of reintegration training for



women migrant workers in digital skills, not only due to lack of such capacity currently by public sector entities, but also to highlight the important role the private sector plays in the local labour landscape for migrant worker returnees. All these stakeholders were strategically involved with BRIDGE in varying degrees and nature of partnership, achieving a whole-of-government and whole-of-society approach in the design and implementation of the programme.

BRIDGE also contributed to revitalizing the Philippine UN Network on Migration through expertise and activities made available through the project. At the regional level, BRIDGE provided space for exchange of knowledge between the Philippines and corridors in South and Southeast Asia on improving recruitment regulation and enforcement. The information exchange on country practices present entry points for further discussion to promote South-South cooperation, especially in the ASEAN region where there is prominence of labour migration.

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 common data collection/management, reporting; using common data management system developed in Output 1.1	PHP 1,081,000 (USD 19,472.21)



		<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 responding to the future of work for returning & about to return women migrant workers</p> <p><i>PUNO counterpart: UN Women</i></p>	<p>PHP 755,000 (USD 14,519.23)</p>



<p><i>Name of partner:</i> CirroLytix Research Services</p> <p><i>Type of partner:</i> Private Sector</p>	<p>Institutional Contract</p>	<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:</i> UN Women</p>	<p>PHP 1,143,080 (USD 21,982.30)</p>
<p><i>Name of partner:</i> Connected Women</p> <p><i>Type of partner:</i> Private Sector</p>	<p>Institutional Contract</p>	<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:</i> UN Women</p> <p>2.2.7. Conduct skilling/reskilling training of OFW returnees, especially women in coordination with TESDA Women’s Center</p> <p><i>PUNO counterpart:</i> ILO</p>	<p>PHP 1,200,000 (USD 23,430.18)</p> <p>PHP 791,485.68 (USD 14,257.15)</p>
<p><i>Name of partner:</i> Development Action for Women Network (DAWN)</p> <p><i>Type of partner:</i> Civil Society</p>	<p>Institutional Contract</p>	<p>3.1.5 Case story collection on successful recruitment and reintegration planning programmes from migrants and partner agencies and organizations.</p> <p><i>PUNO counterpart:</i> UN Women</p>	<p>PHP 615,000 (USD 11,826.92)</p>



<p><i>Name of partner:</i> Evident Research & Consulting</p> <p><i>Type of partner:</i> Private Sector</p>	<p>Institutional Contract</p>	<p>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.</p> <p>2.2.4 Capacity-building on Gender-responsive Reintegration: Gender-responsive Programming, Coordination and Delivery of Reintegration Services</p> <p><i>PUNO counterpart:</i> UN Women</p>	<p>PHP 1,348,250 (USD 22,569.14)</p>
<p><i>Name of partner:</i> University of the Philippines-CIFAL Philippines</p> <p><i>Type of partner:</i> Academe</p>	<p>Institutional Contract</p>	<p>3.1.4 Roundtables and High-level Dialogues on policy alignment linked to gender-responsive, fair, ethical recruitment & reintegration plans and programming.</p> <p><i>PUNO counterpart:</i> UN Women</p>	<p>PHP 610,000 (USD 11,730.77)</p>
<p><i>Name of partner:</i> Blas F. Ople Policy Center and Training Institute</p> <p><i>Type of partner:</i> Civil Society</p>	<p>Implementation Agreement</p>	<p>1.1.5 Multi-stakeholder consultation series on grievance and feedback mechanisms as they relate to the National Action Plans on Fair and Ethical 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>PHP 1,692,000 (USD 33,187)</p>



		<i>PUNO counterpart: IOM</i>	
<i>Name of partner: Innovations for Poverty Action</i>	Implementation Agreement	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	PHP 1,425,015.19 (USD 25,669.01)
<i>Type of partner: Civil Society</i>		<i>PUNO counterpart: ILO</i>	

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 international labour standards 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 embedded in the design, procurement, delivery, monitoring, and evaluation of activities and projects under BRIDGE, and likewise observed in the management of the programme. Research, advocacy, capacity building, and case demonstration activities were deeply informed by an awareness of and understanding of the feminization of Philippine labour migration, and of the gendered realities of the global labour landscape. Duty-bearers were able to broaden their understanding of gender, going beyond the tendency to equate it with women alone, and were introduced to more inclusive and intersectional approaches. They were encouraged to recognize the agency of the women and other migrant workers they work with, as the voices of these rights-holders were foregrounded in the programme.

Meanwhile, a child-sensitive approach was mainstreamed through a definition of fair and ethical recruitment that precludes the hiring of underaged workers, as well as through a recognition of the social costs of labour migration, including the impact on left-behind children.

Overall, the Joint Programme produced results that took into consideration the specific needs of women migrant workers and their families, were sensitive to the specific needs of OFWs with diverse SOGIESC and other social identities (e.g. ethnicity, disability), and included support for OFWs designed to mitigate harm due to gender-based violence and trafficking in persons.

Constraints and Adjustments

Three major events that posed a challenge to the effectiveness and implementation of the joint programme were: 1) the logistical restrictions and migration issues brought about by the COVID-19



pandemic in 2020-2022; 2) the transition in Philippine labour migration governance brought about by the establishment of the Department of Migrant Workers (DMW) in 2021-2022; and 3) the transition in overall Philippine governance brought about by the national elections in 2022.

The Philippines experienced one of the toughest and longest restrictions during the pandemic, which affected 20 out of the 32 months of programme implementation. The team maximized technological advancements to implement activities remotely, which stalled the financial utilization rate in the first year of programme implementation. The savings were reallocated in the budget revision for the six-month no-cost extension for the completion of activities. The Philippine government was prioritizing repatriation and pandemic recovery efforts in 2021, and was anticipating restructuring in 2022 due to the national elections and the creation of the new department, thus making it difficult for the BRIDGE team to engage with the government due to limitation, bans, and reluctance to commitment due to looming changes and uncertainties in resources and priorities. The team addressed these challenges by moving forward with research activities and development of knowledge products that can be done more independently, and pushing back on the workplan activities that required more government engagement and commitments, which led to a project revision involving a no-cost extension. In some instances, the BRIDGE team forged new partnerships with other actors in lieu of government agencies, which yielded a positive outcome in inviting new stakeholders who could contribute to a whole-of-society approach to Philippine labour migration governance.

The government transition also posed challenges in the development and handover of information and communication technology (ICT) solutions in terms of resources and ownership. Instead of developing systems externally and risk it being orphaned or unused, BRIDGE developed an open-system design for the reintegration case management and proposed recommendations for systems infrastructure, forms for data entry fields, and user interface design for the data systems of the Quezon City Migrant Resource Center and OWWA's ECARES case management system. Although these adjustments facilitated better internal adoption and fostered stronger ownership, sustainability remains a challenge as it will take financial and human resources to maintain and operate these ICT solutions within the government agencies, especially if no department budget was allocated for these types of activities. From a bigger picture, the challenges with ICT solutions also stem from the lack of centralized data system and harmonized data definitions on the part of government agencies handling migration data. This was a large contributing factor in the adjustments of Outcome 1 activities involving data systems, as well as in the shortcomings of the joint programme in achieving the indicators for Outcome 1 despite the adjustments made. The JP team will continue to monitor new developments and explore how the UN can further mobilize resources to support the Government in addressing this critical gap.

The creation of the Department of Migrant Workers likewise opened opportunities to strengthen the relevance and impact of the BRIDGE Joint Programme in enhancing Philippine labour migration governance. Programme activities were redirected to support the formation and operationalization of DMW, thus influencing the policies and programmes of the Department since its inception and better aligning them to the GCM and other international standards. This also further strengthened the role of the Philippines as a GCM Champion Country, even among its fellow champion countries in Southeast Asia, but also at the global level. The overall impact of BRIDGE will be more evident once the DMW is fully operational, utilizing the policy instruments and operational tools, and building on the partnerships and cooperation with different stakeholders that the Joint Programme has developed and imparted.



Lessons and Good Practices

Identifying and engaging the right key reintegration actors in the various activities is critical to success as they became a force multiplier in expanding the reach of the outputs and impacts of the joint programme. The impact of BRIDGE in the Philippine reintegration landscape was evident on how various actors use concepts and tools learned from BRIDGE and incorporate them in their respective activities. Targeting mid- to senior-level officials and staff proved to be more effective as they have better overall understanding and have direct communication line with decision makers over their organization's policies and practices. The CSOs engaged were also influential players in the migration landscape who have made significant contribution in the history of advancing OFW protection and maintains a wide network of national and local partners and migrant groups on the ground.

Lessons learned from the BRIDGE interventions are better cascaded and facilitated within the respective agencies and organizations if the activities are designed to be bite-sized and practical, and when materials shared includes guidelines and tools for facilitation. The team also realized that developing tools and materials in a participatory manner achieves greater buy-in and higher usability from the end-users. An example would be the development of the handbook and training material on contextualized reintegration programming. Because the drafting process underwent consultations and validations with the end-users, featured best practices from the different reintegration actors both local and international, and acknowledged the limitations of operationalization in the Philippines compared to international best practices, the materials became more relevant and relatable, and so the reintegration actors embraced the handbook and training materials. Participants who completed the training-of-trainers have begun cascading their learnings within their organizations and have started implementing small changes in their operationalization within six months. Since the distribution of the handbook and the roll-out of the training, there has been an increasing appetite for more copies of the handbook and more capacity-building sessions for local actors.

Another example is the development of ICT solutions. With the transition of different units to DMW, BRIDGE opted to support the development of a reintegration case management system through proposing an overall design and hiring a systems consultant and developer to build the system internally within DMW's system infrastructure. BRIDGE has also instead submitted a strategy proposal to OWWA to enhance the user-engagement of their ECARES system, which OWWA's information and systems team implemented internally, which circumvented the issue of data privacy and security restrictions of government systems. Coordination and pilot roll-out went smoother, and there was technically no handover since it was built within. Sustainable transition is easier if ICT solutions are developed internally from the get-go.

As for internal mechanisms within the BRIDGE team, close and efficient coordination and collaboration was achieved by having clear focal points and roles among PUNOs, regular and open communication channels, and common tools and templates for information and project management. It also helped that the design of programme activities was clear as to which particular agency it was assigned to. In addition, PUNOs capitalized on other existing programmes or concurrent initiatives within their agencies to increase the scope and impact of programme outputs. Altogether, these resulted in effective, coherent, and harmonious implementation that leveraged the technical resources of each agency and created synergies with other initiatives.

Aside from internal synergy, the collaboration with other migration-related programmes also had advantages in terms of reaching more partners and stakeholders and expanding the coverage of implementation, yielding greater impacts. For instance, building on the initiatives of the Aligning Lenses Toward Ethical Recruitment (ALTER) Project of IOM and the Safe and Fair joint programme of



ILO and UN Women allowed for more coherent implementation of interventions in areas where there had been prior migration initiatives to which BRIDGE further contributed. The collaboration leveraged the comparative advantages that the respective Programmes bring in any initiative; that is the recruitment focus of ALTER project, the protection lens of the Safe and Fair programme and the migration governance focus of the BRIDGE programme with common thrust on gender-responsiveness. This was evident in mainstreaming migration agenda in Region VI with corresponding capacity-building intervention to weave regional and local migration and development mechanisms as well as the operationalization of a Migrant Resource Center for better and more accessible services to migrant workers and their families. Convergence and cross-fertilization of ideas were likewise pursued with regional migration programmes and platforms such as the IOM-ILO-UN Women-implemented Governance of Labour Migration in South and South-East Asia (GOALS) and the UN Network on Migration. One example was the GOALS-sponsored Thematic Area Working Group on Pre-departure Orientation and Empowerment (PDOE), hosted by the DMW in March 2023, where learnings from BRIDGE were featured.



Conclusion and Next Steps

The overall implementation of BRIDGE resulted to institutional developments and practice changes for an improved labour migration governance in the Philippines that is more gender-responsive and evidence-based. The knowledge products produced under the programme have been utilized in the continuous development of initiatives at the national and local level that will promote fair and ethical recruitment and safe return and sustainable reintegration of migrant workers, which in essence mark the programme's contribution towards achieving GCM Objectives 6 and 21 as intended. Moreover, with strong commitment and support from government partners and various stakeholders, the mechanisms and tools developed with the support of BRIDGE are positioned towards adoption and sustained implementation by migration actors, as they have been included in their planning and programming. There is increasing possibility for these entities to appropriate necessary financial and human resources to allow for continuity.

BRIDGE has achieved institutional integration with the Department of Migrant Workers (DMW), as evidenced by the adoption and use of the programme outputs in its policies and programmes. The impacts of the joint programme will be further felt once DMW is fully operational, wherein through their policies and delivery of services, the OFWs will feel the increased protection and responsiveness of the government to their needs. The creation and operationalization of the DMW also serves as additional proof that the BRIDGE programme was relevant and in line with the government's priorities, and that the government is fully committed to improve the delivery of services and protection to OFWs, as envisioned and implemented by BRIDGE. This is a good indicator of the sustainability and even potential scaling up of BRIDGE-supported initiatives in strengthening Philippine labour migration governance. Notably, during the time of writing the report, the Secretary of the Department of Migrant Workers, Susan "Toots" Ople passed away on 22 August 2023. She was a dedicated and inspirational champion for the rights and well-being of Filipino workers around the globe and her loss will be felt across all those that have been working on migration issues in the Philippines and beyond. The BRIDGE project provided necessary support during DMW's foundational period and there is a renewed commitment by the President to keep her legacy going.²¹

Beyond the support to government, BRIDGE has also empowered and engaged CSOs, academe, private sector, and the migrants themselves in addressing issues related to migration and development. The capacity-building interventions on labour migration provided to duty bearers, migrant workers leaders, and migrant workers themselves better equipped stakeholders to participate more effectively in continuing discussions and advocacies to protect, promote, and fulfil the rights of migrant workers throughout the migration cycle. Stakeholders intend to fully make use of the coordination platforms and mechanisms established by the joint programme to ensure that their voices are heard when it comes to policies and services involving OFWs.

The overall support, commitment, and appreciation of stakeholders to the BRIDGE programme was very evident in its final event entitled "[Beyond the BRIDGE: Insights and Next Steps in Strengthening Labour Migration Governance](#)".²² The BRIDGE programme culminated through this well-attended high-visibility event, showcased the outputs and impacts of the programme and gathered testimonials from stakeholders with regards to their involvement with the joint programme. This event brought

²¹ Statement of the President on commitment quoted from a [news article](#)

²² The event was attended by over 100 guests and was covered by the press. Media pick-ups are listed in the Communications and Visibility section of the annex. Documentation (photos, videos, report) on this event is accessible through the [linked folder](#).



together members of the diplomatic corps, development partners, and stakeholders from the government, civil society, academe, and migrant groups to celebrate the success of the programme and to provide an opportunity to network with current contributors of the global Migration MPTF and potential donors for further support, building on the gains from the two and a half years of implementation.

Following the conclusion of the joint programme, PUNOs continue to coordinate on respective migration-related initiatives to sustain the synergy that began with BRIDGE. Discussions with the government and other stakeholders continue, even at diminished capacity, providing technical inputs where able, as the UN agencies now have limited resources. Following the outputs, lessons learned, and best practices of BRIDGE, each UN agency is working on resource mobilization efforts to support the migration stakeholders in continuing the various endeavours on Philippine labour migration governance, especially as the Philippines reach the 50-year mark of formal labour migration in the country in 2024. The Safe and Fair joint programme of ILO and UN Women will continue supporting initiatives with the Quezon City LGU and select activities with DMW until the end of 2023. IOM was recently able to secure a small fund to continue supporting the operationalization of DMW, particularly on enhancing evidenced-based policy-making and programming, and on strengthening coherence and coordination of migration management initiatives. UN agencies are committed to continue the work carried out by the joint programme, as supported by inclusion of migration as a theme in the UN Sustainable Development Cooperation Framework 2024-2028, which will guide the Philippine UN Country Team in its collective efforts to achieve the 2030 Agenda.



ANNEX

KEY PROJECT DELIVERABLES

For details and gender-disaggregated attendance of activities (events, meetings, workshops, etc.) conducted, see the [Activity Database](#) file.

For the joint final independent evaluation report and the respective endline assessment reports of the PUNOs, see [Evaluation and Endline Assessment](#) folder.

For all the files relating to the key project deliverables, see [Key Project Deliverables](#) folder.

Activity	Title and Description of Deliverable	Availability/ Distribution
1.1.2	<p>Preliminary findings of the research on impacts of migration on children of OFWs</p> <ul style="list-style-type: none"> 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. 	Discussed and shared to select migration agencies
1.1.3	<p>Gender and Labour Migration Data</p> <p>This technical paper looks at Philippine overseas labour migration data collection and analysis from a gender perspective and outlines 13 action points organized under the following key recommendations:</p> <ul style="list-style-type: none"> 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. 	Printed and distributed to partners, and available online
1.1.5	<p>Policy brief on Fair and Ethical Recruitment and Sustainable, Gender-responsive Return and Reintegration</p> <p>The brief contains issues, challenges and recommendations on how these two thematic areas are being implemented in the Philippines based on consultations with various stakeholders.</p>	For endorsement to DMW



	A short spotlight on OFW's Access to Justice is included, looking into the developments from the earlier research conducted prior to the creation of DMW.	
1.1.6	Data Quest: Gender-Responsive Labour Migration Governance The hackathon and its website, including a repository of publicly available datasets on Philippine migration and the data analytics and data science projects generated by the hackathon participants (18 teams made up of 41 individual participants, 41 percent of whom were female), continues to be accessible as a toolkit for gender disaggregated data collection and analysis. Also accessible on the website are learning modules on ethical and gender-responsive labour migration governance and on data rights developed by CirroLytix, Data Ethics PH, and the Foundation for Media Alternatives for BRIDGE.	Accessible online . The link to the learning modules was also circulated to those who attended the webinars/workshops offered by UN Women
1.1.7	Migration Data Governance Strategy The strategy builds from the key findings and recommendations of the agency-specific data governance assessment reports. The key findings of the gap analysis include the following: <ul style="list-style-type: none"> • 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 	Discussed with and endorsed to DMW, OWWA, and DFA-OUMWA
1.1.10	Data collection and management tools for Migrant Resource Center Improved data collection and management practices of the Quezon City Migrant Resource Center through the revision of intake forms for OFWs and development of case management form to document type of cases (i.e., related to gender, working conditions, occupational safety and health, etc.) and services provided for evidence-based planning and programming. The forms/tools are to be translated into an online OFW registry hosted by the LGU.	Endorsed to Quezon City LGU for continued development of online registry based on enhanced case management form
1.1.1	Code of Conduct for Private Recruitment Agencies and Monitoring Tools (National and BARMM) The Code of Conduct sets out practice standards to further promote fair and ethical recruitment among Private Recruitment Agencies, including those operating in the Bangsamoro Region. It has accompanying monitoring tools for PRAs and migrant workers guided by international standards and guidelines on labour migration. The Code of Conduct contributes to the implementation of the National Action Plan on Fair and Ethical Recruitment adopted by the Philippine government.	For endorsement to DMW (National) and MOLE (BARMM)
1.1.2.5	Policy briefs on Indigenous Knowledge Systems and Practices (IKSP) and Migration	Printed and distributed to



	<p>Indigenous knowledge frameworks and methodologies have been used productively to inform health policies, support mental health and well-being, foster sustainable development, and respond to climate change. These topics have some relevance for Filipino migrant workers, and we can therefore expect indigenous approaches to understanding their experiences and issues to be fruitful. Having a better understanding of context, culture, and patterns of communication can lead to improving our responses, their relevance, and their accessibility.</p>	<p>partners, and available online</p>
1.2.7	<p>Assessment of data collection and management practices on Overseas Bangsamoro Workers This output serves as a technical advice paper for the Ministry of Labour and Employment – Overseas Workers Welfare Bureau on strengthening data collection and management practices at the policy, technical and operational level.</p>	<p>For endorsement to MOLE</p>
2.1.1	<p>Training Programmes to localize integrated recruitment-reintegration plans To contribute to the operationalization of the Resolution issued by the Regional Development Council of Region VI, the BRIDGE and Safe and Fair Programmes collaborated with the SCIMD-VI to implement a training programme using the <i>Training toolbox on Safe and Fair Migration of OFWs</i> with modules covering:</p> <ul style="list-style-type: none"> • Overview of Philippine Labour Migration and Migration Standards and Principles; • Pre-migration, departure, and transit; • Onsite: Challenges faced by OFWs and recourse; • Return and Reintegration; and • Migration and Development 	<p>Endorsed to NEDA-SCIMD and conducted to Western Visayas LGUs</p>
2.1.2	<p>OFW Reintegration Advisor and Referral Pathways The OFW Reintegration Advisor and Referral Pathways (“Reintegration Advisor”) is a tool that guides OFWs, families and stakeholders to get information and access reintegration services, programmes, agencies and support groups at the local and national levels, and in selected countries abroad.</p> <p>The Reintegration Advisor is an online web portal accessible to everyone and is being further developed to be part of the reintegration services of the Department of Migrant Workers through their reintegration office.</p> <p>This initiative is co-developed with Safe and Fair Joint Programme.</p>	<p>Web portal accessible online; System is handed over to DMW for further development and integration</p>
2.1.3	<p>Technical collaboration with the Sub-Committee on International Migration and Development (SC-IMD) The collaboration with the SC-IMD resulted to the signing and operationalization of the following Committee Resolutions:</p> <ul style="list-style-type: none"> • SCIMD Resolution No. 1 S. 2021 “Endorsing the OFW Reintegration Advisor and Referral Pathways in collaboration with the SCIMD” 	<p>Resolutions disseminated within the members of SCIMD and RDC respectively</p>



	<ul style="list-style-type: none"> RDC VI Resolution No. 66 S. 2021 “Requesting all provinces and Highly Urbanized Cities to adopt the operational mechanics and tools of the OFW Reintegration Advisor and Referral Pathways and to establish Migrant Resource Centers” 	
2.1.4	<p><u>Gender and Reintegration of Overseas Filipino Workers</u> Recommendations generated by this technical paper include the following:</p> <ul style="list-style-type: none"> 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. 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. <p>The findings and recommendations were used by the Commission on Human Rights in their initiative on sectoral monitoring of women migrant workers’ reintegration.</p>	Printed and distributed to partners, and available online ;
2.1.4	<p><u>Gender-Responsive and Sustainable Migrant Worker Reintegration in BARMM</u> Based on the National Migration Survey 2018, nearly 1 out of 4 households in BARMM (then ARMM) had an OFW member (current or former). This is the highest among the regions and is double the national average. Furthermore, 92% of Overseas Filipinos and Overseas Filipino Workers from BARMM were women in 2017. The region also accounted for the highest share of those who encountered difficulties on their return, with 82% of migrants and migrant workers from there doing so. In view of this, UN Women deemed it important to have a better picture of the specific situation in BARMM when it comes to migrant worker reintegration, and its gender-responsiveness.</p> <p>The research was done using desk review and focus group discussions with duty-bearers from government (MOLE, MSSD, OWWA BARMM) and civil society (Kaagapay Overseas Filipino Worker Resource, Services Center and The Moropreneur Inc., and Consortium of Bangsamoro Civil Society).</p>	Shared with informants and with network of UN Women’s Women, Peace, and Security team
2.1.5	<p><u>Supporting Migration Governance through a GAD Focal Point System</u></p>	Shared with DMW and included in



	<p>Although GFP systems have been institutionalized in the Philippines since 2009 through the Magna Carta of Women, it is unclear to what extent these have been operationalized by migration governance agencies, and with what results. The UN Women study aimed to fill this knowledge gap, and to compare the Philippine experience with other migrant-sending countries that have a similar system.</p>	<p>materials shared with OWWA for their GAD retooling</p>
2.1.8	<p>Information, Education and Communication materials on gender-responsive labour migration, including fair and ethical recruitment and sustainable reintegration</p>	<p>Posted on social media, shown (videos) or distributed (print materials) during BRIDGE events</p>
2.2.3.	<p>Operationalizing Migrant Resource Center The Migrant Resource Center of Quezon City, through a partnership with its Local Government, was supported to operate with improved gender-responsive service delivery and coordination mechanisms, enhanced migration data collection and management; strengthened capacity of migration stakeholders for local and cross-border services, OFWs, families, communities and OFW groups; and increased public awareness on local migration services and safe, orderly, and regular migration. The development of Manual of Operations for MRCs in the Philippines has been initiated guided by international standards and best practices.</p> <p>This initiative is co-implemented with Safe and Fair Joint Programme.</p>	<p>Interventions were considered in the 5-year Strategic Plan of the Migration and Development Council of Quezon City for continuity post BRIDGE and Safe and Fair</p>
2.2.5	<p>A Handbook on Reintegration Programming in the Philippines</p> <ul style="list-style-type: none"> • A comprehensive guide in designing, implementing, monitoring and evaluating reintegration assistance programmes for overseas Filipino returnees • Includes helpful features such as links to tools and additional resources, spotlight notes, gender recap per module, and practical examples featuring best practices of local reintegration actors • Explainer video available 	<p>Handbook was printed and distributed to partners, and available online for download; Explainer video available on YouTube</p>
2.2.6	<p>Training package on Sustainable and Gender-responsive Reintegration Programming in the Philippines</p> <ul style="list-style-type: none"> • Training of trainers package based on the Handbook on Reintegration Programming in the Philippines • Includes course design and training programme, facilitator’s guide, presentation slides, activity sheets and workbook, pre and post tests and evaluation form templates, and additional references 	<p>Distributed to graduates of the training of trainers</p>
2.2.8	<p>Returning during the Pandemic: How Overseas Filipino Workers Navigated Reintegration in the Philippines (report and video) Key findings of this follow-up study include:</p> <ul style="list-style-type: none"> • Although unemployment rate has decreased from 83 per cent in the 2021 report to 23.4 per cent in the current 	<p>Report available online for download; Video available on YouTube</p>



	<p>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.</p> <ul style="list-style-type: none"> • 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%). 	
<p>3.1.2 & 3.1.3</p>	<p>National Action Plans Booklet</p> <ul style="list-style-type: none"> • Includes the National Action Plan on Mainstreaming Fair and Ethical Recruitment in the Philippines (GCM Objective 6) and the National Action Plan on Sustainable, Gender-responsive Return and Reintegration (GCM Objective 21) • Each NAP contains strategic objectives and specific action points per sector • Includes a monitoring and evaluation framework applicable to both NAPs 	<p>Printed and distributed to partners; and available online for download</p>
<p>3.1.5</p>	<p>Finding for Good: Stories of migration and reintegration</p> <p>Aside from offering practical information and inspiration to would-be OFWs, these success stories also surface insights for organizations working in migration governance to help them inform policies, programs, and services. UN Women partnered with the Development Action for Women Network (DAWN) to gather stories and reflections from 20 women migrant workers, current and former, on their migration journey, with special emphasis on their experiences of recruitment and reintegration.</p>	<p>Printed and distributed to partners, and available online</p>
<p>3.1.6</p>	<p>Technical paper on Unilateral Social Protection Measures</p> <p>The technical paper analysed unilateral social protection measures with recommendations including:</p> <ul style="list-style-type: none"> • Improving awareness on state-mandated social security; • Ensuring access to healthcare and other benefits; • Promoting portability of social protection benefits • Expanding social protection coverage: • Strengthening legal framework and enforcement mechanisms: • Collaborate with LGUs to support OFWs and their families • Implementation of Social Protection Floors. 	<p>Discussed with government stakeholders; for endorsement to SCIMD</p>



	Other context-specific recommendations are found in the technical brief.	
3.2.1	<p><u>Recommendations and Ways Forward from the Forum on Fair and Ethical Recruitment and ILO Convention 181</u></p> <ul style="list-style-type: none">• 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	Submitted to DMW



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*
- “The take-aways I got from these two webinars are valuable additions to my current presentation materials, as well as for future capability building/self-empowerment sessions with overseas Filipinos.” - *Social Welfare Attaché, Philippine Embassy in Kuala Lumpur, participant in webinars on Indigenous Knowledge Systems and Practices and Migration*
- “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*
- “I had a background on how to do [monitoring and evaluation], but the training showed why we are doing it and its significance in programs... We are currently assessing how to incorporate it, depending on the results of the review and assessment of the existing policies. We also want to make sure that these are gender sensitive.” - *Project Development Officer, Department of Social Welfare and Development, participant in the M&E for Return and Reintegration Training and TOT on Sustainable, Gender-responsive Return and Reintegration Program*
- “*Malaki ‘yung tulong niya kasi hindi na kami aasa sa inyo. Malaki talaga ang naitutulong ng IOM sa mga gaps ng government. ‘Yung IOM po ang nakatugon dahil sa reintegration workshop na ‘yun. (It was helpful because we no longer need to rely on you. IOM contributes a lot in filling the gaps of the government. IOM was able to address this through the reintegration workshop.)’ -participant in BARMM Reintegration Training from Bangsamoro Exit Overseas Workers Association (BEOWA)*



- “I always look forward to the trainings conducted by IOM because they’re very helpful for practitioners, and provide guidance in doing my work in Ople Center... I really appreciate the capacity-building training that IOM provides. We also provide capacity-building training for our clients, but practitioners [like us] also need to improve our knowledge, strategies, and capacities as practitioner.” - *participant in the TOT Reintegration (Cebu) from Ople Center*
- This [training] is crucial for Western Visayas as we are one of the top-sending and remittance receiving regions in the country. Our service providers must understand labour migration standards, frameworks, concepts, issues and good practices. The training also provided a venue to present the draft 2023-2028 Western Visayas Regional Development Plan on protecting the rights, promoting the welfare and expanding opportunities for Overseas Filipino Workers. The crucial inputs during the review made the regional migration agenda more comprehensive including the following strategies: adoption of the OFW Reintegration Advisor tool; the creation of Migrant Resource Center or OFW helpdesks, implementation of school-based programme for the children of OFWs, and mainstreaming of migration and development in local development plan.” -- *Engr. Arcio Casing Jr., Regional Director, National Economic and Development Authority - Western Visayas, in his testimonial during BRIDGE Fair*

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
- “The timing of the implementation of the programme was an opportune event for all of us – migration duty-bearers, stakeholders, and migration champions in and out of Government. There were lots of moving parts during the project implementation, from the legislative advocacy that created the Department, the standards as set by the Global Compact for Safe, Orderly, and Regular Migration and its articulation in the national policies, a global pandemic that changed how we went about our work and a national leadership transition. The BRIDGE programme provided the running thread that held things together during a very challenging period in the Philippine migration history.” – Mr. Venecio Legaspi, Assistant Secretary for Reintegration, Department of Migrant Workers, in his message during the BRIDGE Fair



COMMUNICATIONS AND VISIBILITY

For photos and videos of BRIDGE events, see [Visibility \(Photos and Videos\)](#) folder.

For more details about the culminating event, see [Beyond the BRIDGE](#) folder.

Date & Link	Twitter Caption
18 June 2021	IOM, in a joint project with @UNPhilippines under the @MPTFOffice’s BRIDGE programme, presented our COVID-19 OFW assessment to @OWWAofficial to enhance reintegration services through evidence-based and gender-sensitive policies and practices in the time of #COVID19.
2 September 2021	BRIDGE, funded by @MPTFOffice and implemented by IOM, @ILOManila, @UN_Women & @UNPhilippines, held its first TWG meeting with @DFAPHL, @OWWAofficial, @NEDAhq, @oplecenter, @SMCPhilippines & more. The TWG gives technical guidance, monitoring and direction to the programme.
15 December 2021	<p>@DFAPHL, @laborgovph, @OWWAofficial, with IOM, @ILOManila & @UN_Women, will launch the National Action Plan on:</p> <p>16 Dec 2021 10 am – 11:30 am</p> <p>NAP was developed under BRIDGE, supported by @MPTFOffice, in partnership with the Safe and Fair Programme as part of @GlobalSpotlight.</p>
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
2 February 2023	<p>IOM and @unwomenasia are conducting a 3-day ToT on Sustainable, Gender-responsive Reintegration Programming in the 🇵🇭 under the 🇹🇼 joint programme, #BRIDGE.</p> <p>@DMWPHL, @OWWAofficial, @dswdserves, @CMA_OFW, @oplecenter, NRCO, Atikha, Kaagapay OFW Resource and Service Center and Batis Center for Women are working together towards designing, implementing, monitoring and evaluating integrated reintegration programmes.</p>
22 February 2023	Under the UN-joint project #BRIDGE, IOM continues to support the @DMWPHL towards evidence-based reintegration programming. The tablets will be used by DMW to implement, monitor and evaluate its reintegration management system.
8 March 2023	Innovation & inclusion go hand in hand. The #MigrationFund BRIDGE Programme empowers women migrant workers & advances digital inclusion for #DigitALL with @UNWomen, @ILOManila & its partners. Happy #IWD2023!



<p>28 April 2023</p>	<p>IOM handed over the CARLA chatbot to @OWWAofficial, strengthening capacities to provide timely responses for overseas Filipino workers' queries and concerns on social media platforms. This initiative is under the UN-joint programme #BRIDGE.</p>
<p>16 June 2023</p>	<p>Happening Now: The BRIDGE Programme celebrates its accomplishments, fosters meaningful discussions, and strengthens collaborations through its culminating event titled “Beyond the BRIDGE: Insights and Next Steps in Strengthening Labour Migration Governance in the Philippines.”</p> <p>BRIDGE supports the country’s commitment to the Global Compact on Safe, Orderly and Regular Migration— facilitating fair and ethical recruitment, safeguarding conditions for decent work, and cooperating for the safe and dignified return of migrants.</p>
<p>16 June 2023</p>	<p>Through research and tools, IOM aims to foster discussion and advocates for sustainable and gender-responsive return and reintegration interventions that bring mutually beneficial outcomes for both migrant and non-migrant members in the 🇵🇭</p> <p>Know more: https://bit.ly/PH_RR</p>
<p>16 June 2023</p>	<p>Reintegration ng mga OFW nananatiling pagsubok</p>
<p>16 June 2023</p>	<p>Bridging Recruitment to Reintegration in Migration Governance: Philippines (BRIDGE) aims to provide strengthened policies to protect OFWs in their migration journey</p>
<p>17 June 2023</p>	<p>“BRIDGE was designed to strengthen labor migration governance in the 🇵🇭, dealing with the challenges and benefits of migration, including the protection of migrants' rights throughout their migration journey” - UNPH Resident Coordinator @ggonzzalezz</p> <p>Read: https://bit.ly/BRIDGEFair</p>

Date & Link	Facebook Caption
<p>18 June 2021</p>	<p>IOM, in a joint project with United Nations Philippines under the Migration Multi-Partner Trust Fund's BRIDGE programme, presented our COVID-19 OFW assessment to OWWA Overseas Workers Welfare Administration to enhance reintegration services through evidence-based and gender-sensitive policies and practices in the time of #COVID19.</p>
<p>2 September 2021</p>	<p>The Bridging Recruitment to Reintegration in Migration Governance (BRIDGE) Programme held its first Technical Working Group meeting with partners from the Department of Foreign Affairs, Republic of the Philippines, OWWA Overseas Workers Welfare Administration, National Economic and Development Authority, Blas Ople Policy Center, Scalabrini Migration Center and more. The formation of the TWG will provide technical guidance, monitoring and direction to the programme's outputs. BRIDGE is funded by the Migration Multi-Partner Trust Fund and implemented through a partnership with IOM, International Labour Organization and UN Women, with the guidance of United Nations Philippines.</p>
<p>18 November 2021</p>	<p>Original Post: Kabayan! Tulungan kaming alamin kung paano nakakaapekto ang migration sa pamilya at sa pag-aaral ng mga anak na naiwan. I-click ang link upang sumali sa survey:</p>



	<p>https://tinyurl.com/3vdf86f</p> <p>Maraming salamat, kabayan!</p> <p>**</p> <p>English Translation: Kabayan! Help us find out how migration affects the family and the education of the children left behind. Click the link to join the survey:</p> <p>https://tinyurl.com/3vdf86f</p> <p>Thank you, Kabayan!</p>
<p>23 November 2022</p>	<p>Original Post: Tulungan kaming alamin kung paano nakakaapekto ang pangangibang-bansa o migration sa pamilya at sa pag-aaral ng mga anak na naiwan. Iclick ang link upang sumali sa survey:</p> <p>https://tinyurl.com/MigrationImpactStudy</p> <p>Ito ay isang pag-aaral ng Yale University, International Labor Organization (ILO), OWWA, at POEA.</p> <p>**</p> <p>English Translation: Help us find out how migration affects the family and the education of the children left behind. Click the link to join the survey:</p> <p>https://tinyurl.com/MigrationImpactStudy</p> <p>This is a study conducted by Yale University, International Labor Organization (ILO) OWWA, and POEA.</p>
<p>13 December 2021</p>	<p>Migration can be economically empowering, but not if migrant workers start off saddled with recruitment debt. Debt bondage heightens the vulnerability of migrant workers, including women, who become more prone to human trafficking and other abuses. Eliminating debt bondage is one of the goals under Objective 6 of the #GCM. This goal is more urgent than ever as migrant deployment is expected to pick up after #COVID-19.</p> <p>UN Women has partnered with IOM - UN Migration and International Labour Organization on #BRIDGE in the Philippines, with the support of the #MigrationFund to address this challenge. The program works with migration governance agencies, civil society, the private sector, and migrants themselves to ramp up efforts toward fair and ethical recruitment, including advocating for the ratification of #ILOConvention181, which prohibits private employment agencies from charging migrant workers placement fees.</p>
<p>14 December 2021</p>	<p>According to IOM, #sustainableintegration is when migrant returnees have enough economic self-sufficiency, social stability, and psychosocial well-being so a decision to re-migrate is driven by choice not necessity. This remains a pipe dream for many</p>



	<p>migrant workers, including women, who face the difficult choice of being with their families or providing for their needs.</p> <p>The #MigrationFund funded #BRIDGEProgram, a joint effort between UN Women, International Labour Organization and IOM - UN Migration along with diverse partners in the #Philippines, aims to help migrant workers overcome this dilemma by forging sustainable and gender-responsive reintegration pathways, in line with Objective 21 of the #GCM. Ideally, reintegration preparation begins even before the migrant worker leaves to work abroad, and every decision at the country of destination is geared toward sustainable re-turn to their family and home—so they don't ever again have to make such heartbreaking choices.</p>
<p>15 December 2021</p>	<p>The Department of Foreign Affairs, Republic of the Philippines, Department of Labor and Employment - DOLE, and OWWA Overseas Workers Welfare Administration, in cooperation with the International Organization for Migration, the International Labour Organization, and UN Women, will launch the National Action Plan on:</p> <p>16 December 2021, Thursday 10 a.m. – 11:30 a.m.</p> <p>The National Action Plan was developed under the Bridging Recruitment to Reintegration in Migration Governance (BRIDGE) programme, supported by the Migration Multi-Partner Trust Fund (MPTF). This reintegration initiative is also in partnership with the joint ILO-UN Women Safe and Fair Programme, as part of the EU-UN Spotlight Initiative.</p>
<p>15 December 2021</p>	<p>The International Labour Organization (ILO), International Organization for Migration (IOM) and UN Women, through the Safe and Fair Programme and the Bridging Recruitment to Reintegration in Migration Governance (BRIDGE) Programme, co-organized the 3rd Stakeholders' Consultation on the Reintegration Strategic Framework, National Action Plan and OFW Reintegration Advisor and Referral Pathways on 14 December 2021, via Zoom. This builds on the actions and recommendations from the 1st Reintegration Consultation (August 2020) organized by Safe and Fair, and the 2nd Stakeholders Consultation on Reintegration (May 2021) co-organized by Safe and Fair, BRIDGE and the National Reintegration Center for OFWs (OWWA-NRCO).</p> <p>More...</p>
<p>21 December 2021</p>	<p><i>Original Post:</i> Kabayan! Tulungan kaming alamin kung paano nakakaapekto ang migration sa pamilya at sa pag-aaral ng mga anak na naiwan. I-click ang link upang sumali sa survey: https://tinyurl.com/MigrationImpactStudy</p> <p>**</p> <p><i>English Translation:</i> Kabayan! Help us learn how migration affects families and the education of children left behind. Click the link to join the survey: https://tinyurl.com/MigrationImpactStudy</p>
<p>15 March 2022</p>	<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</p>



	<p>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>
<p>28 March 2022</p>	<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>
<p>11 April 2022</p>	<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>
<p>7 June 2022</p>	<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 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>
<p>16 June 2022</p>	<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>
<p>25 June 2022</p>	<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>



<p>13 July 2022</p>	<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>
<p>29 July 2022</p>	<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 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>
<p>11 August 2022</p>	<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-</p>



	<p>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>
<p>22 August 2022</p>	<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>
<p>06 September 2022</p>	<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>
<p>30 September 2022</p>	<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>
<p>14 October 2022</p>	<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>
<p>29 October 2022</p>	<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 #BRIDGEProgramme partners, with support from the #MigrationFund, 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>16 November 2022</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>17 November 2022</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>23 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 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, IOM - UN Migration and International Labour Organization 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.</p> <p>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. http://unwo.men/UEiR5OLKyBz</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>
<p>2 February 2023</p>	<p>Happening now: IOM and UN Women are conducting a second run of the Training of Trainers on Sustainable, Gender-responsive Reintegration Programming in the Philippines. This is under the UN-Joint Programme, Bridging Recruitment to Reintegration in Migration Governance (BRIDGE).</p> <p>Representatives from national offices such as the Department of Migrant Workers, the National Reintegration Center for OFWs - NRCO, the Department of Social Welfare and Development, and the OWWA Overseas Workers Welfare Administration, together with Atikha Overseas Workers and Communities Initiative, Inc., Batis Center for Women, Kaagapay OFW Resource and Service Center and Blas Ople-Center are gathered in Cebu to learn how to design, implement, monitor and evaluate a sustainable, gender-responsive reintegration programmes.</p>
<p>22 February 2023</p>	<p>IOM continues to support the Department of Migrant Workers (DMW) towards evidence-based reintegration programming. The tablets will be used by DMW to implement, monitor and evaluate its reintegration management system. This initiative is under the UN-joint programme Bridging Recruitment to Reintegration in Migration Governance (BRIDGE), with funding support from the Migration Multi-Partner Trust Fund (MPTF).</p>
<p>8 March 2023</p>	<p>With support from the #MigrationFund through the #BRIDGEProgramme, UN Women, International Organization for Migration and International Labour Organization have equipped 65 women migrant workers with skills in data annotation and trained 60</p>



	<p>government personnel in gender-responsive and ethical use of labor migration data as well as 32 government and CSO partners in gender-responsive and sustainable reintegration programming.</p> <p>These are all part of our efforts in advancing digital inclusion and empowerment of all Filipino women migrant workers in the Philippines and around the world. Happy International Women’s Day!</p>
28 April 2023	<p>IOM officially handed over the Consolidated Application for Recruitment and Labor Migration Assistance (CARLA) technology to the OWWA Overseas Workers Welfare Administration to support the enhancement of OWWA's social media capacities through a chatbot. The CARLA chatbot, which was developed in collaboration with Diginex Solutions, strengthens OWWA's capacities to provide timely responses to overseas Filipino workers’ queries and concerns through Facebook. This initiative is under the UN-joint programme, Bridging Recruitment to Reintegration in Migration Governance.</p> <p>At the handover, OWWA Administrator Arnell Ignacio emphasized that this initiative aligns with their current priority of making information about their programmes and services more accessible to the public. ICT representatives from the Inter-Agency Council Against Trafficking and the Department of Justice also joined the handover which became an opportunity for inter-agency dialogue on best practices for grievance mechanisms and the future use of CARLA.</p>
16 June 2023	<p>Happening Now: The BRIDGE Programme celebrates its accomplishments, fosters meaningful discussions, and strengthens collaborations through its culminating event titled “Beyond the BRIDGE: Insights and Next Steps in Strengthening Labour Migration Governance in the Philippines.”</p> <p>BRIDGE supports the country’s commitment to the Global Compact on Safe, Orderly and Regular Migration— facilitating fair and ethical recruitment, safeguarding conditions for decent work, and cooperating for the safe and dignified return of migrants</p>
16 June 2023	<p>Through research and tools, IOM aims to foster discussion and advocates for sustainable and gender-responsive return and reintegration interventions that bring mutually beneficial outcomes for both migrant and non-migrant members in the 🇵🇭</p> <p>Know more: https://bit.ly/PH_RR</p>
16 June 2023	<p>LOOK: Culmination event of the Philippines-United Nations partnership on strengthened and more progressive policies to protect overseas Filipino workers at Marco Polo Hotel in Pasig City on Friday (June 16, 2023)</p>
16 June 2023	<p>Bridging Recruitment to Reintegration in Migration Governance: Philippines (BRIDGE) aims to provide strengthened policies to protect OFWs in their migration journey</p>
16 June 2023	<p>Bridging the Gap</p>
17 June 2023	<p>“BRIDGE was designed to strengthen labor migration governance in the Philippines, dealing with the challenges and benefits of migration, including the protection of migrants' rights throughout their journey—starting from recruitment to their return and reintegration” - United Nations Philippines Resident Coordinator Gustavo González</p>



	Read more: https://bit.ly/BRIDGEFair
17 June 2023	QC Mayor Belmonte, ibinida ang mga programa para sa pre-departure, reintegration ng OFWs
17 June 2023	Si Mayor Joy Belmonte ay naimbitahan sa isinagawang Bridging Recruitment to Reintegration in Migration Governance (BRIDGE)
19 June 2023	Buong pusong ipinagmalaki ni QC Mayor Joy Belmonte ang mga programa ng Lungsod sa pagsisiguro ng kapakanan ng mga QCitizen OFWs
8 July 2023	<p>With “peace” surrounding her, Genevieve rests in a simple nipa hut beside her childhood home on Sibuyan Island in Romblon province.</p> <p>Explore the story of a former domestic worker and entrepreneur battling cancer, finding peace back home. 🙌 http://unwo.men/n0xj50P14A6</p> <p>Development Action for Women Network (DAWN)</p>
9 July 2023	<p>They would be even more surprised to learn that the owner of the business did not start out as a baker or entrepreneur, but as a factory worker in Manila, then an Overseas Filipino Worker in Hong Kong, seeking dough of a different kind. Explore stories and reflections from 20 women migrant workers, current and former, on their migration journey 🙌 http://unwo.men/kJNE50OZYQb</p> <p>Development Action for Women Network (DAWN)</p>
11 July 2023	<p>COVID-19 shook the world, including Gemma’s little corner in Hong Kong. Her two-year domestic work contract ended and the heightened workload she experienced during the pandemic helped her decide to return home for good. She attributed her perseverance while cycling through different jobs to her mother, the family’s “wonder woman,” who raised her and her half-sister almost on her own. It was also her mother who looked after Gemma’s four young children while she was in Hong Kong, supported by the remittances Gemma sent home. Explore stories and reflections from 20 women migrant workers, current and former, on their migration journey 🙌 http://unwo.men/RrXe50OZyFM</p> <p>Development Action for Women Network (DAWN)</p>

Date & Link	YouTube
11 May 2022	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
8 August 2022	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.
16 November 2022	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.
1 December 2022	Reintegration Experience in the Philippines shown during the Returnee Survey Report Launch last 1 December 2022.
8 June 2023	June 7 is National Migrant Workers' Day in the Philippines. Through the #BRIDGEProgramme , UN Women, together with IOM and ILO, has helped the government, civil society and industry in the gender-responsive implementation of the Global Compact for Migration. With support from the #MigrationFund , BRIDGE has promoted fair and ethical recruitment, decent work, dignified return, and sustainable reintegration, so overseas Filipino workers (OFWs), especially women, achieve the maginhawang buhay—the comfortable life—they long for, for themselves and their families. Happy National Migrant Workers' Day to all OFWs!

Date & Link	Media Release
16 December 2020	DFA, UN launch BRIDGE program to address COVID-19 impact to OFWs
16 December 2020	DFA, UN launch program to strengthen protection of OFWs
16 December 2020	DFA, UN launch program for OFW ethical recruitment, reintegration
16 December 2020	DFA, UN launch program to help OFWs displaced by COVID-19
16 December 2020	DFA, UN partner to help OFWs deal with COVID
16 December 2020	UN, PH partner to safeguard Pinoys' migrant rights
17 December 2020	DFA, UN launch program protecting PH migrants
17 December 2020	PH hailed as champion of migrants' welfare
8 April 2021	BRIDGE Project Inception Meeting



18 November 2021	Research on the impact of migration on educational outcomes of children of migrants
Link	Call for Respondents for Migration Impact Study
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
22 November 2022	MOLE convenes recruitment agencies in BARMM; bolsters cooperation among partners
17 May 2023	Our impact, their voices: Life experiences help Filipino workers avoid pitfall of migration
16 June 2023	[40:28] 'BRIDGE PROGRAM' layong mabigyan ng disenteng kabuhayan ang mga OFW na nagbabalik-bansa na
16 June 2023	Bridging the Gap
16 June 2023	Reintegration ng mga OFW nananatiling pagsubok
17 June 2023	UN, PH mark culmination of partnership with strengthened, more progressive policies to protect OFWs
17 June 2023	QC Mayor Belmonte, ibinida ang mga programa para sa pre-departure, reintegration ng OFWs
19 June 2023	Protecting Migrant Workers
19 June 2023	UN, PH mark culmination of partnership with strengthened, more progressive policies to protect OFWs
20 June 2023	UN And The PH Mark Culmination Of Partnership With Strengthened, More Progressive Policies To Protect OFWs In Their Migration Journey
20 June 2023	Malasakit ni Mayor Joy sa OFWs na QCitizens BRIDGE Fair nilarga sa QC