



Gender and Labor Migration Data

A Technical Paper on Philippine Overseas Labor Migration Data Collection and Analysis from a Gender Perspective¹



© 2022 UN Women. All rights reserved. The views expressed in this publication are those of the author(s) and do not necessarily represent the views of UN Women, the United Nations and any of its affiliated organizations, or the Migration Multi-Partner Trust Fund.



Gender and Labor Migration Data

A Technical Paper on Philippine Overseas Labor Migration Data Collection and Analysis from a Gender Perspective¹

Contents

Background	5
Scope and Limitations	6
Philippine Policy Framework on Data Collection on Migration	9
Laws on Migration and Migration Data	9
Laws on Special OFW Concerns	14
Laws on Data Management	15
Gender and Data Collection	17
Republic Act 11641, or the Department of Migrant Workers Law	18
Mapping of Data Collection on International Labor Migration	22
General Data Collection Practices and Concerns	31
Gender and Migration Data Mapping	37
Violence Against Women Migrant Workers	38
SOGIE and Gender-disaggregated Data	39
Males and Gender-based Violence	40
Intersectionality of Gender and Migration Data	41
Other Data Gaps and Related Concerns	41
Qualitative Data Collection	43
Data Utilization and Sharing	44
Recommendations	47
References	50

Background

One of the provisions of the Magna Carta of Women is the institutionalization of Gender and Development (GAD) mainstreaming as the main strategy of the Philippine government to progressively realize gender equality. Toward this end, all government agencies are required to review, generate and analyze their available data using a gendered lens to inform their planning and programming. The mapping of Overseas Filipino Worker (OFW) data collected and made available to the public shows that government agencies working on migration-related concerns already practice sex-disaggregation of data. It is also standard to have a field in official forms asking OFWs to indicate their sex, i.e., if they are female or male. This indicates that while sex-disaggregated data may not always be publicly available, it could be retrieved upon request and approval of the concerned agencies consolidating the OFW data.

This is promising because administrative data, specifically, the statistics it is able to generate, is not only a rich source of information on the experience of female and male OFWs in the migration cycle, but also directly feed into organizational assessments of government agencies — the extent and reach of their operations, and responsiveness to their service users, among others. Administrative data could also be published with greater frequency (e.g. quarterly, annually) than census data on labor migration, thus providing more up-to-date information, even if this is limited only to information of OFWs who have accessed a particular service or intervention.

However, disaggregating data by sex, alone, does not ensure movement toward gender equality if it ends with collecting data and tabulating them into categories of female and male. This could be a gender-neutral or gender-blind exercise, particularly when data collection, consolidation and analysis is not oriented to surfacing possible gender issues in labor migration. It is also insensitive to the SOGIESC (sexual orientation, gender identity, gender expression and sex characteristics) criteria which are also important in the realization of gender equality. In many cases, gender statistics is conflated with women's statistics, contributing further to the invisibility of people with diverse SOGIE, and the gender issues of men. Further, data disaggregation according to sex alone, without regard for other characteristics such as age, disability, and migration status, fails to capture the intersecting vulnerabilities of certain OFWs.

According to the UN DESA (2016) gender data and statistics are:

1. Data collected and presented by sex as a primary and overall classification;

2. Data reflecting gender issues;
3. Data based on concepts and definitions that adequately reflect the diversity of women and men and capture all aspects of their lives;
4. Data collected with methods taking into account stereotypes and social and cultural factors that may induce gender bias in the data.

Following the above definition, this paper on gender and labor migration data aims to describe Philippine labor migration data policies and practices, in view of addressing challenges in generating data which are gender-sensitive and gender-responsive. It does so by, first, mapping out the available OFW data collected and made (or that could be made) available by government agencies and other stakeholders (e.g. civil society organizations and recruitment agencies), and second, providing a gender analysis of the data collection practices. The latter considers questions about which information relevant to increasing knowledge and understanding of gender issues in migration is currently lacking or not being collected, how data collection can be made gender-sensitive and gender-responsive, and how OFW data can be utilized to promote and realize gender equality. The last section of the paper presents recommendations to improve data collection for gender equality in the context of overseas labor migration.

SCOPE AND LIMITATIONS

As a foray into a discussion on gender and labor migration data in the Philippines, this study casts a wide net on the definition of OFW data and data collection practices, i.e. information submitted, voluntarily or as required, by Filipinos to government agencies and non-government organizations for the purposes of:

1. A local or nationwide survey or census on OFW-related concerns;
2. Registering or processing their application for an overseas labor migration-related service, including applications for jobs and welfare assistance; or
3. Agency tracking of OFW-related concerns (e.g. health status, adjustment to workplace).

The report includes a discussion of relevant policies on migration data and a mapping of agencies working on migration concerns, and the data which they collect and publish on OFWs. It largely focuses on government agencies, especially those which were identified in national policies as members of integrated government information systems on migration.

Apart from data collection, it excludes, except in brief mention as relevant to the discussion, other aspects of data processing such as operations performed upon personal information

including, but not limited to, recording, organization, storage, updating or modification, retrieval, consultation, use, consolidation, blocking, erasure, or destruction of data.² Publication of OFW statistics, or their use, is also discussed in the paper inasmuch as they indicate the information collected from OFWs and its possible utilization to address gender issues in labor migration.

Information for this report were collected from the Internet, and online and written interviews with government agencies and non-government organizations.³

Lastly, only confirmed datasets or OFW statistics are included in the listing of the report. For instance, although all government agencies dealing with international labor migration concerns are assumed to be collecting administrative data on the status of OFWs in relation to the COVID-19 pandemic (e.g. on health, employment and social welfare access), said data were mentioned in the listing only if copies were available or they were cited in consolidated government reports or the agency's press releases.

² The definition of data processing was based on Section 3(j) of the Data Privacy Act of 2012

³ These include interviews with representatives from the Department of Interior and Local Government, Commission on Filipinos Overseas, Department of Justice - Inter-Agency Committee on Trafficking, Department of Foreign Affairs - Office of the Undersecretary for Migrant Workers Affairs. Personal communication, Commission on Human Rights - Gender Equality and Women's Human Rights Center (government); Center for Migrants Advocacy, Migrant International (civil society organizations); and the Philippine Association of Service Exporters Inc. (Philippine recruitment agency). The interviews were conducted from February to March 2022.

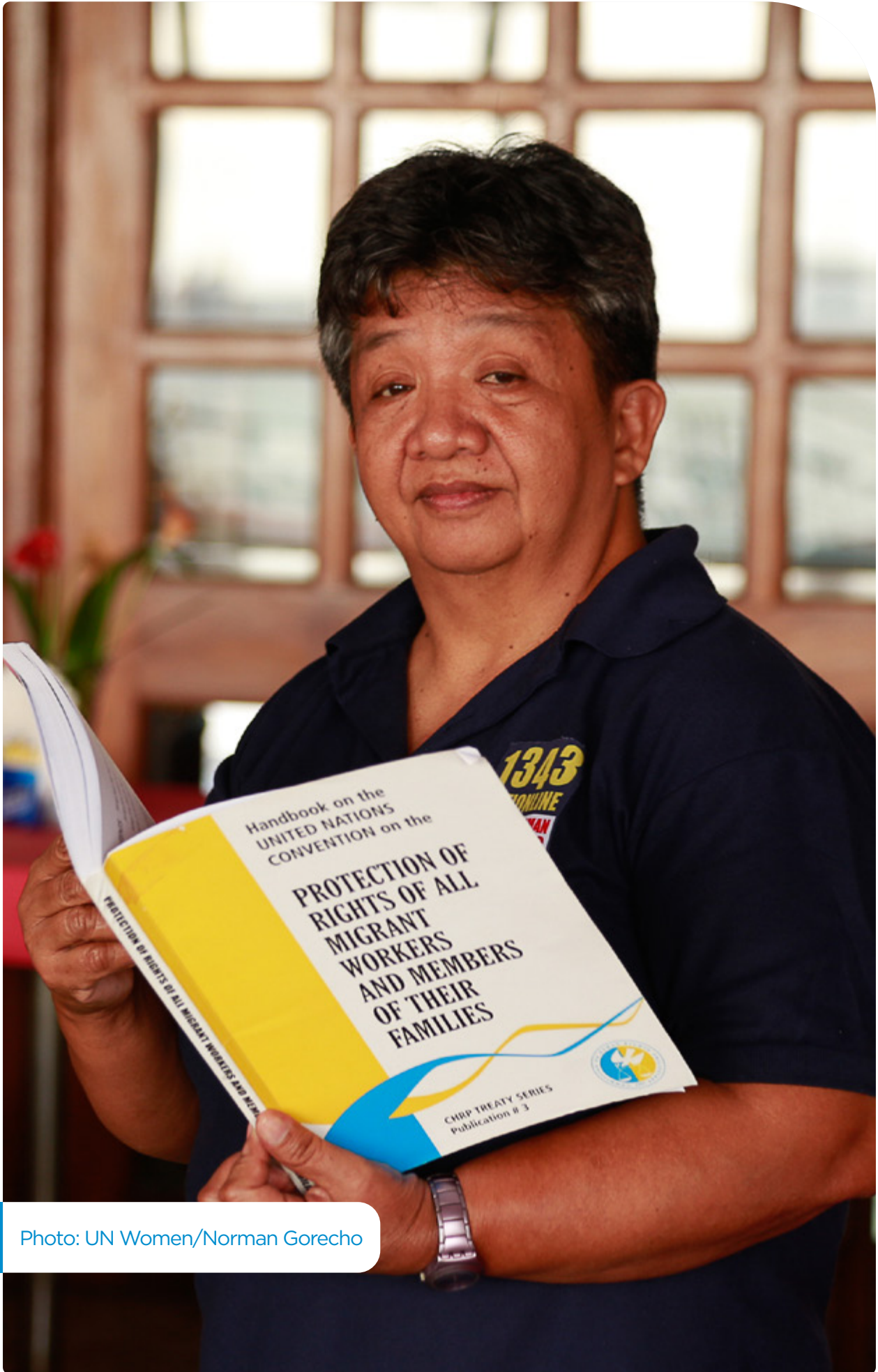


Photo: UN Women/Norman Gorecho

Philippine Policy Framework on Data Collection on Migration

There are four general categories of laws relevant in the discussion of gender migration data in the Philippines: laws on migration, laws on migration data, laws on special OFW concerns, and laws governing general data management. Policies promoting gender equality, specifically GAD mainstreaming, are also relevant as these mandate sex-disaggregation of administrative data to aid analysis, planning and programming, and service delivery by government agencies.

Also included in this section is a discussion on the provisions of Republic Act 11641 on data management. This law was enacted by Congress and signed by President Rodrigo Roa Duterte on 30 December 2021, and its primary purpose is to establish the Department of Migrant Workers (DMW). The law took effect on 03 February 2022.

LAWS ON MIGRATION AND MIGRATION DATA

The Migrant Workers Act of 1995 (R.A. 8042), and its amended version enacted in 2009 (R.A. 10022), defines an Overseas Filipino Worker as:

A person who is to be engaged, is engaged or has been engaged in a remunerated activity in a state of which he or she is not a citizen or on board a vessel navigating the foreign seas other than a government ship used for military or non-commercial purposes or on an installation located offshore or on the high seas; to be used interchangeably with migrant worker (Section 2 of R.A. 10022)⁴

Both policies emphasized the importance of accurate and reliable information on migration, including data collected from OFWs themselves. Specifically, they mandated the creation of a “shared government information system for migration” (SGISM) (Section 13 in R.A. 10022) which shall facilitate (1) identification of administrative data for declassification and making these available to other government agencies, and (2) linking of computer facilities to allow free flow of data exchange.⁵ These include, but are not limited to, data regarding:

- (a) Master lists of Filipino migrant workers/overseas Filipinos classified according to

- occupation/job category, civil status, country/state of destination including visa classification;
- (b) Inventory of pending legal cases involving Filipino migrant workers and other Filipino nationals, including those serving prison terms;
 - (c) Master lists of departing/arriving Filipinos;
 - (d) Statistical profile of Filipino migrant workers/overseas Filipinos/tourists;
 - (e) Blacklisted foreigners/undesirable aliens;
 - (f) Basic data on legal systems, immigration policies, marriage laws, and civil and criminal codes in receiving countries particularly those with large numbers of Filipinos;
 - (g) List of labor and other human rights instruments where receiving countries are signatories;
 - (h) A tracking system of past and present cases involving male and female migrant workers, including minors; and
 - (i) Listing of overseas posts which may render assistance to overseas Filipinos, in general, and migrant workers, in particular.

An inter-agency committee shall be set up for this purpose. It shall be composed of the following agencies:

- Department of Foreign Affairs (chair), and its attached agencies
- Department of Labor and Employment (co-chair), and its attached agencies
- Commission on Filipinos Overseas
- Department of Tourism
- Department of Justice
- Bureau of Immigration
- National Bureau of Investigation
- Department of the Interior and Local Government,
- National Telecommunications Commission (now under the Department of Information, Communication and Technology)
- Commission on Information and Communications Technology (now under the Department of Information, Communication and Technology)
- National Computer Center (now under the Department of Information, Communication and Technology)
- National Statistics and Coordination Board (now the Philippine Statistics Authority)
- National Statistics Office (now Philippine Statistics Authority)

4 For the purposes of the report, R.A. 10022 provisions shall be referenced, when amendments to same R.A. 8042 stipulation have been made.

5 See also Rule XIV of R.A. 10022. Available in https://www.poea.gov.ph/mandates/files/omnibus%20irr_ra10022.pdf

It is not clear in literature sourced from the internet whether this inter-agency committee has already been established and is functional. There is, however, R.A. 10625 or the Philippine Statistics Act of 2013, which mandated the creation of a Committee on Migration (Sec.10(k)). The Committee on Migration is one of the Inter-Agency Committees (IAC) on Statistics that shall be created by the PSA Board “to coordinate and resolve agency and sectoral concerns on statistical matters.” Furthermore, an IAC “shall serve as a forum for discussion of the issues raised by concerned producers, users and other stakeholders of sectoral and agency-specific statistics.”

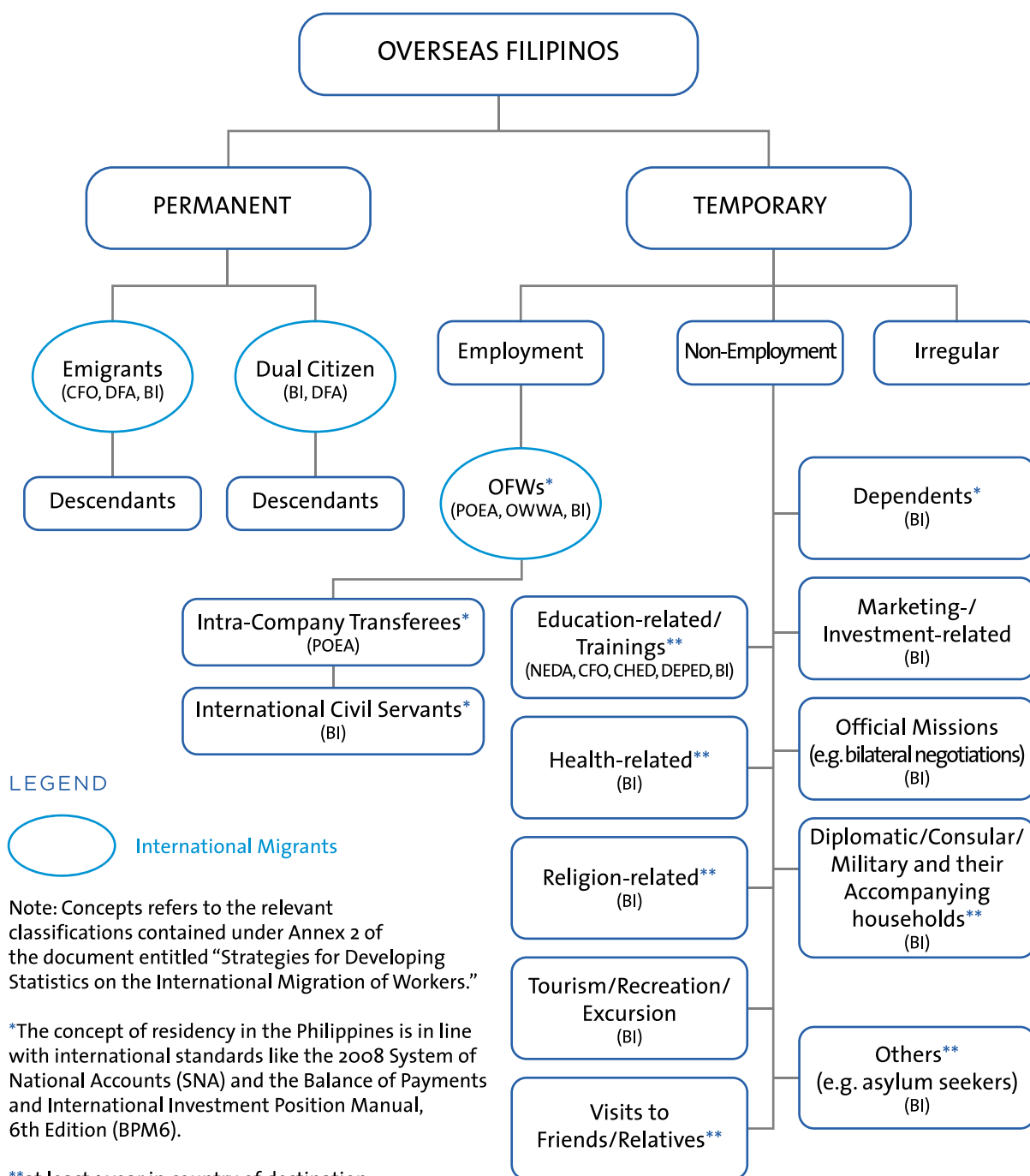
The law and its implementing rules and regulations did not detail the composition of this IAC, rather the details were found in the presentations of the PSA and other concerned agencies during a regional UN workshop on migration statistics.⁶ For instance, the composition of the IAC on Migration is as follows:

- University of the Philippines Population Institute (UPPI)
- Commission on Filipinos Overseas (CFO)
- Department of Interior and Local Government (DILG)
- Department of Foreign Affairs (DFA-OUMWA)
- DFA Office of Consular Affairs (DFA-OCA)
- Population Commission (PopCom)
- Bureau of Immigration (BI)
- Philippine Overseas Employment Administration (POEA)
- National Economic and Development Authority (NEDA)
- Bangko Sentral ng Pilipinas (BSP)
- Philippine Statistics Authority (PSA)

6 UN Regional Workshop on Strengthening the Collection and Use of International Migration Data in the Context of the 2030 Agenda for Sustainable Development, Bangkok, Thailand (31 January - 3 February 2017)

In 2017, the PSA approved the operational framework for counting overseas Filipinos and international migrants through PSA Board Resolution 07⁷ (see diagram below).

OPERATIONAL FRAMEWORK FOR COUNTING OVERSEAS FILIPINOS AND INTERNATIONAL MIGRANTS



7 Copy of the PSA Board resolution can be retrieved from <https://psa.gov.ph/sites/default/files/scano127.pdf>

Note that the scope of Filipino migration statistics covers both temporary migrants (workers and students and their dependents, irregular migrants) and permanent migrants (emigrants and Filipinos with dual citizenships), whereas the SGISM mandated under the Migrant Workers Act is focused on OFWs. The term “international Filipino migrant” is also used by the PSA to refer to Filipinos who have stayed overseas for at least 12 months and OFWs with a minimum contract of three months.⁸

In terms of data collection, the SGISM utilizes administrative data from migration-related agencies, while the PSA IAC on migration has the mandate to initiate data collection initiatives such as population surveys and integration of migration-related items in the national census.⁹ One of the latter’s major contribution to migration data collection is compiling a standard definition of terms used in migration statistics. However, it is not clear to what extent these standardized definitions are adopted by migration-related government agencies for their administrative data.

Institutionalizing an overseas Filipino database is also included in the Philippine Development Plan 2017-2022 (Chapter 21), particularly to facilitate service delivery to this population.¹⁰ As the PDP outlined the strengthening or development of programs to be more responsive to the needs of the overseas Filipinos, this would necessarily entail generation of new or more nuanced administrative data on migration.

LOCAL MIGRATION DATA

Migration data collection at the local level is included in the IRR of R.A. 10022. Rule XII on the role of LGUs in migration concerns specifies the creation and maintenance of “a database pertaining to a *master list of OFWs residing in their respective localities, classified according to occupation, job category, civil status, gender, by country or state of destination, including visa classification, name, address, and contact number of the employer*” (Section 1(d)) [italics supplied].

As with the SGISM, the status of implementation of this provision is not clear from literature sourced from the internet.

8 PSA Inventory of Statistical Standards in the Philippines (n.d.) Available in <https://psa.gov.ph/ISSiP/concepts-and-definitions/161648>

9 In 2018, the PSA released the National Migration Survey, which is the first nationwide survey on internal and international migration in the country (<https://psa.gov.ph/content/national-migration-survey>)

10 Copy of the updated version of the PDP 2017-2022 is available in <https://pdp.neda.gov.ph/wp-content/uploads/2021/02/Pre-publication-copy-Updated-PDP-2017-2022.pdf>. The discussion on overseas Filipino welfare is found in Chapter 21.

LAWS ON SPECIAL OFW CONCERNS

TRAFFICKING, ILLEGAL RECRUITMENT AND MAIL-ORDER SPOUSE

The Anti-Trafficking in Persons Act (R.A. 9208) was enacted in 2003; in 2012, its expanded version, R.A. 10364 was passed. One of the new sections inserted in the expanded law was the creation of an anti-trafficking in persons database:

SEC. 16-A. Anti-Trafficking in Persons Database. – An anti-trafficking in persons central database shall be established by the Inter-Agency Council Against Trafficking created under Section 20 of this Act. The Council shall submit a report to the President of the Philippines and to Congress, on or before January 15 of every year, with respect to the preceding year's programs and data on trafficking-related cases.

All government agencies tasked under the law to undertake programs and render assistance to address trafficking in persons shall develop their respective monitoring and data collection systems, and databases, for purposes of ensuring efficient collection and storage of data on cases of trafficking in persons handled by their respective offices. Such data shall be submitted to the Council for integration in a central database system.

For this purpose, the Council is hereby tasked to ensure the harmonization and standardization of databases, including minimum data requirements, definitions, reporting formats, data collection systems, and data verification systems. Such databases shall have, at the minimum, the following information:

- (a) The number of cases of trafficking in persons, sorted according to status of cases, including the number of cases being investigated, submitted for prosecution, dropped, and filed and/or pending before the courts and the number of convictions and acquittals;
- (b) The profile/information on each case;
- (c) The number of victims of trafficking in persons referred to the agency by destination countries/areas and by area of origin; and
- (d) Disaggregated data on trafficking victims and the accused/defendants.

The Inter-Agency Council Against Trafficking (IACAT) is composed of the heads or representatives of the following offices (Section 20):

- Department of Foreign Affairs
- Department of Social Welfare and Development (DSWD)
- Department of Labor and Employment
- Philippine Overseas Employment Administration
- Bureau of Immigration
- Philippine National Police
- National Commission on the Role of Filipino Women (now Philippine Commission on Women)
- Three (3) representatives from NGOs working on trafficking issues

In addition to trafficking, documentation of violations of laws against crimes which may involve international movement of its victims is also a pertinent source of data. These include laws on illegal recruitment (as defined in R.A. 8042), and mail-order brides (R.A. 6955, and R.A. 10906). Documentation and statistics on these cases may be found with the DFA, DOJ, CFO (for mail-order spouse cases), the Philippine National Police, and the National Bureau of Investigation, in addition to agencies providing welfare support services to survivors, such as the DSWD.

OVERSEAS VOTING

Although not directly concerned with international labor migration, information on OFWs can also be collected when they register as overseas voters. The right of Filipinos to suffrage while based abroad is provided in R.A. 9189, or the Overseas Voting Act of 2013, and its amendment law, R.A. 10590. The Commission on Elections (COMELEC) is the repository of this data.

HIV/AIDS

Republic Act 11166 or the Philippine HIV and AIDS Act specified OFWs as a group needing special considerations in relation to HIV/AIDS education and support services. The law provides for the creation of a database of cases under the Department of Health for monitoring and evaluation of the magnitude and progression of HIV/AIDS in the country.

LAWS ON DATA MANAGEMENT

The Philippines enacted R.A. 10173, or the Data Privacy Law, in 2012. This has been the main legal reference on data management practices in the country. Of note as regards data collection, necessarily including Filipino migrant workers, are the chapters on the processing of personal information (Chapter III), rights of the data subject (Chapter IV), and security of personal

information (Chapter V). The law also lists the accountabilities of heads of agencies and personnel on data management practices (Chapters VI and VII) which have implications on data storage, access, and utilization and sharing.¹¹

On 16 October 2016, the National Privacy Commission issued NPC Circular 16-02 on Data Sharing Agreements Involving Government Agencies. The policy detailed the conditions in which data sharing among government agencies shall be possible, including forging a written data sharing agreement among agencies concerned (Section 6). A “data sharing agreement” refers to a contract, joint issuance, or any similar document that contains the terms and conditions of a data sharing arrangement between two or more parties (Section 3).

The policy also requires consultation with stakeholders to the data sharing agreement prior its enforcement. These stakeholders include the NPC, individual or organizational representatives of the classes of data subjects whose information are the concern of the agreement, and other individuals or organizations whose opinions or views on the agreement are deemed necessary by the stakeholders (Section 11).

Another relevant national policy is Executive Order No. 2 s.2016, or the Freedom of Information (FOI) law, which operationalized the Constitutional right of Filipinos to information on matters of public concern.¹² Specifically, the policy states, “Every Filipino shall have access to information, official records, public records and to documents and papers pertaining to official acts, transactions or decisions, as well as to government research data used as basis for policy development.”

Information, as defined by the FOI, covers:

[A]ny records, documents, papers, reports, letters, contracts, minutes and transcripts of official meetings, maps, books, photographs, data, research materials, films, sound and video recording, magnetic or other tapes, electronic data, computer stored data, any other like or similar data or materials recorded, stored or archived in whatever format, whether offline or online, which are made, received, or kept in or under the control and custody of any government office pursuant to law, executive order, and rules and regulations or in connection with the performance or transaction of official business by any government office.

11 See Serzo (2020) for related discussion on data privacy and security

12 1987 Philippine Constitution, Article II, Section 8

Access to information is subject to the approval of the concerned agency, based on whether the information requested is covered by the listed exemptions (e.g. information which may compromise national security or violate the Data Privacy Law).

GENDER AND DATA COLLECTION

Apart from laws related to migration and data management, laws promoting gender equality in the country have also influenced the documentation of women migrants' experiences. In 1995, through the enactment of the Philippine Plan for Gender and Development 1995-2025 (E.O. 275), the government adopted gender mainstreaming as its main strategy to promote gender equality, and the first step was to surface data on women's vulnerability and needs to develop strategic actions—programs, policies, institutional mechanisms—to address gender-based issues. Following this, administrative data became more conscious to surface information on women accessing government services, at the very least, through sex-disaggregation of data: their profile, issues, and interventions sought or provided. This is reflected in the Migrant Workers Act which has a section highlighting gender sensitivity in all aspects of working on OFW issues, including representation in Congress (See Section 2(d) on the Declaration of State Policies).

The provisions on GAD mainstreaming across all government agencies, including offices established overseas, were made more explicit under the Magna Carta of Women (R.A. 9710). Its Chapter VI on "Institutional Mechanisms" includes provisions mandating gender audits of agencies as a starting point for integrating and addressing gender issues in their operations. These gender audits necessarily include data collection on women's issues (Section 36):

(c) Generation and Maintenance of GAD Database. All departments, including their attached agencies, offices, bureaus, state universities and colleges, government-owned and -controlled corporations, local government units, and other government instrumentalities shall develop and maintain a GAD database containing gender statistics and sex-disaggregated data that have been systematically gathered, regularly updated; and subjected to; gender analysis for planning, programming, and policy formulation.

The Magna Carta of Women also stated:

SEC. 37. Gender Focal Point Officer in Philippine Embassies and Consulates. – An officer duly trained on GAD shall be designated as the gender focal point in the consular section of Philippine embassies or consulates. Said officer shall be primarily responsible in handling gender concerns of women migrant workers. Attached agencies shall cooperate in strengthening the Philippine foreign posts' programs for the delivery of services to women migrant workers.

Migrant women are identified in the Magna Carta of Women as one of the marginalized sectors in the country (Section 4(d) 6).

REPUBLIC ACT 11641, OR THE DEPARTMENT OF MIGRANT WORKERS LAW

R.A. 11641 is the latest law to be enacted on overseas labor migration. It consolidated and merged the functions of the following agencies to form the Department of Migrant Workers (DMW), the primary government agency tasked to protect the rights and promote the welfare of OFWs:¹³

- Philippine Overseas Employment Administration (POEA)
- Office of the Undersecretary for Migrant Workers Affairs (OUMWA) under the DFA
- All Philippine Overseas Labor Offices (POLO) under the DOLE
- DOLE-International Labor Affairs Bureau (ILAB)
- National Reintegration Center for OFWs (NRCO) under OWWA
- National Maritime Polytechnic (NMP) under the DOLE
- DSWD-Office of the Social Welfare Attaché

OWWA was made an attached agency of DMW for purposes of policy and programs coordination.¹⁴

21 Section 19, RA 11641

22 Section 20, RA 11641

Encouraging and enhancing information and resource sharing among migration-related agencies is one of the functions of the DMW, including the development of an electronic database in view of improving OFW services.¹⁵ Section 18 of RA 11641 provided for the establishment of a centralized, computer-based management information system (MIS) across the offices under the DMW, notwithstanding that each office can also create its own database customized to their functions and needs.

This centralized database shall include information on (but not limited to):

- Basic profile of the OFW
- Destination countries
- Skills
- Experience
- Professional capabilities

The MIS shall also “ensure that the data collected can be disaggregated by sex, age, migratory status, country of destination, and other relevant parameters.”

In addition to the national and regional offices in the country, the DMW shall also operate in Philippine foreign service posts in the form of Migrant Workers Offices (MWO). Among the functions of the MWO is supervising the operations of Migrant Workers Resource Centers (MWRCs), which provide temporary shelter and facilitate needed social services to distressed Filipinos overseas. Under the law, the MWO shall regularly update the online database of the DMW to “facilitate and ensure the delivery of appropriate, timely and effective welfare services to OFWs and their families.”

Related to data collection are the monitoring and research functions of the DMW, which also generate data on OFWs. These include having a social media monitoring center as part of its emergency response system,¹⁶ and creation of an institute on advanced and strategic studies on migration and development.¹⁷

Gender sensitivity in the DMW’s delivery of services is promoted by RA 11641. Overseas, the MWOs are required to have a gender focal officer whose tasks include conducting activities

¹⁵ Section 6, RA 11641

¹⁶ Section 6(l), RA 11641

¹⁷ Section 6(p), RA 11641

related to ending violence against women (VAW) and conducting audits to assess the gender-responsiveness of programs and services. The law also states the country's commitment to fulfill the standards of the Global Compact for Safe, Orderly and Regular Migration (GCM), and other international instruments on migration, all of which emphasize the importance of generation and utilization of relevant and timely migration data that are sensitive to diversity, including gender.



Photo: UN Women/Norman Gorecho



Mapping of Data Collection on International Labor Migration

According to Ogena (2018) of the UP Population Institute, general sources of international migration data are the following:

1. Administrative data collected on the occasion of movement across international borders such as passenger statistics from sea or air transport manifest
2. Administrative data from passport and visa processing, work permits, among others
3. Population registers
4. Census data conducted regularly
5. Survey data collected periodically

The above data are mainly collected from the Philippine Statistics Authority (Survey of Overseas Filipinos, Census of Population and Housing), POEA, CFO and the Bureau of Immigration.

The scoping study of the Social Weather Stations (2017) provides a good listing of the migration data available in the country, as well as gaps and challenges in data collection. This comprehensive mapping covered 24 international and national institutions tracking or maintaining a repository of Philippine migration data, including individual Philippine government agencies, UN agencies and the World Bank. In all, it was able to compile 74 available datasets from these agencies, dating from the 1980s to 2016, on various themes such as stock estimates of overseas Filipinos, legal cases involving OFWs overseas, OFW membership in Philippine social protection programs such as the Social Security System, PhilHealth and Home Mutual Development Fund, and availment of reintegration support services.

The table below summarizes the OFW statistics available from the SWS scoping study, the National Migration Survey (2018), current information available from the Internet, as well as from the responses of migration agencies from interviews conducted.¹⁸ One update is the tracking and availability of data on the impact of COVID-19 on Philippine overseas labor migration, particularly on the health status of OFWs (e.g. contraction of COVID-19), their deployment, and repatriation and return.

¹⁸ Unless otherwise stated, the information provided in the table are from the SWS Scoping Study published in 2017.

AGENCY	MIGRATION DATA AVAILABLE	DATA PUBLICATION AND ACCESSIBILITY
GOVERNMENT: CENSUS AND SURVEY DATA		
Philippine Statistics Authority	<p>OFW, Census of Population and Housing</p> <ul style="list-style-type: none"> • by age group • by sex • by Philippine region • by Philippine province and highly urbanized city <p>OFW, Survey of Overseas Filipinos</p> <ul style="list-style-type: none"> • by age group • by sex • by place of work • by major occupation group • by type of OFW (land or sea-based) • by Philippine region of origin • by Philippine area of origin <p>OFW cash remittances</p> <ul style="list-style-type: none"> • by area of origin • by sex <p>OFW total and average cash remittances</p> <ul style="list-style-type: none"> • by area of origin • by sex • by type of remittance • by place of work • by major occupation group • by area of remittance • by mode of remittance <p>OFW Households with savings from cash remittances</p> <ul style="list-style-type: none"> • by area • by amount of cash remittance • proportion of cash remittance set aside for savings 	<ul style="list-style-type: none"> • Print • Electronic copy through the PSA website • Micro-data is available at cost • Some PSA surveys do not include migration data in publicly available datasets, but these can be requested (e.g. Labor Force Survey, Family Income and Expenditure Survey)

AGENCY	MIGRATION DATA AVAILABLE	DATA PUBLICATION AND ACCESSIBILITY
Philippine Statistics Authority: <i>National Migration Survey</i> (2018)	Chapters (data is disaggregated by sex, age, country of destination, education status, migration status, occupation in most cases) <ul style="list-style-type: none"> • Household and household characteristics (with OFWs) • Pre-migration status and motives • Migration networks and assistance, and engagement in associations and training • Employment characteristics of migrants in places of origin and destination • Return migration • Remittances • Involuntary labor and work arrangement • Migration intentions 	<ul style="list-style-type: none"> • The NMS is available in print and electronic copy; electronic copy can be downloaded from the PSA website
GOVERNMENT: ADMINISTRATIVE DATA		
Bangko Sentral ng Pilipinas	Households with OFWs <ul style="list-style-type: none"> • by area • Households using OFW remittances • by area • type of use of OFW remittances • Overseas Filipinos (land and sea-based) cash remittances • by country • by world region 	<ul style="list-style-type: none"> • Some data are available from BSP website • Full dataset available upon request
Bureau of Immigration	<ul style="list-style-type: none"> • Filipino and foreigners arrivals and departures • by country of origin 	<ul style="list-style-type: none"> • Upon request; no publicly available data on print or electronic copy
Commission on Elections	Registered and actual overseas voters (land and sea-based) <ul style="list-style-type: none"> • by regional grouping • mode of voting (personal, postal, automated) • by world region 	<ul style="list-style-type: none"> • Partial data is available from COMELEC website • Full dataset available upon request

AGENCY	MIGRATION DATA AVAILABLE	DATA PUBLICATION AND ACCESSIBILITY
Commission on Filipinos Overseas	<p>Stock estimate of Filipinos overseas</p> <ul style="list-style-type: none"> • by world region • by country • by nature of stay • land or sea-based <p>Registered Filipino emigrants</p> <ul style="list-style-type: none"> • by sex • by age group • by educational attainment prior migration • by civil status • by country of destination • by Philippine region of origin • by Philippine province of origin • by Philippine municipality/city of origin <p>Filipino spouses and other partners of foreign nationals</p> <ul style="list-style-type: none"> • by major country of destination • by age group • by sex • by educational attainment • by occupation • extent of knowledge about the host country • by province of origin • by city/municipality of origin • by manner of introduction of Filipino spouses <p>Registered Filipino Au Pair Program participants</p> <ul style="list-style-type: none"> • by sex • by age group • educational attainment • by civil status • by major occupational group prior to migration • by country of destination • by mode of introduction to the host family <p>Exchange Visitor Program participants</p> <ul style="list-style-type: none"> • by sex • by age group • by educational attainment • by civil status • by category (purpose) • by top destinations US states <p>Lingkod sa Kapwa Pilipino (LINKAPIL) or Link for Philippine Development Program donors and beneficiaries</p> <ul style="list-style-type: none"> • number of donors by sector • number of beneficiaries by sector • amount of donations sent by sector 	<ul style="list-style-type: none"> • Print copy through annual report • Electronic copy through the CFO website

AGENCY	MIGRATION DATA AVAILABLE	DATA PUBLICATION AND ACCESSIBILITY
Department of Foreign Affairs	<p>Overseas Filipinos assisted through the ATN and use of Legal Assistance Funds</p> <ul style="list-style-type: none"> • by sex • by top country of destination • amount allotted and disbursed through the ATN • amount allotted and disbursed through the Legal Assistance Fund <p>Stock estimates of Filipinos overseas</p> <ul style="list-style-type: none"> • by world region • by top countries of destination <p>Legal cases of OFWs</p> <ul style="list-style-type: none"> • criminal cases by sex • criminal cases by top country of destination • immigration cases by sex • immigration cases by top country of destination • labor cases by sex • labor cases by top country of destination • civil/family cases by sex • civil/family cases by top country of destination <p>Repatriated OFWs</p> <ul style="list-style-type: none"> • by top country of destination • by sex <p>Overseas Filipinos in distress</p> <ul style="list-style-type: none"> • by top country of destination • by sex <p>Overseas Filipinos victimized by or accused of illegal recruitment</p> <ul style="list-style-type: none"> • by top country of destination • by sex <p>Overseas Filipinos human trafficking victims</p> <ul style="list-style-type: none"> • by top country of destination • by sex <p>Overseas Filipinos detained for drug-related offenses</p> <p>Overseas Filipinos affected by COVID-19</p> <ul style="list-style-type: none"> • by region • by country • by status (e.g. undergoing treatment, recovered, deaths) 	<ul style="list-style-type: none"> • The House of Representatives receives the DFA's semestral reports on OFWs abroad.¹⁹ • The DFA may provide other government agencies, upon their request, copies of these reports, particularly if they are members of the Inter-Agency Committee on Migration Statistics (IACMS). • Because most of the data is sensitive and confidential, the data is usually not shared easily with other government agencies, and not with private organizations and researchers, or the public • At most, the DFA shares only the general estimated populations of Filipinos abroad, per country. Since 2020, the DFA has tried to break down this population into male and female.

19 All notes on the DFA migration statistics are from the information provided in the written responses of the DFA-OUMWA to the interview questions for this paper.

AGENCY	MIGRATION DATA AVAILABLE	DATA PUBLICATION AND ACCESSIBILITY
Department of Foreign Affairs	<p>Overseas Filipino women and children who are affected by VAW, armed conflict and other forms of violence including:</p> <ul style="list-style-type: none"> • rape, attempted rape, sexual harassment • physical abuse • emotional abuse • physical or financial neglect/abandonment of spouse and/or children • labor abuse (insufficient hours of rest leading to stress and sickness, no day off, no overtime pay, no medical insurance or medical assistance for sick worker) • sex trafficking/forced prostitution 	
Department of Health	<ul style="list-style-type: none"> • Overseas Filipinos with HIV/AIDS • by age group • by sex • Overseas Filipinos affected with COVID-19 	<ul style="list-style-type: none"> • Some data are available from DOH website • Full dataset available upon request
Department of Interior and Local Government	<ul style="list-style-type: none"> • OFWs per barangay (under the Registry of Barangay Information, or RBI) • by sex 	<ul style="list-style-type: none"> • Full dataset available upon request
Department of Justice - Inter-Agency Council on Trafficking (IACAT) ²⁰	<p>Human trafficking cases received</p> <ul style="list-style-type: none"> • through mode of reporting (IACAT's 1343 hotline, other modes) • number of victims <p>Number of trafficking cases handled</p> <ul style="list-style-type: none"> • by nature of exploitative act (e.g. forced labor, sex trafficking, illegal recruitment, organ trafficking) • by sex • by age <p>Assisted trafficked survivors</p> <ul style="list-style-type: none"> • by type of assistance <p>Number of trafficking victims rescued</p> <p>Status of trafficking cases filed</p>	<ul style="list-style-type: none"> • Electronic copy of the annual report available from the IACAT website

20 Information from the 2021 IACAT Accomplishment Report available from <https://iacat.gov.ph/wp-content/uploads/2022/02/2020-IACAT-Annual-TIP-Report-2.pdf>

AGENCY	MIGRATION DATA AVAILABLE	DATA PUBLICATION AND ACCESSIBILITY
Department of Labor and Employment - International Labor Affairs Bureau	Number of cases received by the OFW Command Center (formerly, Assistance to Migrant Worker and their Families Desk) <ul style="list-style-type: none"> • number of OFWs affected 	
Department of Social Welfare and Development	Number of OFWs assisted <ul style="list-style-type: none"> • by sex • by country • by case (e.g. illegally recruited, trafficked) Number of trafficking victims assisted <ul style="list-style-type: none"> • by sex • by type of assistance provided Number of assisted returning overseas Filipinos (ROF) / OFWs affected by COVID-19 <ul style="list-style-type: none"> • by type of assistance provided 	<ul style="list-style-type: none"> • Sex-disaggregated data on OFW and trafficking clients served by the DSWD is also included in the PSA's annual Women and Men in the Philippines Factsheet which is available online
Home Development Mutual Fund	OFWs registered with HDMF/PAG-IBIG <ul style="list-style-type: none"> • by type of OFW (land or sea-based) OFW availment of loans and other benefits/claims <ul style="list-style-type: none"> • by amount • by type of claim (e.g. short-term loans, provident claims) 	<ul style="list-style-type: none"> • Upon request
Maritime Industry Authority	Seafarers with valid Seafarers Identification and Record Book <ul style="list-style-type: none"> • by place of issuance • by age group • by sex • by Philippine province of residence • by Philippine province of birthplace • number of newly registered seafarers 	<ul style="list-style-type: none"> • Electronic copy through the MARINA website
National Labor Relations Commission	OFW cases involving money claims raised against their foreign employers <ul style="list-style-type: none"> • number of cases disposed by the NLRC • by type of OFW (land or sea-based) • whether the decision is favorable to OFW or not • by amount rewarded • number of OFWs benefitting 	<ul style="list-style-type: none"> • Upon request

AGENCY	MIGRATION DATA AVAILABLE	DATA PUBLICATION AND ACCESSIBILITY
National Reintegration Center for OFWs	*OFWs who requested assistance from Assist WELL Centers <ul style="list-style-type: none"> • by sex • by type of OFW (land or sea-based) • by top country of destination • type of program requested 	<ul style="list-style-type: none"> • Upon request
Overseas Workers Welfare Administration	<ul style="list-style-type: none"> • OWWA members • by sex • by jobsite OWWA Family Circles <ul style="list-style-type: none"> • by location • by sex of OFW Family Circle member Recipient of OWWA Welfare and Other Services <ul style="list-style-type: none"> • type of service • if COVID-19 related 	<ul style="list-style-type: none"> • Some data are available from OWWA website • Full dataset available upon request
Philippine Health Insurance Corporation (PhilHealth)	Beneficiaries covered by PhilHealth <ul style="list-style-type: none"> • by membership category 	<ul style="list-style-type: none"> • Available from PSA website
Philippine Employment Overseas Administration	Deployed OFWs <ul style="list-style-type: none"> • by sex (new hires) • type of OFW (land or sea-based) • by major world grouping • by major occupational grouping (all) • by top destinations (land-based only) • by type of hiring (new hires, rehires) Deployed seafarers <ul style="list-style-type: none"> • by top 10 skills of seafarers • by major category • by flag of registry • by vessel type Deployed teachers <ul style="list-style-type: none"> • by sex • by country of destination OFW adjudication cases <ul style="list-style-type: none"> • by nature of complaint OFW complaints raised on illegal recruitment	<ul style="list-style-type: none"> • Print • Electronic copy through the PSA website • Other datasets available upon request

AGENCY	MIGRATION DATA AVAILABLE	DATA PUBLICATION AND ACCESSIBILITY
Social Security System	OFWs enrolled with the SSS Amount of OFW contribution <ul style="list-style-type: none"> • type of OFW (land or sea-based) • total amount contributed by all registered OFWs 	Upon request
Technical Education and Skills Development Authority	Returning / repatriated OFWs who have availed of TESDA courses <ul style="list-style-type: none"> • by status (enrolled, graduated, assessed, certified) • by sex • by region OFW dependents who have availed of TESDA courses <ul style="list-style-type: none"> • by status (enrolled, graduated, assessed, certified) • by sex OFWs who have applied to free online training courses (TESDA Abot Lahat ang OFWs) <ul style="list-style-type: none"> • by occupation 	<ul style="list-style-type: none"> • Electronic copy through the TESDA website
RESEARCH INSTITUTIONS / PRIVATE AGENCIES: SURVEY DATA		
Social Weather Stations	Households with OFWs <ul style="list-style-type: none"> • by area • by socio-economic class Filipinos searching for work abroad <ul style="list-style-type: none"> • by sex • by class • by educational attainment Filipinos aspiring to live abroad <ul style="list-style-type: none"> • by area • by sex • by socio-economic class Frequency of giving/sending OFW remittances <ul style="list-style-type: none"> • total (Philippines) • by area • by socio-economic class • by sex • by educational attainment Filipinos' performance rating of the national administration on promoting the welfare of OFWs <ul style="list-style-type: none"> • by OFW and non-OFW households Filipinos' optimism and pessimism <ul style="list-style-type: none"> • by OFW and non-OFW households Filipinos' self-rated poverty <ul style="list-style-type: none"> • by OFW and non-OFW households Filipinos internet users <ul style="list-style-type: none"> • by OFW and non-OFW households 	<ul style="list-style-type: none"> • Some data are available from the SWS website or in SWS press releases • Other datasets available at cost

In addition to the above agencies are other non-government agencies and research institutions which also conduct surveys and qualitative studies on current OFW issues, and whose data are used or cited by government agencies or labor migration researchers. These include international organizations such as UN agencies; research institutions; and NGOs working on OFW issues. Although these organizations do not generate or publish primary OFW data on a regular basis, they have more flexibility on the themes they explore, and even on the methodologies and tools they employ, which provide a more nuanced dataset on Philippines overseas labor migration. For instance, the impact of the global COVID-19 pandemic on OFWs beyond employment and income (IOM and ILO), longitudinal studies on migration journeys (UP-CIFAL), and human rights and gender equality issues in overseas labor migration (Scalabrini Migration Center, Center for Migrant Advocacy, Migrante International).

Philippine recruitment agencies (PRAs) also collect OFW data, however their forms are aligned with that of the government agencies i.e. POEA and OWWA, where these would be eventually submitted for processing.²¹ Similarly, OFW data collected by NGOs for the purposes of legal assistance or welfare services provision are also conscious of the details asked in government forms and integrate these in the formats they use, although these NGOs do not limit their interviews to getting only these information.

GENERAL DATA COLLECTION PRACTICES AND CONCERNS

Since the COVID-19 pandemic began in 2020, all agencies interviewed said they have utilized online and offline modes of OFW data collection. This is true both for filling out of required forms and surveys, and for interviews with the OFWs conducted to supplement the information provided in forms submitted. Data collection forms available online can be filled in directly, or downloaded to be filled in offline then emailed or uploaded on the agency website.

Social media is also being used, in addition to emails and websites as channels for data collection, albeit in an unstructured manner. For instance, some recruitment agencies create group chats for each group of migrants they deploy, in addition to following them on their social media accounts, which are also sources of information for the OFW monitoring reports they are required to submit to the POEA. Official social media accounts (and social messaging applications) of agencies such as the POEA, OWWA and civil society organizations have also become a tool for recording and monitoring OFW concerns through the queries or requests for assistance posted there by migrant workers.

21 Interview with the chair of the Philippine Association of Service Exporters, Inc. (PASEI) (February 2022)

In 2020, the Philippine Statistics Authority (PSA) piloted a computer-assisted personal interview (CAPI) as a means to input national census data to supplement the paper and pencil interview.

There are OFW data which cannot be collected, or are not validated, except through physical documents or personal appearance of the migrant worker. These include data collection forms that, by law, require the wet signature of the person, or the collection of live biometric data to validate identities (e.g. data collected to obtain passports, civil registration with Philippine Foreign Service Posts).

MANUAL COLLECTION OF DATA

Although using digital technologies and online applications are increasingly becoming the practice in migration-related agencies to collect OFW information, physical forms are still used because of the uneven access to electronic devices and ICT infrastructure, in addition to the level of digital literacy of OFWs and their family members to navigate the Internet and online forms. There are OFWs who still prefer going to physical offices to submit or process their documents because they can personally approach an agency employee for clarifications or instructions. For people receiving the forms, it is also good to have the OFW present in case there are corrections or missed fields in the forms, or if additional information is needed from them.

Information provided in physical forms are digitally coded and consolidated with those collected through electronic or online means. The physical forms are kept by organizations after this process, and disposed of according to their data privacy policy, or to customary practice if they have no written data privacy policy.

ELECTRONICALLY COLLECTED DATA

According to agencies, electronic submission of forms and other required documentation had advantages especially during the acute phases of the pandemic when physical interaction and mobility was severely curtailed for public health and safety. It facilitated the continuation of OFW services, particularly emergency and welfare assistance, and the provision of timely information which was critical during the period. Social media platforms, in particular, played a major role in the exchange of information between migration agencies and OFWs. Social media are already very familiar to OFWs as they use them to communicate with their families and for socialization. It was an accessible channel through which OFWs transmitted information about their situation (e.g. through text, photo, video), and migration agencies provided information and even initial counseling services to them.

The use of digital technologies and online platforms also resulted in lowered costs for OFWs to

inquire, process and follow up applications to various services and programs as the number of times they have to travel to government offices could be reduced to those absolutely necessary (e.g. for biometrics, claiming of approved documents).

On the part of the migration agencies, they see the shift to the digitalization of their data collection as more practical and efficient in the long run. Apart from service delivery and information sharing, documentation and reporting has been facilitated by electronic data collection. With computer programming and use of appropriate tools, electronically collected data can be easily consolidated and converted into statistics. Retrieval of specific information or cases for purposes of case management, research or reporting is likewise easier.

GENERAL ISSUES IN DATA COLLECTION

Several studies and reports have already documented issues in migration data which were also confirmed in interviews with stakeholders. These include issues on standardization of labor migration definitions across agencies collecting OFW data, data accuracy and quality, and data sharing and interoperability.²² Staffing may also be inadequate in terms of number and technical capacity.

When it comes to data collected, it remains a challenge to accurately measure the extent of irregular migration, which is primarily tracked through administrative data from the Department of Foreign Affairs, based on estimates at best.²³ The same is true for trafficking, which could be documented at several entry points within the country and through the Philippine Foreign Service Posts. Available administrative data (e.g. from DOJ and DSWD) on trafficking are not disaggregated according to whether they primarily involve intra-country or international movement, except if they are statistics from the DFA, which exclusively refer to international trafficking cases received.

It was also observed that little information is available on return and reintegration of OFWs, relative to data available on the other stages of migration i.e. pre-deployment and while in the country of destination.²⁴ Available data on seafarers is also limited, or available data is not always disaggregated by type of worker (land or sea-based). Other information that are collected in standard government forms that are not always used to disaggregate publicly available data are the OFW's age group and civil status; for migration-focused agencies, information on one's

22 See for instance, SWS (2018), Abrera-Mangahas, A. (2021).

23 OECD/Scalabrini Migration Center (2018).

24 Kang, J.W. and Latoja, M.C. (2022)

place of origin and country of destination (for land-based workers) are standard fields. These information, along with the sex of the migrant worker, can provide a more nuanced picture of the country's overseas labor migration through the profile of its migrant workers.

In addition to the above, the paper also noted the following issues:

MIGRATION DATA INFRASTRUCTURE AND POLICIES

Institutionalizing data privacy policies and mechanisms is important for all agencies handling OFW data, although it is recognized that the digitalization of data management has its distinct challenges. Appreciating the use of digital and online platforms for data collection, processing and storage cannot be isolated from the bigger organizational work systems. As promising as a full shift to digitalization may be, this has to be supported by clear policies on which agency functions and services can be done remotely and online, especially in view of the requirements of the Data Privacy Law. While this national policy is a main reference, there is still a need for an agency-specific data privacy policy and corresponding protocols. Government agencies already had these even before COVID-19, but the policies may need reviewing in the light of experiences and lessons learned during the pandemic.

This is true as well for civil society organizations, recruitment agencies and other stakeholders collecting and storing personal information of OFWs as part of their administrative functions. Although their operations may be informed by the Data Privacy Law, it is still important that there is an explicit policy and protocol on handling data received and where it will be used (e.g. case management, advocacy, research and publications), including informing OFW service users of their rights to their own data.

Related to the institutionalization of data privacy policies and mechanisms should be the allocation of resources to build and maintain a good and secure digital infrastructure, a challenge for many agencies.

MIGRATION DATA AT THE LOCAL LEVEL

The DILG identified limited capacity of LGUs to conduct data collection activities, lack of data infrastructure, and multiple sectoral and thematic monitoring and documentation responsibilities as challenges, especially at the barangay level. The LGU data on OFWs is currently based on information from the registry of barangay inhabitants (RBI), which includes OFWs as one of the sectors to be tracked. This is a semestral survey accomplished by barangays by conducting a house-to-house interview using a standard information sheet from the DILG. However, the numbers generated are much lower than the figures from the POEA, pointing to a

gap in data collection, related to the tool or the process of collection.²⁵

Policy-related factors are also seen to play a role in the limited capacities of LGUs to collect quality migration data. For instance, LGUs are identified in several national laws and executive policies to conduct ground-level monitoring, documentation, service delivery pertaining to various development concerns, and sometimes without corresponding budget allocation apart from their share in the national taxes (i.e., the internal revenue allotment or IRA). Mainstreaming migration into development planning, which will jumpstart or require production of relevant and more nuanced data, has yet to have an enabling policy to support it. To date, while the DILG advocates for, and encourages, LGUs to integrate a migration and development approach, LGUs are not obliged to do so without a specific mandate.

ACCESS TO SERVICES AND DIGITAL LITERACY²⁶

Using social media platforms such as Facebook and messaging applications is a popular and practical option for agencies to communicate with OFWs. This practice, however, also poses questions related to data privacy and security. Moreover, digital literacy, and access to digital devices and internet services of OFWs and their families are relevant concerns. This pertains not only to the ability to use digital devices, navigate cyberspace and use online platforms, but also the knowledge on how to protect themselves from false or misleading information which have proliferated, especially during the pandemic. According to the DOJ-IACAT, many reported cases of trafficking and illegal recruitment were facilitated through online posts and interactions. The pandemic's economic impact on many sectors of society, alongside low levels of digital literacy, have only increased people's vulnerability to this channel of exploitation.

25 Aguilar, L., Daumar, L., and Villaseñor, D. (Department of Interior and Local Government), interview (11 March 2022).

26 See also discussion on migration technology ("migtech") in Kikkawa, Justo and Sirivunabood (2021)



Photo: UN Women/Norman Gorecho



Gender and Migration Data Mapping

Drawing out the gender dimensions of Philippine overseas labor migration is aided by the availability of sex-disaggregated OFW data. Getting information on sex (female/male) is already standard practice in government data collection, and is further reinforced by the enactment of the Magna Carta of Women, which required this practice to facilitate the GAD analysis and planning of agencies. While it was noted that sex-disaggregated data was not identified in the listing of some migration datasets above, it may be the case that sex-disaggregated data is available but not currently generated or published. Online and physical OFW information or intake sheets surveyed for this paper show that sex is a required field to be filled out, which indicates that it is possible to obtain sex-disaggregated data from agencies working with migrant workers.

However, generating sex-disaggregated data may not be enough to surface the gender dimensions of migration. As defined by the UN DESA (2016), gender data and statistics mean:

1. Data are collected and presented by sex as a primary and overall classification;
2. Data reflect gender issues;
3. Data are based on concepts and definitions that adequately reflect the diversity of women and men and capture all aspects of their lives;
4. Data collection methods take into account stereotypes and social and cultural factors that may induce gender bias in the data.

In this sense, sex-disaggregation of data can be regarded as merely the starting point in unpacking migration realities from a gendered lens. Beyond presentation of sex-disaggregated data, one also needs to take stock of what data is being collected—or not being collected—about overseas labor migration, where gender may be a critical variable. It also requires that the data collection tools and process are sensitive and are able to capture the intersectionality of women's and men's identities (e.g. along the lines of their SOGIE, age, education, ethnicity and cultural affiliations, among others), which shape their experience of gender issues as OFWs, particularly their vulnerabilities and strengths. The latter may necessitate that what are considered as migration data be broadened to include administrative data from government agencies and non-government organizations, which can also be disaggregated according to people's migration status (i.e. if an OFW or not), in addition to their sex.

VIOLENCE AGAINST WOMEN MIGRANT WORKERS

Violence against women migrant workers (VAWMW), particularly physical and sexual abuse and exploitation, is the most well-known presentation of OFWs in distress, and cases that have come to public attention have catalyzed mass actions and landmark legislation. Ironically, though, information on VAW against migrant workers has been largely limited to these cases.

Currently, the statistics on VAWMW could be found in the 2018 National Migration Survey, which includes data on the OFWs' experience of restriction on mobility and communication, threats, coercion, and forms of physical and sexual violence under the category of "involuntary work arrangements". However the sex-disaggregated data was not also disaggregated in terms of whether the respondent is an international or internal (intra-country) migrant.

Another relevant statistic is on the help-seeking behavior of migrant women. In the same survey, only 2.7 percent of the female respondents who experienced involuntary work arrangements said they sought assistance from their family, friends, local authorities or the embassy, the primary reason being that they were afraid (22.9%). Awareness of their rights or the possibility of reporting their experiences was another factor in non-reporting, with 10.3 percent of women saying they thought the violation was a normal part of the work or contract signed; another 4.7 percent said they did not report because their employer was good and they did not feel they were being abused.

Of those who sought help, however, 48.8 percent said their grievances were solved, most likely not through legal mechanisms, as only 4.9 percent of the respondents indicated that they filed a complaint or case against their employer. Future surveys would hopefully be designed to surface more information in this regard, including alternative redress mechanisms used by migrant workers experiencing VAW.

VAW as a category of violation is often absent from administrative data forms, although it can be assumed that these are captured under "maltreatment", "grave misconduct" or "human trafficking/illegal recruitment". For instance, the POEA online Legal Assistance form does not specify VAW as one of the cases that could be presented by the OFW.²⁷ This can be a barrier in capturing gender data, given that VAW is generally underreported²⁸ unless overt and serious,

27 See POEA online request form for legal assistance and counseling (<http://legalassistance.poea.gov.ph/main/legalcounseling>)

28 The findings of the 2017 National Household and Demographic Survey show that 41% of Filipino women who experienced VAW never told anyone of it, while 25% of women who disclosed it to someone did not seek assistance from authorities or welfare agencies. Among migrants (international and internal combined), 71% of women who experienced a form of involuntary work arrangement did not seek help.

such as sexual exploitation and abuse. Integrating VAW categories in reporting forms (or specifying their inclusion in existing ones, e.g. “grave misconduct”) contributes to raising awareness among OFWs that VAW is a violation of their rights. Related to this, it is possible that VAW is not the presenting complaint, although it is a factor in the case—even a cause for action—as may be surfaced during subsequent interactions with the OFW. Thus, VAWMW could also be rendered invisible in migrant statistics when only the presenting or primary complaint is recorded and counted, or the migrant workers’ possible experience of VAW is not part of the standard data gathering tool. In a survey conducted with government agencies and CSOs working with OFWs, 58 percent of the respondents said their current OFW documentation forms are not gender-sensitive to the workers’ possible experiences of VAW, while 67 percent assessed their current data collection, consolidation and management on VAW as not systematic and adequate.²⁹

On the other hand, the Assistance to Nationals (ATN) section of Philippine Foreign Service Posts, includes harm (“*pananakit*”) and abuse against women by their employers, partners and spouses in its Request for Assistance form. However, as a matter of policy, the DFA does not share statistics on the welfare cases it receives with the public.

Data on trafficking and irregular or undocumented labor migration remains challenging, given the “hidden” nature of these cases. Sex trafficking, in particular, mostly affects women and children, and irregular labor migration through channels of au pair programs and fiancée/ marriage migration often involve female migrants.

SOGIE AND GENDER-DISAGGREGATED DATA

Another limitation of data collection on gender issues is the absence of systematic documentation of the OFWs’ SOGIESC (sexual orientation, gender identity and expression, and sexual characteristics), whether on OFW information sheets or qualitative information found in case documentation forms.³⁰ This reduces the reality and experience of gender-based violence to only two categories i.e., that of females/women and males/men, and thus contributes to the neglect in addressing GBV and discrimination against members of the LGBTIQ+ community. An often-cited situation where information on the OFWs’ SOGIESC is critical are cases of sexual violence against males in the Middle East countries, whether or not they identify as gays.³¹ Homosexuality is also criminalized in Islamic regions, which already renders OFWs of diverse SOGIESC vulnerable to GBV when they are deployed to these countries, but even more so when consular programs and services are not gender-sensitive or responsive. The inclusion of SOGIESC in data forms, however, must also be protected by protocols on its sharing with other agencies,

especially if an OFW's SOGIESC data could result in further harm or disadvantage in the access of services³² (e.g. in the course of local agency coordination for welfare services, law enforcement and prosecution in countries where homosexuality is criminalized).

Among the government agencies reached by the research, it is only the GEWHRC-CHR which includes information on the persons' SOGIESC in their form. Non-government organizations such as the CMA and Migrante International include a similar field in their intake sheets.

There are also agencies such as the Inter-Agency Council on VAWC (IACVAWC) and the Quezon City LGU which have also integrated SOGIESC-related fields in their intake sheets. The VAW intake form developed by the IACVAWC tracks whether the client is an OFW or not, and if they identify as a person of diverse SOGIE, however, this form is still in the process of being mainstreamed. The Quezon City LGU has a protocol on handling cases of domestic violence involving people of diverse SOGIE³³ which can also capture OFW data, although at present, it does not have a specific item on the migrant status of the complainant and the alleged perpetrator.

MALES AND GENDER-BASED VIOLENCE

The conflation of gender concerns to refer solely to matters concerning women also blurs the gendered experience of male OFWs, particularly of violence. While statistics on males and violence have the same limitations as that of VAWMW, it is noted that men's experiences are generally more neglected in the discussion and analysis of gender issues in migration.

In the 2018 National Migration Survey, the same percentage of female and male migrants (2.7%) said that they experienced being "pressured to engage in sexual acts with anybody for favors, money, drugs, clothes, or gifts". Moreover, also under the category of "involuntary work arrangements," the percentage of males who indicated being pressured or forced to work against

30 An exception to this is the Commission on Human Rights - Gender Equality and Women's Human Rights Center (CHR-GEWHR) which includes asking whether the person is a member of the LGBTIQ+ community in their documentation of human rights violations.

31 In one case shared by the IACAT Executive Director, a group of Filipino gays were made to believe that they would be employed as masseuses but instead they were sex trafficked to the Middle East. Although their sexual orientation is not an aggravating factor in trafficking cases from a legal perspective (human trafficking as a gender neutral issue, i.e., it can victimize anyone regardless of SOGIE) it was noted from the accounts that the Filipinos were specifically targeted by traffickers because they are gay.

32 IOM (2021)

33 Outright International and Engender Rights Inc. (2018).

their will, sign a contract which they did not understand or agree with, and be transported to another work location against their will is higher than that of females.

With regard to help-seeking behavior, there is only a slight difference in the percentages of men (28.3%) and women (29%) who sought assistance. For men, the biggest reason for not disclosing their problems is the thought they will not be listened to or believed (21.9% compared to 13.8% of women who said the same). In terms of the results of their disclosure, more men than women said they were ignored (34.2% compared to 29.6% for women). Survey responses also showed that men were less likely to receive emotional support (9.8% compared to 18.2% for women). A higher percentage of men, however, said their seeking assistance resulted in their filing a legal complaint (12.3%) relative to women (4.9%).

Another concern in international labor migration which should be further explored for its gendered impact on males is forced labor and labor trafficking in agricultural work and fishing industries.

INTERSECTIONALITY OF GENDER AND MIGRATION DATA

Understanding the gender dimensions of migration can be enriched by an intersectional analysis which nuances issues such as gender-based violence according to which groups of females and males are more at risk or in need of intervention. This requires layering sex-disaggregated data with other information such as the OFW's SOGIESC, age, occupation in the country of destination and civil status. In cases of VAW, it is also important that the relationship of the OFW to the alleged perpetrator is tracked (e.g. employer, intimate partner, co-worker, stranger) as well as if the perpetrator is a Filipino national or not, because these have implications on the available avenues for redress, such as the legal case which can be filed. The above-mentioned data are already being documented in administrative forms, whether general OFW information sheets or intake forms to access legal or welfare assistance.

OTHER DATA GAPS AND RELATED CONCERNS

Apart from the absence of SOGIESC as a field in OFW information collecting tools, along with VAWMW and GBV categories (where applicable), there is no data on return migration except on re-hires i.e. OFWs who have renewed or extended their contracts with the same employer

34 POEA definition (http://www.ofwguide.com/mobile/articles_view.php?category_id=6&articleid=1593)

regardless if there was a change in job site.³⁴ The number of times a Filipino has left for overseas employment (whether under a new contract or as a re-hire) or the cumulative length of time the OFW has worked abroad are not tracked. These information are not only useful in identifying patterns of return migration, but also in providing insights regarding OFW reintegration. Another relevant data to understand OFW reintegration is their reasons for return and resettlement in the country, and post-migration livelihood or employment status, or retirement.

Gender statistics on seafarers is another data gap, although there are developments to address this. In 2020, the Philippine Statistics Authority was granted clearance to conduct the “Survey of Seafarers and Manning Agencies on the Capability of Philippine Maritime Industry to Supply Merchant Marine Seafarers in the Global Maritime Labor Market by the Maritime Industry Authority (MARINA)”. Among the data to be collected are the socio-demographic characteristics of seafarers (age, sex, civil status), type of vessel boarded, career plans, and difficulties encountered as a seafarer.³⁵ The survey results are not yet publicly available online.

To a large extent, gender and migration statistics are focused on OFW experiences while they are overseas. Data to surface how gender influences OFW realities in the pre-deployment, return, and reintegration stages of the migration cycle are limited to their continuing engagement with agencies such as the TESDA, which has certification courses for those interested to work in certain occupations abroad (pre-employment), as well as skills development programs for returned or repatriated OFWs, and the OWWA, through the National Reintegration Center for OFWs (NCRO). Civil society organizations doing community organizing work with OFW families can also provide data on OFW reintegration.

There are other agencies which are potential sources of gender and migration-related statistics, however, their data collection may not yet include “OFW” as a field, or they do not disaggregate available or published administrative data on whether the service user is (or was) an OFW, in addition to sex-disaggregation. Examples of these agencies are the Department of Health (for VAW and sexual and reproductive issues), the National Center for Mental Health (for mental health concerns), the DSWD and its LGU counterparts (for regular services accessed by the OFW prior migration or after returning), PhilHealth (health insurance), Social Security Systems (social protection) and Philippine-based women’s organizations working on gender-based violence.³⁶ Statistics from these (and similar) agencies could help address data gaps in the pre- and post-

35 PSA (August 2020)

36 A finding of a survey on VAW and data management showed that more than half (67%) of civil society organizations working on gender issues and have handled cases involving OFWs or OFW families do not integrate migration or OFW-related fields in their standard documentation forms (Rivera, 2021)

migration experiences of OFWs towards a more holistic picture of gender and migration.

Similarly, non-traditional sources of migration data such as social media engagement and other “big data” sources are largely untapped. The prospects these present, and ethical issues involved, should also be considered in drafting or reviewing current data privacy and protection policies.³⁷

QUALITATIVE DATA COLLECTION

Migration data is often thought of as quantitative data (surveys, consolidated data from OFW forms and intake sheets), but an equally important—yet largely underused—source of gender and migration data is the qualitative information collected from OFWs, particularly when they request legal and welfare assistance, and in the course of case management. Qualitative data are found in the space in the intake sheets for the free narration of the situation which prompted OFWs to seek assistance, which can be filled in by the OFWs themselves or by the agency attending to them. This has several potentials for gathering nuanced information because OFWs are not restricted by pre-set choices: (1) they are able to give more details of their issues and its effect on them, and (2) it can surface issues which are not adequately represented by the pre-set choices, including those which they did not think could be cause for action or intervention. Moreover, because an accomplished intake form is only a preliminary requirement in case management, further interviews with the OFW could deepen the understanding of presented issues (and sub-issues) and its gendered dynamics (e.g. possible experiences of gender-based violence and discrimination, relationship with perpetrator, especially in VAW and sexual violence cases), SOGIESC, and the intersectionality of the OFWs identities (e.g. age, occupation, nationality, ethnicity, race, etc.) and other socio-cultural and political factors aggravating the issue.

Apart from legal and welfare purposes, undertaking more systematic collection and analysis of qualitative migration data can complement the statistical data in documenting experiences not adequately captured by the latter (e.g. experiences of OFWs who work in households). Qualitative data can also enrich stakeholders’ understanding of migration to positively influence policies and programs.³⁸

It should be noted that the processing of qualitative administrative data heavily relies on how they are appreciated by the agency staff who collect them. In contrast to quantitative data or

37 See related discussions on migration technology (“migtech”) for data collection in Kikkawa, Justo and Sirivunabood (2021) and on the use of non-traditional sources of migration data in Sijapati, B. (March 2015)

38 IOM (2021) and UN Women (2015).

data from controlled fields in OFW forms, free narratives cannot be consolidated by computer software without the staff's preliminary work of identifying and categorizing sometimes multiple issues in an individual OFW's case. Prior to this step, the information collected from the interviews or non-structured formats is also important: what information does the agency staff determine as relevant to the OFW's concern?

Gender and diversity sensitivity of the person handling the data is an important element in this regard, especially in relating to OFWs in distress or experiencing violations of their rights. At the micro or case management level, gender and diversity sensitivity increases responsiveness of the agency when its staff apply a holistic perspective to issues rather than limiting its interventions to the OFW's presented problems. As mentioned earlier, OFWs may not see certain experiences as violating their rights, and this is especially true in gender-based violence and discrimination, unless the acts are overt and have resulted in serious injuries. At a broader level, agency planning, program development and policy advocacy will benefit from the more nuanced information on their service users and their situation which qualitative data can provide.

For agencies using digital systems to store their data, how qualitative data are tagged is important in culling out gender data, whether to determine the number of cases received involving a particular detail, or to call up certain types of cases for analysis. A standard set of terms is necessary for this purpose, as well as training for the concerned personnel on its use. In legal cases, the tags used are usually the type of offense committed or the law which was violated, which may not always reflect if there was GBV. The Gender Equality and Women's Human Rights Center of the CHR uses "violation of the Magna Carta of Women" as a catch-all for cases involving acts of violence and gender-based discrimination against women, and also specific tags such "LGBT" or "SOGIE" and "OFW". However, the GEWHRC admits that it is still an ongoing process to mainstream the practice of tagging gender issues in cases received by the agency, which are mainly identified by general categories of human rights violations. The GEWHRC personnel may also sometimes need to go through each file tagged as "women's human rights" or "Magna Carta of Women" for information needed but might not have been tagged for other details (e.g. migrant women, LGBTIQ+).

DATA UTILIZATION AND SHARING

The value of sex-disaggregated or even gender data is not in its generation per se, but how it is utilized to contribute to the promotion of gender equality in the country, and in the context of overseas labor migration. The potential power of data for social change and development is limited without this appreciation, and can even mislead, when "gender equality" is conflated with

the idea of “women only” and isolated from the broader picture of gender relations and power dynamics, as well as the country’s economic, political and socio-cultural environment shaping the migration landscape. The latter is critical in understanding why certain sex-disaggregated migration statistics showing a positive representation of females may not be an indicator of empowerment or gender equality. An example of this is the statistic that females OFWs have been increasing and have outnumbered males over the past decade (59.6% of OFWs in 2020 were female). While this can be taken as an indicator of women’s increasing exercise of their rights to work and mobility, among others, the bigger picture shows that majority of the women OFWs are in elementary occupations which carry higher risks against their personal safety. OFWs, especially women, continue to be deployed in countries which have a high record of gender-based violence against migrant workers. Pre-departure orientation seminars, which are supposed to provide information to help OFWs adjust to work and the socio-cultural environment of their countries of destination, are inadequate in terms of content and time allotted to discuss gender concerns and issues which OFWs may face abroad. In this sense, one could ask, how is the statistic on the increasing participation of females in overseas labor migration appreciated by government agencies and other stakeholders? How does it influence their operations and the quality of services they provide to OFWs? How does it influence the overall perspective and approach to Philippine overseas labor migration? To gender equality?

This perspective on gender and migration data implies that data collection is oriented to the needs of the agency to improve the gender responsiveness of its service delivery to a diverse OFW population, and it cannot do so without a solid foundation in gender and development. It is noteworthy that the Magna Carta of Women mandated all government agencies, in the country and its Foreign Service Posts, to develop evidence-based GAD programs i.e., that which are informed by gender audits; gender analysis of agency policies, programs and services and its service users’ profile and issues; sex-disaggregated data; and consultation with its service users and gender and women’s human rights advocates.³⁹

Another way of utilizing administrative data to promote gender equality is to share the information with other stakeholders so they can also sharpen their own gender analysis of migration and improve their services, including inter-government data sharing. This sharing of administrative data on gender and migration is subject to laws on data privacy and protection, vis-a-vis the rights provided to the Filipino public under the Executive Order on the Freedom of Information. Sharing sex-disaggregated and gender data with other stakeholders through agencies’ publication of statistics or available datasets is another way that the data can be

39 Magna Carta of Women, Section 36(a)

utilized to promote gender equality. Third-party users such as the academe, research institutions and civil society organizations can help raise and broaden public discourse on gender and migration to inform policy and program directions. However, in cases where qualitative data, or access to it, is requested and is important to the purpose for which it is requested (e.g. research), government agencies cite the confidentiality of issues as reason for denying requests. On the other hand, there is the often limited capacity of individual government agencies or units working on migration to undertake gender analysis and research which is important in public discourse.

Some concerns were also identified with regard to data sharing among government agencies. Although there are already several laws which provide for the creation of shared information systems among government agencies working on migration issues, the extent that this has been realized is unclear. Since administrative data is oriented towards the needs of OFWs and OFW services provided by the agency collecting them, definitions of terms used and data coverage may also vary from one agency to another, which affects data interoperability. Sharing localized migration data is another related concern. Most of the OFW data available are not disaggregated according to geographic areas, which limits their value and use for local level migration and development planning.

Recommendations

The paper proposes the following action points on migration data collection, specifically to surface gender issues in administrative data and facilitate its analysis:

Adopt a whole-of-government approach in mainstreaming gender in collecting migration data

1. Standardize terms and their operational definitions used in administrative data collection and surveys (e.g. “overseas contract workers” and “overseas Filipino workers,” regular and irregular/undocumented OFW, returned and reintegrated OFWs, sex and gender).
2. Integrate “OFW” as a category in national and local survey and administrative data forms, where applicable (e.g. in health services, enrollment in social protection programs).
3. Standardize sex-disaggregation in the generation and publishing of administrative and survey data on OFWs and overseas labor migration.
4. Where applicable, include gender-based violence and discrimination, or a listing of its manifestations, as a separate category in pre-set choices in forms used (e.g. request for assistance, or surveys), or in monitoring formats.
5. Integrate SOGIESC and other social identities and affiliations of OFWs (e.g. ethnicity, disability) in all forms profiling migrant workers.
6. Strengthen data collection and publication of OFW data in relation to seafarers, human trafficking, and on the pre-departure, return and reintegration stages of the labor migration cycle.
7. Engage local government units to have a more active role in generating sex-disaggregated and gender migration data, particularly on the pre-employment, pre-departure and return and reintegration stages of the migration cycle.
8. Institutionalize a national migration survey, with data disaggregated according to sex, SOGIESC, age, ethnicity, disability, and place of origin.

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.

9. Develop systems to integrate the use and sharing of qualitative data collected without compromising data privacy and confidentiality and other ethical considerations.

Undertake continuing institutional capacity-building for GAD mainstreaming, data management, research and publication at the national and local levels.

10. Beyond data collection and documentation, strengthen research and development units or GAD offices of national migration governance agencies and LGUs, to identify thematic areas of concern, and design, implement and publish research on the gendered realities of overseas labor migration.
11. Integrate data collection on overseas labor migration in the local inter-agency committees on violence against women and children (IAC-VAWC), and against trafficking (IACAT).
12. Support research initiatives of non-government organizations (CSOs, academe) on gender and migration, including longitudinal and impact studies, and using non-traditional methodologies (e.g. “big data”) that will deepen understanding of the migration cycle, particularly on the return and reintegration stage.

Engage collaboratively with gender equality and migrants rights advocates, OFW associations, and CSOs working with OFWs and OFW families in documenting and analyzing migration realities from a gendered perspective.

13. Conduct regular consultations and collaborative work with OFW associations, gender equality and migrant rights advocates, CSOs working with OFWs and OFW families to deepen understanding on gender and migration.

The enactment of Republic Act 11641, or the law which established the Department of Migrant Workers (DMW), is a promising development in improving the quality of migration data, and its utilization to empower OFWs. The above recommendations are still applicable, especially because not all functions of the different migration agencies prior to the DMW were integrated in the new department. There are also government agencies like the Philippine Statistics Authority which collect migration data, or the DOH, SSS and the DSWD, among others, which provide services for OFWs but are not usually considered migration governance dutybearers and sources of migration data.

The DMW will play an important role as a producer and repository of overseas labor migration data. As the focal government agency for OFW concerns, it is also expected to generate relevant data to inform stakeholders of the country’s progress in relation to its commitments to national and international migrant workers’ human rights standards, including UN and ILO Conventions, the Sustainable Development Goals (SDGs) and the GCM. In line with this, the DMW should lead a more comprehensive stocktaking of migration data available in the country to identify gaps

and challenges, as well as strategies to address them. Harmonizing the data collection tools and methods of national and local government agencies is another step towards generating a more holistic picture of OFW realities, from pre-employment and departure, to return and reintegration.

Particular to promoting gender equality, the DMW is mandated by law to undertake GAD mainstreaming in all aspects of its work, and it is expected that this will result in more gender-sensitive and gender-responsive approaches to its policies and programs, including those concerning data collection and utilization. Gender equality and migrant rights advocates and other stakeholders will play a critical role in ensuring this process is realized.

References

- Abrera-Mangahas, A. (2021). "Seeking Justice: Developing Improved OFW Feedback and Complaints Mechanisms." Blas F. Ople Policy Center and Training Institute (Ople Center) and International Organization for Migration.
- Asian Development Bank (April 2013). "Impact of the Global Crisis on Asian Migrant Workers and their Families: A Survey-Based Analysis with Gender Analysis." Retrieved from <https://www.adb.org/sites/default/files/publication/30233/impact-global-crisis.pdf>
- Center for Migrants Advocacy (16 July 2015). "Access to Justice: What Stands in the Way and What Can Be Done?" Retrieved from <https://centerformigrantadvocacy.files.wordpress.com/2018/06/part-ii-access-to-justice-what-stands-in-the-way-and-what-can-be-done.pdf>
- Center for Migrants Advocacy (2012). Submission to the UN Committee on Migrant Workers for the List of Issues Prior Reporting of the Philippine Government in Preparation for the Committee on Migrant Workers' 16th Session. Retrieved from <https://www2.ohchr.org/english/bodies/cmw/docs/ngos/CMA.Philippines.CMW16.pdf>
- Commission on Elections - Office of Overseas Voting (February 2019). "Number of Registered Voters for May 13, 2019 National and Local Elections". Retrieved from https://comelec.gov.ph/php-tpls-attachments/OverseasVoting/Statistics/2019NLEOVRegVoters_Updated.pdf
- Inter-Agency Council Against Trafficking - Republic of the Philippines (2021). Accomplishment Report CY 2020. Retrieved from <https://iacat.gov.ph/wp-content/uploads/2022/02/2020-IACAT-Annual-TIP-Report-2.pdf>.
- Inter-Agency Council Against Trafficking - Republic of the Philippines (2021). "Lessons from COVID-19 in Responding to Trafficking in Persons in Times of Crisis with a Particular Focus on Victim Assistance." Retrieved from <https://www.border-security-report.com/wp-content/uploads/2020/11/Philippines-Trafficking.pdf>
- International Organization on Migration (2021). Gender and Migration Data: A guide for evidence-based, gender-responsive migration governance. Retrieved from <https://publications.iom.int/books/gender-and-migration-data-guide-evidence-based-gender-responsive-migration-governance>.
- Kang, J.W. and Latoja, C. (2022). "COVID-19 and Overseas Filipino Workers: Return Migration and Reintegration into the Home Country — the Philippine Case". Asian Development Bank. Retrieved from <https://www.adb.org/sites/default/files/publication/767846/sewp-021-covid-19-ofws-return-migration-reintegration.pdf>.
- Kikkawa, A., Justo, C.J., and Sirivunabood, P. (2021). "Migtech: how technology is reshaping labor mobility and the landscape of international migration." Labor Migration in Asia: Impacts of the COVID-19 Crisis and the Post-Pandemic Future. ADBI, OECD and ILO. Retrieved from <https://www.adb.org/publications/labor-migration-asia-impacts-covid-19-crisis-post-pandemic-future>.
- Moreno-Fontes Chammartin, G. (2008). Migration, Gender Equality and Development. An overview paper presented during the International Conference on Migration, Gender Equality and Development: Seizing Opportunities, Upholding Rights. Retrieved from https://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/---ilo-manila/documents/publication/wcms_483125.pdf

- National Economic and Development Authority (2017). Philippine Development Plan 2017-2022. Retrieved from <https://pdp.neda.gov.ph/wp-content/uploads/2021/02/Pre-publication-copy-Updated-PDP-2017-2022.pdf>.
- Ogena, N.B. (2018). "Improving the Measurement of Migration in the Philippines." A Powerpoint presentation during the International Forum on Migration Statistics. OECD, IOM and UNDESA. Retrieved from <https://www.oecd.org/migration/forum-migration-statistics/1.Nimfa-B.-Ogena.pdf>
- Outright Action International and Engender Rights, Inc. (2018). Protokol sa Pagtugon sa Domestic at Family Violence na Nararanasan ng Lesbian, Gay, Bisexual, Transgender at Intersex (LGBTI) Persons sa Pilipinas. Retrieved from https://outrightinternational.org/content/protocols-addressing-domestic-and-family-violence-against-lgbti-people?_ga=2.15752694.1133753794.1649121743-683713611.1649121743
- Parreño, N.E. (2021). "Technical Brief on Coordination and Referral Systems for Filipino Migrant Workers Services Addressing Gender-Based Violence." UN Women Safe and Fair Programme.
- Philippine Statistics Authority (August 2020). "PSA Renews the Clearance for the Survey of Seafarers and Manning Agencies on the Capability of Philippine Maritime Industry to Supply Merchant Marine Seafarers in the Global Maritime Labor Market." Retrieved from <https://psa.gov.ph/press-releases/id/162906>
- Philippine Statistics Authority (2018). National Demographic and Health Survey. Retrieved from https://psa.gov.ph/sites/default/files/PHILIPPINE%20NATIONAL%20DEMOGRAPHIC%20AND%20HEALTH%20SURVEY%202017_new.pdf
- Philippine Statistics Authority (2018). National Migration Survey. Retrieved from <https://psa.gov.ph/content/national-migration-survey>
- Philippine Statistics Authority (n.d.) Inventory of Statistical Standards in the Philippines. Retrieved from <https://psa.gov.ph/ISSiP/concepts-and-definitions/161648>
- Rivera, R.L.K. (May 2021). "The Online Training Webinar Series on Violence Against Women Migrant Workers". A documentation report prepared for the UN Women Safe and Fair Programme.
- Scalabrini Migration Center (2013). Country Migration Report. Retrieved from <http://smc.org.ph/wp-content/uploads/2019/11/CMReport-Philippines-2013.pdf>
- Serzo, A.L.O. (December 2020). "Cross-border Data Regulation for Digital Platforms: Data Privacy and Security" Philippine Institute for Development Studies. Retrieved from <https://pidswebs.pids.gov.ph/CDN/PUBLICATIONS/pidsdps2047.pdf>
- Sijapati, B. (March 2015). Women's Labour Migration from Asia and the Pacific: Opportunities and Challenges. IOM. Retrieved from https://publications.iom.int/system/files/pdf/mpi_issue12.pdf
- Social Security System (May 2021). "SSS records 11.5% increase in OFW members to 1.34M". Retrieved from https://www.sss.gov.ph/sss/appmanager/pages.jsp?page=PR2021_025.
- Social Weather Stations (27 September 2017). "The SWS Scoping Study on International Migration Statistics of the Philippines". A Final Report Submitted to the National Economic and Development Authority.

Tingga, F.L. and Castillo, P.L. (2017) Philippine International Migration Data: Outflow Administrative Data and Initiatives. A Powerpoint presentation during the UN Regional Workshop on Strengthening the Collection and Use of International Migration Data in the Context of the 2030 Agenda for Sustainable Development. Retrieved from <https://unstats.un.org/unsd/demographic-social/meetings/2017/bangkok-international-migration-data/Session%207/Session%207%20Philippines.pdf>

UN Women (November 2016). Women Migrant Workers' Journey Through the Margins: Labour, Migration and Trafficking. Retrieved from <https://www.unwomen.org/sites/default/files/Headquarters/Attachments/Sections/Library/Publications/2017/women-migrant-workers-journey.pdf>

UN Women (2015). Gender, Migration and Development in the Philippines – A Policy Paper. Retrieved from <https://asiapacific.unwomen.org/en/digital-library/publications/2016/09/gender-migration-and-development-in-the-philippines>.

US Department of State (2021). “2021 Trafficking in Persons Report: Philippines”. Retrieved from <https://www.state.gov/reports/2021-trafficking-in-persons-report/philippines/>.

ONLINE INTERVIEWS AND PERSONAL COMMUNICATIONS

GOVERNMENT

- Aguilar, L., Daumar, L., and Villaseñor, D. (11 March 2022) Department of Interior and Local Government. Zoom interview.
- Apattad, M., Ramos, J., and Rosas, R. (15 February 2022). Commission on Filipinos Overseas. Zoom interview
- Bendoval, W. and Villegas, V. (07 March 2022). Department of Justice - Inter-Agency Committee on Trafficking. Zoom interview
- del Rosario, K., Gregorio, J. and Villegas, V. (04 March 2022) Department of Justice - Inter-Agency Committee on Trafficking. Zoom interview
- Mendoza, B. (28 February 2022). Department of Foreign Affairs - Office of the Undersecretary for Migrant Workers Affairs. Personal communication.
- Rubin, K.S.T. (24 February 2022) Commission on Human Rights - Gender Equality and Women's Human Rights Center. Zoom interview

CIVIL SOCIETY ORGANIZATIONSS

- Abano, I. (28 February and 02 March 2022). Center for Migrants Advocacy. Personal communication.
- Concepcion, J. (22 February 2022) Migrante International. Zoom interview

PHILIPPINE RECRUITMENT AGENCIES

- Bracero, R. (17 February 2022). Philippine Association of Service Exporters Inc. Zoom interview

NATIONAL POLICIES

- Executive Order No. 2 s.2016 (Freedom of Information)
- Republic Act 8042 (Migrant Workers Act)
- Republic Act 10022 (Amended Migrant Workers Act)
- Republic Act 9710 (Magna Carta of Women)
- Republic Act 9208 (Anti-Trafficking in Persons Act)
- Republic Act 10364 (Expanded Anti-Trafficking in Persons Act)
- Republic Act 10173 (Data Privacy Law)
- Republic Act 10625 (Philippine Statistics Act of 2013)

- Republic Act 11641 (Creation of the Department of Migrant Workers)
- National Privacy Commission Circular 16-02 on Data Sharing Agreements Involving Government Agencies

WEBSITES

- Commission on Overseas Filipino (<https://cfo.gov.ph>)
- Department of Foreign Affairs (<https://dfa.gov.ph>)
- Department of Interior and Local Government (<https://dilg.gov.ph>)
- Department of Justice - IACAT (<https://iacat.gov.ph>)
- Department of Labor and Employment (<https://www.dole.gov.ph>)
- International Forum on Migration Statistics 2018 (<https://www.oecd.org/migration/forum-migration-statistics>)
- Overseas Workers Welfare Administration (<https://owwa.gov.ph>)
- Philippine Overseas Employment Agency (<https://www.poea.gov.ph>)
- Philippine Statistics Authority (<https://psa.gov.ph>)

OTHER REFERENCES

Intake sheets on VAW against migrant workers as compiled by Dr. Rivera and team (from “The Online Training Webinar Series on Violence Against Women Migrant Workers”. A documentation report prepared for the UN Women Safe and Fair Programme.)

