



Office of the President of the Philippines
COMMISSION ON FILIPINOS OVERSEAS



"Responding to the Challenges of Migration and Development"

9 August 2017

MS. EMMELINE L. VERZOSA

Executive Director
Philippine Commission on Women
1145 J.P. Laurel Street
San Miguel, Manila

Dear Executive Director Verzosa:

Warm greetings from the Commission on Filipinos Overseas (CFO)!

We would like to extend our sincerest appreciation to the Philippine Commission on Women (PCW) for inviting the CFO to participate in the Consultation Workshop on Priority GAD Indicators for Monitoring and Evaluation (M&E) Gender Equality and Women Empowerment on 9 May 2017 specifically in two subsectors namely; Formal Labor and Migrant Workers.

On the subsector workshop on **"Migrant Workers"**, we sought clarification as to whether the purpose of the monitoring and evaluation efforts would focus only on overseas Filipino workers whose nature of stay is temporary as it is contract based.

While we understand the significant attention on Migrant Workers in the M & E efforts due to their vulnerabilities, however, we suggested that the subsector be renamed as **"Migrant Workers and Overseas Filipinos"**. We also recommended to replace the term "OFWs" in some of the identified indicators to **"Overseas Filipinos"** or **"Women Migrants"** in accordance with our earlier suggestion.

Overseas Filipinos not only refers to migrant workers, other Filipino nationals and their dependents abroad, but also include: (a) Filipino permanent migrants or permanent residents abroad; (b) Filipinos overseas who have become naturalized citizens of other countries or dual citizens; (c) Filipino spouses and other partners of foreign nationals leaving the country; (d) Descendants of Filipinos overseas; (e) Filipino youth overseas; and (f) Exchange Visitor Program participants, as cited in Batas Pambansa Bilang 79 and Republic Act No. 8042/10022.

Since not all Filipinos abroad are OFWs, overseas Filipinos, regardless of their status abroad, still form part of our constituency and as a sector, must be given due attention in the policy discussions, including in the monitoring and evaluation efforts of the PCW towards mainstreaming gender and development.

We appreciate your consideration to our inputs as shown and reflected in the output documents that were sent back to the participating agencies for our further inputs. In this regard, we kindly refer you to the attached documents for our additional inputs. We have highlighted our inputs to the indicators for PCW's easy reference.

For clarification and other concerns, PCW may get in touch with Mr. Michael Apattad from the Policy, Planning and Research Division at telephone number 552-4762 or email address: mapattad@cfo.gov.ph.

Thank you and best regards.

Very truly yours,



MARIA REGINA ANGELA G. GALIAS ✓
Interim Officer-in-Charge

SUBSECTOR: MIGRANT WORKERS and OVERSEAS FILIPINOS

ULTIMATE OUTCOME STATEMENT	
Proposed subsector outcome: <i>Equitable participation (CAN WE USE THE TERM “ENGAGEMENT” INSTEAD OF PARTICIPATION?), access to and control of resources, opportunities and benefits enjoyed by Filipino women and men migrants</i>	
INDICATORS	
<ol style="list-style-type: none"> 1. Equal enjoyment of of labour rights based on International Labour Organization (ILO) textual sources and national legislation, by sex and migrant status (SDG Goal 8, Target 8.8 – Tier 3) 2. Ratio of female to male documented migrants (UN ESCAP Core Set – Tier 2) 3. Documented migrants as a percentage of the total migrant population, by sex (UN ESCAP Core Set – Tier 2) 4. Total OFW (OWING TO THE TITLE OF THE SUBSECTOR, CAN WE CHANGE OFW TO MIGRANT WORKERS AND OVERSEAS FILIPINOS?) remittances by sex 	

INTERMEDIATE OUTCOME STATEMENT	
Proposed Subsector Outcome: <i>Reduced vulnerabilities of Overseas Filipino Women in their country of origin and countries of destination IN ALL PHASES OF MIGRATION</i>	
INDICATORS	
<ol style="list-style-type: none"> 5. Percentage of labour migrants holding legally enforceable contracts issued in the country of destination, by sex (UN ESCAP Core Set – Tier 2) 6. Proportion of migrants sending remittances back to their country of origin, by sex (UN ESCAP Core Set - Tier 3) 7. Percentage reduction and elimination of transfer costs 8. Number of reported cases of trafficking, rape and other forms of violence and abuse, by sex (UN ESCAP Core Set – Tier 2) 	<ol style="list-style-type: none"> 8. Number of returning/returned women migrants employed in the regular labor force of private companies and government agencies (Women’s EDGE - Tier 3) 9. Percentage increase of women migrants accessing economic services, including education and skills training programs for overseas bound and returning women migrant workers (MCW 27 – Tier 3) 10. Percentage of women migrants in organized overseas family circles, FilCom, and diaspora groups. 11. NUMBER OF WOMEN ENTREPRENEURS WITH OWN LIVELIHOOD/BUSINESS/ENTERPRISES

IMMEDIATE OUTCOME STATEMENT	
<i>Proposed Subsector Outcome: Increased capacity of government agencies to formulate, implement and monitor gender-responsive and culture-sensitive programs and services benefiting Filipino women migrants</i>	
INDICATORS	
<p>12. Number of bilateral AND MULTILATERAL agreements advocated, reviewed and forged to ensure safe migration and better work conditions that will curb violence against women among women migrant workers in vulnerable skills categories (<i>Women's EDGE – Tier 3</i>)</p> <p>13. Number of existing agreements reviewed or new agreements entered into with receiving countries of women migrant workers that will cover conditions on remittances (<i>MCW Sec. 30 – Tier 3</i>)</p> <p>14. Presence of policies and programs implemented that reduce or eliminate transfer cost of remittances from abroad through bilateral or multilateral agreements, including policies to encourage banks and non-banks in reducing cost of remittances as well as the private sector to introduce incentive schemes (<i>MCW Sec. 30 - Tier 3</i>)</p>	<p>15. Presence of policy and guidelines providing incentives to companies that employ returning OFWs (<i>MCW Sec. 26 - Tier 3</i>)</p> <p>16. Number of NGA programs (e.g. skills matching, entrepreneurship development, financial literacy and access to credit, capital and markets) developed and implemented for returning women migrant workers and their families (<i>MCW Sec. 30 - Tier 3</i>)</p> <p>17. Presence of investment-friendly policies, systems, programs, procedures and technical assistance for returning women migrant workers (<i>MCW Sec. 25 - Tier 3</i>)</p> <p>18. Presence of policies and programs on livelihood, credit, capital, training and technology information, packaging, marketing and social protection developed for women, including returning women migrant workers (<i>MCW Sec. 26 - Tier 3</i>)</p> <p>19. Presence of women leaders of OF circles, organizations or associations in local government mechanisms (such as local IACATs or M&D councils, etc.)</p> <p>20. PRESENCE OF OFFICIALS / PERSONNEL IN EMBASSIES AND CONSULATES WITH EXPERTISE ON PROVISION OF PSYCHO-SOCIAL SUPPORT AS WELL AS RELATED PROGRAMS AND SERVICES.</p>

OUTPUT STATEMENT	
Proposed Subsector Output: Presence of GAD-related policies, plans and PAPs	
INDICATORS	
<p>21. Number of woman participants in job fairs provided with information in PEOS about labor & employment conditions, migration realities and other facts on overseas employment (<i>Women's EDGE - Tier 3</i>)</p> <p>22. Number of woman applicants in job fairs provided with the POEA list of licensed agencies (<i>Women's EDGE - Tier 3</i>)</p> <p>23. Number of women benefitting from information campaign on RA 10022 AND REPUBLIC ACT NO. 10364 OTHERWISE KNOWN AS EXPANDED ANTI-TRAFFICKING IN PERSONS ACT OF 2012 (<i>Women's EDGE - Tier 3</i>)</p> <p>24. Number of existing PEOs, PDOs and PAOs integrating modules on gender and migration issues (<i>Women's EDGE - Tier 3</i>)</p> <p>25. Number of women migrant workers covered by the national health insurance program and other benefits (Philhealth, OWWA, SSS) (<i>Women's EDGE - Tier 3</i>) WE SUGGEST THE INCLUSION OF PAG-IBIG AND NRCO PROGRAMS</p> <p>26. Number of gender-satisfied parties appearing for conciliation (<i>Women's EDGE - Tier 3</i>)</p> <p>27. Number of women migrant workers/women dependents¹ who are clients and/or recipients of livelihood, skills training and business-related capability building (<i>Women's EDGE – Tier 3</i>)</p> <p>28. Percentage reduction in the number of cancelled or suspended recruitment agencies</p>	<p>30. Presence of sex-disaggregated database on returning migrant workers (<i>MCW Sec. 27 - Tier 3</i>)</p> <p>31. Presence of benchmark on the number of training hours to enhance knowledge and skills of OFWs (<i>MCW Sec. 26 - Tier 3</i>)</p> <p>32. Number of returning migrant workers provided with livelihood, credit, capital, training, technology information, packaging, marketing and social protection by relevant NGAs (<i>MCW Sec. 26 - Tier 3</i>)</p> <p>33. Number of returning women migrant workers/returned OVERSEAS FILIPINO women OFWs- who have availed of employment programs, formal livelihood and economic opportunities (<i>MCW Sec. 30 - Tier 3</i>)</p> <p>34. Number of women migrant-led initiatives (such as enterprises, diaspora philanthropy, etc.)</p> <p>35. PRESENCE OF GAD RESPONSIVE POLICIES AND PROGRAMS BY PHILIPPINE DIPLOMATIC POSTS.</p> <p>36. AMENDMENTS TO EXISTING VAWC LAWS AND ANTI-SEXUAL HARASSMENT POLICIES</p>

¹ Women dependents refer to the spouses and immediate family members and relatives of male migrant workers.

OUTPUT STATEMENT	
<i>Proposed Subsector Output: Presence of GAD-related policies, plans and PAPs</i>	
INDICATORS	
29. Number of women beneficiaries of TESDA's on-site assessment	
SUPPORT INDICATORS² <p>37. Presence of functional and gender responsive databases (SGISM/OFIS & POEA database) (<i>Women's EDGE - Tier 3</i>)</p> <p>38. Functional and gender-responsive mechanisms in place e.g. IACAT, PTFAIR (<i>Women's EDGE - Tier 3</i>)</p> <p>39. Number of gender-responsive policy issuances on migration</p>	

² Support indicators cut across the two sets of indicators for women migrant workers and returning women migrant workers

ECONOMIC EMPOWERMENT

Results-Based Monitoring and Evaluation (RBME) Performance Measurement Framework (PMF)

SUBSECTOR: FORMAL LABOR

ULTIMATE OUTCOME STATEMENT	
<i>Reduced gender disparity between women and men in the social, political, economic spheres and improved empowerment of women</i>	
INDICATORS	
<p>1. Average income by sex (Core GAD/BPFA – Tier 2)</p> <p style="padding-left: 40px;">Proxy: Average income by sex of household head (Tier 1)</p> <p>2. Labor force participation rate by sex and age group (Core GAD/BPFA – Tier 1)</p> <p>3. Average time spent doing household chores and unpaid work by employed women and men (Core GAD/BPFA – Tier 2)</p>	
INTERMEDIATE OUTCOME STATEMENT	
<i>Improved delivery of gender-responsive PAPs and services</i>	
INDICATORS	
<p>4. Employment rate by sex, age group & highest grade completed (Core GAD/BPFA – Tier 1)</p> <p>5. Share of women and men to total employment by major occupation group and class of worker (Core GAD/BPFA – Tier 1)</p>	
IMMEDIATE OUTCOME STATEMENT	
<i>Increased capacities of government agencies/LGUs in developing and implementing gender-responsive PAPs and services</i>	
INDICATORS	
<p>6. Number of women job seekers hired during job fairs (source: Bureau of Local Employment)</p> <p>7. Number of NGAs, private employers and LGUs that implemented policies and programs on livelihood credit, capital, training, technology information, packaging, marketing and social protection (MCW IRR Sec. 26)</p> <p>8. Number of policies and programs on livelihood, credit, capital, training and technology information, packaging, marketing and social protection developed for women, including returning women migrant workers (MCW IRR Sec. 26)</p> <p>9. Number of bilateral and multilateral labor agreements reviewed and forged to ensure better work conditions for women including vulnerable skills categories</p>	<p>11. Number of labor market programs sustained to create employment and alternative livelihood following decent work standards (MCW IRR Sec. 30 –Tier 2)</p> <ul style="list-style-type: none"> • Concerned NGAs with policy and programs complying to decent work standards for women (MCW IRR Sec. 25) • Number of policy reforms on employment and decent work (Women's EDGE - Tier 3) <p>12. Presence of occupational safety and health programs and services to women workers in the formal sector (MCW IRR Sec. 25)</p> <p>13. Number of NGAs, private employers, LGUs with policies encouraging women's right to self-organization and observance of cultural practices in the workplace (MCW IRR Sec. 25)</p>

10. Number of partnerships forged with local and international donors/funding agencies, academe and private sector with commitments on women's employment (<i>W-EDGE Tier 3</i>)	
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OUTPUT STATEMENT

Presence of GAD-related policies, plans and PAPs

INDICATORS

<p>14. Percentage of employers/establishments that are compliant with labor-related policies on women (<i>Women's EDGE – Tier 2</i>)</p> <p>15. Presence of Labor Law Compliance system integrated with gender-related sectors</p> <p>16. Number of job fairs attractive to women (or no. of job fairs responsive to women job seekers) (<i>WEDGE Tier3</i>)</p> <p>WE SUGGEST THAT THE INDICATOR BE REPLACED WITH THIS:</p> <p>NUMBER OF JOB FAIRS RESPONSIVE TO WOMEN JOB SEEKERS</p> <p>17. Number of women beneficiaries of programs on livelihood credit, capital, training, technology information, packaging, marketing and social protection</p> <p>18. Number of PESOs established with personnel trained in gender equality and decent work (<i>WEDGE Tier 3</i>)</p>	<p>19. Number of consultative mechanisms (workers, employers' groups, GOs) advancing decent work standards for women (<i>MCW IRR Sec.25 Tier 3</i>)</p> <p>20. Number of companies in the private sector with programs and services promoting safe and healthy workplace to include family health services (<i>MCW IRR Sec. 25 Tier 1 source: ROs, BWSC</i>)</p> <p>21. Percentage of agency-hired and contractual women with social protection (<i>Women's EDGE – Tier 2</i>)</p> <p>22. AMENDMENTS TO EXISTING VAWC LAWS AND ANTI-SEXUAL HARASSMENT POLICIES</p>
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