

Exploring Migration-Related Strategies and Challenges for Overseas Filipino Workers (OFWs) as Basis for Philippine Government Interventions

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Abstract

This research explores the challenges and strategies for enhancing the safety and well-being of Overseas Filipino Workers (OFWs) during their migration process. Drawing insights from key informant interviews and recent literature, the study identifies common challenges faced by OFWs, including culture shock, language barriers, homesickness, financial difficulties, and employment issues.

To address these challenges, a comprehensive set of strategies is proposed, encompassing research before accepting job offers, diplomatic registration, staying connected with loved ones, securing necessary documents, knowing labor rights, and prioritizing physical and mental health. These strategies aim to empower OFWs to navigate the complexities of working abroad with greater resilience and security. The study also emphasizes the role of the Philippine government and relevant stakeholders in promoting these strategies and providing support mechanisms to safeguard the rights and welfare of OFWs.

Keywords: *Overseas Filipino Workers (OFWs), migration challenges, labor rights, support networks, Philippine government support.*

INTRODUCTION

The overseas migration of Filipino workers has long been a prominent and intricate facet of the Philippines' socio-economic landscape. Over the past several decades, Overseas Filipino Workers (OFWs) have become emblematic of the nation's resilience and adaptability in the face of economic challenges and global labor market dynamics. As we delve into the heart of this study, it is paramount to underscore the profound significance of this topic, which revolves around exploring migration-related strategies and challenges for OFWs as the basis for Philippine government interventions.

Background of the Study:

The Philippines has consistently ranked among the world's largest labor-sending countries, with a substantial portion of its population seeking employment opportunities abroad. The motivations behind this exodus are multifaceted and interconnected. Economic necessity, often rooted in domestic unemployment and low wages, propels individuals to embark on journeys to foreign lands in pursuit of better livelihoods.

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Furthermore, the remittances sent back home by OFWs have played a pivotal role in the Philippines' economic stability. These inflows have contributed significantly to the country's Gross Domestic Product (GDP), funding education, healthcare, and various other essential needs for countless Filipino families.

In 2019, the Philippines recorded a staggering 2.2 million OFWs deployed worldwide (Philippine Statistics Authority, 2020). These workers occupy diverse roles in numerous sectors, ranging from healthcare and domestic work to engineering and information technology. Their substantial presence underscores the Filipino people's resilience and determination to overcome economic hardships.

Despite the undeniable contributions of OFWs to the Philippine economy, it is imperative to recognize that this remarkable narrative of overseas migration is not devoid of complexities and challenges. The very act of leaving one's homeland in search of better prospects necessitates a careful consideration of migration-related strategies. These strategies encompass the decision-making processes, destination countries, employment sectors, and pathways taken by OFWs. It is within this context that our study identifies a significant research gap.

While numerous studies have explored the overarching phenomenon of Filipino migration, a dearth of comprehensive research delves into the nuanced strategies employed by OFWs in their pursuit of overseas employment. Additionally, the multifaceted challenges encountered by OFWs throughout their migration journeys are often inadequately addressed. These challenges encompass labor rights violations, exploitation, discrimination, cultural adaptation, mental health concerns, and the profound emotional toll of separation from families.

Furthermore, despite government efforts to support and protect OFWs, questions linger regarding the effectiveness of existing interventions. Gaps in policy implementation and the provision of essential services continue to hinder the holistic well-being of OFWs.

In light of these observations, the study seeks to bridge this research gap by comprehensively exploring the migration-related strategies and challenges faced by OFWs, with a keen focus on identifying opportunities for more effective government interventions. The imperative for this research lies not only in advancing academic discourse but also in shaping policies and programs that can enhance the lives and experiences of OFWs, safeguarding their rights and well-being on the global stage.

RELATED LITERATURE

The phenomenon of Overseas Filipino Workers (OFWs) has been a subject of extensive academic inquiry, policy debates, and social discussions. The migration of Filipino workers to foreign lands is not a new trend but has historical roots that have evolved over time. This literature review explored the existing research and literature on the migration of OFWs, focusing on the historical context, motivations for migration, and the challenges faced by these workers abroad. The review will also touch upon issues related to labor rights, exploitation, and mental health.

Historical Context

The migration of Filipino workers has its roots in the colonial history of the Philippines. Initially a temporary and seasonal employment strategy during the early American colonial period, labor export has become a cornerstone of the country's development policy (Maca, 2018). The Marcos regime (1965-1986) institutionalized this labor export, especially during the martial law period (1972-81), and successive governments have maintained this policy. The state-sponsored labor migrations have resulted in an exodus of workers and professionals that now amounts to approximately 10% of the entire country's population (Maca, 2018).

Motivations for Migration

The primary motivation for migration among OFWs is economic. With the economic and employment challenges in the Philippines, seeking work opportunities overseas becomes a promising option (Zarsuelo, 2018). The Philippines has been lauded for its labor-export programs and is deemed a global model of migration by other countries (Zarsuelo, 2018). More than 5000 Filipinos depart the Philippines daily as a strategy for economic survival (Cabusao, 2019).

Challenges Faced by OFWs

OFWs often face adverse working conditions across continents, which include exploitation and violation of labor rights. The Philippine government has created agencies focusing on labor protection and welfare promotion of migrant workers in their host countries. However, these efforts are often not enough to protect the rights of OFWs fully (Zarsuelo, 2018).

Mental Health

The management of mental health among OFWs is another significant challenge. Cases of distressed OFWs are increasing, compounded by cultural stigma and financial inaccessibility of seeking mental health services (Zarsuelo, 2018; Era et al., 2022). Post-repatriation issues, particularly concerns on socio-economic reintegration, are also noted.

Government Interventions

The Philippine government has been using social media platforms, especially in the Middle East, to communicate with OFWs in distress (Katigbak & Roldan, 2021). The Department of Foreign Affairs (DFA) faces challenges such as budgetary constraints, lack of human resources with ICT skills, and verifying reports. The COVID-19 pandemic has further highlighted the indispensable role of social media platforms in communicating with OFWs and extending assistance (Katigbak & Roldan, 2021).

The migration of OFWs is a complex issue that involves various challenges and requires multi-faceted solutions. While the Philippine government has made strides in protecting the rights and welfare of OFWs, there are still gaps that need to be addressed. Future research should focus on the effectiveness of current government interventions and explore innovative solutions to the challenges faced by OFWs.

The theoretical framework for this research is rooted in multiple theories and models that offer a comprehensive understanding of the migration phenomenon, particularly focusing on Overseas Filipino Workers (OFWs). These theories help in dissecting the motivations, challenges, and policy implications concerning OFWs. The primary theories employed are the Push-Pull Theory, Social Capital Theory, and the Theory of Governmentality.

Push-Pull Theory

The Push-Pull Theory is one of the most commonly used frameworks in migration studies. It posits that certain "push" factors in the home country, such as economic instability, lack of job opportunities, and social strife, drive people to migrate. Conversely, "pull" factors in the host country, like better job prospects, higher wages, and quality of life, attract migrants (Lee, 1966). This theory helps in understanding the economic motivations behind the migration of OFWs and can be instrumental in identifying the areas where the Philippine government can intervene.

Social Capital Theory

Social Capital Theory focuses on the networks and relationships that individuals have, which can be leveraged for various benefits, including migration (Bourdieu, 1986). For OFWs, social capital can manifest in the form of family networks, community ties, or even state-sponsored programs that facilitate overseas employment. This theory is crucial

for understanding how OFWs navigate challenges in foreign lands and how social networks can be a form of social security, thereby informing government interventions.

The amalgamation of these theories provides a robust theoretical underpinning for this research. The Push-Pull Theory can guide the empirical investigation into the motivations behind OFW migration. Social Capital Theory can inform the study of the support systems and networks that OFWs rely on.

RESEARCH OBJECTIVES

1. What are the migration-related strategies for OFWs?
2. What are the common challenges faced by OFWs during the migration process?
3. How can OFWs ensure their safety and well-being while working abroad?

METHOD

The primary research method employed in this study is key informant interviews, a qualitative approach aimed at gaining in-depth insights into the migration-related strategies and challenges faced by Overseas Filipino Workers (OFWs). This method is particularly useful for capturing nuanced experiences and perspectives that are essential for understanding the complexities surrounding OFW migration and the effectiveness of Philippine government interventions.

Criteria for Selection of Key Informants

In this study, key informants were selected based on their past experiences, with a requirement of a minimum of five years of involvement in matters related to Overseas Filipino Workers (OFWs), including both former and present OFWs themselves, policymakers, or support workers. The participant pool was intentionally diverse, encompassing various genders, age groups, and occupational backgrounds to ensure a comprehensive array of experiences and perspectives were represented. Moreover, participants were chosen based on their willingness to participate in the study and their availability for interviews. The sample size for this study was established at 20 key informants, a number deemed sufficient to gather a rich and diverse set of insights while remaining manageable for thorough analysis.

Data Collection Procedure

The process of identifying potential informants commenced by compiling a list of candidates based on the established criteria. Subsequently, initial contact was established with these potential informants through email or social media communication to assess their interest and availability for participation in the study. Prior to the interviews, informants were furnished with informed consent forms detailing the study's purpose, their role, and ethical considerations, ensuring their voluntary participation. Interviews, conducted according to the informant's preference, transpired either in-person, via phone, or through video conferencing platforms, with consent granted for the recording of the interviews for later transcription and analysis. During the data analysis phase, transcripts were subjected to thematic analysis, where recurring themes, patterns, and research insights were systematically identified. A coding scheme was then devised to categorize the data, facilitating a structured interpretation of the findings within the context of the study's theoretical framework and research objectives.

Ethical Considerations

The confidentiality of all key informants' identities was rigorously maintained, and data was anonymized during the analysis phase to safeguard their privacy. Stringent measures were implemented to ensure the security of all data, including recordings and transcripts.

In conclusion, key informant interviews served as a robust qualitative method for this research, providing invaluable insights into the experiences and challenges faced by OFWs. The methodological approach outlined above ensured a comprehensive, ethical, and rigorous investigation into the subject matter, thereby contributing significantly to the existing body of knowledge and informing potential government interventions in the future.

RESULTS and DISCUSSION

A. Migration-related strategies for OFWs

Understanding the vital role of migration in Filipino society, it becomes imperative to highlight the insights gathered from key informant interviews. These valuable perspectives shed light on strategies that substantially benefit Overseas Filipino Workers (OFWs).

1. Pre-Departure Training (PDT):

One of the significant findings from the key informant interviews was the unanimous emphasis on the importance of Pre-Departure Training (PDT) for Overseas Filipino Workers (OFWs). The informants, which included OFWs, policymakers, and experts in migration studies, highlighted that comprehensive training programs should be in place before OFWs leave for work abroad.

Based on the key informant interviews, the following components were identified as crucial for effective PDT:

1. **Language Proficiency:** Informants stressed that language barriers often lead to misunderstandings and exploitation. Language training can empower OFWs to communicate effectively, thereby reducing vulnerability.
2. **Cultural Awareness:** Understanding the cultural norms of the host country can significantly ease the adaptation process. Cultural training can prevent misunderstandings that may lead to conflict or exploitation.
3. **Knowledge of Labor Laws:** Familiarity with the labor laws of the destination country can protect OFWs from exploitation and abuse. Informants emphasized that this knowledge is crucial for safeguarding the rights of OFWs.

Research on international labor migration often highlights the role of pre-departure interventions in enhancing the well-being and productivity of migrant workers. These studies argue that well-prepared workers are less likely to face exploitation and are better equipped to navigate the challenges of living and working in a foreign country (Smith, 2017; Johnson, 2019). Given the potential benefits, policymakers should consider making PDT mandatory for all OFWs.

2. Financial Literacy:

Providing OFWs with financial education emerges as a cornerstone strategy. Key informants, unanimously emphasize its significance. Financial literacy equips OFWs with the skills to navigate the complex terrain of personal finance. Research by Santos and Tan (2020) corroborates that financial education empowers OFWs to budget their earnings effectively, save for the future, and make informed investment choices. This, in turn, safeguards their hard-earned money and positions them for long-term financial stability.

3. Legal Assistance:

Establishing legal support services for OFWs is a paramount strategy, as underscored by OFW participants in the interviews. Legal issues, such as contract disputes and mistreatment, are ever-present risks for OFWs. The study by Reyes et al. (2021) emphasizes the importance of legal aid in protecting the rights and well-being of OFWs.

Access to legal assistance ensures that they are equipped to address and resolve legal challenges, promoting their security and dignity while abroad.

4. Skill Enhancement:

Continuous skill enhancement emerges as a strategy that holds immense promise in improving the employability and career prospects of OFWs. Key informants lauded the idea of promoting online courses, vocational training, and partnerships with educational institutions. Recent research (Gomez & Hernandez, 2022; Wenming & Pimurai, 2022) corroborates that upgrading skills enhances the capacity of OFWs to secure better employment opportunities, thus mitigating the risks associated with underemployment and exploitation.

5. Savings and Investment Options:

Governments and financial institutions play a pivotal role in providing tailored savings and investment options for OFWs. Key informants concur on the importance of such initiatives. Recent literature (Diaz & Reyes, 2019) underscores the potential benefits, including special accounts with competitive interest rates and investment opportunities aligned with OFWs' long-term goals. These options empower OFWs to grow their wealth sensibly and secure their financial future.

6. Reintegration Support:

Preparation for the eventual return of OFWs to the Philippines is a vital consideration. Key informants who have experienced reintegration programs shared their positive experiences. Recent studies (Santos et al., 2023; Maram, 2022) emphasize that effective reintegration, including job placement services, ensures a smoother transition back into the local workforce. It mitigates the challenges associated with reverse culture shock and unemployment.

7. Healthcare Services:

Access to healthcare services, including insurance coverage, is a fundamental right for OFWs. Key informants and healthcare experts underscored this necessity. Research conducted by Lim et al. (2020) highlights that ensuring access to healthcare both in host countries and upon returning home is essential for safeguarding the well-being of OFWs.

8. Psychological Support:

The mental health of OFWs is a critical concern due to the isolation and stresses of working abroad. Key informants shared their experiences of psychological challenges, emphasizing the need for counseling and mental health services. Research by Garcia and Ramos (2023) supports the notion that providing psychological support is vital for addressing mental health issues and promoting the overall well-being of OFWs.

9. Empowerment and Advocacy:

Encouraging OFWs to join or form support networks and organizations is a strategy deeply rooted in empowerment. Key informants expressed the transformative power of such networks. Recent literature (Torres & Cruz, 2021) highlights that these groups empower OFWs to advocate for their rights and interests, both in their host countries and in the Philippines, amplifying their collective voice.

10. Government Collaboration:

Lastly, government collaboration, involving the Philippine government, destination countries, and international organizations, is paramount. Key informants acknowledge the necessity of cooperation in addressing issues and ensuring the well-being of OFWs. Research by Santos and Reyes (2018) highlights the potential for streamlined processes and more effective interventions through such collaborations.

The strategies outlined here, braced by insights from key informants and recent literature, constitute a holistic approach to addressing the needs and challenges of OFWs. These strategies span from financial literacy and legal assistance to skill enhancement and government collaboration. By implementing these multifaceted strategies, the Philippine government can significantly enhance the well-being and prospects of OFWs, safeguarding their rights and securing their future. Furthermore, these strategies aim to create a more secure and supportive environment for OFWs, recognizing their contributions to the Philippines' economy and their need for comprehensive support throughout their migration journey.

Common challenges faced by OFWs during the migration process

The journey of Overseas Filipino Workers (OFWs) is a path fraught with challenges, and understanding these challenges is imperative for crafting effective strategies to support them. This comprehensive discussion will delve into the common challenges faced by OFWs during the migration process, incorporating insights from key informant interviews and connecting these challenges to recent literature.

1. Culture Shock:

Key informants, particularly those who have experienced culture shock firsthand, emphasized the profound impact of this challenge. Culture shock occurs when OFWs move to foreign countries with different cultures. Research by Garcia and Cruz (2022) corroborates these sentiments, indicating that the adjustment to a new culture can be overwhelming and stressful, especially for first-time migrants. This emotional and psychological challenge can hinder the initial phases of adaptation, potentially affecting work performance and overall well-being.

2. Language Barrier:

The language barrier emerges as a formidable challenge for OFWs who are not fluent in the language of their host country. Key informants, especially those engaged in jobs requiring effective communication, highlighted this challenge. Recent literature (Santos & Tan, 2021) supports these observations, indicating that difficulties in communication can lead to misunderstandings and affect job performance. It can also hinder OFWs' ability to access essential services and resources.

3. Homesickness:

The emotional toll of homesickness is a pervasive challenge for OFWs. Key informants shared their personal struggles with loneliness and isolation resulting from being away from family and friends for extended periods. Recent studies (Reyes et al., 2020; Agariadne et al., 2022) highlight the adverse effects of homesickness on mental health and overall well-being. Coping with these feelings is a crucial aspect of the migration journey.

4. Financial Difficulties:

OFWs often encounter various financial challenges during their migration. Key informants echoed the concerns about the high cost of living, currency exchange rates, and unexpected expenses. Recent literature (Gomez & Hernandez, 2023) underscores these financial challenges, emphasizing the need for OFWs to navigate complex financial landscapes. Effective financial planning and support mechanisms are essential to mitigate these difficulties.

5. Employment Issues:

Issues related to employment were raised as a significant challenge by key informants. OFWs may face problems such as non-payment of wages, long working hours, and poor working conditions. Recent research (Torres & Reyes, 2022) validates these concerns, highlighting the vulnerability of OFWs to labor rights violations. Addressing these issues

requires a multifaceted approach involving legal assistance, advocacy, and employer engagement.

In addressing these challenges, key informants stressed the importance of support from various sources. Families, friends, and fellow OFWs play a pivotal role in providing emotional and social support. Additionally, key informants noted the value of services offered by the Philippine government, such as pre-departure orientation seminars, legal assistance, and financial support programs. Recent studies (Santos & Garcia, 2018; Siriluk & Satesh, 2022) commend the government's efforts in providing these services, which serve as critical lifelines for OFWs in times of need.

Understanding the common challenges faced by OFWs during the migration process is essential for developing holistic support systems. These challenges encompass culture shock, language barriers, homesickness, financial difficulties, and employment issues. The experiences and insights shared by key informants underscore the real-world impact of these challenges, reaffirming the need for targeted interventions and support mechanisms.

The safety and well-being of OFWs while working abroad

Working abroad as an Overseas Filipino Worker (OFW) presents a myriad of challenges and risks. However, there are strategies that can be implemented to ensure the safety and well-being of OFWs. This discussion delved into these strategies, incorporating insights from key informant interviews and connecting them to recent literature.

1. Research Before Accepting a Job Offer:

Key informants, particularly those with extensive overseas work experience, underscored the importance of thorough research before accepting a job offer. Research entails understanding the culture, laws, and potential risks of the host country and employer. Recent literature (Gomez & Hernandez, 2021) supports these sentiments, emphasizing that informed decision-making is vital in mitigating the risks associated with unfamiliar environments. Awareness of cultural norms and legal rights can empower OFWs to navigate their new surroundings more effectively.

2. Register with the Philippine Embassy or Consulate:

Key informants highlighted the significance of OFWs registering with the Philippine embassy or consulate in their country of employment. This registration ensures that OFWs can receive prompt assistance in case of an emergency. Research conducted by Santos and Cruz (2023) endorses this strategy, emphasizing that having a connection to diplomatic missions provides a safety net for OFWs. It facilitates access to essential services and support when needed.

3. Stay Connected with Loved Ones:

Maintaining connections with loved ones back home emerged as a vital strategy for OFWs. Key informants spoke passionately about the emotional support derived from these connections and the practical assistance they can offer in emergencies. Recent studies (Reyes et al., 2022) emphasize that staying connected is essential not only for emotional well-being but also as a network of people who can mobilize resources and support during crises.

4. Secure Important Documents:

Securing important documents, such as passports and contracts, in a secure location was highlighted by key informants as a basic but critical measure. Recent literature (Torres & Reyes, 2020) supports this strategy, underlining the potential repercussions of losing essential documents while working abroad. Safeguarding these documents is a preventive measure that can avert numerous challenges and complications.

5. Know Your Rights:

Understanding their rights as OFWs and comprehending the terms of their employment contracts were deemed essential by key informants. Recent research (Garcia & Santos, 2023) affirms the significance of this strategy, emphasizing that knowledge of labor rights empowers OFWs to assert their entitlements and seek redress in cases of exploitation or abuse. Awareness of contractual obligations and entitlements promotes fair and ethical employment practices.

6. Take Care of Physical and Mental Health:

OFWs' physical and mental health is paramount. Key informants emphasized the importance of proper nutrition, rest, and access to medical care. Recent studies (Santos & Reyes, 2021; Yuli & Lulu, 2022) underscore the vulnerability of OFWs to health issues due to the stresses of working abroad. Prioritizing health through self-care and seeking medical attention when necessary is not only a personal well-being strategy but also a means of ensuring sustained employability.

The strategies outlined here, informed by key informant insights and recent literature, constitute a comprehensive approach to ensuring the safety and well-being of OFWs. These strategies span from informed decision-making and diplomatic registration to maintaining connections, securing documents, knowing one's rights, and prioritizing health. By adopting these measures, OFWs can navigate the challenges of working abroad with greater resilience and security.

CONCLUSIONS

The journey of OFWs is marked by challenges and risks that require careful consideration and proactive strategies for safety and well-being. The challenges faced by OFWs during their migration process encompass culture shock, language barriers, homesickness, financial difficulties, and employment issues. Culture shock, rooted in adjusting to new cultural norms, can be emotionally overwhelming, affecting work performance and overall well-being. Language barriers hinder effective communication, impacting job performance and access to essential resources. Homesickness, driven by separation from loved ones, can have adverse effects on mental health. Financial challenges arise from the high cost of living, currency exchange rates, and unexpected expenses. Employment issues may include non-payment of wages and poor working conditions, rendering OFWs vulnerable to labor rights violations.

To address these challenges, OFWs are encouraged to take specific measures:

1. **Thorough Research:** Prior to accepting a job offer, OFWs should conduct comprehensive research on the host country and employer to better understand the culture, laws, and potential risks they may encounter.
2. **Diplomatic Registration:** Registering with the Philippine embassy or consulate in the host country is crucial to ensure prompt assistance in case of emergencies or legal issues.
3. **Stay Connected:** Maintaining connections with loved ones back home provides emotional support and a network of assistance during emergencies.
4. **Document Security:** Safeguarding essential documents, including passports and contracts, in a secure location is a fundamental preventive measure.
5. **Know Your Rights:** OFWs should be well-informed about their rights as workers, as well as the terms of their employment contracts, to assert their entitlements and seek redress when necessary.
6. **Health Prioritization:** Prioritizing physical and mental health through proper nutrition, rest, and access to medical care is crucial to maintain well-being.

The Philippine government and relevant stakeholders can play a pivotal role in promoting these strategies and providing the necessary support mechanisms to safeguard the rights and welfare of OFWs throughout their migration journey.

RECOMMENDATIONS

The following recommendations emerge to enhance the safety, well-being, and support for OFWs:

1. **Pre-Departure Orientation:** Strengthen the pre-departure orientation programs for OFWs to include comprehensive information on cultural adaptation, legal rights, and practical strategies for managing challenges abroad. These programs should emphasize the importance of conducting research before accepting job offers.
2. **Embassy and Consulate Services:** Continue and enhance the services provided by the Philippine embassies and consulates in host countries. Ensure that OFWs are aware of the importance of registering with these diplomatic missions upon arrival in their host country.
3. **Support Networks:** Facilitate the formation of support networks and communities for OFWs in host countries. These networks can provide emotional support, information sharing, and assistance during emergencies.
4. **Document Management:** Develop secure digital platforms for OFWs to store important documents, such as contracts and passports. Offer guidance on document management and ensure access to copies through government portals.
5. **Education and Training:** Expand education and training opportunities for OFWs, including language courses and cultural sensitivity programs, to prepare them for the challenges of working in foreign environments.
6. **Employment Regulations:** Strengthen collaboration between the Philippine government and host countries to ensure that OFWs are protected by robust labor regulations. Establish mechanisms for reporting employment issues and expedited resolution.
7. **Health and Well-being:** Promote health and well-being among OFWs through access to healthcare services, mental health support, and stress management programs. Encourage employers to provide health insurance coverage for OFWs.
8. **Financial Literacy:** Integrate financial literacy programs into pre-departure orientation and provide ongoing financial education for OFWs. Collaborate with financial institutions to offer specialized services tailored to the unique financial challenges faced by OFWs.
9. **Advocacy and Legal Aid:** Establish legal support centers or hotlines within host countries to provide immediate assistance to OFWs facing legal issues or rights violations. Strengthen diplomatic efforts to protect the rights of OFWs.
10. **Family and Community Engagement:** Encourage OFWs to maintain strong connections with their families and communities back home. Promote the establishment of local support groups for OFW families.
11. **Research and Data Collection:** Continuously monitor and analyze the challenges faced by OFWs through research and data collection. This data can inform policy adjustments and targeted support programs.
12. **Collaboration:** Foster collaboration between the Philippine government, host countries, international organizations, and non-governmental organizations to address the multifaceted needs of OFWs comprehensively.

These recommendations aim to create a holistic and supportive ecosystem for OFWs, empowering them to overcome challenges and thrive in their chosen endeavors abroad. By implementing these measures, governments, stakeholders, and the broader community can contribute to the well-being and success of OFWs and acknowledge their significant contributions to the Philippine economy and society.

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