

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City, Metro Manila

TWENTIETH CONGRESS
First Regular Session

HOUSE BILL NO. 4759



Introduced by **Representative AGATHA PAULA “AGAY” A. CRUZ**

EXPLANATORY NOTE

“[F]ar less attention is focused on the return and reintegration of migrant workers. As a result, the return and reintegration of migrant workers has been described as the ‘unwritten chapter in the history of migration’. Reintegration programmes should be addressed comprehensively before, during, and after migration.”

—H.E. Mrs. Ida Fauziyah and Ms Tomoko Nishimoto,
Foreword: *Effective return and reintegration of migrant workers* (2019)

Overseas Filipino Workers (OFWs) continue to be a vital pillar of the Philippine economy and society. According to the Department of Migrant Workers (DMW), more than 2.6 million land- and sea-based Filipinos were deployed in 2024¹, with remittances reaching record highs toward the end of the year.² These earnings sustain millions of households and anchor national growth.

When the voyage abroad ends, however, many of our OFWs return to a landscape of fragmented services, uncertain job prospects, and mismatched opportunities to turn their overseas skills into local success stories. Reintegration, the return leg of the migration cycle, is considered the “weakest link” in migration management. The International Labour Organization (ILO) observes that “unemployment, low wages, lack of savings, and psychosocial issues were common problems that many migrant workers face when returning.”³ Evaluations of Philippine reintegration initiatives echo these findings, citing dispersed service delivery across agencies, limited reach to undocumented returnees, inadequate psychosocial support, and weak linkage of overseas-acquired skills to local labor markets.⁴

¹ Total Deployment of Landbased and Seabased Workers (2018 to Q2 2025), DMW-MITS, 01 August 2025

² Personal Remittances Reach a Record High of US\$3.7 Billion in December 2024; Full-Year Level of US\$38.2 Billion Highest to Date, BANGKO SENTRAL NG PILIPINAS, 17 February 2025, available at <https://www.bsp.gov.ph/SitePages/MediaAndResearch/MediaDisp.aspx?ItemId=7426>

³ Piyasiri Wickramasekara, *Effective return and reintegration of migrant workers with special focus on ASEAN Member States*, INTERNATIONAL LABOUR ORGANIZATION, 2019

⁴ *Home, Sweet Home: Reintegration of Returned Migrant Workers in Asia and the Pacific*, INTERNATIONAL ORGANIZATION FOR MIGRATION – REGIONAL OFFICE FOR ASIA AND THE PACIFIC, 2022

Despite earlier legislations to protect and promote the welfare of our OFWs, gaps remain in harmonizing reintegration services, digitalizing job-matching, and ensuring inclusive access to support.

This proposed legislation seeks to transform that return journey into a clear and coordinated pathway by establishing a comprehensive, integrated, and sustainable reintegration program. It affirms the role of the DMW, specifically the National Reintegration Center for OFWs (NRCO), as the lead implementer of full-cycle reintegration programs; establishes a National Reintegration Network (NRN) to streamline service delivery; and creates a digital backbone to match skills with jobs, training, and financing opportunities. It likewise introduces a dedicated section on gender-responsive reintegration services to ensure that vulnerable returnees receive tailored support and equal access to all program benefits.

The bill institutionalizes psychosocial support, social protection, and pre-return orientation seminars; guarantees the inclusion of undocumented OFWs and their families in reintegration programs; and requires monitoring, evaluation, and annual reporting to Congress to ensure effectiveness and accountability.

By ensuring that returning OFWs can productively rejoin their families and communities through decent work, entrepreneurship, and social support, this comprehensive legislation directly advances the country's commitment to Sustainable Development Goal No. 8 (Decent Work and Economic Growth) of the 2030 Agenda for Sustainable Development.

As we consolidate scattered efforts into an integrated program, we aim to convert uncharted waters for returning OFWs into a well-marked channel for productive and dignified reintegration. By enacting this measure, we give our modern-day heroes not just a warm welcome but a real chance to thrive at home.

In view of the foregoing, the immediate passage of this bill is earnestly sought.


AGATHA PAULA "AGAY" AGUILAR CRUZ
Representative, Fifth Legislative District of Bulacan

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HOUSE BILL NO. 4759

Introduced by **Representative AGATHA PAULA “AGAY” A. CRUZ**

AN ACT
ESTABLISHING A COMPREHENSIVE, INTEGRATED AND SUSTAINABLE
REINTEGRATION PROGRAM FOR OVERSEAS FILIPINO WORKERS

Be it enacted by the Senate and the House of Representatives of the Philippines in Congress assembled:

1 **Section 1. Short Title.** – This Act shall be known as the “Bagong Balikbayan Act.”
2

3 **Section 2. Declaration of Policy.** – The State recognizes the invaluable
4 contributions of Overseas Filipino Workers (OFWs) to national development and is
5 committed to upholding their fundamental rights, including the right to equal
6 opportunity, decent living, dignity, and participation in decision-making processes
7 affecting their lives and well-being. Further, it is the declared policy of the State to:
8

- 9 (a) Implement a comprehensive, integrated, and sustainable reintegration
10 program for returning OFWs, addressing economic, social, psychosocial,
11 gender-responsive, and cultural dimensions, regardless of their documentation
12 status;
13 (b) Ensure such reintegration programs are customized to the needs and skill of
14 OFWs and mainstreamed throughout the migration cycle and promote:
15 (1) Access to local employment, entrepreneurship, agriculture, fisheries,
16 aquaculture, and other livelihood opportunities;
17 (2) Development of financial literacy programs; and
18 (3) Attainment of economic self-sufficiency, social stability, and psychosocial
19 well-being for returning OFWs and their families.
20 (c) Foster conditions where migration is a matter of choice rather than necessity;
21 and
22 (d) Collaborate with relevant public and private stakeholders in the design,
23 implementation, monitoring, and evaluation of reintegration programs and
24 assistance.
25

Section 3. Principle of Integrated and Sustainable Approach to Returnee-OFW Reintegration. – This Act recognizes the need for an integrated approach to reintegration in addressing the economic, social, and psychosocial dimensions of reintegration through multi-level and multi-sectoral programming involving concerned individuals and communities, and relevant private and public institutions.

Section 4. Definition of Terms. – As used in this Act:

- (a) *Full-cycle Reintegration Program* refers to interventions starting with the pre-departure stage, on-site support during employment, and assistance upon return;
- (b) *Overseas Filipino Worker (OFW)* refers to a Filipino who is to be engaged, is engaged, or has been engaged in remunerated activity in a country of which they are not an immigrant, citizen, or permanent resident or is not awaiting naturalization, recognition, or admission, whether land-based or sea-based regardless of status; excluding a Filipino engaged under a government-recognized exchange visitor program for cultural and educational purposes;
- (c) *Reintegration* refers to a multi-dimensional process enabling OFWs to re-establish economic, social, and psychosocial well-being upon return;
- (d) *Undocumented OFW* refers to an OFW not registered with the Philippine government as an OFW, or whose documents are incomplete or invalid. An undocumented OFW is also known as an “irregular OFW.”

Section 5. Applicability. – This Act shall apply to all returnee-OFWs, irrespective of their typology and status, including:

- (a) land-based and sea-based OFWs;
- (b) documented or undocumented OFWs;
- (c) voluntarily or mandatorily repatriated OFWs, regardless of the grounds for such repatriation;
- (d) OFWs returning to the country due to retirement or upon termination of overseas employment contract;
- (e) OFWs compelled to return to the country due to distressing circumstances in the host country, such as war or conflict, economic instability, abuse or exploitation, pandemics, natural disasters, or diplomatic fallout.

This Act shall also extend to OFWs who required targeted assistance, including senior or solo-parent OFWs. Furthermore, the families of returnee-OFWs shall likewise be covered and benefited by the provisions of this Act, subject to and as may be further detailed within the implementing rules and regulations promulgated hereto.

Section 6. Access to Employment Opportunities and Qualification Recognition. –

- (a) *Job Fairs.* The Department of Migrant Workers (DMW), together with the Overseas Workers Welfare Administration (OWWA) shall, in coordination with the Department of Labor and Employment (DOLE), Department of Agriculture (DA), Department of Trade and Industry (DTI), Department of the Interior and Local Government, Department of Education (DepEd), Department of Health (DOH), Civil Service Commission (CSC), Commission on Higher Education (CHED), Public Employment Service Office (PESO), and in consultation with concerned business chambers and groups in the private sector, private enterprises recognized for ensuring security of tenure, humane conditions of work, and a living wage, and relevant Local Government Units (LGUs), plan and conduct regular series of job fairs in strategic sites and LGUs where there are significant presence of returnee-OFWs.

These job fairs shall facilitate employment opportunities in:

- (1) The private sector;
- (2) The national or local government, including their agencies, bureaus, offices, instrumentalities, and government-owned and/or -controlled corporations (GOCCs), for civil service qualified OFWs; and
- (3) Academic and non-academic positions in public schools, and state colleges and universities.

Such job fairs shall take into consideration the specific skills, credentials, eligibilities, and experience acquired by OFWs from working overseas.

- (b) *Expanded Employment Facilitation.* The DMW and other concerned government agencies shall expand the employment facilitation offering for OFWs in the public, private, and development sectors based on progressive eligibility or qualification criteria, in partnership with the relevant national government agencies, the Private Sector Advisory Council, industry or professional associations, and other stakeholders.
- (c) *Civil Service Eligibility.* The CSC shall formulate guidelines to grant appropriate civil service eligibility to non-civil service qualified OFWs, based on the education, training, and experience they acquired while living or working overseas.
- (d) *Skills and Academic Recognition.* The Technical Education and Skills Development Authority (TESDA) and the CHED shall provide the necessary rules and regulations to grant pertinent national certification or appropriate degree diploma(s), respectively, recognizing the education, training, and experience OFWs acquired while living or working overseas.

- 1
2 (e) *Incentive for Private Employers.* Private enterprises that hire a minimum number
3 of returnee-OFWs shall be entitled to incentives to be defined by the DTI and
4 the DOLE, such as priority in government procurement or preferential access
5 to credit programs.
6

7 **Section 7. *Initiation of Reintegration Process.*** –The reintegration process for
8 concerned OFWs shall be initiated by the relevant Migrant Workers Offices (MWOs) six
9 (6) months before the intended return of the OFW to the Philippines.
10

11 For purposes of harmonizing reintegration programs, this process shall be
12 anchored on the three-pillar reintegration framework developed and established by
13 DMW's National Reintegration Center for OFWs (NRCO), namely:

- 14 (a) *Kalinga* (care and protection, including psychosocial and social support
15 services);
16 (b) *Kaalaman* (knowledge and skills development); and
17 (c) *Kabuhayan* (livelihood support, including entrepreneurship and employment).
18

19 Concerned national government agencies, local government units (LGUs), and
20 partners from the private sector and civil society shall operationalize these strands into
21 their respective reintegration programs.
22

23 **Section 8. *Returnee-OFWs Management Information System (ROMIS) and***
24 ***Reintegration Management System (RMS).*** –
25

- 26 (a) *Establishment of ROMIS.* The DMW, in coordination with the Department of
27 Information and Communications Technology (DICT), shall establish and
28 maintain the ROMIS, which shall serve as the primary information network
29 and database containing information on the educational attainment, skill
30 levels, and experience of all returning OFWs. The ROMIS shall function as a
31 referral system to the private sector and government institutions to facilitate
32 job matching, possible hiring, and/or skills upgrading.
33

- 34 (b) *Development and Function of RMS.* Within the ROMIS framework, the DMW, in
35 coordination with the DICT, shall finalize the development and
36 operationalization of the RMS. The RMS shall be an online system and platform
37 designed to streamline the reintegration process for returnee-OFWs. It shall
38 provide access to a range of services, including financial literacy programs,
39 livelihood training, and access to funding opportunities.
40

- 41 (c) *System Objectives.* Both the ROMIS and the RMS shall facilitate effective
42 connections with government and private sector partners to ensure a smooth
43 transition for returnee-OFWs back into local employment or entrepreneurship.
44 The RMS shall further aim to provide efficient support for the holistic needs of

1 returnee-OFWs and their families, thereby seeking to empower them to
2 reintegrate successfully and continue contributing to national development.

3
4 (d) *Implementation Timeline.* The ROMIS and RMS shall be fully operational within
5 two (2) years from the effectivity of this Act.

6
7 (e) *Funding Allocation.* The development, implementation, regular upgrading, and
8 maintenance of the ROMIS and RMS, including the acquisition of hardware,
9 software, cybersecurity measures, and other related infrastructure, as well as
10 the hiring and training of additional personnel under subsection (f), shall be
11 funded in accordance with Section 25 of this Act. The amounts necessary shall
12 initially be charged against the current year's appropriations of the
13 departments and agencies concerned, and shall thereafter be included in the
14 annual General Appropriations Act under the budget of the DMW.

15
16 (f) *Additional Manpower and Capacity Building.* The DMW is authorized, in
17 coordination with and subject to approval by the Department of Budget and
18 Management (DBM), to hire, create, or contract additional plantilla or
19 contractual positions for information technology, database management, data
20 analytics, and related technical expertise necessary to operate, manage, and
21 secure the ROMIS and RMS.

22
23 The DMW shall likewise conduct regular capacity-building programs, in
24 partnership with the DICT and the National Privacy Commission (NPC), for
25 its personnel involved in system operations and data privacy compliance.

26
27 (g) *Coordination with the Bureau of Immigration (BI).* The DMW shall establish formal
28 coordination mechanisms with the BI, DICT, and other relevant agencies to
29 ensure the timely and accurate collection, validation, and updating of arrival
30 data of returning OFWs, subject to the data privacy safeguards provided under
31 this Act.

32
33 (h) *Compliance with the Data Privacy Act of 2012.* The ROMIS and RMS shall be fully
34 compliant with Republic Act (R.A.) No. 10173, otherwise known as the "Data
35 Privacy Act of 2012."

36
37 The DMW shall ensure that:

- 38 (1) Data collection and processing are consent-based;
39 (2) Personal and sensitive information of OFWs are securely stored;
40 (3) Defined and transparent protocols govern data sharing with public and
41 private partners; and
42 (4) Data subjects are informed of their rights consistent with the Data Privacy
43 Act.

1 **Section 9. Institutional Framework for Reintegration. –**
2

3 (a) *Lead Agency.* The DMW shall, in coordination with the OWWA, shall serve as
4 the primary agency responsible for the implementation of the full-cycle
5 reintegration program.
6

7 (b) *Role of the NRCO.* The NRCO, under the DMW, shall serve as the lead unit of
8 agency in the development, coordination, and monitoring of full-cycle
9 reintegration programs for returning OFWs and their families. It shall function
10 as the central coordination arm of the DMW to:

- 11 (1) Enhance participation of all stakeholders in achieving transformative,
12 effective, and efficient delivery of services to returnee-OFWs and their
13 families; and
14 (2) Ensure the harmonized and synergized implementation of the full-cycle
15 national reintegration policy and program.
16

17 The NRCO shall design and institutionalize reintegration frameworks,
18 strategies and standards that address the economic, social and
19 psychological aspects of return, and shall lead the coordination of relevant
20 government agencies, local government units, and partners from the
21 private sector and civil society. Together with the OWWA, it shall
22 implement reintegration programs and services in accordance with
23 established plans, policies and guidelines. It shall maintain a centralized
24 reintegration database, undertake policy and program research, and ensure
25 that all reintegration initiatives are coherent, evidence-based, and aligned
26 with national migration and development priorities: *Provided, That* such
27 database shall be integrated with the ROMIS and RMS under Section 8 to
28 ensure a unified system for returnee-OFWs.
29

30 (c) *Role of MWOs and OWWA Overseas Welfare Offices (OWOS).* The MWOs,
31 together with the OWOS located abroad, shall be strengthened to enable them
32 to provide reintegration counseling and support services directly to OFWs
33 onsite, including undocumented workers.
34

35 **Section 10. Pre-Return and Reintegration Orientation Seminar (PRROS).** – There
36 shall be a PRROS to be offered by all MWOs, similar in intent to pre-employment, pre-
37 departure, and post-arrival orientation seminars, but concentrating on essential
38 information for a returning OFW seeking to be reintegrated back into the Philippine
39 economy and society.
40

41 **Section 11. Business-Oriented Capacity-Building Training. –**
42

43 (a) *Provision of Training.* The DOLE shall, in coordination with the DTI and the DA,
44 provide Business-Oriented Capacity-Building Training for OFWs who are

1 seeking to set up their businesses.

- 2
- 3 (b) *Training Focus Areas.* The training shall focus on the following key areas: (1)
- 4 Business conceptualization and the conduct of feasibility studies; (2)
- 5 Registration and all other administrative matters related to creating one's own
- 6 business; (3) Safe and sustainable business financing, incorporating the DMW's
- 7 Financial Awareness Seminar-Small Business Management Training (FAS-
- 8 SBMT), which promotes financial awareness and provides training for the
- 9 development and management of small businesses; (4) Business
- 10 promotion/advertising/marketing; and (5) Service/product delivery.
- 11
- 12 (c) *Enhancement of FAS-SBMT and Collaboration.* The DMW's FAS-SBMT shall have
- 13 strengthened program coordination and shall expand its offerings. Pursuant
- 14 thereto, the DMW shall collaborate with concerned national government
- 15 agencies and stakeholders to provide co-opportunities for entrepreneurship
- 16 development, incubation, marketing, and mentoring.
- 17
- 18 (d) *DA Agricultural Credit Policy Council Support.* The DA's ACPC shall offer
- 19 capacity² building support alongside its credit programs. The DA and its
- 20 ACPC shall provide services specifically designed for those engaged in the
- 21 agri-fishery sector. This support shall be made available to returnee-OFWs
- 22 applying for ACPC's loan programs to assist them in acquiring the necessary
- 23 skills and improving their business management.
- 24
- 25 (e) *Small Business Corporation (SB Corp).* The SB Corp, a government-owned and -
- 26 controlled corporation operating under the DTI, shall support reintegration
- 27 efforts by providing capacity-building programs and access to credit facilities.
- 28
- 29 (f) *Mentorship Facilitation.* The training provided under this Section shall also serve
- 30 as a means by which returnee-OFWs are assisted in finding and connecting
- 31 with mentors in the business sector, particularly those established in the
- 32 industry the returnee-OFW intends to enter.
- 33
- 34 (g) *Prioritization.* Prioritization for participation in the training and related support
- 35 under this Section shall be given to those returnee-OFWs with no background
- 36 in putting together and running/operating their own businesses, particularly
- 37 those intending to establish a single proprietorship and having no seasoned
- 38 business partners.
- 39

40 **Section 12. Components of Reintegration Services.** – Reintegration services shall

41 include the following components provided at relevant stages of the migration cycle:

42

- 43 (a) Pre-Departure:
- 44 (1) Mandatory pre-departure orientation seminars covering available

- 1 reintegration services and support for undocumented OFWs;
2 (2) Financial literacy training focused on management of earnings and future
3 planning; and
4 (3) Family counseling on coping mechanisms for separation and eventual
5 reunification.

6
7 (b) On-Site Support:

- 8 (1) Provision of accessible support services through MWOs for OFWs in
9 distress, including undocumented workers;
10 (2) Opportunities for skills development and training designed to enhance
11 employability upon return; and
12 (3) Establishment of mechanisms for addressing exploitation and abuse,
13 ensuring access to legal and psychosocial support.

14
15 (c) Upon Return:

- 16 (1) Provision of personalized reintegration counseling and case management
17 to develop tailored reintegration plans;
18 (2) Delivery of economic reintegration assistance, including facilitation of job
19 placement, entrepreneurship training, and access to financing;
20 (3) Facilitation of social reintegration support, covering access to housing,
21 documentation, education, healthcare, and social protection schemes;
22 (4) Provision of psychosocial support services addressing mental health
23 concerns and challenges from migration; and
24 (5) Grant of special attention to the needs of vulnerable OFWs, particularly
25 victims of trafficking, persons with disabilities, and those with specific
26 medical or psychosocial needs.

27
28 **Section 13. Gender-Responsive Reintegration Services.** – The DMW, in
29 coordination with OWWA, the Department of Social Welfare and Development (DSWD),
30 the Philippine Commission on Women (PCW), and relevant government and private
31 stakeholders, shall ensure that all reintegration programs and services under this Act are
32 gender-responsive. For this purpose, the following shall be undertaken:

- 33
34 (a) *Gender-Sensitive Assessment.* All returnee-OFWs shall undergo a needs
35 assessment that takes into account sex, gender identity, caregiving status, age,
36 and other intersectional factors in order to design appropriate reintegration
37 plans;
38
39 (b) *Tailored Support.* Special attention shall be given to the reintegration of women,
40 solo parents, victims of trafficking, persons with disabilities, and other
41 vulnerable groups to ensure equal access to economic, psychosocial, and social
42 protection services;
43
44 (c) *Capacity Building.* All agencies and service providers implementing

1 reintegration programs shall undergo regular gender sensitivity training and
2 orientation consistent with R.A. No. 9710, otherwise known as the “Magna
3 Carta of Women,” and the Gender and Development (GAD) framework;
4

5 (d) *Sex-Disaggregated Data*. The ROMIS and RMS shall collect and maintain sex-
6 disaggregated and gender-responsive data to inform policy, program design,
7 monitoring and evaluation;
8

9 (e) *Monitoring and Reporting*. The DMW shall include in its annual report to
10 Congress, under Section 15 of this Act, the status and outcomes of gender-
11 responsive reintegration programs, including measurable indicators on
12 women’s economic empowerment.
13

14 **Section 14. *Protection for Undocumented OFWs*.** – No undocumented OFW shall
15 be denied reintegration services due to their status. Mechanisms shall be established for
16 the regularization of undocumented OFWs’ status upon return to facilitate access to
17 services and benefits. Information dissemination campaigns shall inform undocumented
18 OFWs of their rights and available reintegration support. A dedicated hotline and online
19 platform shall be established for confidential assistance to undocumented OFWs.
20

21 **Section 15. *Monitoring and Evaluation*.** – The DMW shall develop a monitoring
22 and evaluation framework to assess the reintegration program’s effectiveness and
23 conduct regular impact assessments to ensure program responsiveness to OFWs’
24 evolving needs.
25

26 The DMW shall likewise submit an annual report to Congress on the status,
27 outcomes, and impact of reintegration programs under this Act.
28

29 **Section 16. *Dedicated Financing and Loan Programs*.** –
30

31 (a) *Development and Provision*. The DMW and the OWWA shall, in coordination
32 with the Department of Finance (DOF), DBM, DA, particularly its Agribusiness
33 and Marketing Assistance Service (AMAS) and ACPC, Government Financial
34 Institutions (GFIs), and qualified Private Financial Institutions, develop and
35 provide dedicated financing or loan programs.
36

37 (b) *Purpose and Terms*. These programs shall facilitate the establishment, operation,
38 sustainability, or expansion of enterprises and livelihood projects, including
39 Micro-, Small and Medium-sized Enterprises (MSMEs), owned by returnee-
40 OFWs, under minimal and affordable terms and conditions.
41

42 (c) *Eligibility and Support*.

43 (1) The dedicated programs under this Section shall primarily cater to
44 returnee-OFWs with no existing enterprise or livelihood project.

(2) Returnee OFWs with an existing enterprise that is dismally performing shall also be eligible: *Provided*, That the DMW, OWWA, DOF, DBM, DA (through AMAS and ACPC), and GFIs shall provide financial and other support, including technical guidance, necessary to revitalize the undertaking.

(3) Returnee-OFWs with existing enterprises deemed robust may be referred to the standing programs of the DTI for appropriate assistance.

Section 17. Program for Qualified OFWs to Teach in the Academe. – The DMW shall, in coordination with the CHED and TESDA, provide a program to invite qualified and highly-skilled OFWs to teach in colleges/universities recognized by the CHED and/or in training centers accredited by the TESDA.

Section 18. Social Assistance Measures. – The DMW shall, together with the OWWA, the Department of Social Welfare and Development, and the DA, shall include returnee-OFWs as beneficiaries in their respective social protection and other programs.

The DMW and OWWA, through their regional offices, shall encourage community engagements for returnee-OFWs and their families.

All reintegration programs and services, including social assistance measures under this Act, shall be guided by the principles mandated under Section 17 of R.A. No. 11641, otherwise known as the “Department of Migrant Workers Act”, ensuring a multi-dimensional reintegration program that effectively addresses the economic, social, psychosocial and cultural aspects of reintegration.

The implementing rules and regulations of this Act shall contain detailed and specific provisions on social assistance and protection to ensure that more OFWs are included in the various social protection programs offered by the government, the private sector, and non-government organizations (NGOs).

Section 19. Right to Participate. – Former OFWs who are to be reintegrated into the Philippine domestic economy shall, as much as practicable, participate in policy and decision-making processes affecting their rights and benefits under existing laws and under the provisions of this Act.

Section 20. Application of Anti-Age Discrimination Law. –

(a) *Compliance Obligation.* In the extension of services to former OFWs and in all matters concerning their local or domestic employment, all government agencies, GOCCs, and all private corporations, partnerships, sole-proprietorships, including NGOs and other kinds of private organizations, shall strictly observe and follow all provisions of R.A. No. 10911, otherwise known as the “Anti-Age Discrimination in Employment Act”.

(b) *Monitoring and Coordination.* The DMW and the DOLE shall constantly coordinate to monitor the plight and situation of all former OFWs employed in local or domestic jobs to ensure full compliance with the aforementioned law.

Section 21. *Psychosocial Support and Counseling.* – The DMW shall, together with OWWA and the DOH, facilitate psychosocial support and reintegration counselling for returnee-OFWs and their families.

Section 22. *National Reintegration Network (NRN).* – The National Reintegration Network (NRN) shall be established through formal partnership agreements with relevant government and private partner agencies. It shall serve to strengthen and institutionalize collaborative efforts aimed at ensuring the effective delivery of reintegration programs and services. The NRN shall facilitate convenient and seamless access to such services through the creation of both Physical and Online One-Stop-Shops, wherein all relevant programs and services are integrated and made available on a unified platform. All government agencies and instrumentalities offering services to OFWs shall form part of the NRN.

Section 23. *Creating and Upgrading Offices and Personnel.* – The DMW and other concerned government agencies, upon consultation with and approval of the DBM, shall create or upgrade the necessary offices and hire appropriate personnel to ensure the effective implementation of this Act.

Section 24. *Non-diminution of Benefits.* – All rights, privileges and benefits previously enjoyed by returnee or reintegrated OFWs before the effectivity of this Act, including those set forth in R.A. No. 8042, otherwise known as the “Migrant Workers and Overseas Filipinos Act of 1995”, as amended, R.A. No. 10801 or the “Overseas Workers Welfare Administration Act”, among other relevant laws, executive issuances, including pertinent Supreme Court decisions, shall continue to be recognized and shall not be diminished.

Section 25. *Implementing Rules and Regulations.* – The DMW shall, together with the OWWA, promulgate the necessary implementing rules and regulations within ninety (90) days from the effectivity of this Act.

The promulgation shall be made in coordination with the following:

- (a) Key government agencies mentioned in this Act;
- (b) Other government agencies and instrumentalities with existing reintegration agreements with the DMW, such as the Department of Tourism, Department of Human Settlements and Urban Development, Department of Science and Technology, *Bangko Sentral ng Pilipinas*, Cooperative Development Authority, Home Development Mutual Fund, Securities and Exchange Commission, Landbank of the Philippines, among others;

- 1 (c) Other GOCCs, especially those giving grants, extending loans, and providing
2 technical assistance to MSMEs;
3 (d) Other relevant stakeholders in the private sector and NGOs.
4

5 **Section 26. Appropriations.** – The amount necessary for the initial implementation
6 of this Act shall be charged against the current year’s appropriations of the departments
7 and agencies concerned. Thereafter, such amount shall be included in the annual General
8 Appropriations Act.
9

10 **Section 27. Relation to Other Laws.** – The provisions of this Act shall be construed
11 complementary to and not inconsistent with R.A. Nos. 8042, 10801, and 11641, and other
12 laws relating to migrant workers. In case of conflict, the provisions of this Act shall prevail
13 unless otherwise provided.
14

15 **Section 28. Separability Clause.** – If any part or provision of this Act is held
16 unconstitutional or invalid, the remainder thereof not otherwise affected shall remain in
17 full force and effect.
18

19 **Section 29. Repealing Clause.** – All laws, decrees, executive orders, rules, and
20 regulations, or parts thereof inconsistent with the provisions of this Act are hereby
21 repealed or modified accordingly.
22

23 **Section 30. Effectivity.** – This Act shall take effect fifteen (15) days following the
24 completion of its publication in the *Official Gazette* or in a newspaper of general circulation.
25

26 *Approved,*