MIGRATION AND DEVELOPMENT POLICY CENTER

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BBM National OFW Journey and Reintegration Convergence Program

From fragmented assistance to a single, accountable pathway for returned and returning Overseas Filipino Workers

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POLICY PACKAGE FOR EXECUTIVE CONSIDERATION

BBM National OFW Journey and Reintegration Convergence Program

From fragmented assistance to a single, accountable pathway for returned and returning Overseas Filipino Workers

Document	Purpose
Concept Paper	Defines the flagship proposal, beneficiaries, components and executive ask.
Due-Diligence Assessment	Tests legal authority, institutional fit, feasibility, data governance, fiscal implications and delivery risks.
Development Rationale	Explains why the proposal is nationally important and why it is timely in the remaining administration period.
Main Policy Paper	Sets the policy architecture, governance, operating model, implementation roadmap, indicators and proposed directive.

Prepared for discussion with the Cabinet Secretary

Malacañang Palace • 17 August 2026

Status: Working policy proposal for executive review. It is not a legal opinion, procurement specification, final systems design, or authority to process personal data.

Decision Brief

Recommended decision: Authorize the Cabinet Secretary to convene a 30-day inter-agency design process and submit a draft Presidential directive establishing the Program, with DMW as policy lead, OWWA as principal reintegration delivery partner, DICT as interoperability lead, and participating LGUs as last-mile coordinators.

The proposition

The national government already possesses legal mandates, programs, service networks and digital assets for OFW protection and reintegration. The missing public-policy function is an end-to-end operating system that links these assets around the worker's complete journey and assigns accountability for results after return.

The Program therefore does not establish a new benefits bureaucracy and does not replace NIRROP, the BBM National Reintegration Network, OWWA programs, DMW digital services or agency databases. It is a Cabinet-level convergence and accountability layer that connects existing mandates and fills operational gaps.

The executive ask

- Convene DMW, OWWA, DICT, PSA, DFA, DOLE, TESDA, DTI, DSWD, DBM, NEDA, NPC and selected LGUs within 30 days.
- Direct preparation of a legally reviewed Presidential issuance, common service standard, data-governance framework, pilot design and results dashboard.
- Launch pilots within six months using existing appropriations and systems to the maximum extent allowed by law.
- Scale a minimum national service standard by June 2028, subject to evidence from pilots, appropriations, cybersecurity readiness and lawful data-sharing arrangements.

What success looks like by June 2028

Outcome	Indicative national result
Reach	Returned OFWs and overseas-based returning OFWs can enter one coordinated reintegration pathway.
Continuity	A minimum journey record follows the OFW across authorized referrals without repeated submission of the same verified facts.
Recognition	Overseas skills and experience are assessed and linked to recognition, upskilling or employment.
Accountability	Government reports referral completion and six- and twelve-month outcomes, not only activities and cash releases.
Local delivery	Participating LGUs operate a defined reintegration desk/focal function connected to national agencies.

Part I. Concept Paper

1. Program title

BBM National OFW Journey and Reintegration Convergence Program ("the Program").

2. Policy objective

To establish, within the remaining term of President Ferdinand R. Marcos Jr., a unified, worker-centered and privacy-preserving mechanism that anticipates return, coordinates assistance, recognizes skills, links OFWs to productive opportunities, and measures durable reintegration outcomes.

3. Beneficiary definition

For this Program, the beneficiary universe deliberately includes both returned and returning OFWs:

- Returned OFWs: workers already in the Philippines following completion, interruption or termination of overseas employment, including repatriated and distressed workers, whether return is temporary or permanent.
- Returning OFWs: workers still abroad who intend, expect or may be required to return and who can benefit from pre-return planning, skills documentation, financial preparation and advance service matching.

Interpretive safeguard: "Returning OFW" must not be reduced to a person already at the airport or already repatriated. Reintegration begins while the worker is still overseas, and return planning should be voluntary, accessible and non-prejudicial.

4. Core design

Component	Function	Primary lead
A. OFW Journey Record	Minimum, authoritative and consent/lawful-basis governed record spanning deployment, employment, welfare, return and reintegration events.	DMW/DICT with source agencies
B. Pre-return planning	Voluntary profiling, skills portfolio, financial readiness and opportunity matching while the OFW remains abroad.	DMW MWOs/DFA/OWWA

Component	Function	Primary lead
C. Reintegration gateway	Single assessment and referral pathway for employment, enterprise, training, welfare and social protection.	DMW/OWWA/LGUs
D. Skills recognition	Map overseas experience to Philippine qualifications, assessment and bridging pathways.	TESDA/PRC/DOLE
E. Local delivery compact	LGU focal function, service directory, referral closure and local opportunity mapping.	DILG/LGUs with DMW
F. Outcomes dashboard	Aggregated, non-identifying performance reporting at 30 days, six months and twelve months.	Cabinet Secretariat/DMW/NEDA

5. Minimum journey record

- Identity and verified contact channels;
- Recruitment and first deployment;
- New-hire and re-hire transactions, with definitions corrected and consistently applied;
- Overseas employment history, occupation and skills acquired;
- Welfare cases, emergency assistance and relevant vulnerability flags subject to strict access controls;
- Intended or actual return/repatriation;
- Assessment, referrals and services received;
- Employment, enterprise, training, social-protection and community-contribution outcomes.

The minimum record should be implemented as a federated or interoperable service wherever feasible, not as an indiscriminate central data warehouse. Source agencies remain responsible for their authoritative records, while authorized users retrieve only the minimum data necessary for a defined public-service purpose.

6. Proposed initial cohorts

A phased pilot should prioritize cohorts where fragmentation has high human cost and where existing programs can produce visible results: (a) repatriated or distressed household service workers; (b) returned OFWs seeking local employment or enterprise support; and (c) overseas OFWs who voluntarily enroll in pre-return planning through selected Migrant Workers Offices. Pilot geography should represent Metro Manila, Luzon, Visayas and Mindanao and include both high-volume sending LGUs and a province/city with mature OFW services.

7. Presidential legacy proposition

The Program converts protection and reintegration from a collection of transactions into a development system. Its durable legacy is not merely a portal; it is a government-wide standard under which an OFW is identifiable to authorized services, can carry recognized experience home, and is followed through to a productive outcome.

Part II. Due-Diligence Assessment

Due-diligence conclusion

The proposal is legally and operationally plausible through executive and administrative action, provided it is framed as coordination and interoperability of existing statutory mandates; does not create unauthorized entitlements, compulsory data pooling or a new appropriation; and is preceded by legal review, privacy impact assessment, cybersecurity design, data-sharing instruments and a controlled pilot.

1. Legal authority and institutional mandate

Authority	Relevance	Due-diligence finding
Republic Act No. 11641 (DMW Act)	Consolidates migrant-worker functions in DMW; assigns protection, regulation, service delivery and reintegration responsibilities; directs integrated systems and coordination.	Strong enabling basis for DMW-led policy and service convergence. Exact implementing provisions and IRR must be cited in the final issuance after DOJ/OGCC/agency legal review.
Republic Act No. 10801 (OWWA Act)	Establishes OWWA's mandate over welfare programs and services, including reintegration support for member-OFWs.	Supports OWWA as principal program-delivery partner; avoids transferring OWWA trust-fund functions without statutory authority.
Republic Act No. 8042, as amended	Provides the foundational migrant-worker protection and reintegration policy framework.	Supports continuity with existing reintegration institutions and services.
Administrative Code and President's control power	Permits executive coordination and supervision of departments within legal mandates.	Supports a Presidential directive or administrative issuance; cannot amend statutes or create unfunded mandatory benefits.
Republic Act No. 10173 and NPC issuances	Requires lawful, transparent, proportionate and secure personal-data processing.	Data integration is permissible only with defined purposes, lawful basis, role allocation, safeguards, retention rules and data-subject rights.

Authority	Relevance	Due-diligence finding
Republic Act No. 11032	Promotes streamlined government services and reduced red tape.	Supports “submit once/verify from source” service design, subject to privacy and cybersecurity controls.
Republic Act No. 11055, as amended	Provides the PhilSys framework and authentication infrastructure.	PhilSys may support identity verification; the Program should not create a competing identity number or expose the PhilSys Number.

Source note: Statutory text and current implementing issuances must be validated by the issuing offices before signature. This assessment is policy due diligence, not a formal legal opinion.

Recommended legal vehicle

Use a Presidential Memorandum Circular or Administrative Order directing inter-agency convergence, designating leads, setting deliverables and requiring reporting. Follow with a DMW-led joint administrative issuance for service standards and data governance. An Executive Order may be considered if the Office of the Executive Secretary determines that a more formal reorganization or continuing inter-agency body is needed. Legislation is not a precondition for the pilot, but would be required for new permanent entitlements, material restructuring, compulsory private-sector participation or appropriations beyond existing law.

2. Duplication and institutional-fit test

Existing asset	Risk of duplication	Required positioning
NIRROP / national reintegration architecture	A new brand could be perceived as replacing or relaunching an existing framework.	State expressly that the Program operationalizes and strengthens existing reintegration architecture for returned and returning OFWs.
BBM National Reintegration Network and regional fairs	Event-based services may be mistaken for the whole program.	Convert fairs into entry points to a continuous case/referral pathway and outcome tracking.

Existing asset	Risk of duplication	Required positioning
OWWA livelihood, welfare and reintegration programs	Convergence could blur OWWA governance and fund rules.	Preserve OWWA authority, membership rules and fiduciary controls; connect referrals without commandeering funds.
DMW digital services and databases	A new platform could duplicate current investments.	Conduct enterprise-architecture inventory first; adopt API/interoperability-first and reuse existing assets.
LGU OFW desks and local initiatives	A uniform model could ignore uneven capacity.	Set a minimum service standard with tiered implementation and DILG-supported capacity building.

Finding: institutional duplication is manageable if the Presidential directive makes convergence—not program substitution—the central purpose and requires an inventory before any technology procurement.

3. Data-protection, cybersecurity and ethics test

- Purpose limitation: separate service-delivery purposes from statistics, policy research, fraud control and emergency response; document the lawful basis for each.
- Data minimization: define a minimum dataset and role-based views; welfare and case data require heightened restrictions.
- Transparency and rights: provide clear privacy notices, correction channels, access procedures and grievance mechanisms in Filipino and relevant languages.
- Consent discipline: do not use blanket consent as a substitute for statutory analysis. Where consent is the basis, it must be specific, informed and freely given; refusal should not unlawfully deny unrelated services.
- Federated architecture: prefer verification from authoritative sources, tokenized identifiers, audit logs, encryption in transit and at rest, and zero-trust access controls.
- Accountability: complete privacy impact assessments, assign personal information controller/processor roles, execute appropriate data-sharing agreements or joint issuances, and conduct breach-response exercises.
- No automated exclusion: risk scores or algorithms may assist triage but must not determine benefits or adversely classify OFWs without human review, explanation and appeal.

Go/no-go condition: No live exchange of personal data should begin until the participating agencies' legal and data-protection officers certify the lawful basis, minimum dataset, access model, retention schedule, security controls, incident response and data-subject remedies.

4. Technical feasibility test

The technically achievable two-year target is a minimum viable interoperability layer and common operating standard—not replacement of every legacy system. The design should use authoritative-source verification, shared identifiers where lawfully available, secure application programming interfaces, a service/referral registry and event logging. A discovery phase must identify data quality, duplicate identities, unavailable interfaces, manual records, connectivity constraints and vendor lock-in.

5. Fiscal and procurement test

The first phase can start from existing personnel, systems, regular agency appropriations and authorized program funds, subject to DBM rules and each fund's legal purpose. The directive should require a costed implementation plan before scale. Technology procurement must follow applicable procurement law and should be modular, standards-based and milestone-driven. Avoid a single large turnkey procurement before business processes, data governance and pilot evidence are settled.

Cost class	Pilot approach	Scale decision
Policy and process design	Agency personnel and technical assistance within lawful authority.	Institutionalize focal units and service standards through agency plans.
Interoperability and security	Reuse existing government cloud, identity, API and cybersecurity capabilities where suitable.	Cost modules after architecture assessment and security accreditation.
LGU delivery	Select ready LGUs; provide standard tools and training.	Tier support based on caseload, capability and equity.
Beneficiary services	Use existing eligible programs; track referrals and gaps.	Propose budget adjustments only where evidence shows unmet need.

6. Political-economy and implementation risks

Risk	Likelihood / Impact	Mitigation
Agency turf and unclear ownership	High / High	Cabinet-level sponsor; RACI; shared results; preserve statutory mandates.
Program becomes only a portal or publicity campaign	Medium / High	Make referral closure and 6/12-month outcomes the primary measures.
Data breach or surveillance concern	Medium / Very High	Privacy-by-design, independent review, strict role access, logs, sanctions and incident drills.
Poor data quality and misclassification	High / High	Common definitions; source ownership; correction workflow; audit new-hire/re-hire classifications.
Unequal LGU capacity	High / Medium	Tiered model, shared services, regional support and equity-weighted pilots.
Unfunded mandate	Medium / High	Pilot within existing funds; DBM-vetted costing; no new entitlement by directive.
Short administration runway	High / High	90-day design, six-month pilots, minimum national standard before full-feature build.
Leadership transition after 2028	Medium / High	Embed in agency issuances, performance systems, budget submissions and interoperable standards.

7. Due-diligence verdict

Dimension	Rating	Condition
Legal mandate	Green	Keep within existing mandates; obtain formal legal review.
Institutional fit	Amber-Green	Explicitly complement NIRROP/BBM-NRN and preserve OWWA/agency authorities.

Dimension	Rating	Condition
Technical feasibility	Amber-Green	Deliver interoperability MVP; avoid whole-of-government system replacement.
Privacy and security	Amber	Mandatory PIA, lawful-basis map, DSA/joint issuance, security accreditation and audit.
Fiscal feasibility	Amber-Green	Pilot from lawful existing resources; cost scale with DBM.
Two-year deliverability	Green for minimum standard; Amber for nationwide maturity	Stage gates and outcome-based scope discipline.

Part III. Development Rationale

1. Reintegration is national development policy

OFWs return with earnings, work discipline, occupational knowledge, language ability, professional networks and lived experience of other economies. When government treats return only as welfare assistance or livelihood distribution, it underuses this accumulated human capital. A development approach converts overseas experience into local employment, enterprise, productivity, training, mentorship and community contribution.

2. Reintegration must begin before physical return

The decisive preparation window often occurs while the OFW is still abroad: documenting competencies, resolving credentials, building savings, studying local labor demand, preparing a household plan and matching with opportunities. Limiting reintegration to those already home makes government reactive and increases the risk of unemployment, distress borrowing or premature redeployment.

3. Fragmented data produces fragmented protection

A worker's recruitment, deployment, welfare, skills and return information may sit in different institutions and formats. This creates repeated applications, inconsistent classifications, lost referrals and weak crisis response. A minimum journey record allows authorized agencies to see the relevant event, confirm prior action and take the next accountable step, while preserving source ownership and privacy.

4. Outcomes must replace activity counts

Counting orientations, beneficiaries assisted, grants released or job fairs held is necessary but insufficient. The development question is whether the OFW entered decent employment, sustained an enterprise, completed skills recognition, stabilized the household or chose informed redeployment. Six- and twelve-month follow-up makes these outcomes visible and allows programs to improve.

5. The proposal fits the administration's remaining runway

With less than two years remaining until June 2028, the feasible legacy is a functioning national standard, interoperable pilot, measurable cohorts and institutionalized accountability—not an oversized technology build. The administration can establish the rules, prove the model, scale priority services and leave permanent standards and budget lines for continuity.

6. Why Cabinet-level sponsorship is indispensable

No single agency controls the complete journey. DMW leads migrant-worker policy; OWWA delivers member welfare and reintegration services; DFA and Migrant Workers Offices reach Filipinos abroad; TESDA and PRC recognize skills; DOLE connects domestic employment; DTI supports enterprise; DSWD addresses vulnerability; DICT enables digital interoperability; PSA supports identity and statistics; DILG and LGUs deliver locally. The Cabinet Secretary's coordination mandate is therefore the institutional solution to the collective-action problem.

Part IV. Main Policy Paper

1. Policy statement

Proposed national policy: The State shall provide a coordinated, anticipatory, rights-based and development-oriented reintegration pathway for returned and returning OFWs by connecting existing programs and authoritative information systems, recognizing overseas-acquired competencies, delivering services through national and local convergence, and measuring sustainable outcomes.

2. Guiding principles

- Worker-centered and family-aware: services follow the OFW's goals, circumstances and household context.
- Pre-return by design: planning is available abroad and does not wait for distress or repatriation.
- No wrong door: any participating office can initiate a referral, while one lead remains accountable for closure.
- Once-only verification: do not repeatedly require information that can lawfully and securely be verified from an authoritative source.
- Privacy, security and dignity: collect the minimum necessary, control access and prevent stigmatizing or adverse automated decisions.
- Subsidiarity: national agencies set standards and provide shared infrastructure; LGUs tailor delivery to local opportunity and capacity.
- Additionality without duplication: connect and improve existing programs before creating new structures.
- Results and learning: publish aggregated outcomes, test interventions and adapt based on evidence.

3. Governance architecture

Body / actor	Accountability
Cabinet Secretary / Cabinet Secretariat	Executive sponsor; resolves inter-agency barriers; reports to the President; chairs quarterly performance review.

Body / actor	Accountability
DMW	Policy and program lead; owns common reintegration standard; integrates MWO and domestic delivery; program secretariat.
OWWA	Principal welfare and reintegration delivery partner within OWWA law, membership rules and fiduciary governance.
DICT	Government interoperability, enterprise architecture, cloud/security standards and technical assurance.
DILG and LGUs	Local service standard, focal function, opportunity mapping, referral closure and community linkage.
PSA	Statistical standards, identity/authentication coordination within law, data-quality advice and aggregated development analysis.
TESDA/PRC/DOLE/ DTI/DSWD/DFA	Skills, employment, enterprise, social protection and overseas access according to mandate.
NPC and agency DPOs	Privacy guidance, compliance, rights and accountability; NPC remains independent regulator.
NEDA/DBM	Results framework, development alignment, costing and budget sustainability.
OFW advisory panel	Structured consultation with returned/returning OFWs, families, recruitment/labor groups, employers, civil society and privacy advocates.

4. Operating model: one pathway, distributed responsibility

1. Entry and consent/notice: OFW enters through an MWO, DMW/OWWA office, digital service, airport/repatriation channel, job/reintegration fair or LGU desk and receives a clear privacy notice.

2. Needs and assets assessment: capture goals, vulnerability, skills, credentials, finances and household constraints using a common instrument.

3. Personal reintegration plan: select employment, enterprise, training, welfare, social protection, redeployment or mixed pathway; participation is voluntary except lawful case-management duties.

4. Verified referral: transmit only necessary information to the responsible program; provide the worker a reference and expected service time.

5. Closure and escalation: receiving agency accepts, acts, rejects with reason, or escalates; the originating coordinator monitors unresolved referrals.

6. Outcome follow-up: record status at 30 days, six months and twelve months, with proportionate contact rules and opt-outs where applicable.

7. Program learning: publish aggregated performance and adjust eligibility, service design and capacity support based on evidence.

5. Service pathways

Pathway	Minimum offer
Employment	Competency profile; local vacancies; placement/referral; wage and job-quality information; career counseling.
Skills recognition	Portfolio of overseas experience; assessment; recognition of prior learning; bridging or certification.
Enterprise	Readiness screening; market validation; financial literacy; mentoring; appropriate finance or grants under existing rules.
Welfare and recovery	Case management, psychosocial support, legal referral, shelter/health/social-protection connection as applicable.
Prepared redeployment	Accurate classification, skills upgrading, ethical recruitment and informed choice; reintegration does not presume permanent return.
Community contribution	Mentoring, local training, cooperative participation, investment networks and diaspora knowledge exchange.

6. Data and digital policy

The Program shall establish a common data dictionary, unique internal case/reference identifiers, authoritative-source registry, interoperability standards, role-based access matrix, retention schedule, correction workflow, audit trail and aggregated reporting protocol. Identity verification may use lawful government mechanisms, but no new public-facing identity number should be created.

The technology architecture should be modular: (a) entry and assessment; (b) service directory; (c) referral orchestration; (d) consent/notice and access controls; (e) outcomes monitoring; and (f) aggregated dashboard. Procurement should follow validated business processes, not precede them.

7. Pilot and scale roadmap

Period	Milestone	Decision gate
Days 0–30	Cabinet convergence group; mandate map; inventory of programs/systems; beneficiary consultation; draft issuance.	President/Cabinet Secretary approves scope and leads.
Days 31–90	Common definitions and minimum dataset; PIA; legal-basis map; data-sharing framework; service standard; pilot sites/cohorts; baseline.	Legal, privacy, cybersecurity and fiscal readiness certified.
Months 4–6	Train focal persons; launch controlled pilots; activate referral tracker and grievance channel.	Go-live only after security and operational acceptance tests.
Months 7–12	Review service times, closure rates, worker experience, data quality and early outcomes; correct design.	Scale, revise or stop modules based on evidence.
Months 13–18	Expand to additional regions/MWOs and priority sectors; integrate budget and performance commitments.	Independent/third-party process evaluation where practicable.
Months 19–22	National minimum standard; transition package; final administration dashboard and continuity plan to June 2028.	Institutionalization confirmed through issuances, plans and budget submissions.

8. Results framework

Level	Indicator examples
Reach and equity	Number and share enrolled by sex, age, occupation, destination, disability, return type and location; underserved-group coverage.
Service performance	Assessment completed; referral accepted; median service time; closure rate; repeated-document requests; unresolved cases.
Skills and employment	Assessments/certifications; placements; job retention; wage band; job-quality measures; skills utilization.
Enterprise	Business start/survival; revenue band; financing accessed; mentoring completion; jobs created—reported carefully and verified proportionately.

Level	Indicator examples
Welfare	Case stabilization, social-protection connection, safe housing/health/legal referrals, subject to confidentiality.
Experience and trust	OFW satisfaction, grievance resolution, privacy complaints, correction requests and accessibility.
System integrity	Data quality, duplicate rate, unauthorized-access attempts, audit findings, incidents and remediation time.

All public reporting must use aggregated or appropriately anonymized data. Targets should be set only after baseline validation; the directive should not reward agencies for enrolling unsuitable cases or closing referrals prematurely.

9. Budget and sustainability

For the pilot, agencies shall identify lawful existing appropriations, personnel and systems. Within 90 days, DBM and the convergence group shall produce a costed scale plan distinguishing: recurring personnel and operations; interoperability and cybersecurity; LGU capacity support; evaluation; and beneficiary program funding. Any use of OWWA funds must remain within the OWWA Act, Board-approved policies and fiduciary duties. Any new mandatory benefit or material continuing obligation shall be submitted through the regular budget or legislative process.

10. Accountability and grievance redress

- Publish a service charter stating eligibility, steps, responsible office, processing time and appeal routes.
- Provide assisted, offline and accessible channels; digital enrollment cannot be the only route.
- Give OFWs a way to view or request correction of relevant records and challenge an adverse service decision.
- Maintain confidential reporting for privacy, corruption, recruitment and service complaints with non-retaliation safeguards.
- Require quarterly executive performance reviews and a public aggregated dashboard.
- Conduct annual privacy, security and access-log audits and disclose material incidents as required by law.

11. Communications discipline

Public messaging should promise coordinated access and measurable follow-through—not guaranteed jobs, loans or grants. Brand language must acknowledge existing DMW, OWWA and LGU programs and explain that the Program connects them. Communications should distinguish enrollment, referral, service receipt and sustained outcome to avoid inflated beneficiary claims.

Part V. Recommended Executive Action

Immediate decision requested from the Cabinet Secretary

Approve in principle: A 30-day Cabinet-led design and due-diligence process culminating in a draft Presidential issuance, pilot plan and decision memorandum to the President.

Proposed instructions at the first meeting

- DMW: submit the existing reintegration architecture, NIRROP/BBM-NRN operational documents, program inventory, beneficiary definitions and current systems map.
- OWWA: identify reintegration and welfare delivery assets, member/non-member boundaries, fund restrictions, current referral gaps and feasible pilot services.
- DICT: conduct an interoperability, cybersecurity and reuse assessment; prohibit premature platform procurement.
- DILG: nominate pilot LGUs and propose a tiered local minimum service standard.
- TESDA, PRC, DOLE and DTI: define fast-track skills, employment and enterprise pathways for pilot cohorts.
- DFA/DMW MWOs: design voluntary pre-return enrollment and skills documentation abroad.
- NPC/agency DPOs and legal offices: review lawful bases, privacy impact, agreements, notices, access and remedies.
- NEDA/DBM: validate results framework, costing and sustainability.

Non-negotiable safeguards

Do	Do not
Build on existing reintegration mandates and systems.	Announce a replacement for NIRROP, BBM-NRN or OWWA programs.
Pilot a minimum viable pathway and interoperability layer.	Procure a large monolithic platform before design and due diligence.
Use lawful-basis analysis, data minimization and role controls.	Create a compulsory all-purpose database or rely on blanket consent.
Measure closure and sustained outcomes.	Count every inquiry, fair attendee or referral as a successful reintegration.
Preserve agency, LGU and OWWA statutory authority.	Transfer funds, records or functions by implication.

Do	Do not
Offer assisted and offline access.	Make smartphone access or PhilSys possession an unlawful barrier.

Annex A. Outline of a Presidential Memorandum Circular

This outline is for legal drafting and inter-agency review; it is not a final issuance.

Title

Directing the Convergence of National Government Agencies and Local Government Units for an Integrated OFW Journey and Reintegration Program, and for Other Purposes

Whereas clauses

- Constitutional policy on labor, social justice and full protection to labor;
- Statutory mandates under RA 11641, RA 10801 and RA 8042, as amended;
- Need to support both returned OFWs and returning OFWs still abroad;
- Need to connect existing protection, welfare, skills, employment, enterprise and local-government services;
- Need for privacy-preserving, secure and interoperable government service delivery;
- President's priority of efficient, accountable and citizen-centered public service.

Operative provisions

8. Adoption of policy and establishment of the BBM National OFW Journey and Reintegration Convergence Program.
9. Definition of returned OFW, returning OFW, reintegration pathway, journey record and participating agency.
10. Designation of the Cabinet Secretary as executive sponsor and DMW as policy/program lead.
11. Creation of an inter-agency convergence group with defined members, secretariat and time-bound deliverables.
12. Mandate to adopt a common service standard, minimum dataset, interoperability framework, privacy/security safeguards and results dashboard.
13. Direction to launch controlled pilots and submit a costed scale plan.
14. Preservation of statutory mandates, OWWA fund governance, appropriations law, NPC authority and LGU autonomy under law.
15. No creation of entitlement; implementation subject to existing laws, appropriations and lawful data-processing requirements.
16. Quarterly reporting to the President through the Cabinet Secretary; public aggregated reporting.
17. Separability, repealing/modifying clause and effectivity.

Annex B. Ninety-Day Deliverables Checklist

Deliverable	Lead	Acceptance evidence
Mandate and program inventory	DMW/OWWA	Signed inventory; overlaps, gaps and statutory boundaries identified.
Beneficiary and terminology standard	DMW/PSA	Returned/returning definitions; new-hire/re-hire correction protocol.
Service blueprint	DMW/OWWA/ LGUs	Entry, assessment, referral, closure, escalation and follow-up mapped.
Data governance package	DICT/DMW/DPOs	Data dictionary, lawful-basis map, PIA, role matrix, retention, notices and draft sharing instruments.
Enterprise architecture	DICT	Reuse map, API plan, security controls, hosting and procurement boundaries.
Pilot plan and baseline	NEDA/DMW	Cohorts, sites, sampling, targets, indicators and evaluation design.
Costed implementation plan	DBM/agencies	Pilot sources, recurrent cost, scale scenarios and budget pathway.
Draft Presidential issuance	Cabinet Secretariat/DMW	Legal-office-cleared draft with implementation annexes.

Annex C. Questions Requiring Agency Confirmation

- What is the current legal and operational status, scope and official terminology of NIRROP and the BBM National Reintegration Network?
- Which current DMW and OWWA systems already hold deployment, membership, welfare, return and reintegration events, and what identifiers/interfaces do they use?
- What percentage of returned OFWs can currently be followed at six and twelve months, and under what lawful basis?
- Where do new-hire/re-hire classifications diverge, and what operational or benefit consequences result?
- Which OWWA services are membership-dependent, which may serve non-members, and what Board/fund approvals are necessary?
- Which LGUs have functional OFW desks, local databases or reintegration ordinances, and what minimum standard is realistic?
- Which overseas-acquired skills can be assessed through existing recognition-of-prior-learning or professional-recognition routes?
- Which government interoperability, identity, cloud and cybersecurity assets are production-ready and legally suitable?
- What baseline, cost and evidence are needed to set credible June 2028 targets?

Sources and Authorities Consulted

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Research cut-off: 17 August 2026. Before official submission or signature, the Cabinet Secretariat and agency legal offices should validate all citations, current issuances, program names and organizational assignments against the latest official records.

Final Recommendation

Proceed—with safeguards. The proposal is achievable before June 2028 if it remains an executive convergence reform, begins with a controlled pilot, reuses existing systems and programs, and treats lawful data governance, cybersecurity, fiscal discipline and measurable outcomes as launch conditions rather than later corrections.