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Master's Thesis of International Studies

A Gender Analysis on the Effects of International Labor Migration to the Overseas Filipino Workers (OFWs)

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Abstract

The Philippines is one of the largest sending countries for workers worldwide. As migration

becomes more and more feminized, especially in the care sector, the role of men and women in the care

economy must be redefined. Several studies exist on labor migration, remittances, and poverty reduction;

however, certain aspects have not yet been explored, especially concerning household chores' distribution

and decision-making during and after deployment. In this paper, the researcher aims to enhance the current

and previous studies by examining the impact of international labor migration through a gender analysis in

the power dynamics of the Overseas Filipino Workers (OFWs) in their deployment and reintegration. The

researcher will analyze the effects of labor migration on a micro and meso level. In this study, only the

Overseas Filipino Workers (OFWs) will be considered as the participants. Thus, the data on OFWs' labor

migration and their gendered experiences will be used alone. The study identifies the gender dynamics and

empowering effects of international labor migration at the individual, family, and community levels.

Keywords: Overseas Filipino Workers, Labor Migration, Care Economy, Gender Equality, Global Care

Chains, Power Dynamics

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Chapter 1: Introduction

1.1 Introduction

There has been a steady increase in Philippine labor migration over the past 40 years. According to UN Women, the Philippines is one of the main source countries for migration and one of the largest beneficiary countries. In 2018, global remittances from the Philippines totaled US\$34 billion and ranked fourth in the world in remittances, behind India, China, and Mexico (Jennings, 2018). This is because one of the Philippines' development projects is the use of migrant workers abroad or also known as the overseas Filipino workers (OFWs). Their work has been marketed in the form of remittances, which play an essential role in the country's economic stability.

According to the Philippine Statistics Authority (PSA), of the 2.2 million Filipinos working overseas between April and September 2019, a total of 56 percent were females, and 44 percent were males. There is a significant number of female OFWs, most especially in the service sector and elementary occupations as the government has used traditional conceptions of femininity, domesticity, and kinship that influence supply, the recruitment processes of overseas migration, the establishment of policies that regulate Filipino transnational migration (Mohyuddin, 2017). However, even with the high representation of women in the labor migration, they continue to be undervalued. They suffer discrimination in the receiving countries, most especially in the case of the migrant domestic workers in the Gulf countries.

The Philippines ranked second-best in East Asia and the Pacific, ranked 17th out of 156 countries in the Global Gender Gap 2021 report. It closed its gender gap in senior and professional, and technical roles. However, according to World Economic Forum, the Philippines should improve women's participation in the labor market and close the income and wage gaps. It also reported that the Coronavirus pandemic has impeded the progress towards gender parity partly because women are frequently employed in sectors hardest hit by lockdowns combined with the additional pressures associated with the provision

of care at home. In order to alleviate this concern, care workers should not only be seen as a woman's work. The experience of migration appears to be an essential element in changing the roles and conditions of women, and men should be viewed as an important way to achieve gender equality. Women who find employment abroad can gain access to financial resources that enable them to influence funds in the household. They can also enjoy greater independence when it comes to family decisions. Nevertheless, even though migration can empower many migrant women, it cannot be considered automatic (Chammartin, 2018). Moreover, a significant number of migrant women experience a decrease in occupational mobility, disengagement, and reorientation towards the domestic care sector.

1.2 Background of the Study

The researcher believes that the predicament over gender equality among overseas Filipino workers needs to be addressed to raise awareness and contribute to the care economy, gender mainstreaming, and protection of the welfare of the Filipino migrant workers.

The goal of the study is to analyze the effects of international labor migration and identify gender dynamics in division of household chores and decision-making in both OFW men and women and partners left behind.

1.3 Statement of the Problem

This research aims to discuss and analyze the effects of OFW's international labor migration on their gender dynamics at home. This specifically aims to answer the general research question:

Main Research Question: How does OFW's labor migration affect gender relations, particularly the role of men and women in households and communities in the Philippines?

- ➤ Sub-question 1: What are the dynamics of power relations when men or women migrate, leaving their family in the country of origin?
- ➤ Sub-question 2: How is care work in the family distributed when an OFW migrates? How is care work distribution in the family changed when an OFW returns?
- ➤ Sub-question 3: Are migrant workers more (or less) empowered after reintegrating into their home country?

1.4 Assumptions and Hypotheses

The following are the researcher's assumptions and hypotheses:

➤ Hypothesis 1: Prior to deployment of married OFWs, power dynamics between couples differ starting from their educational attainment and their household arrangement; while for single OFWs, power dynamics in their home differ mainly in their family economic status;

➤ Hypothesis 2:

- ➤ When a male / female married migrant migrate, their spouses take over the care/household activities in a nuclear family arrangement, while if it is an extended family, the spouses continue to be responsible for the care/household activities with the help of other women relatives;
- ➤ When a single man or woman migrates, eldest women in the family remain to the care/ household activities; both for nuclear and extended family arrangement
- ➤ Hypothesis 3: Single and married women migrants are empowered through their financial resources at home but mostly disempowered overseas while men, single and married, are both empowered when at home and overseas;

1.5 Significance of the Study

The purpose of this research is to provide a comprehensive analysis of the phenomenon of overseas Filipino workers' labor migration from a gender perspective as well as to outline a conceptual framework focusing on the differences of empowerment in an extended and nuclear family set-up. The outcome of this study will be used to inform and enhance policies and programs that will be valuable for the gender and development of the Philippines and the development of the well-being of Filipino overseas workers.

Chapter 2: Review of Related Literature

This chapter presents a review of the literature and related studies that project both the positive and negative impact of migration on the OFWs as well as highlight the different perspectives of labor migration on poverty alleviation, global care chains, gender, and power household dynamics.

Definition of Terms

The international organization for migration defined labor migrants as those who travel for employment. The Overseas Filipinos refer to all Filipino migrants, whether permanent or temporary, legal or unauthorized, while Overseas Filipino Workers, or OFWs, represent a subset of Overseas Filipinos and are temporary migrants. The Commission on Filipinos Overseas includes the following categories of migrants in its stock estimates: Permanent Migrants are Filipino immigrants and legal permanent residents abroad, Filipino spouses of foreign nationals, Filipinos naturalized in their host country, dual Filipino citizens, and their descendants. Temporary migrants are Filipinos whose stay overseas, while regular and adequately documented, is temporary, owing to the employment-related nature of their status in their host country. Include Filipino workers based on land and sea, persons transferred within the company, students, trainees, entrepreneurs, business people, merchants, and others with a stay abroad of six months or more, and any accompanying dependents. Lastly, the irregular migrants are Filipinos who are not properly documented or without valid residence or work permits or who may be overstaying their visas.

The study considers a domestic worker as a person who works within the employer's household and performs various household services for an individual or a family, from providing care for children and elderly dependents to housekeeping, including cleaning and household maintenance. Other responsibilities may include cooking, washing, and ironing, buying food, and other household chores. The migrant care worker is a person who provides care services such as health, education, housework like cooking, cleaning for children, the elderly, coworkers. In addition, global care chains (GCC) are a network of people

throughout the world through the work of care: households shift care between themselves, reinforcing the unfair gender dynamics and undervaluing the work of care (Orozco, 2010 & Sachetti et al., 2020).

Poverty Alleviation

Migration in the Philippines has been a strategy of most Filipino people to poverty alleviation. According to Tadeo's and Meisner's researches, "work abroad is now seen as the primary means of obtaining a "good life" and "an opportunity to have a better life in a situation where choices are very limited." This is because their income overseas is much higher than they are receiving in their home country. Moreover, with the increase of demand for work, women, who also experienced the effects of poverty in the Philippines, have seen increased opportunities for work in the service sector (Tyler, 1999). Demand for male migrant workers declined as they were assigned to male-role tasks, such as construction work, when the infrastructure in the Gulf countries was completed. As a result, demand for feminized employment in the service sector has grown to maintain such infrastructure (Barber, 2000).

Historical Structural Inequalities

The Philippines has been commended as a model for migration management by international organizations. However, the state's participation in the continuous deployment of OFWs has also drawn criticisms, such as the view of the Philippine state as a "labor brokerage state" – where the state mobilizes people for export (Rodriguez, 2010). With the significant economic benefit attached to migration, the Philippine government continues to promote foreign domestic employment among Filipino women, particularly from the lower-middle-class (Cruz, 2012). In the Institutionalization of Traditional Gender Roles in the Name of Economic Development of Mohyuddin in 2017, he mentioned that the increase in the overseas labor force is due to historical class and gender structural inequalities, national economic difficulties, and income inequality which have created more poverty and instability in the Philippines. In addition to this, Mr. Resto Cruz (2012) notes that a stable economy allows "existing governments" to retain power and thus wealth by delaying important reforms that would not benefit the state's elites.

In Rhacel Parrenas' (2000) Migrant Filipina Domestic Workers and the International Division of Reproductive Labor, she discussed that the decision of Filipino women to work abroad in the field of domestic care influences their conception of femininity and understanding of their duties as custodians of their families. With the increase of women in labor migration associated with the liberalization of trade policies, the deindustrialization and the industrialization of countries have created the gender segregation of migrant labor. In particular, with the growth of the industry in East Asia came the growing demand for low-skilled domestic workers to fill women working in new industries. Even though these might have been the cases, it benefited the country through the remittances they have brought back to their families in the Philippines. There are several cases for success stories in the migrant workers. Nevertheless, according to Asis (2018) in his paper entitled, "How international migration can support development: A challenge for the Philippines," this success may also have been counterproductive in that the necessary reforms were delayed or stalled due to jobs abroad that kept the economy afloat.

Global Care Chains

The pattern of women migrating from Global North to Global South to take care of the children and elderly of the well-off families is called the Global Care Chains (GCC), and Arlie Russel Hochschild first coined it. According to her, rich women hire other poorer women to provide care work creates a network of people around the world on the grounds of paid and unpaid care work (Hochschild, 2000). She called this a "global heart transplant" where love is transferred from developing countries to developed countries. This phenomenon conveys the situation of the OFWs care workers. In addition, the high demand for care worker migration to Global North engenders the Philippines to rely on the OFWs remittances, integrating migration predominantly female migration into the national economic strategy of the country.

Even though remittances provide their families with more money than if they stayed in the Philippines, there have been unintended consequences on their families. Since then, it was their personal

choice to leave their families. These consequences are perceived as personal and not social problems. These concerns are pervasive in migrants' family relations, not just in relationships in their home country as well as their employer's families (Hochschild, 2002).

Notwithstanding Hochschild's foundational work, several researchers, such as Nicola Yeates (2009), argue that the Hochschildian GCC does not consider multiple-faceted processes of different globalized care work, thus neglecting the involved varying institutional structures. According to Premilla Nadasen (2017), Hochschild's analysis is based on white, western middle-class gender norms and contributes to constructing a pre-modern non-Western subject. Martin Manalansan (2006) also criticized the concept that it exclusively focuses on heteronormative experiences of married women in migration. Although this is true in certain instances, "we cannot assume that all female migrants are mothers or that care, nurture, and love are qualities tied to the biologically female body" (Nadasen, 2017). With this, scholars like Parrenas (2012) opened up critical studies on male domestic workers. In addition, Manalansan (2006) also warns us and urges us to delimit the parental role and natural care and open up ways to consider men as caregivers.

Gender and Division of Housework

According to West and Zimmerman (1978), "doing gender" is unavoidable because of the societal repercussions of sex categorization: the distribution of power and resources not just in the household, economic, and political spheres, but also in the broader realm of interpersonal interaction. This is because the capacity to learn to make and identify masculine and feminine gender expressions due to our human nature is the virtue of being humans, not men and females (Goffman, 1976).

On the one hand, in cultural environments where paid jobs and income are highly valued, the "gender deviance neutralization" hypothesis is more congruent with men's conduct than the exchange-bargaining approach. In other words, if their spouses make more money, males are more likely to back

away from housework rather than conducting extensive housework (Thebaud, 2010). This emphasizes the importance of cultural context in understanding the relationship between paid and unpaid labor and the impact of expectations about masculinity in men's engagement in housekeeping. Sullivan (2010), on the other hand, argues that time use evidence indicates that the more time mothers spend on market work, the more time fathers do housework and childcare. In addition, studies show that men who take "paternity leave" for an extended period develop a better grasp and understanding of parenting than fathers who do not take time off (Rehel, 2014; Bunning, 2015). They suggest that longer time off helps males develop the parenting skills and sense of responsibility that enables them to be active co-parents rather than assistants to their spouses by bringing them into the everyday reality of child care.

Although, some scholars would claim that mothers' reduced availability to provide childcare due to work participation is indirectly related to increases in fathers' childcare time (Buchanan, McFarlane, & Das, 2016; Hallberg & Klevmarken, 2003). In contrast, some studies demonstrate that an increase in mothers' work is associated with an increase in fathers' participation in child care (Booney et al., 1999; Hofferth, 2003). This contradicts the popular notion, as fathers' gender role ideology and views of their position as dads appear crucial for fathers' child-care engagement, suggesting that men's engagement may be more self-determined.

Breadwinning mothers, Stay-at-home fathers

The decision to have a father remain at home is severely influenced by economic situations, implying that men's job insecurity and fluctuations in the relative working situations of husbands and wives lead some men to be at-home fathers (Chesley, 2011). Institutional theories can be applied, whereas external forces like economic factors impact household division. However, Chelsey (2011) contends that such transformation in family arrangements can foster a change toward greater gender equality, even among couples who have led traditional gender roles. According to the findings of her research, left-behind fathers

value their increasing engagement in child care in several ways. This shift might reduce gender disparities in parenting and lead to institutional changes, especially when the father returns to work.

Furthermore, this set-up appears to provide additional assistance for women's employment and encourage positive changes in women's work behavior, potentially reducing disparities caused by traditionally gendered inequalities in work and home obligations. While, the paper of Hoang, L. and Brenda S. (2011) on Vietnamese families found out that "...men are confronted with the need to take on child care duties, which have traditionally been ascribed to women, while at the same time being under considerable pressure to live up to locally accepted masculinity ideals attached to the breadwinner role. Instead of applying pressure on the woman to remit, they worked longer hours (and thus spent less time with and for the children) or borrowed money from other people to pay for daily expenses (if possible)."

Here, the gender construction theory can be applied as fathers in their research were under pressure to live up to locally acceptable masculine norms associated with the breadwinner position. Considering that it has long been the norm for men to be the breadwinners of the family and that there is a male associated hegemonic masculinity perception on providing financing in the family while household chores are for women as it is considered a feminine job, fathers in this study would work longer hours and spend less time with their children, as well as borrow money from others than to request from the breadwinner mothers. In earlier studies, non-migrant fathers in Asia have previously been found to avoid caring roles and engage in drinking and drug-taking habits as a method of escaping their reversed emasculated situation (Gamburd, 2005; Parrenas, 2005).

In contrast, men left behind do not lose their masculinity; instead, they attempt to reclaim it in various ways. To resist hegemonic views of masculinity that limit males to breadwinning responsibilities, they construct differently packaged interpretations of what defines "good parenthood" and "good man" (Pingol, 2001; Anonuevo & Estospace, 2002). However, in some instances, the migration of the wife tends to transfer care responsibilities from one woman to another rather than changing manly beliefs of care

(Hoang & Yeoh, 2011; Pingol, 2001), such as to the grandmothers (Abrigo & Francisco-Abrigo, 2019), eldest daughter, single sister(s) of the couple or aunts of their children, etc. Furthermore, even if they are away, migrant women strive to provide care and affection from afar, even if they supply their children with financial resources (Hoang and Yeoh, 2012; Parrenas, 2001).

Nevertheless, women's transnational migration has created a new area of gender, power, economics, and cultural values that may pressure males to act their masculinities differently, or at least more flexibly (Yeoh and Ramdas, 2014). Such as in the study of Lama and Yeoh (2018) on the negotiation of gender subjectivities of left behind Filipino and Indonesian fathers, they argue that they are capable of becoming a 'mothering' father to their children. This new discourse, of father's capable of mothering or being a mother and a father at the same time, challenges the gender perspectives associated with what is commonly referred to as feminized or masculine tasks (Peng and Wong, 2016) and in the era of migration and family survival, 'doing family' may thus become more important than 'doing gender' (Lama and Yeoh, 2018).

Chapter 3: Conceptual Framework

The framework aims to help the researcher and the readers to conceptualize the effects of international labor migration on overseas Filipino workers. The framework components such as gender, marital status, household structure are deemed to understand the different impacts of international migration in achieving empowerment or disempowerment before, during, and after deployment.

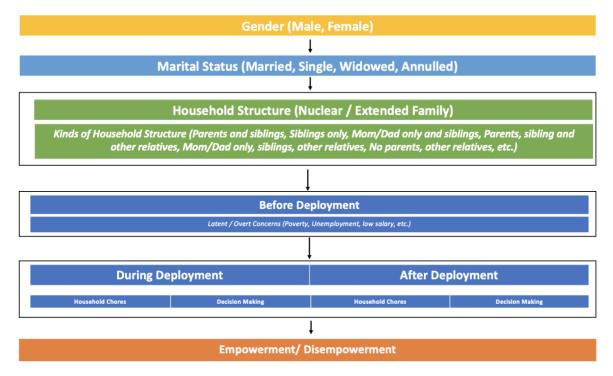


Figure 1: OFW Deployment and Reintegration Gender Analysis Framework

The research will investigate the interactions between internal gender dynamics and relations when deployed and after deployment by examining their division of household labor and decision-making in different marital statuses and household structures.

Framework Components

Gender, as an essential component of the socio-economic study, will provide information and analysis that acknowledges gender and its relationship with other factors such as race, ethnicity, culture, class, age, disability, and another status as understanding the different patterns of involvement behavior and

activities that women and men have in economic, social and legal structure. However, we will primarily focus on the household level in this study. An analysis of gender relations gives information on the many conditions that women and men confront. From a gender perspective, the phenomenon of the OFW gender dynamics during and after deployment will help us understand the causes underpinning the existing allocation of tasks and benefits and their impact on the distribution of power.

Household Structure

According to the study of Torosyan, Gerber, & Goñalons-Pons, the nuclear family arrangement creates conditions for greater gender parity in household labor sharing as non-OFW would take up the gender-atypical chores to cover up the role and absence of the migrant worker.

While in an **extended family arrangement**, intergenerational relationship matters. As when parents or uncles, aunts are present, the decision-making falls into them. Moreover, the generational relationship is maintained at the expense of gender equality, as evidenced by the findings that housekeeping is performed in extended family units by either the older woman or the younger ones, and seldom, if ever, by men as well as it takes precedence over conjugal relations (Sun, 2008). Moreover, prior research suggests that extended family reduces men's engagement in housework (Parrenas, 2005; Torosyan, Gerber, & Goñalons-Pons, 2016).

Before deployment

Assuming that all OFWs had latent and overt tensions, that is why they ventured on international labor migration, respondents were asked about their highest educational level and their spouse if married, and what are the reasons for choosing to work abroad. It could be due to economic difficulties and inequality in the Philippines in general and personal aspirations such as providing more for their parents, pursuing a higher wage, surviving, and wishing to be free of poverty. Work and degree mismatch, or not their dream career, is a source of conflict among single men and women respondents. They could confront themselves

or their families, after acknowledging the situation, decide to work abroad. For married OFWs, some of their latent tension begins with their individual and spouses' educational levels. Not all have the same degree of education, which affects decision-making, power allocation, and household tasks.

During and After Deployment

During deployment, the division of tasks at home changes due to the absence of a person. In this scenario, we investigate the changes and distribution of power through decision-making and division of household chores at home when the migrant is deployed and include the changes when the migrant is reintegrated. We will observe if the deployed married OFW will distribute, designate or integrate power to their left-behind spouse or not. Although, there might be other implicit issues within their relationship that the survey may not reflect or capture.

Empowerment/ Disempowerment

Empowerment can be observed when a migrant is able to have access and control in their finances, division of household chores, and overall decision-making in their respective homes.

Chapter 4: Design and Methodology

4.1 Design and Setting

The research will be qualitative, exploratory, and descriptive study. A descriptive study intends to document and study the phenomenon in greater detail and depth.

4.2 Participants

This study will employ criterion sampling, which uses a conceptual framework to guide the selection of participants according to established criteria. The researcher targets to seek participants from the major islands of the Philippines, namely, Luzon, Visayas, and Mindanao.

The selection criterion consists of the following, nationality must be Filipino and must not have any other citizenship; documented status; had to experience to work a month and more outside the Philippines as an overseas Filipino worker within 2015-2021; must be a returning migrant.

4.3 Data Collection Method

Data will be collected through online surveys. The researcher coordinated with OFWs in various ways, such as collaborating with OFW organizations, using the snowball method, and social media. The two languages will be used, Filipino and English.

4.4 Treatment of Data

Qualitative analyses of the collected data were used. Theories and conceptual frameworks that support the study results were also used to help the researcher understand the phenomenon and reach an unbiased conclusion.

Chapter 5: Results and Findings

This chapter presents the discussion and analyses of data gathered from the survey conducted by the researcher. The chapter aims to answer the research questions that were presented in the first chapter of this study. Particularly examining the effects of international labor migration on gender relations, in particular on the role of men and women in households when the OFW is deployed and reintegrated.

5.1 Presentation of Data

There were 40 OFW respondents for the study, 14 married males, eight married females, four single males, 12 single females, one widowed male, and 1 annulled female. Their age range is from 24-63, coming from 13 different regions from the three large islands of the Philippines, Luzon, Visayas, and Mindanao. Sectors covered in this study are as follows, one for agriculture/ horticulture/ husbandry; 8 from domestic/ household sector, four from the education sector, five from health care, 11 from oil/gas industry worker; seafarer sector, seven from other types of manufacturing; factory work sector, and six from services (restaurant, tourism, entertainment, shops; administration, clerical/ office) sector. The number of deployment experience range from one to 35 and more. There was no declaration of physical disability and violence from their spouses among respondents.

Educational Attainment and Salary Range

Married Male OFW

All except OFW married males D, G, J, L have the same educational attainment as their wives. D, G, J, L are all from the sector of oil/gas industry worker; seafarer. D, G, J receive a salary of P100,000 and over while L receives a salary of P40,000 – P99,999. This cohort considers themselves in the bracket of poor or financially unstable before deployment except for J, who considered himself under the middle class.

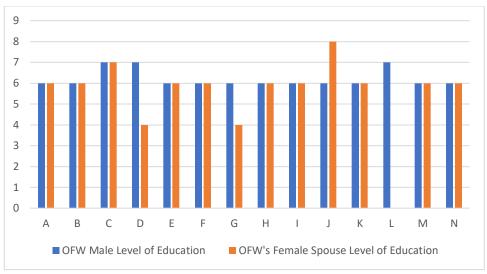


Figure 1: Educational Attainment of OFW Married Male VS Female Spouse

Note: The researcher categorized the educational attainment as the following, which is presented in the Y-axis of Figure 1. 0 No grade completed, 1 Preschool, 2 Primary Education, 3 Lower Secondary Education (Junior High School/Old Curriculum), 4 Upper Secondary Education (Senior High School), 5 Post-Secondary Non-Tertiary Education, 6 College level Education, 7 Master Level Education, and 8 Doctoral Level Education

Married Female OFW

While for the OFW married female, only three have the same level of educational attainment while the rest, the trend is that the married female has higher educational attainment than his spouse. OFW married females A, E, F, and H are working from the domestic/household work/ health care sector while C is working under the other types of manufacturing; factory work. A and C have a P40,000-P99,000 salary range. They both considered their economic status good; A shared that it was good until the company she worked with for 20 years closed. While E, F, and H have less than 20,000 salary ranges and considered their economic status poor before deployment.

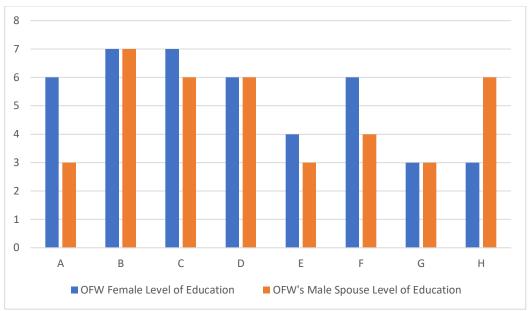


Figure 2: Educational Attainment of OFW Married Female VS Male Spouse

Note: The researcher categorized the educational attainment as the following, which is presented in the Y-axis of Figure 1. 0 No grade completed, 1 Preschool, 2 Primary Education, 3 Lower Secondary Education (Junior High School/Old Curriculum), 4 Upper Secondary Education (Senior High School), 5 Post Secondary Non-Tertiary Education, 6 College level Education, 7 Master Level Education, and 8 Doctoral Level Education

Single Male

All four single men respondents from the age range of 24-34 and has at least college-level education and have at least P40,000 to P100,000 and over salary range. They all relatively have good or stable economic status before deployment.

Single Female

While 12 single female respondents work under the following sectors and salary range: (1) administrative/financial Industry with at least P100,000 and over salary range, (4) Services (restaurant, tourism, entertainment, shops; clerical/ office services; cleaning services, security; online sales, delivery, laundry services) with at least P40,000 to over P100,000 salary range, (3) Domestic/ Household work with less than P20,000 to P40,000- P99,999 salary range, (2) Health Care at least P40,000 to over P100,000 salary range, (2) Education with at least P40,000- over P100,000 salary range. All sectors except for the

domestic and household chores sectors have at least college-level education attainment and consider their economic status as middle class/good. In contrast, the latter has at least a lower secondary education level of education attainment and considered their economic status before deployment as poor/struggling.

DISTRIBUTION OF HOUSEHOLD CHORES

When Abroad/ Deployed

Female spouses of **married male OFW** tend to do most of the household chores when the OFW is abroad for the nuclear family, while for the extended, it is the mother of the male married OFW. As for **married female OFW** in a nuclear family, male spouse and nanny/maid and aunt (only doing laundry) were shown. While those in an extended family, the male spouse, mother, and nanny got the highest scores.

			During Deployment		After Deployment		
			Household Chores	Decision Making	Household Chores	Decision Making	
	Nuclear	spouse, son/s and daughter/s (1)	Spouse	Spouse	OFW	OFW	
		spouse, daughter/s / Son/s only (2)	Spouse (2)	Spouse (2)	OFW (1) Spouse (1)	OFW (1) Spouse (1)	
M A		spouse only (1)	Spouse	Spouse	Spouse	Spouse	
R R		with parents, husband, no kids (1)	Mother	Mother	Mother	OFW	
E D	Extended	with parents, husband, kids (1)	Spouse (old parents)	Spouse	Spouse	Spouse	
	Extended	with parents, w/o husband, with kids (1)	Mother	Mother	OFW/ Mother	OFW/ Mother	
		other relatives, with husband, with kids (1)	Others relatives	Spouse	Others	OFW	

Table 1: Female married OFW household chores and decision-making dynamics during and after deployment

			During De	ployment	After Deployment		
			Household Chores	Decision Making	Household Chores	Decision Making	
	Nuclear	spouse, son/s and daughter/s (2)	Spouse & kids (2)	Spouse (2)	Spouse & kids (2)	OFW (1) Spouse (1)	
М		spouse, daughter/s only (3)	Spouse & kids (3)	Spouse (2) OFW (1)	Spouse & kids (3)	Spouse (2) OFW (1)	
A R		spouse, son/s only (3)	Spouse (3)	Both (2) Spouse(1)	Spouse (3)	Both (1) OFW (2)	
R I		spouse only (1)	Spouse	Both	Spouse	Both	
E D	Extended	with parents, spouse, kids, other relatives (4)	Mother, Spouse, Other Relatives (3) Maid (1)	Spouse (3) Parents (1)	Mother, Spouse, Other Relatives (3) Maid (1)	OFW (1) Parents (1) Both (2)	
		w/o parents, with other relatives, spouse, kids (1)	Spouse	Both	Spouse	Both	

Table 2: Male married OFW household chores and decision-making dynamics during and after deployment

Single female OFW for nuclear will be the mother who does the household chores; next is the father when OFW is away. For extended, the mother does most of the housework, and the rest are distributed as the same amount with the brother, sister, father, and other relatives like aunts and nannies. Single male OFW, only one came from a nuclear family and most of the housework is done by their nanny while the rest have an extended family, both mother and father have the most chores followed by the aunt, sister, uncle, brother, etc.

		During Deployment		After Deployment	
		Household Chores	Decision Making	Household Chores	Decision Making
	Parents Only (2)	Parents (2)	Parents (1) All (1)	Parents (2)	Parents (1) All (1)
Nuclear	Parents and siblings (5)	Parents & Siblings (5)	Mother (3) All (1) Parents (1)	Parents & Siblings (5)	Mother (2) All (2) Parents (1)
	Mom/Dad only and siblings (2)	Parent (1) Maid (1)	Mother (1) Eldest Sibling (1)	Parent (1) Maid (1)	Mother (1) All (1)
	Parents, sibling and other relatives (3)	Parents, Siblings(2) Maid (1)	Uncle (1) Mother (1) Eldest sister (1)	Parents, Siblings (2) Maid (1)	Mother (1) Parents (2)
Extended	Parents, other relatives (2)	Parents, Other relatives (2)	Mother (2)	Parents, Other relatives (2)	Mother (2)
	Mom/Dad only, with siblings, and other relatives (1)	Mother	Mother	Mother	Mother
	No parents, with siblings other relatives (1)	Other relatives	All	Other relatives	All

Table 3: Single OFW household chores and decision-making dynamics during and after deployment

For **widowed** nuclear, most household chores are the responsibility of the nanny/maid. While **annulled** with an extended family, it is distributed to her mother, maid, brother, and sister.

OFW Reintegration

Nothing much changed for married male OFW as female spouses tend to do most household chores when the OFW is back at home, while for the extended family, household chores are distributed to other relatives and mostly to grandmothers or aunts, which confirms the studies of Hoang & Yeoh, 2011; Pingol, 2001; Abrigo & Francisco-Abrigo. Married female OFW distribution of household did not change for the nuclear family. However, more relatives swarmed in and contributed to the housework for the extended, but the mother has the most contribution. As for a single female OFW nuclear family, the mother has the most contribution; next is the father and sister with the same number of contributions. As for the extended family case, the mother of the OFW still has the most contribution with the help of other relatives or siblings. As for single male OFW in a nuclear family usually hire a maid/nanny to do the household chores. While for the extended, father, mother, sister shares the same score, followed by the aunt, uncle, brother. As for the annulled female, OFW would hire a nanny/maid and be helped by her sister. While widowed male, OFW shares household chores with his sons.

DECISION MAKING

Out of 8 married female OFW, five (5) gained the decision-making authority after reintegration, while there are three (3) cases where the non-ofw male spouse retained it. Out of 14 married male OFW, five (5) OFW gained their authority in decision-making after his reintegration. Five (5) go to both migrant and spouse, while three (3) retained to their non-ofw female spouses. As for the singles, out of 16 single OFWs, 11 are still from their parent/s and five (5) cases wherein everybody has the power to decide.

COMMUNITY INVOLVEMENT

32 out of 40 have been involved in their communities, primarily church-related, followed by environment, community-building, education-related, and sports-related activities. 8 (four females, four males) out of 40 OFW said they do not have any community involvement. They came from various sectors with a range of 1-15 deployments.

5.2 Findings/ Discussion

Subquestion1: What are the dynamics of power relations when men or women migrate, leaving their family in the country of origin?

Hypothesis 1.1: Prior to deployment of married OFWs, power dynamics between couples differ starting from their educational attainment and economic status;

OFW Married Male

Most OFW married male has the same educational attainment as their spouses (see Figure 1). Among these cohorts, 4 cases are not equal. **D** has a master's degree, while his wife has reached upper secondary education. When asked who has the final word at home when he is deployed, his answer is both him and his wife. However, when he reintegrates, he has the final decision. He highly believes (5) that women should be at home and that the men are the breadwinner, (2) household chores are solely for women, and least agrees (1) that men should only be educated, and the father only has the final say in the household. Their common problems are jealousy and insecurity.

		Gender Ideology					
Γ		1	2	3	4	5	
	Questions	Women's place is at home	Men should be the breadwinner	Household chores are mainly for women	It is more important that a boy go to school than a girl	The father (not the mother) is the one who should have a final say in the household	

Note: Respondents were asked to rate their gender ideology from one (highly disagree) to five (highly agree)

G is a college graduate while his wife reached upper secondary education. When he is deployed, his wife has the final say at home, but he holds the decision when he integrates as he believes that men or the father should have the final say at home. Common problems are poor communication, money problems, poor intimacy, jealousy and insecurity, and trust issues. His gender ideology score is 2,5,3,1,4.

J's case is different as his wife has higher educational attainment compared to him. His wife graduated doctoral-level while he was a college graduate. When deployed and reintegrated, both of them have the final say at home. He mentioned that his role at home is cooking and cleaning. Common problems are poor communication, family and friends interference. His gender ideology score is 3,5,1,1,1.

L graduated master level while his wife no grade completed. When he is deployed, his spouse has the final say at home, but both have the final say when he is reintegrated. Common problems are money, jealousy, and insecurity. A case, decision making still is in his parents as they live together at home. His gender ideology 1,4,2,1,1. C and N have the same case as D, the spouse has the final decision when he is deployed, but when he is reintegrated, he has the final say.

In cases of **E F, H, I,** the wife has the final say when OFW is deployed and reintegrated. Also, **E** mentioned that the family members are already accustomed to that arrangement. Their common problems are jealousy and insecurity, family or friends interference, poor communication, money problems, poor intimacy, jealousy and insecurity, trust issues. At the same time, one respondent specifically mentioned home duties problems/ division of household chores.

B is another important case. Even though both of them have the same educational attainment level, the final say goes to the B as he notes that "as my wife cannot decide on her own," and his wife does most of the household chores when he is deployed. His gender ideology score is 3,4,1,1,5

Married female OFW

Surprisingly, married female migrants mostly have unequal educational attainment with their spouses (see figure 2). Only **B**, **D**, and **G**-case had the same level of educational attainment as their spouses.

D-Case: both of them have a master's degree. Decision-making, when she is deployed and reintegrated, is coming from her and her husband. She notes that it should be mutual. She relatively has a high gender ideology. (1-time deployment) Gender ideology score is 3,1,1,1,1.

While **G** case, both of them graduated in lower secondary education. Decision-making, both when she is deployed and reintegrated, is coming from her husband. Her gender ideology score is 5,5,1,1,1. Considering her gender ideology score, it seems that she is in contrast with her reality.

F and G-Case, both a domestic worker with one-time deployment experience, decision making both when she is deployed and reintegrated, are coming from her husband.

H-case, with at least six-times deployment experience: decision making when she is deployed is coming from her husband, but when reintegrated, she mostly has the final say.

E-case, with at least two-times deployment experience: She wasn't able to answer appropriately when she was deployed, but when integrated, she has the final say or her mother, who is living together at home.

C-case, with at least two-times deployment experience; her mother has the final decision at home when she is deployed, while she has the final say when reintegrated.

B-case, with at least six-times deployment experience; her mother has the final decision at home when she is deployed, while everyone needs to decide when reintegrated.

A case, with at least 12-times deployment experience: her spouse when she is deployed while both have the final say when she is reintegrated.

There is a latent conflict / hidden conflict among those couples with unequal educational levels, and even though they have the same degree of knowledge as their spouses, they may still have underlying difficulties when it comes to accessing and controlling things. As for the single OFWs, power dynamics in their home differ mainly in his/her family economic status. For those who are relatively in the middle class, their answers when asked what their primary role at home is were to provide for "additional expenses," just a good daughter or son and not a breadwinner, none, to give enough to support her parents, etc. three single female OFW from the education, domestic and services sector claim that their main role is to be the breadwinner in their family while one (1) for single male OFW. While those are the eldest child, their parents have high expectations for them and act as their parents' second hand regarding the expenses and some decision-making at home. Two single female OFW claim that they were economically struggling before deployment, and their main role at their home is to provide family needs or to be one of the breadwinners. They are all living in an extended family. Mostly household chores would go to their mother, and the rest were distributed to their siblings left behind.

➤ Sub-question 2: How is care work in the family distributed when an OFW migrates? How is care work distribution in the family changed when an OFW returns?

<u>Hypothesis 2:</u> When married women migrate, the husband takes over the care/ household activities when the family is nuclear, while when it is extended, the eldest woman in the family takes over the care/ household activities when the family is extended (eldest daughter, grandmother, aunt); When a single man or woman migrates, eldest women in the family remain to the care/ household activities;

Since most respondents came from middle-class families even before their deployment abroad, results show that their mothers are still in charge of household chores. Some would also hire nannies to help with the household chores. In a single OFW case with the nuclear and extended family, the mother

will do the household chores when OFW is away if they still live with their parents. Even when the OFW reintegrates, household chores such as cleaning and laundry are primarily women's responsibilities.

Female spouses of married male OFW tend to do most of the household chores when the OFW is abroad for the nuclear family, while for the extended, it is their mother or other relatives of the male married OFW. As for married female OFW, the male spouse does the household chores next to the nanny/maid. Below is an excerpt from the study of Lama and Yeoh (2018) where a Filipino left-behind father-carers took on care work, Eric (38, Filipino, MMFC):

"With regard to doing assignments and projects, I'm the one [who helps the IC]. For a project, or for example, as long as I've fixed [the other children] and fed them, bathed them, before sleeping. When they're already in bed, that's the only time I help him with his project. If he can't do it anymore, I let him sleep, and I finish his project. I stay up until four in the morning. ... Whatever his mother used to do, that's what I do. I prepare the breakfast; I cook for all of us. I do everything ... I'm the one who takes them to school. After I take them to school, I drive for hire for two hours. Then I go home and cook. After cooking, I go back to the school. If I still have time to drive for hire, I do so. Then I fetch them. ... Even if for example, I'm feeling cold due to fever ... even when I feel bad, I force myself to get up to be able to take care of their needs."

Nevertheless, in the case of OFW married females, their spouses are doing "mothering," or is it doing gender or doing family? Care chains are shown in the data, but several men would consider and share the burden in the household and care responsibilities at home. This strengthens Haidinger (2008), as well as Parreñas (2005), conclusions that it is usually other women who take over the caring responsibilities of female migrants and that also men's migration often reinforces the traditional gender roles of parenting (Parreñas, 2005). Manalansan (2006: 241), however, points to Pingol's (2001) work as an example of how the mother's migration can also lead to the husband 'taking over the work of "mothering". He furthermore

argues that the blindness of GCC analyses to these kinds of social changes in the sending countries signifies their sexist and 'imperialist' tendency to portray 'third world men as lacking the cultural knowledge to be authentic modern fathers' (Manalansan, 2006: 240).

In addition, based on the related literature on the division of households such as Sullivan (2010), Rehel (2014), and Bunning (2015), when mothers spends more time on market work, fathers increase their contribution to housework. Although it is true in most cases, it is not always the case. In this study, men taking over the work of a mother or care work is more prevalent, especially in nuclear families where there are no other relatives or women present.

➤ Sub-question 3: Are migrant workers more (or less) empowered after reintegrating into their home country?

<u>Hypothesis 3:</u> Single and married women migrants are empowered through their financial resources at home but mostly disempowered overseas while men, single and married, are both empowered when at home and overseas;

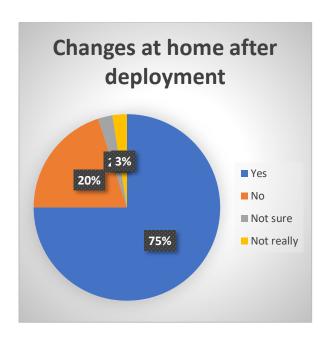
Based on the data collected, not all women receive the same empowerment brought by the international labor migration. It differs in the place of destination. One respondent from the administration / financial industry sector working in the United Arab Emirates shared that she was still underpaid even with many qualifications. Even if the labor migrants are relatively gender-equal or have a good gender ideology from the place of origin, the destination is notorious for gender inequalities; then these labor migrants are disempowered.

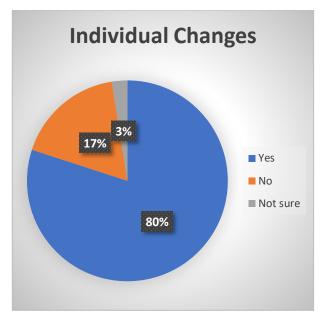
Single and married women migrants are empowered through their financial resources at home but mostly disempowered overseas, especially with domestic and service workers but not all sectors. Some women may access and control their finances, but they experience discrimination, racism, and unjust violence among their colleagues and employers. At the same time, those who are single/married working in the health and education sector are more empowered than those in the former industry. At the same time, men maintained empowerment financially both abroad and at home.

Empowerment / Disempowerment

General

There were several occurrences that respondents agreed that there were positive changes after their integration. These positive changes are mostly seen for at least 3-5 times and more deployments, especially in the oil/gas industry, seafarer, healthcare (nurses) from poor economic status. In some instances, even they experience being deployed once they can already experience a change in their reintegration except for the domestic sector. They will not feel much of the positive impact of their international labor migration or no change at all when deployed once or twice. It can get them by but not fully experience the benefits of the international labor migration.





The researcher observed that those working in domestic health care sectors, although they have been working for more than five times of deployment, there is not much significant change in their economic status. Nevertheless, they can let their children finish school or venture into business when they have experienced working abroad for about ten years and more. Those who are in the middle class maintained their economic status regardless of the number of deployments.

Inclusion of certain respondents' economic position and or location (of origin), like in the instance of E case, because some regions in the Philippines are in extreme to moderate poverty, affecting access and control at home and work. Nevertheless, even so, as a result of the effects of their international migration, they were able to negotiate and challenge traditional roles such as the female OFW as the breadwinner and the non-OFW male spouse as the head of household, allowing the family to survive or the OFW to gain financial and material control.

In terms of deployment frequency, there are cases where an OFW can experience positive change after just one deployment; we can say that it relies on how significant the shift in the type of job, compensation, and work agreements they were able to experience during a particular deployment.

Although international labor migration of the overseas Filipino workers has brought positive changes in their reintegration, there is a limit in economic status. Based on the data gathered, OFWs will not reach the Philippines' high-income class of economic status as only a few can be part of the elite class. This social class dilemma in the Philippines will not be discussed in this paper. However, it is worth studying to understand more the inequalities beyond the social classes in the Philippines.

Household Structure

Nuclear

Female married OFW in a nuclear set-up, the reintegrated OFW and/or the spouse shares the household chores and decision making. While in an extended set-up, a mix of people can decide, depending on the family's composition. When they live together with their parents or other relatives, there is a high chance that decision-making would go to the family's eldest member. Household chores are mainly distributed to the women of the family. However, when the family consists of other relatives, without a husband, and with kids, and the OFW is the breadwinner, the tendency is that she will have the decision-making when reintegrated at home.

Male married OFW in a nuclear set-up, as expected, non-OFW female spouses continue to dominate household chores when deployed and reintegrated. However, when it comes to decision-making, most can maintain their authority at home when OFW married male comes home. This is most especially a trend in the spouses of those in the oil industry sectors, as their deployment contract is at least six months or more abroad. They would stay at home for three to four months. This arrangement allows the left-behind female to take up leadership, decision-making, and control of finances, materials, and many more. In addition, there are a few that both OFW and non-OFW shared decision-making at home when reintegrated. It is interesting to note that higher education is correlated with an increased likelihood of males performing female tasks (compatible with the idea that higher education promotes in the spread of feminist ideals), but

a decreased likelihood of women performing male tasks (Torosyan, Gerber, & Goñalons-Pons, 2016). More educated males appear to have more egalitarian (less conventional) views on domestic task division, whereas educated women have the option of avoiding heavy male responsibilities (Ibid, 2016).

As discussed in the empowerment section, most of them were able to experience the positive influence of the international labor migration to a certain degree (able to buy their basic needs, help with the payments at home, their parents, etc.). However, when looking at access and control, men have the upper hand in land, training, and labor while women have more access and control to cash, income, and basic needs. Stating the case of the non-OFW male spouse, even though their wives are the breadwinners and the educational status of wife is higher than him, he still has access to land (see E married female "Antonio"). OFW "E" married female is from the Eastern Visayas, considered as one of the poorest regions in the Philippines. In rural areas of the Philippines, the intergenerational transfer of wealth, mostly land, is transferred preferably to sons while schooling investments/education are to women (Estudillo et al., 2001).

On the other hand, non-OFW female spouses, though mostly empowered in the division of household chores, when it comes to decision making, as married male OFW would send their income/remittances and their spouse are the ones handling it when they are deployed—it signals empowerment and distribution of power to their female counterparts (see E married male (Marfa) master table 2 case) "Wife. Nasanay na sila" / "Wife. They are used to it".

When the married female OFW is deployed, most household chores are being done by their male spouse (confirms the study of left-behind fathers) in a nuclear type of family. Although when they can afford to get a nanny, the nanny does all the household chores. Seven from the collected data hired nannies to mostly clean home and utensils, laundry, cooking, and grocery. There are all from different sectors five female OFW (two married, two single, one annulled), and two male (widowed and single). The salary range of these 7 OFW that hire nannies is less than Php 20,000 to 100,000 over. Deployment average is from 1-

10 times. All these 6 out of 7 did not mention home duties problems/division of household chores as significant reasons of conflict at home, except for one (single male living in a nuclear family type), where the mother has the final decision at home. It could assume that the mother would like to distribute tasks at home and for her children to learn how to do household chores. All seven families that have hired a nanny all have community involvement, either in church or education-related activities and both.

In the researcher's observation, married OFW females were the ablest to change the traditional norms as their non-of male spouses took up the household activities when deployed. Although, there is a high trend among OFW to hire nanny/maid to help them with their housework. Hiring a maid/nanny is not as expensive in the Philippines. According to the Economic Research Institute (ERI), the average salary for a Nanny in the Philippines is PHP 181,914 per year and PHP 87 per hour. A nanny's average compensation ranges from PHP 141,859 to 217,083. The highest level of education for a nanny is a high school degree. The researcher argues that this phenomenon also contributes to the care dilemma in the Philippines as international migrant and local domestic workers constitute two distinct pools of care labor, which has consequences for domestic work regulations and programs.

Average Salary	PHP	USD	KRW					
Range~	141,859 to 217,083	2,800 to 4,284	3,327,007 to 5,091,229					
Per Year	181,914	3,590	4,266,413					
Per Hour	87	2	2,041					
Bonus	2,456	48	57,600					

Table 6: Average Nanny Salary in the Philippines

Source: Economic Research Institute (ERI); https://www.erieri.com/salary/job/nanny/philippines; Last updated: November 22, 2021

Notes: Compensation data are based on salary surveys conducted and researched by ERI directly from employers and anonymous employees in the Philippines for this compensation research. Google currency converter was used for USD and KRW conversions.

Non-OFW males in a nuclear family are compelled to take on the household chores as he has no choice and no one to share the tasks except when they have children; nonetheless, he is still the primary

doer of the household chores. It could also result from the left-behind male being habituated to undertaking gender-atypical chores while their partners live overseas.

Most of the time, Filipino society is still labeled as patriarchal. In part, this is due to Filipino men's machismo attitudes, masculine norms, mainly from the influence of Spanish colonization where women were not allowed to lead. However, looking at Tables 1-5, we can observe that decision making in a migrant family is not always consistent when they are deployed and reintegrated, there are some cases even in the absence of a head of a family (mostly men) due to labor migration he retains the authority in the family, others, designated to his spouse left behind. One significant finding in this study is when the decision-making authority is designated by the male migrant when he is deployed to his wife; it remains until his reintegration. In this light, Filipino women's influence is seen not only in the seniors, professional and technical positions (WEF, 2021) but also in this household-level phenomenon in the OFW families contributing to gender equality and women empowerment in the Philippines.

One of the limitations of this study is that it was unable to cover all types of family arrangements such as in an extended family, members living in the house with parents, other relatives, spouse but no children, and several other possibilities are not included because none of the respondents had this type of arrangement. Despite this, the researcher believes there is a significant likelihood that the trend will continue. Furthermore, because the main form of data collection is through surveys, a few respondents' responses were inconsistent such as not indicating members of her family member but stating that they exist in the distribution of household tasks, and erroneous or cannot answer the question correctly (one to two cases). They were also asked to answer in a descriptive manner; some were able to provide substantial answers in order to completely comprehend their position, while others merely answered yes or no. Nonetheless, these constraints had no substantial impact on the study's findings.

Chapter 6: Conclusion

The Philippines' overseas labor migration is a historical-embedded trend that benefits Filipino households and the country. However, the advantages of domestic service juxtapose dramatically with domestic workers' vulnerability. OFW families are hiring nannies to lessen household chores burdens. Based on the observation, these make them more active in their community; consequently, they contribute to the country's care crisis chains. Other observations such as household chores are still the responsibility of women even when deployed and reintegrated.

Moreover, with the phenomenon of international labor migration of male married OFWs, their female spouses, while continuing to manage a greater degree of household responsibilities, are also becoming empowered as decision making is designated or integrated to them to become the head of the family when the father is deployed, whereas she primarily decides on their children, household distribution, take care of the finances, and others. This is most visible when the OFW is deployed and extends even when the male OFW is reintegrated, contributing to gender equality and women empowerment at the household level in the Philippines. Female married migrants were able to change the traditional role at home when they became the breadwinner, and their male counterparts took care of the household, creating a gender power shift on a micro-level, but not in the case of the extended family, especially when there are other female relatives in the family.

The study mainly focused on the household level, but other difficulties were also discovered before and during deployment. With this, socioeconomic disparities within the country of origin and gender inequalities in destination countries must be explored and addressed. Furthermore, it is critical to examine various aspects and phenomena caused by international labor migration utilizing a gender analysis to contribute to global gender equality.

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ANNEXES

Theories of Division of Housework

There are several theories that would explain the dynamics of household gender roles of couples. According to morality theories, housework does not have to be done equally, and family labor is a service that is necessary for physical, spiritual, and mental growth. In contrast, the socialists-feminist theories view household work as oppressive to women as sex role ideology rooted in the dominance and submissive relationship between the sexes and is anchored in the work that is assigned to each gender.

Another strong theory that could explain the strong correlation of household chores to women is the gender construction theory. It argues that women perform household tasks in order to reinforce the gender roles that they are socially expected to perform. Their gender role expectations come through gender ideology and are carried through gender construction. In effect, women and men act out their gender to reinforce their gender identity, which is shaped by the society they belong to. In parallel, institutional theories argue that the formal economy, informal markets, governmental services, and other institutions place limits on family labor, affecting the gender roles at home.

Resource-bargaining theory is the mostly cited in terms of economic and exchange perspectives. It views the division of household labor as an outcome of negotiation between people who use valued resources to strike the best deal based on self-interest. The provider can buys out his or her time to avoid to conduct home chores. Furthermore, according to time availability theory, time spent on paid job may limit time spent on household tasks. It would be argued that when it comes to working, time is a zero-sum game, with less time available for housework.

Given the division of household work changes during life, life course theory could explain men's inconsistencies in contributing to domestic tasks such as child-rearing and other chores. While the

psychological and socialization theories would emphasize that societal expectations influence gender norms and differences, resulting in individual psychological experiences.

Deployment Experience

Single Men

All (4) Single men said "yes," they were treated reasonably abroad, and they are receiving labor benefits (see table 1). OFW Single Male 1 said he did not experience any problems while working abroad. However, the rest shared that they had experienced language barriers, depression, adjusting to the country's culture and tradition, and relationships with colleagues. OFW single male three roles are the breadwinner of their family, in his reintegration he considers it a vacation. OFW single male 2 and 4 said their primary role is to be a good son to his parents by providing enough financial support while OFW single male 1 narrates his primary role as the cook, who goes grocery and takes care of poultry and farming at home.

Single Women

Most of them said they were treated fairly abroad in their workplace, but some mentioned racism and microaggression at the workplace because their workmates are predominantly white and male. A domestic worker considered it fair as long as her employer is not hurting her physically, but she notes that she is also hurt when her employers usually call her "stupid."

Five out of 12 OFW single women said that they had not experienced problems abroad. Three of them are from the service sector working in hotels, one from the health care sector, and one from domestic/household work as nurses (Spain), all receiving at least P40,000. Although one respondent from the service sector mentioned that it depends on location in Asia and the Middle East, she felt that she is paid according to her passport and not her skills and capabilities.

7 out of 12 said that they experienced problems while working abroad. Most of them are experiencing homesickness and miscommunication due to language fluency. One who works in the service sector in Saudi Arabia said she has no freedom and some are racist, "Some of our passengers on board the aircraft treat women flight attendants like their maids." At the same time, two single respondents from the domestic/household work sector experienced harsh words, not enough food, overtime work, and conflicts with colleagues (trust issues).

4 out of 12 said that women, in their observation, are not treated differently (Education, Service (Hotel), Health Care, Nurse sector) while 8 out of 12 observed that women in their workplace are treated differently. One from the health care sector said, "in their setting, female staff can handle both genders of patients while male staff can only handle male patients." Furthermore, they do not treat it as a big issue. While one from the administration/ financial industry said that appearance mattered as she was underpaid even with many qualifications just because she was a woman and a Filipino. While a respondent from the service sector who has worked in the US, Asia, and Middle East countries said that women are sometimes harassed at work and shamed for being upfront with their emotion and well-being."

Married Men

11 out of 14 said they were treated fairly abroad; most of them are from the oil/gas industry worker/seafarer and other types of manufacturing; factory work, from less than P 20,000 to over P 100,000 salary range. While two said sometimes, it depends on the boss, and one said no, as his employer has several labor policy violations, experienced delayed salary, and not giving the right amount of benefits (factory work in South Korea).

Nine said that they did not experience problems while working abroad. Six said they experienced culture adjustment, homesickness, discrimination, hurtful words, delayed salary, and unclaimed benefits. Eight said that women were treated fairly, while 6 said they were treated differently as women tolerated performing

lighter work. Some treat women as princesses (Oil/gas industry worker; seafarer sector). 11 out of 14 said their prominent role is the breadwinner, head of the family, while three said their main role at home is cleaning, cooking, sometimes laundry, and other household chores.

Married Female

5 out of 8 experienced problems working abroad such as jealousy among coworkers, overwork, homesickness, misunderstanding with husband when abroad, not having savings, and working even when sick. 100% (4 out of 4) from the domestic / household work sector said, in their observation, that women experience discrimination, rape, and violence from their employers. In contrast, the rest said women were respected and treated fairly in their sectors.

ACCESS AND CONTROL

Married Male OFW

The cohort of male married OFW mostly has access to all, especially in land, to be followed by equipment, education, income, basic needs. Training, labor, and cash are the next, and the least is childbearing. However, most of them have control over these as well.

The cohort of the non-OFW female spouse mostly has access to everything, significantly cash, income, and basic needs. The second are land, equipment, education, and the least are training, labor, and childbearing.

7/16 said they could control land, equipment, education, training, labor, cash, income, and basic needs.

Some answered that they do not have access or control over training, labor, land, equipment, and education.

Married Female OFW

The cohort of married OFW females mostly has access to land, equipment, education, labor, income, basic needs, and childbearing. They also have control over equipment, cash, income but do not have access and

control with land and training compared to their spouses. While the non-OFW male spouse's cohort mostly has more access to land and equipment than their counterpart, they do not have much access to cash, basic needs, childbearing, and they do not have control over their education and training cash and basic needs.

Single Male OFW

The cohort of single OFW males mostly has access to labor and basic needs, followed by equipment, education, cash, and income. Some have control over their cash, income. Nevertheless, most answered that they do not have any access or control with childbearing (because they are single), land, equipment, training, and little education.

Single Female OFW

The cohort of single OFW females mostly has access to equipment, training, labor, cash, income, basic needs, especially education. Some have control over their cash, income, basic needs to be followed by labor and childbearing. But most answered they don't have any access or control with childbearing (because they are single), land, equipment, and training.

Table 6: Before and After Deployment Empowerment

Sector of work during migration abroad	Before Deployment	After Reintegration	Change	No. of deployment	COVID-19 Period (Panahon ng COVID- 19)						
Health care	Ok before the company I've work for for 20years closed	Married Female Still ok, my child already gainfully employed and we are both relying on our pension, not much but we are surving.	OFW /	12 years (since 2006 - 2017)	Ok lang, trying to stay safe always						
Nurse	Tama lang	Worth it kasi nakikita mo Pinghirapan mo at kita mo na malaking ngbago sa buhay ng magulang mo	,	6	Yun ang advantage ng nsa abroad deretso ang sahod						
Other types of manufacturing; factory work	Mabuti dahil lahat kami may trabaho habang nasa pilipinas	Don't know yet, still on abroad		2	Maayos pa rin, dahil nandito ang pamilya ko sa ibang bansa ksama.						
Other types of manufacturing; factory work	enough to provide daily needs	same.enough to provide daily needs	maintained	1	crisis in business						
Domestic/ household work	Bago ako nag- abroad,mahirapmahirap kasi lalo na sa probensya namin mahirap talaga.	Pagbalik ko na dito thanks god hindi na parehas noon,ok naman na sa ngayun.	,	2	Mas mahirap po kasi ang iba nawalan ng work.						
Domestic/ household work	Mahirap	Mahirap	×	1	Mahirap						
Domestic/ household work	OK naman pero hindi Lang lahat nabibili ang pangangailangan	Pag iiponan ko na ang pangkabuhayan ang pagkukunanan namin Para makasama ko na ang pamilya ko Married Male	,	6	Sobrang hirap at pasakit , Marami ang nag panik maraming nag sara n stablisyemento samot saring deskreminasyon, at pahirapan Sa pag uwi sa pilipinan						
Oil/gas industry worker; seafarer	LOWER CLASS	AVERAGE	/	6	AVERAGE						
Oil/gas industry worker; seafarer Oil/gas industry	Very Poor	Poor	/		Very Poor						
worker; seafarer Seafarer	Below average Poor	Average Middle class	/	20+ 28 years	Average Depending on the money saved						
Oil/gas industry worker; seafarer	Medyo kinakapos sa pera	May naipon at nakabili ng mga property dahan dahan.	,	35 +	Ngayong pandemic ay matagal ang schedule ng pagbalik sa barko dahil sa mahirap kumuha ng flight papunta sa ibang bansa.						
Oil/gas industry worker; seafarer Oil/gas industry	Middle to lower class Financially unstable	Middle to upper class Financially stable for the	,	11	Middle to upper class Stable can at least survive for 2 yrs.						
worker; seafarer Construction	Good.	time being. Good	maintained	no data	Stable can at least survive for 2 yrs. Bad						
Other types of manufacturing;	N/A	N/A		given 1	Work						
factory work Oil/gas industry	Middle class	Middle class	maintained	15	Middle class						
worker; seafarer Oil/gas industry worker; seafarer	Financial unstable	Financially stable	/	Several times till now	Stable						
Oil/gas industry worker; seafarer	Bago ako nag abroad, kahit ano kinakain.	Eh noong naka abroad na at nakabalik ay	,		Bumalik sa dati kasi wala ng gaanong budget.						
Other types of manufacturing; factory work	Kumakain naman sa maghapon ng 3 beses	choosey na sila. May bahay at lupa, sasakyan kahit 2nd hand	,	2	Stress at anxiety						
Other types of manufacturing; factory work	Sapat lang, may trabaho si nanay at si tatay nag tutulungan ang pamilya	Nung nag abroad ako pinatigii ko na sa pag wowork sila nanay at tatay ako nalang sumusuporta sa kanila	,	1	Sa panahon ng covid ok naman ang pamilya sapagkat nasa abroad ako a sa awa ng Diyos di nahinto ang wori namin sa abroad.						
		Single Female Balak Kong mag alaga ng	OFW								
Domestic/ household work	Katulong , factory worker Same	baboy sa probinsya pag mag for good na ako or mg tindahan. Mgtanim tanim ng gulay Same	~ ×	11 years (since 2010)	Ang hirap ksi Di kami maka pag bakasyon at nag aalala palagi sa Mahal namin sa buhay na nasa pilipinas Same						
Health care	We were able to have the essentials and pay the bills	We have more savings	,	2	Same						
Services (restaurant, tourism, entertainment, shops; clerical/ office services; cleaning services, security; online sales, delivery, laundry services)	Good	Better	,	1	No change						
Domestic/ household work	Economically struggling	Economically Good	/	3	Struggled but we were able to manage it						
Domestic/ household work	We were asking support and finances to my sister who were worked also as an ofw.	Now i was able to help my family with my own hardwork and i can give what they want to ask me especially my parents because i will do anything for them just to make there happy	,	1	Even if the pandemic came, i am really thankful to god that he give me strength to surpass this kind of situation and im still earning and inwas able to provide my family						
Health care	My parents have their own business.	Still working abroad.		1	Business is really affected because always on lockdown.						
Services (restaurant, tourism, entertainment, shops; clerical/ office services; cleaning services, security; online sales, delivery, laundry services)	More than average. We can have more than 3meals a day, As if money, is not really an issue.	Still more than average but money matters more all the time.	maintained	1	We are not that struggling in life but we are thinking on when/how to spend our money						
Administration - Financial Industry	It's fine. I used to work in the Philippines that pays okay (not well, but I can get by). My mom works freelance works so we aren't exactly scraping.	My mom quitted her job (gliadly, since there was a COVID breakout in her place of work), and retired with my dad full-time. I am happy for them to do this support both of them; my sister and my brother also get paid well, and are with me here, so it isn't so bad.	,	1	Nothing much changed. We worked from home since I am doing an office job and I adjusted well. Still got paid the same, but the amount of work is larger in the office. More overtimes than weekends.						
Domestic/ household work	Dumaan sa mahabang proseso	Hindi pa ako nakakauwi.		No data given	Kagipitan						
Services (restaurant, tourism, entertainment, shops; clerical/ office services; cleaning services, security; online sales, delivery, laundry services)	middle class	middle class	maintained	5	middle class as my brother and I still kept our jobs						
Hotel	Everyone have a source of income at home.	Everyone has a source of income at home.	maintained	3	My parents relied on small business during pandemic while all the children have their own work.						
Education	Good	Better Single Male C	/ DFW	1	Worst						
Seafarer	Good	Same	maintained	3	Same, since we keep a low profile and save even more money after my reintegration						
Education	All of us are employed, so our income is stable	Still stable. I don't usually send money to my family. I only send when needed to— to pay my insurance or cards, etc.	maintained	4	Thankfully all of us financially stable						
Agriculture/ horticulture/ husbandry	Dati kayang bayaran ang mga bilis and kotse pero kaunti ning ang nasave, ngaun nababayaran na lahat at mas malaki ang na save na pera at may extra pa.	Just only a vacation.	,	1	In korea it was very safe.						
Education	Stable	N/a Annulled		1	N/a						
Office Other types of	Middle	Better Widowed	/	10	Fair						
manufacturing; factory work	Indebted	Have savings in the bank	/	1	Miserable. My grocery business at Tambo Market is losing						

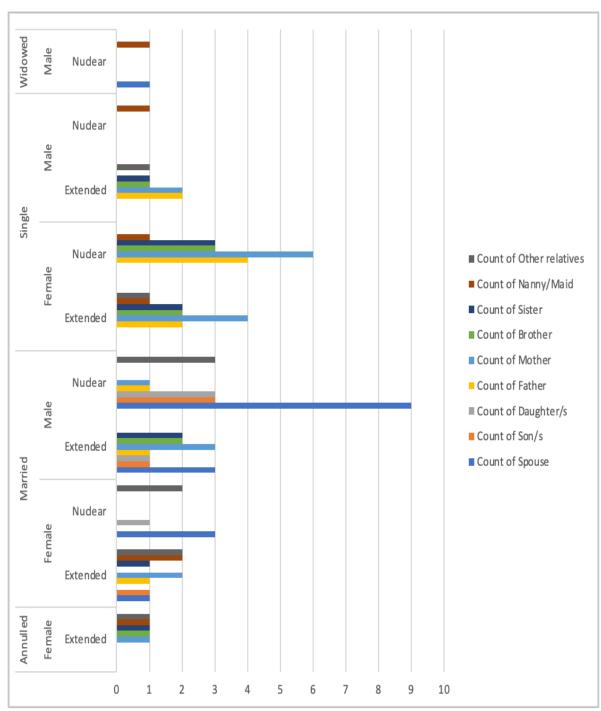


Figure 2: Household chores distribution when the OFW is deployed

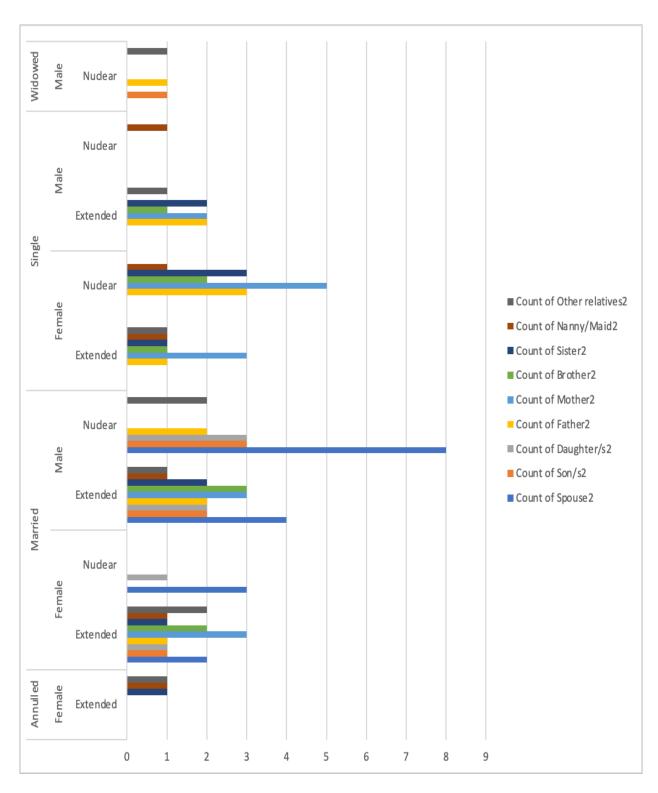


Figure 3: Household chores when the OFW is reintegrated

		_	ı	ı												
•	Name / Pangalan (Optional)	Age	Region (Origin)	House members	Type of Family	Before Deployment	Were you treated fairty abroad? and Why?	Is this the work you wanted to do? If not, what work do you want to do?	Have you experienced problems in working abroad? If yes, what are they?	In your observation, were women treated differently or did they face any specific problems in your work sector? If yes, what are they?	After Reintegration	COVID-19 Period				
							FEMAI	LE MARRIED OFW								
^	Dagcutan	36	Southern Leyle Hinunangan	Wala pa akong bahay	Extended	Katulong , factory worker	Para sa akin oguro ou as long us di ka nila sinasaktan, pero mdalas masakit din ng lagi ka napapagasabihan ng Blupht.pero need habasan ang pasenniya as long us walang pananakit na pisikat.	Pangarap kong mging Police dati kaso walang chance maka pag Aral dahil sa hirap ng buhay	Ou,massaskit na saita, walang msayos na pg Kain, sobra sobrang oras ng trababho. ang masakit ng Yong naka pangalan sa working permit ko tatay ng Ma'am ko pend dahi naka tira na ki kis sa Ma'am ko pend dahi naka tira na ki kis sa Ma'am ko pend dahi naka tira na ki kis sa nada dahi naka kis na kis na kis na nada dahi na kis na kis na kis na nada dahi na kis na kis na kis na kis na nada kis na kis na kis na kis na na kis na kis na kis na kis na kis na tira na kis na kis na kis na kis na kis na tira na kis na kis na kis na kis na kis na kis na tira na kis na k	Pera sa akin ou kasi mahina kaming mga babae sa ibang bagay kumpara sa inyong mga lalaki,pero my part din naman sa aming mga babae na mahina din ang mga lalaki.	Balak Kong mag alaga ng baboy sa probinsya pag mag for good na ako or mg tindahan. Mgtanim tanim ng gulay	Ang hirap kai Di kami maka pag bakasyon at nag aalala palagi sa Mahai namin sa buhay na nasa plipinas				
В	Rosete	63	Northern Mindanao (Region X)	Spouse, Daughter/s	Nuclear	Ok before the company I've work for for 20years closed	Yes, very	Yes	Yes, inggit ng kapwa manggagawa.	Not in where I've been, we are treated equally with men	Still ok, my child already gainfully employed and we are both relying on our pension, not much but we are surving.	Ok lang, trying to stay safe always				
С		33	Northern Mindanao (Region X)	Spouse, Father, Mother	Extended	Mabuti dahii lahat kami may trabaho habang nasa pilipinas	Yes	No, gusto ko maging business woman.	No	No	Don't know yet, still on abroad	Maayos pa rin, dahii nandilo ang pamilya ko sa ibang bansa ksama.				
D	Lara	33	Central Luzon (Region III)	Spouse, Daughter/s	Nuclear	enough to provide daily needs	Yes,management and coworkers are good	yes	no	no	same.enough to provide daily needs	crisis in business				
E	Antonio	35	Eastern Visayas (Region VIII)	Son/s, Mother	Extended	Bago ako nag-abroad,mahirapmahirap kasi lalo na sa probensya namin mahirap talaga.	Opo.subra po noong tire na nasa LEBANON ako ng 7 years parang kapatid na po ang turing sa akin ng mga employers ko. Dito naman po sa UAE ganun din po pero hindi gaanu tulad sa LERANON msu nankaha no	As of now yes	Yes, homesick of course,hindi pagkakaunawaan naming mag asawa.	Sa iba oo kasi hindi naman po pare pareho ang amo (ugali nito)	Pagbalik ko na dilo thanks god hindi na parehas noon,ok naman na sa ngayun.	Mas mahirap po kasi ang iba nawalan ng work.				
•	Suizo	30	Bukidnon	Spouse, Son/s, Father, Mother	Extended	Mahirap	Yes	Business woman	No	No	Mahirap	Mahirap				
G		28	Calabarzon	Spouse	Nuclear	Dumaan sa mahabang proseso	Ou	Hindi dahil gusto ko sana makapagtrabaho sa malaking kitaan.	Ang hindi parin makaipon.	Hindi	Hindi pa ako nakakauwi.	Kagipitan				
н	Epil	37	Eastern Visayas (Region VIII)	Spouse, Son/s, Daughter/s	Nuclear	OK naman pero hindi Lang lahat nabibili ang pangangallangan	Oo kasi maayos naman ang pag trato saakin hindi naman sila nanakit	Hindi gusto ko sanang mag teacher	Oo malayo Sa pamilya,at nag tratrabaho kahit may sakit	Meron may ibang nikkaranas ng deskreminasyon , na re rape pananakil mula sa pamilya ng pinagsisilibhan	Pag liponan ko na ang pangkabuhayan ang pagkukunanan namin Para makasama ko na ang pamitya ko	Sobreng hirap et pesekli , Merami eng nag penik mereming nag sara n stablisyemento, samot saring deskreminasyon, at pahirapan Ba pag uwi sa pilibuhasi				
				MALE MARRIED OFW												
^	James	33	Central Visayas (Region VII)	Spouse, Daughter/s, Father, Mother, Other relatives	Extended	LOWER CLASS	YES, Have anstrict rules and regulations (MLC)	YES	No	So far, nothing	AVERAGE	AVERAGE				
В		31	Calabarzon (Region IV-A)	Spouse, Daughter/s (mother, father, other relatives)	Extended	Very Poor	yes. we are treated fairly because it was written in our contracts	no. IT/ ComSci	No Yes Culture educational	No.	Poor	Very Poor				
С		48	Calabarzon (Region IV-A)	Spouse, Son/s	Nuclear	Below average	Yes	No	100, 00000 00,000000	None applicable	Average	Average				
D		49	Eastern Visayas (Region VIII)	Spouse, Son/s, Daughter/s	Nuclear	Poor	Yes	Yes	No yes	Yes	Middle class	Depending on the money saved				
E	Marta	59	Central Visayas (Region VII)	Spouse, Son/s, Daughter/s	Nuclear	Medyo kinakapos sa pera	Yes, sa mga seaman kahit ang kasama namen ay mga ibang mga lahi ay tinatrato kami ng patas.	Yes	No	Kung minsan kallangan sa sektor namen ng lakas na hindi kaya ng babae pero tulong tulong naman at walang naging problema.	May naipon at nakabili ng mga property dahan dahan.	Ngayong pandemic ay matagal ang schedule ng pagbalik sa barko dahil sa mahirap kumuha ng flight papunta sa ibang bansa.				
r	Visbal	34	Calabarzon (Region IV-A)	Spouse, Daughter/s	Nuclear	Middle to lower class	Yes	Yes	No	Yes	Middle to upper class	Middle to upper class				
G	Raul	57	Bangsamoro (BARMM)	Spouse, Son/s	Nuclear	Financially unstable	Somerntimes	Yes	Sometimes but usually runhome sick	No	Financially stable for the time being.	Stable can at least survive for 2 yrs.				
н		34	liocos Region (Region I)	Father, Mother, Sister	Nuclear	Good.	Yes	Yes	Yes. Being far from my family	Yes.	Good	Bad				
- 1	Cerro	42	Central Visayas (Region VII)	Spouse, Daughter/s	Nuclear	NA	Yes	N/A	No	No Yes, women are tolerated to	N/A	Work				
J	Leo	30	Bicol Region (Region V)	Spouse	Nuclear	Middle class	Sometimes. Depende sa boss	Yes	Yes, discrimination	Yes, women are tolerated to perform lighter work but men have more demands at work	Middle class	Middle class				
к		56	Calabarzon (Region IV-A)	Spouse, Son/s, Daughter/s, Son- in-Law	Extended	Financial unstable	Yes	Yes	No	No	Financially stable	Stable				
L	WARREN	25	Central Visayas (Region VII)	Spouse, Daughter/s, Father, Mother, Brother	Extended	Bago ako nag abroad, kahit ano kinakain.	Oo, dahil on-time ang sahud namin at walang problems sa pagkain dito sa barko. Sarap pa mag luto ni mayor.	Yes	No	Oo, kasi sa field namin dito parang prinsesa babae namin dito. Alagang-alaga. Haha	Eh noong naka abroad na at nakabalik ay choosey na sila.	Bumalik sa dati kasi wala ng gaanong budget.				
N	Abet	27	Calabarzon (Region IV-A) Calabarzon (Region IV-A)	Spouse, Son/s Spouse, Son/s, Father, Mother, Brother, Sister	Nuclear	Kumakain naman sa maghapon ng 3 beses Sapat lang, may trabaho si nanay at si tatay nag tutulungan ang pamilya	Yes Hindi, madami kasing nilalabag na labor policy ang employer namin, delay na sahod at hindi tamang pag huhulog sa mga benilits namin.	Yes Ang gusto ko talaga gawin sa buhay mag tayo ng sariling negosyo para makatulong din sa ibang tao na kailangan din ng	Homesick at sa salita nila Delay na sahod, di hinuhulugan mga benifita claim namin.	Pareho lang Wala naman.	May bahay at lupa, sasakyan kahit 2nd hand Nung nag abroad ako pinatigil ko na sa pag wowork sila nanay at tatay ako nalang sumusuporta sa kanila	Stress at anxiety Sa panahon ng covid ok naman ang pamilya sapagkat nasa abroad ako at sa awa ng Dlyos di nahinto ang work namin sa abroad.				
							FEMA	ALE SINGLE OFW								
A	Nicole	28	National Capital Region (NCR)	Father, Mother	Nuclear	Same	Yes. My co-workers treat me with respect.	This is not the work that I wanted to do. Hopefully in the future, I will have my own business.	Miscommunication - I am still not fluent in Spanish.	I believe that they are not treated differently in the Education sector.	Same	Same				
В		41	Calabarzon (Region IV-A)	Mother, Brother, Nephew, Niece	Extended	We were able to have the essentials and pay the bills	Yes because I deserve it	Yes	Nothing major	None	We have more savings	Same				
с		35	National Capital Region (NCR)	Brother, Sister, Cousin	Extended	Good	Yes	Yes	None	Yes	Detter	No change				
D		27	liocos Region (Region I)	Son/s, Father, Mother, Brother, Sister	Extended	Economically struggling	yes	yes	no	Yes	Exonomically Good	Struggled but we were able to manage it				
	Joy	28	Western Visayas (Region VI)	Father, Mother, Brother, Sister, Nephew	Extended	We were asking support and finances to my sister who were worked also as an ofw.	Yes my employer are very kind and nice they treat me like a family.	Nope this is not really what i dreamed of if i was given a chance i would love to work in a cruise ship	Yes.kapwa mo pilipino ang magpapahamak sayo dito.mas mabuti ng wag matiwala kahit kanino.			Even if the pandemic came.i am really thankful to god that he give me strength to surpass this kind of situation and im still earning and inwas able to provide my family				
F		26	llocos Region (Region I)	Father, Mother, Brother, Sister	Nuclear		Yes singapore is very safe. Fair salary			Not a big issue. But in our setting, female staff can handle both	Still working abroad.					
		_		Pather, Mother, Brother, Sister	Nuclear	My parents have their own business.	Yes, singapore is very safe. Fair salary and fair treatment to all races.	Yes	Home sick.	Not a big issue. But in our setting, female staff can handle both gender of patients while male staff can only handle male patients.	Still working abroad.	Business is really affected because always on lockdown.				
G	Romero	30	Calabarzon (Region IV-A)	Father, Mother, Brother, Sister Mother, Sister	Nuclear	More than average. We can have more than 3meals a day. As if money, is not really an issue.	Workwise, no. Some are racist.	Yes	Home sick. Homesickness. No freedom.	Yes. Some of our passengers onboard the aircraft treat women find allegate like their worlds.	Still more than average but money matters more all the time.	We are not that struggling in life but we are thinking on when/how to spend our money				
н	Romero	30	Celebarzon (Region IV-A) Central Luzon (Region III)				Workerse, no. Some are racist. Apart from micro aggressions at workplace due for ny or workerse being predominantly white and make, I'm treated fairly and well, (Micro aggressions by putting people in a box, re. Bood, clothring, etc. Hot bake soft-bantand.)			Yes. Some of our passengers onboard the alroad treat woman flight ettendants like their mads. In my work sector, definitely. Appearance, for example, and the fact that salary-view, we are still flight on the same of the salary-view of the salary-view, the same of the salary-view of the same of the salary-view of the same of the salary-view of the salary						
	Kim	29		Mother, Sister	Nuclear Extended Nuclear	More than average. We can have more than 3meals a day. As if money, is not really an issue.	Workstee, no. Some are racial. Apart from micro aggressions at worspissed due to up on eventures being and the company of the	Yes No, but the pay is high, I would have liked to say in Engineering but there are not as many Engineering finds have that has a competitive salary, yes.	Homesidaness. No freedom. Yes, not being able to go home for quite some time due to restrictions and travel bans are incredibly frustrating. not readly	Yes. Some of our passengers ontoward the accord treat wormen flight attendants like their masts. In my work sector, deficially, Appearance, for example, and the rate that salarywise, we are still underpaid (for a woman and a treat that salarywise, we are still underpaid (for a woman and a treat that salarywise, we are still underpaid (for a woman and a treat that salarywise, we are still underpaid (for a woman and a treat that salarywise, we are still underpaid (for a woman and salarywise), and the salarywise word work for a woman and salarywise the salarywise word with the word on and well-being upfront with their enrotten and well-being.	Still more than average but money matters more all the time.	We are not that strongpling in the fluit we are thinking on when/how to spend our money. Recting must changed, We worked from home strong must changed, with the second of work in which is got paid the same. But the amount of work in water office. More overtices than weekends. It is office. More overtices than weekends.				
н .	Kim	29	Central Luzon (Region III) Eastern Visayas (Region VIII) National Capital Region (NCR)	Mother, Sieter Father, Mother, Niece Mother, Sieter Pather, Mother	Nuclear Extended Nuclear	More than everage. We can have more than Smeaks a day. As if money, as not ready on the second of th	Workwise, no. Some are ratio. Apart Storn micro appreciance at workplace due to my con-ordere being appreciance at workplace due to my con-ordere being appreciance and processing and processing and processing appreciance and processing and appreciance and processing and appreciance and processing and and federal Each row-proven in our me exceeding to my year and No. Asia and Medial Each row-proven in our me exceeding to my year and No. Asia and Medial Each row-proven in our me exceeding to my year. Vex. Company to mysteric and and save and the control of the control o	Yes No, but the pay in high, I would be built be an not an entry to be a server of the server of th	Homeschress. No freedom. Yes, not being able to go home for quite select time are incredibly frustrating sel batts not readly. None.	Yes, Some of our passengers on-inboard the accord treat women flight attendants she their make. In my work accord, it seek the work of the seek of the	Sill more than averlage but money matters more at the tree. My more quitted her job glightly, since there was a way to great the pipe glightly, since there was a way my add to fitted in an happy for little to do this as I saw mought be support that of them do this as I saw mought be support that of them my add to the support that of them may be supported to the support that of them my add to the support that of them to the support that of them to the support that of the support that the s	We are not that struggling in life but we are storbings on when/how to spend our money. Nothing much changed. We worked from home structures are structured to the structure of				
H I	Kim	29	Central Luzon (Region III) Eastern Visayas (Region VIII)	Mother, Sister Father, Mother, Niece Mother, Sister	Nuclear Extended Nuclear	More than evenings. We can have more than formula of the more than for	Workshoe, no. Some are neited. Apart Som more suggestation at any production of the control of	Yes No, but the pay is high, I would have liked to say in Engineering but there are not as many Engineering finds have that has a competitive salary, yes.	Homesichness. No fisedom. Yes, not beitrig able to go home for quite acres time des materials and forvel basis. In the second for the second	Ves. Some of our passengers enhanced the activated freed worker flight attendants like their made. In my work section, deficiblely, and the section of the s	Gill more than average but rouncy matters more at the street. My more special or just plightly, since there was a COVOI beautiful or just plightly, since there was a COVOI beautiful or the place of wasts, and relevant or more and an experiment of the place of wasts, and relevant or more and my large and the place of wasts and relevant or more and my large and and place of wasts and an experiment of the place of the p	We are not that shoughing in title but we are thinking on when him to be upon our morely. **Septing ours' changed. We would not home store it am doing an affice jou and i edipsed with severe it am doing an affice jou and i edipsed with severe it am the when it was to be upon the control of				
н .	Kim	29	Central Luzon (Region III) Eastern Visayas (Region VIII) National Capital Region (NCR)	Mother, Sieter Father, Mother, Niece Mother, Sieter Pather, Mother	Nuclear Extended Nuclear	More than everage. We can have more than Smeaks a day. As if money, as not ready on the second of th	Weshadas, no. Some are acida. Again from more aggressions at a post- post- more and a post- more against the second and a post- more against the second and a post- more against the second must, no teached and and a second and a post- more against the second and a second and a second and a second and a second and a second and a second and a second and a second years and lee, Ask and desired and a second years and lee, Ask and desired and a second years and a second and a second years and a second years and a second years and years years years you good you will	Ves No, but the pay is high, I would have finded to stay in Expressing oppositions to the processing opposituations for amounts to the Engineering state has a white processing the first processing the processing the processing oppositions of the processing the	Homeschress. No freedom. Yes, not being able to go home for quite select time are incredibly frustrating sel batts not readly. None.	Yes, Some of our passengers on-inboard the accord treat women flight attendants she their make. In my work accord, it seek the work of the seek of the	Sill more than averlage but money matters more at the tree. My more quitted her job glightly, since there was a way to great the pipe glightly, since there was a way my add to fitted in an happy for little to do this as I saw mought be support that of them do this as I saw mought be support that of them my add to the support that of them may be supported to the support that of them my add to the support that of them to the support that of them to the support that of the support that the s	We are not that struggling in the tout we are thinking on when/throw to spend our money. Nothing much changed. We wonded from home structures are supported to the structure of				
H I	Kim	29 33 26	Central Luzon (Region III) Eastern Visayas (Region VIII) National Cepital Region (NCR) National Cepital Region (NCR)	Mother, Sister Father, Mother, Nisce Mother, Sister Father, Mother Father, Mother	Nuclear Extended Nuclear Nuclear Nuclear	Makes than everage. We can have more than there are seen to the property to not require than there are the property to not require than the property to the pr	Worksides, vo. Some one exists. Appart from more appareasance at production and control of the production and of make. For instanting units and make, for instanting control of the contr	Yes No, but the pay is high, I would have been been as a series of the series are not as energy experimentals for werenn in the Single-Montage for werenn in the Single-Montage for werenn in the Single-Montage for were	Homesichness. No fisedom. Yes, not beitrig able to go home for quite acres time des materials and forvel basis. In the second for the second	Ves. Some of our passengers enhanced the activated freed worker flight attendants like their made. In my work section, deficiblely, and the section of the s	Gill more than average but rouncy matters more at the street. My more special or just plightly, since there was a COVOI beautiful or just plightly, since there was a COVOI beautiful or the place of wasts, and relevant or more and an experiment of the place of wasts, and relevant or more and my large and the place of wasts and relevant or more and my large and and place of wasts and an experiment of the place of the p	We are not that struggling in the but we are thinking on when/how to spend our money. Septings must recognize the special surface and septing and septing and septing must recognize the septing septing and discipling				
H J K L	Kim	29 33 26	Cantral Luzon (Region III) Eastern Visayas (Region VIII) National Cepilal Region (NCR) National Cepilal Region (NCR) Calabascon (Region (NCR)	Muther, Sister Father, Mother, Notes Muther, Sister Father, Mother, Sister Father, Mother, Sister Father, Mother, Stater	Nuclear Extended Nuclear Nuclear Nuclear Nuclear Extended	Mixes than average. We can have more than Dreaks a day. As if more, is not ready a day and in the case of the case	Workstee, no. Some are rested. Agant from more aggressions at avoidable due to my on-workstee barring statement of the controlled on the	Ven No. has the pay in high 1 would have finded in step in Engineering foul three men find as more four three finded in step in Engineering foul three men find as more finded in step in Engineering fleat faces that has a convenient fleat from the fleat	Homesichness, No feedom, Yes, not being able to go home for quite come lime due for excellentes and forcel bank and scientific feedoms for forcel bank and scientific feedoms. None. Homesich of the dispersion of the desired Sometimes, over work but its all sooth I had all paid, and comprised which I had	Ves. Some of our passengers extracted the continuent that extracted the continuent to the continuent that extracted the continuent to the	Gill more than average but roomly matters more at the time. We will be a second of the time of ti	We are not that struggling in the first we are thinking on when/how to spend our money. Recting much changed. We worked from home structured in the structure of the same, but the articular of work in season for the same, but the articular of work in season for the same and the same of the sam				
H I J K L	Kim Charmagne Medina	29 33 26 35	Central Luzen (Region III) Eastern Visayas (Region VIII) National Capital Region (NCR) Callabazzon (Region (NCR) Central Visayas (Region VII) National Capital Region (NCR) Callabazzon (Region (NCR) Callabazzon (Region (NCR)	Muther, States Father, Mether, Nace Muther, States Father, Mother, States Father, Mother Father, Mother States Mother, Neighter Mother, Neighter	Nuclear Extended Nuclear Nuclear Nuclear Extended Extended	Makes than average. We can have more than Invasile step, As if mercy, in not ready for the can be seen to the first first. I used to want in the Philippines. My many works law, and my father disself extensive exception. Middle classes Everyone have a source of more than the can be careful. Good Tawa lang.	Workstee, in. Some are ratio. Again from more appressions all southern from the control of the	Ves No. but the pay is high I would have liked to stay in Engineering organization of the processing organizations for examine to the displacement of the processing of the p	Homesickness, No feedom, Yes, not being able to go home for quite come lime due to go home for quite come lime due to go home for quite come lime due to go home for golden and brisenblog feedomics and force to bank and brisenblog feedomics prot makly None. Homesickness of goldenbroom! Some of the second of the second of the second paid and paid , walf compensate fathal No	Ves. Some of our passengers extracted the continuent that extracted the continuent to the continuent that extracted the continuent to the	Gill more than average but rouncy matters more at the time. My more spatial at any lightly, since there was a COVOI beaution of the played of works, and release and covoid to the played of works, and release and the played of works, and release and the played of the	We are not that stringgling in the but we are thinking on when/how to spend our money. **Septings great recognition to recognition to the service of any day of the service of any days great and all subjected well services any days and offer glat and a subjected well segment of coVDI great them that she had segment to coVDI great them that she had beginn in COVDI great them that she had beginn in COVDI great them that she had beginn in COVDI great them that she had been seen to be seen that the she had been shown to be seen to be see				
H I J K L	Kim Charmagne Medina	29 33 26 35 24	Central Luzen (Region III) Eastern Visayas (Region VIII) National Capital Region (NCR) Callabazzon (Region (NCR) Central Visayas (Region VII) National Capital Region (NCR) Callabazzon (Region (NCR) Callabazzon (Region (NCR)	Muther, States Father, Mether, Nace Muther, States Father, Mother, States Father, Mother Father, Mother States Mother, Neighter Mother, Neighter	Nuclear Extended Nuclear Nuclear Nuclear Extended Extended	Makes than everage. We can have more than there are not than the series of the Asia of more, in not require than the series of the Asia of more, in not require than the series of the Third of the Asia of the As	Worksites, vo. Some one state. Apart from more appressions at produces and control of the state	Vee No., but the pay is high. I exceld have that to stay in Engineering oppositions of the payment of the paym	Nomewishness. No fisedom. Yes, not being able to go home for quite some time a series of the process of the series of the serie	Ves. Some of our passengers exhibited the ordered that developed the continued that of the continued that or workman and a continued that or workman and a continued that or workman and a continued that or workman and of the continued that or workman and continued that or workman are commented as the continued that of the continu	Silf rates than average but rates y matter more at the time. My years spatial at any lightly, since there are a COVID beatward in the given of works, and rates of COVID beatward in the place of works, and rates of COVID beatward in the place of works, and rates of the covid beatward o	We are not that struggling in life but we are thinking on when/how to spend our money. Papings much suspend, we weeke given home-served and are money and a served out of the				
H I J K L A B C C	Kim Charmagne Medina	29 29 26 35 24 24 27	Central Luzen (Region III) Eastern Visayes (Region VIII) National Capital Region (NCR) Callabazzan (Region (NCR) Cantral Visayes (Region VII) National Capital Region (NCR) Callabazzan (Region (NCR) Callabazzan (Region (NCR) Callabazzan (Region (NCR) Callabazzan (Region (NCR)	Muther, Stater Father, Mother, Nace Muther, Stater Father, Mother Father, Mother Father, Mother Stater Muther, Stater Muther, Repher Stater Father, Mother, Stater Father, Mother, Stater, Stater, Stater, Napher, Nace	Plucitear Extended Plucitear Plucitear Plucitear Plucitear Extended Extended Extended Plucitear	Makes than average. We can have more than Investe a day. As if move, is not ready for a first it used to want in the Philippoints first for. I used to want in the Philippoints first for. I used to want in the Philippoints for a first	Worksides, vo. Some one exists. Appart from more appreciations of productions of the control of	Ves No, but the easy is high. I would have liked to stee it is Expensed in the stee in in th	Homewickness, No fisedom, Yes, not being able to go home for quite come time don to excellations and forced bank and travellar finishing. Instruction of the excellation of the excellation Nome. Homewish and big adjustment Some, over much for its all such a baid and paid, well companies to be a such a baid No 1. Relationship with colleagues 2. Adjusted to the excellation of the excellation Ves. toman speaking, dash! hindl kard registering to being sold. Yes. toman speaking, dash! hindl kard registering to being sold.	Ves. Some of our passengers extremely a service of the control treat wavefunction. To ray want, scalable, discharge Appearance, he consequence and a service of the control treatment and	Silf more than evering hot money matter more at the time. My more suited in prior pilipiant, since there were a COVID termination in her greater of work, and retrieve and a series and se	We are not that singging in the fort we are thinking on when how to spend our morely. **Septings must related, the vender from home series a member of the series and dang an office jat and a suggested well segree to COVID good than the segree in COVID good than the selection of the segree in COVID good than the selection has the vender of the segree in COVID good than the selection of the segree in COVID good than the selection of the segree in COVID good than the selection of the segree in COVID good than the selection of the segree in COVID good than the selection of the segree in COVID good than the selection of the segree in COVID good than the segree in COVID good than the segree in the				
H I J K L B	Kim Charmagne Medina	29 33 26 35 24 30	Central Luzen (Region III) Eastern Visayas (Region VIII) National Capital Region (NCR) Callabazzon (Region (NCR) Central Visayas (Region VII) National Capital Region (NCR) Callabazzon (Region (NCR) Callabazzon (Region (NCR)	Muther, Stater Father, Mother, Nace Muther, Stater Father, Mother Father, Mother Father, Mother Stater Muther, Stater Muther, Repher Stater Father, Mother, Stater Father, Mother, Stater, Stater, Stater, Napher, Nace	Plusteer Extended Plusteer Plusteer Plusteer Extended Extended	Makes than average. We can have more than Investe a day. As if move, is not ready for a first it used to want in the Philippoints first for. I used to want in the Philippoints first for. I used to want in the Philippoints for a first	Workstein, vo. Some one seint. Appart from more appressions all productions of the production of the	Vee No., but the pay is high. I exceld have that to stay in Engineering oppositions of the payment of the paym	Homewickness, No fisedom, Ves, not being able to go home for quite some time due to excitotions and forced hans were transfelly finished and forced hans were transfelly finished and forced hans and transfelly finished and finished hand Name. Homewick and tigs adjustment Sametimes, over each lock is all such a hand all paid, well companies tables No 1. Relationships with colonogues 2. Adjustmey to many three designers 3. Adjustmey to many three designers 4. Adjustmey to many three designers Vest, homes appealing, dash? finish land many colonies of many colonies and many colonies of many colonies and many colonies and some colonies and colonies and many colonies and some colonies and some colonies and many colonies and some colonies and many colonies and some colonies and many colonies and colo	Ves. Some of our passengers extremely an extremely continued the extremely continued to the extremely	Silf more than average but money matters more at the time. My more spetted any pil glightly, since there are a COVID terretory in a pil glightly, since there are a COVID terretory in the grace of works, and related and the spetter of the spetter of works, and related and set are encough to support short first face, the state of the spetter of the s	We are not that struggling in life but we are thinking on when/how to spend our money. **Pacifical months are spend our money. **Pacifical months are spend our money. **Pacifical months are spend our money are spend our money are spend our money are spend our spend out and analyses was usually as DOVIDO control that his set when larger in DOVIDO control than the structure in set in the spend of DOVIDO control than the structure in set in the spend out place. All the spend out that the spend out place are my brother and it self kept our place. My parents related on small busanesses during particularies within all the children have their own work. **Yours any adventage on given although derivers any service money after my reintegration. **Therefully all of us financially stable. In horse 8 was very safe,				

				BACKGROUN	ID			DECISION N	MAKING	CONFLICT MA	NAGEMENT	CHAN	GES		COMMUNITY			
*	Name / Pangalan (Optional)	Age	# of deployment s	Sector of work during migration abroad	House members	Type of Family	What is your main role at home?	Who has the final word on decisions that concern the household members when you are abroad?	Who has the final word on decisions that concern the household members when you are back in the Philippines? and why?	Major reasons of conflict at home	How do you deal with the said conflicts?	Did anything change in your personality and environment when you started working abroad?	Did anything change at home when you started working abroad?	How active are you in your community organization s?	What kind of activities do you usually join?			
									FEMALE MARRIED	OFW			[Wala akong bahay, Sa mga Tao,		ı			
A	Dagcutan	38	Since 2010	Domestic/ household work	Wala pa akong bahay	Extended	Mag alaga ng asawa lalo na ng mga anak.	Sa tiyahin ko,kasi nakikitira ing ako.	Nakikitira ing kaming mg ina sa bahay ng tiyohin at tiyahin ko kaya sila ang nag desisyon	Infidelity	Wata hiwatay na kami	Yes, natutunan ko maging matatag at habaan ang pasensya at pg ttis ko.	ou yong diing ayaw sayo gusto kana niiA kasi nga cguro sa salitang abroad ka my Pera dw iba talaga nagagawa ng Pera sa	3	Usually at home, taking care of the elderly and doing household chores			
В	Rosete	63	2006 to 2017	Health care	Spouse, Daughter/s	Nuclear	Home maker but I can be a "jack of all trades" around the house Since im the youngest,	Spouse	Both spouse	Poor Communication	Pinaguusapan/ Communication	None	Home improvements. People are the same, nothing changed	3	Environment-related, Church-related			
С		33	2	Other types of manufacturing; factory work	Spouse, Father, Mother	Extended	ako ang laging napag- utusan sa gawaing bahay	Mother	Mo	Poor Communication	Negotiation	No	No	4	Church-related, Community Building activities			
D	Lara	33	1	Other types of manufacturing; factory work	Spouse, Daughter's	Nuclear	housewife/mom	me and husband	should be mutual	Money Problems, Family or Friends interference	Pinaguusapan/ Communication	yes	yes	3	Church-related			
E	Antonio	35	2	Domestic/ household work	Son/s, Mother	Extended	House maid	Sa mga employer syempre (madam/sir)	Sa akin or sa parents	Money Problems, Jealousy and Insecurity	Pinaguusapan/ Communication	Opo,malaki po	Meron din po	2	Church-related			
F	Suizo	30	1	Domestic/ household work	Spouse, Son/s, Father, Mother	Extended	Taga luto	Asawa	Asawa	Money Problems, Family or Friends interference	Pinaguusapan/ Communication	Yes	Yes	3	Church-related			
G		28		Domestic/ household work	Spouse	Nuclear	Isang ina	Sa asawa kong lalake	Sa asawa kong lalake.	Money Problems	Pinaguusapan/ Communication	Meron dahil nakapagtayo ako ng sarili kong tahanan.	Meron	5	Environment-related			
н	Epil	37	6×	Domestic/ household work	Spouse, Son/s, Daughter/s	Nuclear	House chores	Sa asawa ko	Sa akin mas nalalaman ng ina	Constant absence of spouse, Jealousy and Insecurity, Home duties problems / Division of household chores, Trust issues	Pinaguusapan/ Communication, Negotiation, Collaboration	Oo marami akong naging kalbigan marami akong nakilala	Marami akong Kaibigan nangungutang Kasi alam nilang makakahiram sila	3	Environment-related			
									MALE MARRIED	OFW								
Α	James	33	6	Ol/gas industry worker; seafarer	Spouse, Daughter/s, Father, Mother, Other relatives	Extended	BREADWINNER	PARENTS	PARENTS	Home duties problems / Division of household chores Poor Communication, Money	Pinaguusapan/ Communication	yes	yes	3	none			
В		31	9	Oi/gas industry worker; seafarer	Spouse, Daughter's	Nuclear	house husband Head of the family	Me. As my wife cannot decide on her own	Me. As my wife cannot decide on her own	Poor Communication, Money Problems, Poor Intimacy, Home duties problems / Division of household chores	Pinaguusapan/ Communication, Negotiation, Collaboration	mas naging kuripot	no changes at home	1	none.			
С		48	20 more	Oil/gas industry worker; seafarer	Spouse, Son/s	Nuclear	disciplinary measures motivation	Spouse	Father (Me)	Trust issues	Pinaguusapan/ Communication	Yes	Yes	2	Church-related			
D		49	Since 1993	Seafarer	Spouse, Son/s, Daughter/s	Nuclear	Breadwinner	Me and my wife	Me	Jealousy and Insecurity	Pinaguusapan/ Communication, Negotiation, Collaboration	Yes	Yes	3	Environment-related, Church-related, Education-related, Community Building activities			
E	Marfa	59	35 or more	Oil/gas industry worker; seafarer	Spouse, Son/s, Daughter/s	Nuclear	Breadwinner	Wife	Wfe, nasanay na sila	Jealousy and Insecurity	Pinaguusapan/ Communication	Yes	Yes	4	Church-related			
F	Visbal	34	11	Oi/gas industry worker; seafarer	Spouse, Daughter/s	Nuclear	Finance	Wife	Wfe	Family or Friends interference	Pinaguusapan/ Communication	No	No	3	Church-related			
G	Raul	57	20 plus	Ol/gas industry worker; seafarer	Spouse, Son/s	Nuclear	Bread winner	Wife	Husband	Poor Communication, Money Problems, Poor Intimacy, Jealousy and Insecurity, Trust issues	Pinaguusapan/ Communication, Negotiation, Collaboration	Yes	Yes by	3	Environment-related, Church-related			
н		34		Construction	Father, Mother, Sister	Extended	Father	Spouse	Spouse	Poor Communication, Family or Friends interference, Trust issues	Pinaguusapan/ Communication	Yes	Yes	2	Church-related			
- 1	Cerro	42	1	Other types of manufacturing; factory	Spouse, Daughter/s	Nuclear	Head of the Family	Wife	Wfe	Home duties problems / Division of household chores	Pinaguusapan/ Communication	No	Yes	3	Environment-related, Church-related, Education-related			
J	Leo	30	15	Oll/gas industry worker; seafarer	Spouse	Nuclear	Cleaning cooking	Both	Both	Poor Communication, Family or Friends interference	Pinaguusapan/ Communication	Not sure	Not sure	1	Wala			
к		56	Several times till now	Ol/gas industry worker; seafarer	Spouse, Son/s, Daughter/s, Son- in-Law	Extended	Head of family	Husband and wife	Husband and wife these the correct way	Friends interference Money Problems, Jealousy and Insocurity, Family or Friends interference, Home duties problems / Division of household chores, Trust issues	Pinaguusapan/ Communication, Negotiation, Collaboration	Yes	Yes	3	Environment-related			
L	WARREN	25	4	Ol/gas industry worker; seafarer	Spouse, Daughter/s, Father, Mother, Brother	Extended	Naluluto at naglilinis ng bahay. Minsan nag lalaba.	Spouse	Pareho kami ang gumagawa ng decisions if ever di magkasang ayon sa isang bagay ay aming pihag uusapan ng maigi kung baki hindi sya sang ayon. Upang sa bandang huli ay pareho na kami ng decision sa isang bagay. Yun li	Money Problems, Jealousy and Insecurity	Pinaguusapan/ Communication	Oo, Meron po mas naging mapagbigay ako ngayon kaysa dati dahil ako ang may kaya ngayon.	Oo, meron po yun ay nakapagpundar ng mga gamit at nakatulong sa pagpa arai sa dalawa kong kapatid na nagkokolehiyo ngayon.	3	Church-related			
м	Abet	40	2	Other types of manufacturing; factory work	Spouse, Son/s	Nuclear	Lahat ginagawa ko sa bahayas a father at kahit ano gawaing bahay	Sa aming magasawa	Pareho (Both)	Jealousy and Insecurity, Ndi pagkakaunawaan minsan	Pinaguusapan/ Communication	Wala	Marami	3	Environment-related, Education-related			
N	Daren	27	1	Other types of manufacturing; factory	Spouse, Son/s, Father, Mother, Brother, Sister	Extended	Ako ay isang breadwinner at isang Ama, asawa.	Sa aking asawa	Sa akin (Me)	Jealousy and Insecurity	Pinaguusapan/ Communication	Mas naging responsible at matatag sa buhay	Kung meron man mas lalo naming minahal ang isat isa	3	Youth and Sports- related activities			
				Walk	Diotrier, dister		at learly Allia, asawa.		FEMALE SINGLE	OFW		Dunay	because distance makes us love					
			1	Education			Daughter - not a				We don't solve it at all / hindi			2	T			
A B	Nicole	28	2		Father, Mother	Nuclear	breadwinner To provide for additional	parents	parents	Poor Communication Home duties problems / Division of	nireresolba / pinababayaan	open-mindedness	open-mindedness	1	Church-related			
С		35	1	Health care Services	Mother, Brother, Nephew, Niece Brother, Sister, Cousin	Extended	expenses	Mother Everyone	Mother. The house is hers.	household chores Home duties problems / Division of	Pinaguusapan/ Communication	Yes	Everything is the same.	1	I dont usually join			
D		27	3	Domestic/ household work	Son/s, Father, Mother, Brother, Sister	Extended	One of the bread winners	Mother	Katulong	Money Problems, Home duties problems / Division of household chores	Pinaguusapan/ Communication	yes	yes	4	Environment-related, Church-related, Education-related, Community Building activities			
		Н					To provide my family											
E F	Jay	28	1	Domestic/ household work Health care	Father, Mother, Brother, Sister, Nephew	Extended	Eldest. My parents have	Uncle	Mother Mother	Poor Communication	Pinaguusapan/ Communication Pinaguusapan/ Communication, Negotiation	Yes Become independent and strong.	Yes Nothing.	3	Environment-related, Church-related, Community Building activities Environment-related, Church-related			
G	Romero	30	1	Services	Mother, Sister	Nuclear	high expectation on me. I can say that I am my parents' second hand	mother	mother and father	Poor Communication	Negotiation Pinaguusapan/ Communication	yes	yes	2	Community Building activities			
н	Kim	26	1	Administration - Financial Industry	Father, Mother, Niece	Extended	Daughter.	Parents	Parents	Home duties problems / Division of household chores	Negotiation	No, but I would like to say I am financially independent now and am adult enough not to starve myself :-)	Nothing, apart from my mother retiring and my niece being at home.	1	Not active.			
1		29	5	Services	Mother, Sister	Nuclear	breadwinner	oldest sibling	mom	Poor Communication, Money Problems, Jealousy and Insecurity, Family or Friends interference, Home Political Communication (Communication)	Pinaguusapan/ Communication, Collaboration	yes, more liberal and progressive	yes, reconstruction etc	3	Education-related, Community Building activities			
J	Charmagne	33	3	Hotel	Father, Mother	Nuclear	Extest Child, one of the decision maker and look	Everyone will discuss which decision will best internal everyone	Everyone will discuss which decision will benefit or will be good for everyone.	problems / Division of household	Pinaguusapan/ Communication, Negotiation	Yes.	Yes.	1	Community Building activities			
к	Medina	26	1	Education	Father, Mother, Brother	Nuclear	Provider	All	All	Money Problems, Family or Friends interference	Pinaguusapan/ Communication	Yes	Yes	4	Church-related, Education-related, Community Building activities			
L		35	6	Nurse	Sister, mother	Nuclear	All around	Mother	Pinagnuusapn at pingkksunduan ng bawat isa pagdedesisyon lalo n kpg makakapekto pra sa lahat	Poor Communication	Pinaguusapan/ Communication	Wate	Yes, nbibili na kahit anong gusto at nbbgynkung anong kallangn ng pamilya	5	Community Building activities			
							Ia		MALE SINGLE O									
A B	Lin	24	3	Seafarer	Mother, Nephew Father, Mother, Brother, Sister	Extended	Cook, grocery, taking care of poultry, farming Nothing. Just to provide enough support to my	Father and Mother	Mother Mother	Poor Communication, Jealousy and Insecurity Home duties problems / Division of household chores	Pinaguusapan/ Communication	No Yes	No Not really	2	Environment-related, Church-related Church-related, Education-related			
С	Lift	34	1	Education Agriculture/ horticulture/ husbandry	Father, Mother, Brother, Sister Father, Mother, Brother, Sister, Nephew, Niece	Nuclear	enough support to my parents Today. Breadwinner	Mother Elder sister	Mother Mother and Father	household chores Money Problems	Pinaguusapan/ Communication Pinaguusapan/ Communication	Yes Mas naging responsable at masinop	Meron.	3	Church-related, Education-related Environment-related			
В		27	2	Agriculture/ horticulture/ husbandry Education	Nephew, Niece Father, Mother, Brother, Sister	Nuclear	Being a good son to my parents (sans money	Elder sister Parents	Mother and Father Household members- we run a democratic	Family or Friends interference	Pinaguusapan/ Communication,	Mas naging responsable at masinop Yes	cooperation/communication	1	Environment-related N/a			
							mallam involved)		MALE WIDOWE		regotiation, Collaboration				1			
A	Pitogo	61	1	Other types of manufacturing; factory work	Son/s	Nuclear	Breadwinner and Decision maker	Mo	MALE WIDOWE	Money Problems, Giving money to needy relatives	Negotiation, We do both his relatives and my relatives	Yes. I become workaholic	Yes. The lifestyle of my family has leveled up	3	3 Church-related			
		Ш		2 ⁰⁰⁰⁰					FEMALE ANNUL			I.						
A	Emily	50	5-10	Office	Son/s, Brother, Sister	Extended	Mother	Brother	Brother	Poor Communication	Pinaguusapan/ Communication	Yes	Yes	3	Community Building activities			
		-00	5.70		Corre, Crother, Sister	- Laurideo		5-5016t	5-500	. ou ou manda	Communication		.00		Junuary Junuary accounts			

Master Table 2: Gender Dynamics in Decision-making at home and community

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Viertal Status (Katayuan ander sa pag- asarian) asseres)	Who are the people living in your house? (Sinc-sinc ang nakatirs s inyong bahay?)	Type of Femily	Spouse Son's	Deughlank Stepso	Stepdaught s er	Son-in-Law Non-	ughlen-in- Grændde	sugh Grand molther	Grand father F		ır Bothe	r Sater	Unde	Aunt	Nephra N	ica Na	Ohe	r has Ohen	s Spouse	Sonia	Daughter	s Siepson	Shipdaught er	Son-in-Law	Daughter-in- lare	- Osinddaugh fer	Fiether	Grandnothe y	Sandaher	Wother	Brother .	Sister U	Inde Au	vi Nep	thew Nece	NersylMe	Other soletives
male Manied	Wala pa akong bahay	Extended												Cooking					Cooking, Cleaning utensis, Cleaning home	Cooking Cleaning stensis. Cleaning home	Cooking. Cleaning utensits, Cleaning home	Cooking Cleaning Utensik, Cleaning home	Cooking, Cleaning utensits, Cleaning home	Cooking. Cleaning utensits, Cleaning frome	Cooking. Cleaning uterals	Cooking, Cleaning utenals, Cleaning home	Cooking. Cleaning utensils	Cooking, Cleaning utensils	Cooking. Cleaning utensits, Cleaning home	Cooking	Cooking	Cleaning C	Seaning ome Co	oking Coo	Cleanin iking borne	g Cleaning home	Cleaning
	Epouse, Daughter's Farber, Marher, Other soldives									Cook	ins.	Cooking							Cooking, Sending and fulching Nos at								Cleaning utensits, Taking care of grandparent s. Taking care of cattle-ipoutity of	Cleaning utensits, Taking care of									Cooking, Cleaning storals, Cleaning hame, Laundry, Glocory, Taking ca of young children, Taking ca of grandpara, Taking ca of grandpara, Taking ca of grandpara, Taking ca of grandpara, ta Taking grandpara, ta Taking grandpara, ta Cardining to the candining to the candining to the candining to the candining to the candining to t
le Manied	Other	Extended								Cook Clear uters	ing in	Cleaning Cleaning utersits		+		+	+	+	school	Cleaning	Cleaning utensits	Cleaning utensits	Cleaning	Cleaning	Cleaning stensils	utonals	epplicable)	grandparent. 5	Cleaning	Cooking, Crosery Cooking, Cleaning	Cleaning wtensits	Cleaning C stornits st	Searing Cle tensits ute	aning Clean	aning Cleanin uses usessin	y Cleaning ysteroils	kids at school
o fireir	Mather, Father, Nighton	Extended							5	ooking, scory, king care diskipoulty Ger splicable), Ger splic	ing, ing its, ing ing ing ing		Taking o	tare Taking care of gendparen													Cooking, Grocery, Taking care of cattle/poultry of applicable; Sending and fetching hids at schep!	,		Coeking. Cleaning vieredis, Laundry, Grocery, Taking care of young childner, Seeding and Nothing Not all vehool Coeking, Cleaning vieredis, Cleaning bone.		Cleaning T uterals, or Cleaning p home s	laking care of grandparent grandparent	ing care ndparent.			
nale Single	Mother, Brother, Nephere, Nece	Extended								Cook Clear utera Clear hone	ing. ing iis, ing																			Cooking, Cleaning utensits, Cleaning home							
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mile Single	Father, Mother, Brother, Sister, Nophere	Extended								Cook Clear home Laun Gross Cook	home, hg, Laund ing Grocer Taking dy, of you ny childre hg,	care Taking of young of young of children control of the control of young	i. Same			Oil Oil ho	aning rolls, aning re, andy													Cooking	Cleaning strends, Cleaning home, Laundry, Grosey, Taking care of young shildren	home, Laundry, Grocery, Taking care of young children		_		Cleaning utenals, Cleaning home, Laundry	
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lo Single	Father, Mather, Brother, Sister	Extended														On oh oh oh oh oh	oking, aning naik, aning na, undy, cony																			Cooking, Cleaning utenals, Cleaning frome, Laundry, Grocery	
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te Watted	Drazer	Extended								Green	3700					Co Co ode Co Co Co Co Co Co Co Co Co Co Co Co Co	sking, arring mails, arring me, undy, king care young ideas, king care radpament Sending a dring a st	Taking of calling of the calling of	g core											Cosking.							
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nale Warried	Spouse, Sonis, Father, Mather	Extended	Cooking, Cleaning (density, Cleaning Taking care home, Leundry, Grocety s							barins									chening home, Laundry, Oncory, Taking or of young philition								Charina										
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ie Single	Father, Mother, Neco Father, Mother, Brother, Sister, Nephew, Neco	Extended	Cooking.						G G W G h	leaning cook reads, seaning cook reads, seaning cook reads, cook reads, cooking. Cook seaning cooking	ing. Cookin ing Cleani is, utensi ing Cleani home	g. Cooking ng Cleaning k, utensik, ng Cleaning home															Cooking. Cleaning stensits. Cleaning home			Cooking. Cleaning utensits, Cleaning home	Cooking, Cleaning utersits, Cleaning borne	Cooking, Cleaning utersits, Cleaning home					
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Married	Spouse, Sonis Spouse, Sonis, Father, Mather, Brather, Sister	Extended	Cleaning utensits, Cleaning home							Cook Clear soking home	ing. Cleaning Useral	ng Cleaning s utensis	,						Cooking, Cleaning stensits, Cleaning Issne								Cooking			Cooking, Cleaning utensits, Cleaning home	Cleaning utensits	Cleaning					

Master Table 3: Extended Family Distribution of Household Chores

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Master Table 4: Nuclear Family Distribution of Household Chores

Abstract

필리핀은 전 세계적으로 노동자를 가장 많이 보내는 국가 중 하나이다. 특히 돌봄 부문에서 이주가

점점 더 여성화됨에 따라 돌봄 경제에서 남성과 여성의 역할은 재정의되어야 한다. 노동 이주,및 빈곤

감소에 대해선 이미 여러 연구가 있다. 그러나 아직 조사되지 않은 특정 측면이 있으며, 가사 분배, 이주 중

및 이주 후의 의사 결정이 이에 해당된다. 본 논문에서 연구자는 해외 필리핀 근로자(OFW)의 이주 및 귀국

후의 전력분석에 있어 젠더 분석을 통해 국제 노동 이주가 미치는 영향을 조사함으로써, 현재 및 이전

연구를 강화하는 것을 목표로 합니다. 연구원은 노동 이주가 미시적 및 중간적 수준에서 미치는 영향을

분석할 것입니다. 이 연구에서는 해외 필리핀 근로자(OFW)만 참가자로 간주됩니다. 따라서 OFW 의 노동

이주 및 경험에 대한 데이터가 단독으로 사용됩니다. 이 연구에서는 개인, 가족 및 지역 사회 수준에서 국제

노동 이주의 성별 역학 및 권한 부여 효과를 파악합니다.

키워드: 해외 필리핀 근로자, 노동 이주, 돌봄 경제, 양성 평등, 글로벌 케어 체인, 파워 다이내믹스

Student Number: 2020-22953

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