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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)**

**국제노동자 이주가 해외필리핀 노동자에게 미치는
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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.

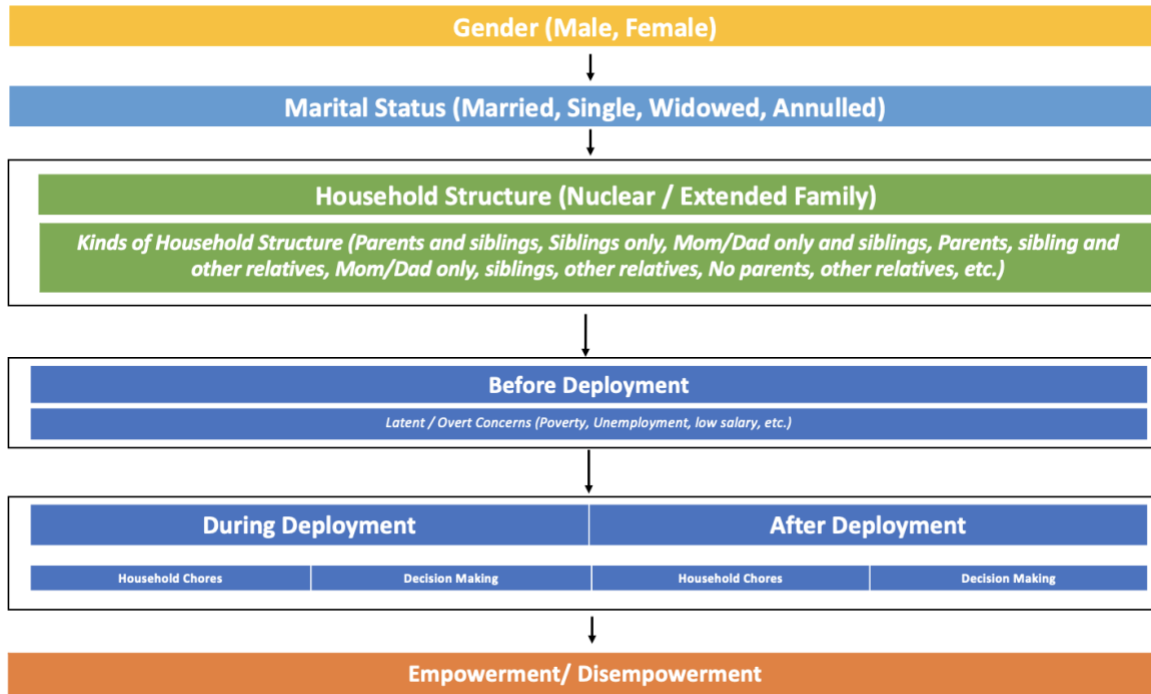


Figure 1: OFW Deployment and Reintegration Gender Analysis Framework

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.

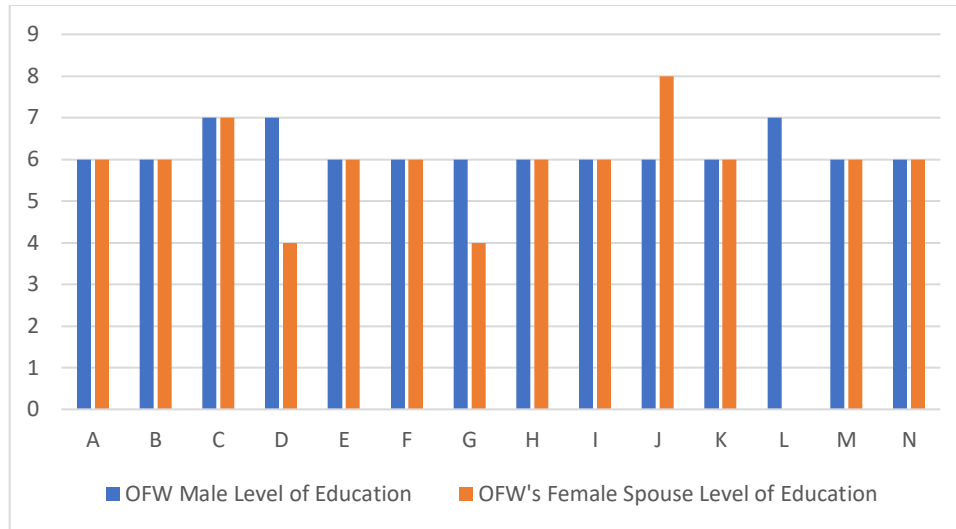


Figure 1: Educational Attainment of OFW Married Male VS Female Spouse

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.

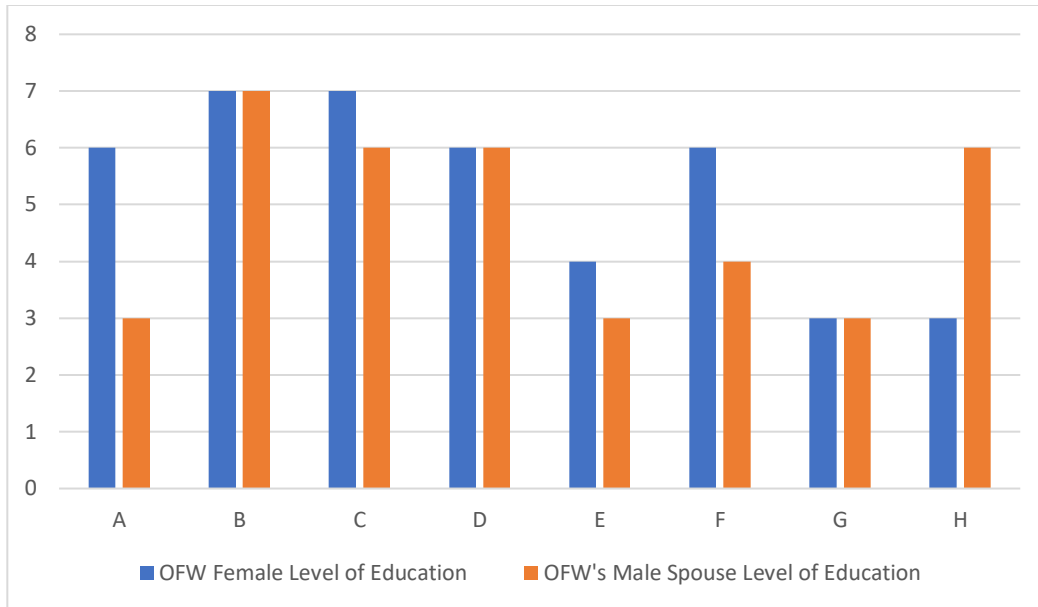


Figure 2: Educational Attainment of OFW Married Female VS Male Spouse

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
M A R R I E D	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)
		spouse only (1)	Spouse	Spouse	Spouse	Spouse
	Extended	with parents, husband, no kids (1)	Mother	Mother	Mother	OFW
		with parents, husband, kids (1)	Spouse (old parents)	Spouse	Spouse	Spouse
		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 Deployment		After Deployment	
			Household Chores	Decision Making	Household Chores	Decision Making
MARRIED	Nuclear	spouse, son/s and daughter/s (2)	Spouse & kids (2)	Spouse (2)	Spouse & kids (2)	OFW (1) Spouse (1)
		spouse, daughter/s only (3)	Spouse & kids (3)	Spouse (2) OFW (1)	Spouse & kids (3)	Spouse (2) OFW (1)
		spouse, son/s only (3)	Spouse (3)	Both (2) Spouse(1)	Spouse (3)	Both (1) OFW (2)
		spouse only (1)	Spouse	Both	Spouse	Both
	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
SINGLE	Nuclear	Parents Only (2)	Parents (2)	Parents (1) All (1)	Parents (2)	Parents (1) All (1)
		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)
	Extended	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)
		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					
	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?**

Hypothesis 2: 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 spend 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?**

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;

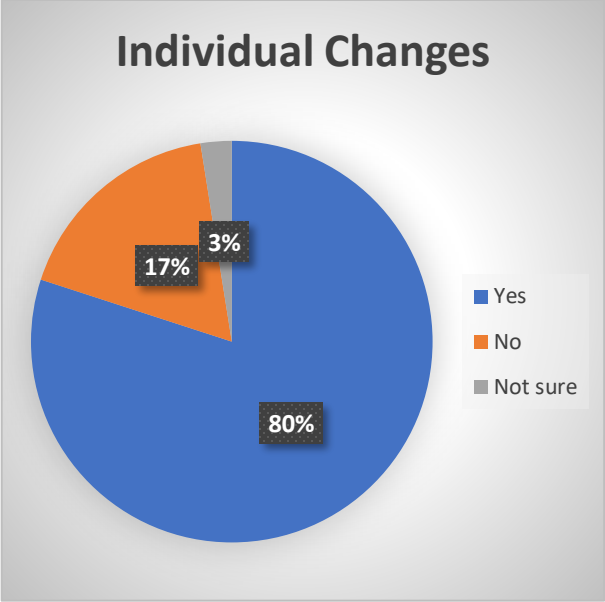
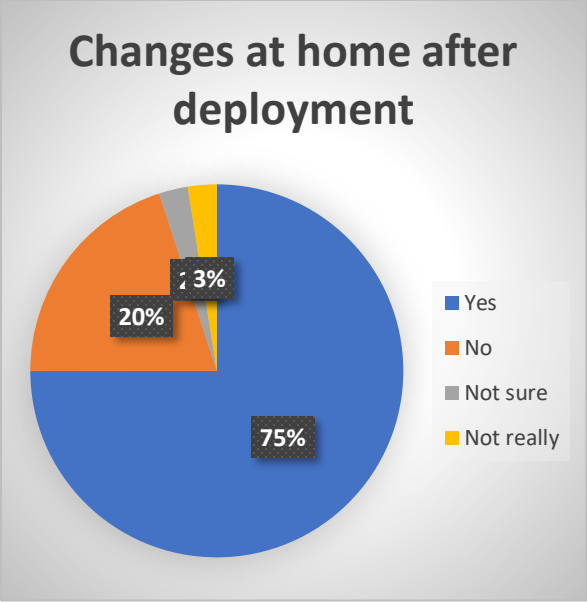
Based on the data collected, not all women receive the same empowerment brought by the international labor migration. It differs in the place of destination. One respondent from the administration / financial industry sector working in the United Arab Emirates shared that she was still underpaid even 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.eri.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 buy 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)
Married Female OFW					
Health care	Ok before the company I've work for for 20years closed	Still ok, my child already gainfully employed and we are both relying on our pension, not much but we are surviving.	/	12 years (since 2006 - 2017)	Ok lang, trying to stay safe always
Nurse	Tama lang	Worth it kasi nakikita mo Pinghirapan mo at kila 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,mahirap mahirap kasi lalo na sa probenya namin mahirap talaga.	Pagbalk 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	X	1	Mahirap
Domestic/ household work	OK naman pero hindi Lang lahat nabibili ang pangangailangan	Pag isponan ko na ang pangkabuhtayan ang pagkukunanran namin Para makasama ko na ang pamilya ko	/	6	Sobrang hirap at pasakit , Marami ang nag panik maraming nag sara n stabilayemento, samot saring deskreminasyon, at pahinaan Sa pag uwi sa pilipinas
Married Male OFW					
Oil/gas industry worker; seafarer	LOWER CLASS	AVERAGE	/	6	AVERAGE
Oil/gas industry worker; seafarer	Very Poor	Poor	/		Very Poor
Oil/gas industry worker; seafarer	Below average	Average	/	20+	Average
Seafarer	Poor	Middle class	/	28 years	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 pagbalk sa barko dahil sa mahirap kumuha ng flight papunta sa ibang bansa.
Oil/gas industry worker; seafarer	Middle to lower class	Middle to upper class	/	11	Middle to upper class
Oil/gas industry worker; seafarer	Financially unstable	Financially stable for the time being.	/	20+	Stable can at least survive for 2 yrs.
Construction	Good.	Good	maintained	no data given	Bad
Other types of manufacturing; factory work	N/A	N/A	---	1	Work
Oil/gas industry worker; seafarer	Middle class	Middle class	maintained	15	Middle class
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 nakabalk ay choosy na sila.	/		Bumalik sa dati kasi wala ng gaanong budget.
Other types of manufacturing; factory work	Kumakain naman sa maghapon ng 3 bases	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 tutulongan ang pamilya	Nung nag abroad ako pinatigil ko na sa pag wovork sila nanay at tatay ako nalang sumusuporta sa kanila	/	1	Sa panahon ng covid ok naman ang pamilya sapagkat nasa abroad ako at sa awa ng Diyos di nahinto ang work namin sa abroad.
Single Female OFW					
Domestic/ household work	Katulong , factory worker	Dalak Kong mag alega ng baboy sa probinsya pag mag for good na ako or mg tindahan. Mgtanim tanim ng gulay	-	11 years (since 2010)	Ang hirap kai Di kami maka pag bakasyon at nag alalala palagi sa Mahal namin sa buhay na nasa pilipinas
Education	Same	Same	X	1	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 i was 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 too, and my father does freelance works so we aren't exactly scraping.	My mom quitted her job (gladly, 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 as i earn enough to 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 COVID period than that when i was in the office. More overtimes than weekends.
Domestic/ household work	Dumaan sa mahabang proseso	Hindi pa ako nakakauw.	---	No data given	Kegipitan
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	/	1	Worst
Single Male OFW					
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/ husbandry	Dati kayang bayaran ang mga bills and kotse pero kaunti ning ang nasave, ngaun nababayaran na lahat at mas mataki ang na save na pera at may extra pa.	Just only a vacation.	/	1	In korea it was very safe.
Education	Stable	N/a	---	1	N/a
Office	Middle	Better	/	10	Fair
Widowed					
Other types of manufacturing; factory work	Indebted	Have savings in the bank	/	1	Miserable. My grocery business at Tambo Market is losing

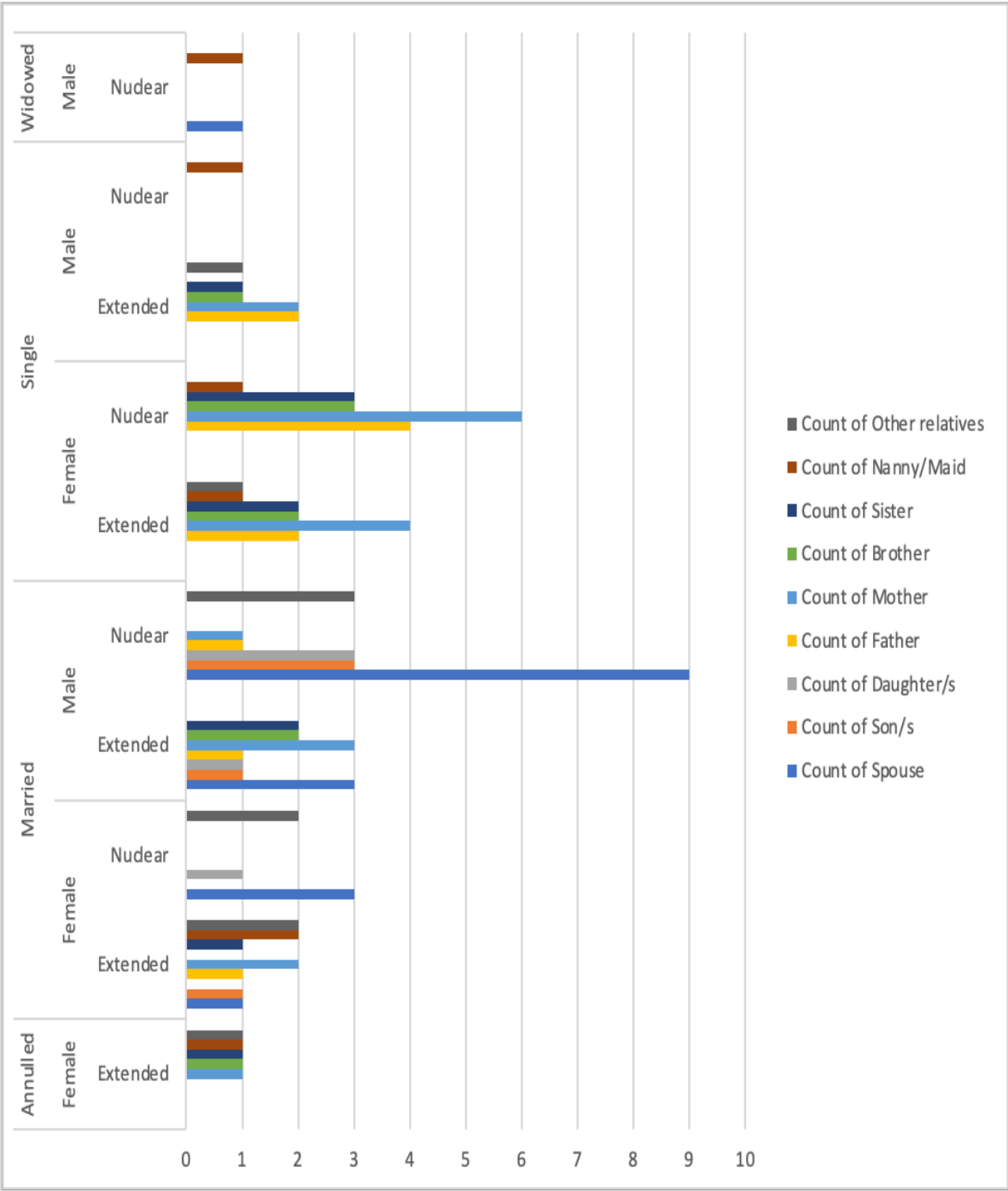


Figure 2: Household chores distribution when the OFW is deployed

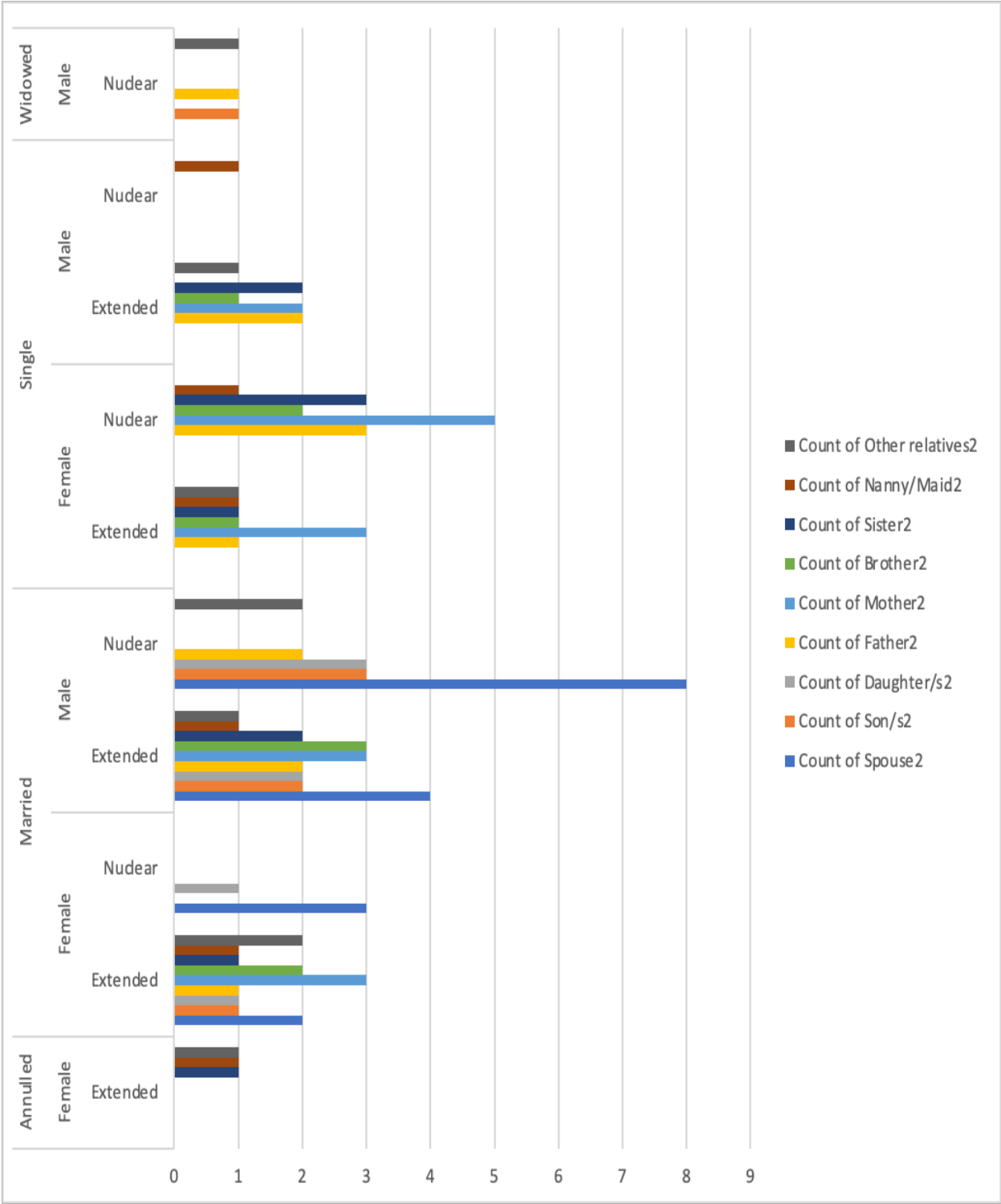


Figure 3: Household chores when the OFW is reintegrated

#	Name / Pangalan (Optional)	Age	# of deployment s	BACKGROUND			DECISION MAKING			CONFLICT MANAGEMENT		CHANGES			COMMUNITY
				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?	
FEMALE MARRIED OFW															
A	Degotan	38	Since 2010	Domestic/ household work	Wala pa akong bahay	Extended	Mag alaga ng asawa lalo na ng mga anak	Sa tyahin ko kasal nakaliligo big ako.	Nakikilala lang samang mg ina sa bahay ng tyahin at tyahin ko kaysa sila ang nag desiyon	Infidelity	Wala hanay na kami	Yes, natutunan ko maging matatag at huban ang pagmaysa at pag tila ko.	Wala siyang bahay. Sa mga Tio, you yung ating ayaw ayaw gusto kama nika kesa nga eguro sa salting almost ko my Para din Sa lalaga nagagawa ng Para sa Ma.	3	Usually at home, taking care of the elderly and doing household chores
B	Rosete	63	2006 to 2017	Health care	Spouse, Daughter/s	Nuclear	Home maker but I can be a "back of all loads" around the house	Spouse	Both spouse	Poor Communication	Pnag-uusap/ Communication	None	Home improvements. People are the same, nothing changed	3	Environment-related, Church-related
C		33	2	Other types of manufacturing, factory work	Spouse, Father, Mother	Extended	Since in the youngest, also ang lagay nang utusan sa gawing bahay	Mother	Me	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	Pnag-uusap/ Communication	yes	yes	3	Church-related
E	Antonio	35	2	Domestic/ household work	Son/s, Mother	Extended	House maid	Sa mga employer ayemga (maid/serv)	Sa akin or sa parents	Money Problems, Jealousy and Insecurity	Pnag-uusap/ Communication	Opo, malaki po	Meron din po	2	Church-related
F	Sulito	30	1	Domestic/ household work	Spouse, Son/s, Father, Mother	Extended	Taga luto	Asawa	Asawa	Money Problems, Family or Friends interference	Pnag-uusap/ 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	Pnag-uusap/ Communication	Meron dahil nakapaglayo ako ng sarili kong lalakan.	Meron	5	Environment-related
H	Epi	37	6x	Domestic/ household work	Spouse, Son/s, Daughter/s	Nuclear	House chores	Sa asawa ko	Sa akin mas natataman ng ina	Constant absence of spouse, Jealousy and Insecurity, Home duties problems / Division of household chores, Trust issues	Pnag-uusap/ Communication, Negotiation, Collaboration	Do marami akong naging kalibigan marami akong naging	Marami akong kalibigan nangungutang Kail alam nang makabuhay sila	3	Environment-related
MALE MARRIED OFW															
A	James	33	6	Oil/gas industry worker, seafarer	Spouse, Daughter/s, Father, Mother, Other relatives	Extended	BREADWINNER	PARENTS	PARENTS	Home duties problems / Division of household chores	Pnag-uusap/ Communication	yes	yes	3	none
B		31	9	Oil/gas industry worker, seafarer	Spouse, Daughter/s	Nuclear	house husband	Me. As my wife cannot decide on her own	Me. As my wife cannot decide on her own	Poor Communication, Money Problems, Poor memory, Home duties problems / Division of household chores	Pnag-uusap/ Communication, Negotiation, Collaboration	mas naging tulipot	no changes at home	1	none.
C		46	20 more	Oil/gas industry worker, seafarer	Spouse, Son/s	Nuclear	HEAD OF THE FAMILY- disciplinary measures modification	Spouse	Father (Me)	Trust issues	Pnag-uusap/ Communication	Yes	Yes	2	Church-related
D		48	Since 1993	Seafarer	Spouse, Son/s, Daughter/s	Nuclear	Breadwinner	Me and my wife	Me	Jealousy and Insecurity	Pnag-uusap/ 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	Wife, masamay na sila	Jealousy and Insecurity	Pnag-uusap/ Communication	Yes	Yes	4	Church-related
F	Viabal	34	11	Oil/gas industry worker, seafarer	Spouse, Daughter/s	Nuclear	Finance	Wife	Wife	Family or Friends interference	Pnag-uusap/ Communication	No	No	3	Church-related
G	Raul	57	20 plus	Oil/gas industry worker, seafarer	Spouse, Son/s	Nuclear	Bread winner	Wife	Husband	Poor Communication, Money Problems, Poor memory, Jealousy and Insecurity, Trust issues	Pnag-uusap/ Communication, Negotiation, Collaboration	Yes	Yes ty	3	Environment-related, Church-related
H		34		Construction	Father, Mother, Sister	Extended	Father	Spouse	Spouse	Poor Communication, Family or Friends interference, Trust issues	Pnag-uusap/ Communication	Yes	Yes	2	Church-related
I	Cemo	42	1	Other types of manufacturing, factory work	Spouse, Daughter/s	Nuclear	Head of the Family	Wife	Wife	Home duties problems / Division of household chores	Pnag-uusap/ Communication	No	Yes	3	Environment-related, Church-related, Education-related
J	Leo	30	15	Oil/gas industry worker, seafarer	Spouse	Nuclear	Cleaning cooking	Both	Both	Poor Communication, Family or Friends interference	Pnag-uusap/ Communication	Not sure	Not sure	1	Wala
K		56	Several times 18 now	Oil/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	Money Problems, Jealousy and Insecurity, Family or Friends interference, Home duties problems / Division of household chores, Trust issues	Pnag-uusap/ Communication, Negotiation, Collaboration	Yes	Yes	3	Environment-related
L	WARREN	25	4	Oil/gas industry worker, seafarer	Spouse, Daughter/s, Father, Mother, Brother	Extended	Nakaluto at nagliligay ng bahay. Minsan nag lababa.	Spouse	Paano kami ang gumagawa ng decisions if ever di naglilapag ayon sa isang bagay ay aring pinoy walang nag magi kung bakit hindi nya sang ayon. Utopic sa bonding hull ay paano na kami ng decision sa isang bagay. Yun ting po.	Money Problems, Jealousy and Insecurity	Pnag-uusap/ Communication	Oo, Meron po mas naging mapagbigay ako ngayon kayaw dal dahil ako ang may kanya ngayon.	Do, meron po yun ay nakapagpandar ng mga gamit at nakalutong sa pagka and sa dalaga kong kapatid na nagkabalatiny ngayon.	3	Church-related
M	Abet	40	2	Other types of manufacturing, factory work	Spouse, Son/s	Nuclear	Lahat ginagawa ko sa bahay, as a father at luto and gawing bahay	Sa aming magasawa	Paano (Both)	Jealousy and Insecurity, Nil pagkakaunsaan relatse	Pnag-uusap/ Communication	Wala	Merani	3	Environment-related, Education-related
N	Daren	27	1	Other types of manufacturing, factory work	Spouse, Son/s, Father, Mother, Brother, Sister	Extended	Ako ay isang breadwinner at isang Ama, asawa.	Sa akin ang asawa	Sa akin (Me)	Jealousy and Insecurity	Pnag-uusap/ Communication	Mas naging responsible at matatag sa buhay	KUNG TIRION NIN MAS BLO- naging mahal ang lal sa because distance, malaki sila, luto.	3	Youth and Sports- related activities
FEMALE SINGLE OFW															
A	Nicole	28	1	Education	Father, Mother	Nuclear	Daughter - not a breadwinner	parents	parents	Poor Communication	We don't solve it at all / hindi nasa trabahayan	open-mindedness	open-mindedness	2	Church-related
B		41	2	Health care	Mother, Brother, Nephew, Niece	Extended	To provide for additional expenses	Mother	Mother. The house is hers.	Home duties problems / Division of household chores	Pnag-uusap/ Communication	Yes	Everything is the same.	1	I dont usually join
C		35	1	Services	Brother, Sister, Cousin	Extended	None	Everyone	Everyone	Home duties problems / Division of household chores	Collaboration	Yes	Yes	1	None
D		27	3	Domestic/ household work	Son/s, Father, Mother, Brother, Sister	Extended	One of the bread winners	Mother	Kalubog	Money Problems, Home duties problems / Division of household chores	Pnag-uusap/ Communication	yes	yes	4	Environment-related, Church-related, Education-related, Community Building activities
E	Joy	28	1	Domestic/ household work	Father, Mother, Brother, Sister, Nephew	Extended	To provide my family needs	Uncle	Mother	Poor Communication	Pnag-uusap/ Communication	Yes	Yes	3	Environment-related, Church-related, Community Building activities
F		26	1	Health care	Father, Mother, Brother, Sister	Nuclear	Elderly. My parents have high expectation on me	Mother	Mother	Poor Communication	Pnag-uusap/ Communication, Negotiation	Become independent and strong.	Nothing	3	Environment-related, Church-related
G	Romero	30	1	Services	Mother, Sister	Nuclear	I CAN SAY THAT I AM THE "POWER" BEHIND MY PARENTS' DECISIONS.	mother	mother and father	Poor Communication	Pnag-uusap/ Communication	yes	yes	2	Community Building activities
H	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 stress myself :)	Nothing, apart from my mother retiring and my niece being at home	1	Not active.
I		28	5	Services	Mother, Sister	Nuclear	Breadwinner	eldest sibling	mom	Poor Communication, Money Problems, Jealousy and Insecurity, Family or Friends interference, Home duties problems / Division of household chores	Pnag-uusap/ Communication, Collaboration	yes, more liberal and progressive	yes, reconstruction etc	3	Education-related, Community Building activities
J	Charmagne	33	3	Hotel	Father, Mother	Nuclear	EVERYONE USES THE decision maker and look who's the most successful.	EVERYONE USES WHOSE which decision will best benefit all be good for everyone.	Everyone will discuss which decision will benefit all be good for everyone.	Pnag-uusap/ Communication, Negotiation	Pnag-uusap/ Communication, Negotiation	Yes.	Yes.	1	Community Building activities
K	Medina	26	1	Education	Father, Mother, Brother	Nuclear	Provider	All	All	Money Problems, Family or Friends interference	Pnag-uusap/ Communication	Yes	Yes	4	Church-related, Education-related, Community Building activities
L		35	6	Nurse	Sister, mother	Nuclear	All around	Mother	Pnag-uusap/ Communication at pinagtutulungan ng bawat isa pagdedesiyon lalo n kipa makakapagkita sa lalake	Poor Communication	Pnag-uusap/ Communication	Wala	Yes, nabilal na lalo among gusto at nbigungking among kabalang ng pamya	5	Community Building activities
MALE SINGLE OFW															
A		24	3	Seafarer	Mother, Nephew	Extended	Cook, grocery, taking care of poultry, farming	Father and Mother	Mother	Poor Communication, Jealousy and Insecurity	Pnag-uusap/ Communication	No	No	2	Environment-related, Church-related
B	Lh	30	4	Education	Father, Mother, Brother, Sister	Nuclear	Nothing. Just to provide enough support to my parents	Mother	Mother	Home duties problems / Division of household chores	Pnag-uusap/ Communication	Yes	Not really	4	Church-related, Education-related
C		34	1	Agriculture/ horticulture/ husbandry	Father, Mother, Brother, Sister, Nephew, Niece	Extended	Today, Breadwinner	Elder Sister	Mother and Father	Money Problems	Pnag-uusap/ Communication	Mas naging responsible at matatag	Meron, cooperation/communication	3	Environment-related
D		27	2	Education	Father, Mother, Brother, Sister	Nuclear	Being a GOOD SON to my parents (earn money)	Parents	Household members- we run a democratic household	Family or Friends interference	Pnag-uusap/ Communication, Negotiation, Collaboration	Yes	No	1	Na
MALE WIDOWED															
A	Pibogo	61	1	Other types of manufacturing, factory work	Son/s	Nuclear	Breadwinner and Decision maker	Me	Me	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	Church-related
FEMALE ANNULED															
A	Emly	50	5-10	Office	Son/s, Brother, Sister	Extended	Mother	Brother	Brother	Poor Communication	Pnag-uusap/ Communication	Yes	Yes	3	Community Building activities

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

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 OFW의 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

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