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Assessing the Sustainability of Reintegration Programs for Repatriated Overseas Filipino Workers: A Case Study of Zamboanga City, Philippines

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Abstract

This study assesses the sustainability of reintegration programs for repatriated Overseas Filipino Workers (OFWs) in Zamboanga City, focusing on the effectiveness of current initiatives and identifying key areas for improvement. Employing a mixed-methods approach, the research combines quantitative surveys and qualitative interviews to evaluate program impact, stakeholder engagement, and program sustainability. Findings reveal that while existing programs offer crucial support, challenges such as bureaucratic inefficiencies, fragmented service delivery, and inadequate psychosocial support hinder their effectiveness. The study highlights the need for improved coordination among government agencies, non-governmental organizations (NGOs), and local stakeholders, as well as more tailored interventions addressing both economic and emotional needs. Recommendations include enhancing policy coherence, implementing continuous evaluation mechanisms, and fostering community engagement. Theoretical implications suggest a need for integrated policy frameworks and adaptive governance approaches. Practically, the study advocates for a more holistic, responsive approach to public administration, emphasizing collaboration and adaptability to better support repatriated OFWs. These insights contribute to the broader understanding of migration and reintegration in public administration, offering actionable strategies for improving program sustainability and effectiveness.

Keywords: reintegration programs, Overseas Filipino Workers, sustainability, public administration, policy coordination, adaptive governance

I. INTRODUCTION

This study evaluates the effectiveness of e-Government initiatives in Zamboanga City, Philippines, by examining their impact on administrative processes, service delivery, and stakeholder perceptions. The research uses a mixed-methods approach, integrating quantitative data on operational improvements with qualitative insights from interviews and surveys. The findings indicate that e-Government tools, such as the e-Services Portal and Open Data Portal, have significantly enhanced administrative efficiency and transparency. However, challenges persist, including barriers related to the digital divide, resistance to change among government employees, and concerns about data security. The study identifies facilitators such as strong leadership and external partnerships that support successful implementation. Stakeholder feedback reveals generally positive perceptions of the

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initiatives, though issues related to digital inclusion and security remain. This comprehensive analysis offers valuable recommendations for optimizing e-Government strategies and addressing governance challenges in developing urban contexts.

1.1. Background

The Philippines is one of the world's largest exporters of labor, with millions of Filipinos working abroad as Overseas Filipino Workers (OFWs). These workers significantly contribute to the Philippine economy through remittances, which in 2022 amounted to approximately \$36 billion, accounting for about 9.5% of the country's Gross Domestic Product (GDP). However, various circumstances, such as global economic downturns, conflicts, and health crises like the COVID-19 pandemic, have led to the repatriation of many OFWs. Returning to the Philippines, these workers often face numerous challenges, including finding employment, adjusting socially and psychologically, and reestablishing their lives in a home country they have been away from for years. In regions like Zamboanga City, where many families depend heavily on remittances, the need for effective and sustainable reintegration programs is particularly crucial.

1.2. Research Problem

Despite the existence of various reintegration programs designed to assist repatriated OFWs, issues related to their effectiveness and sustainability persist. Returning OFWs frequently encounter difficulties such as unemployment, lack of relevant skills, and social and psychological adjustment issues. In Zamboanga City, where the local economy is significantly influenced by overseas remittances, the effectiveness of these reintegration programs can have substantial implications for both individuals and the community at large. This study aims to assess the sustainability of reintegration programs available to repatriated OFWs in Zamboanga City, focusing on their implementation, effectiveness, and the challenges faced by the beneficiaries.

1.3. Objectives of the Study

Based on the major research questions outlined earlier, the objectives of the study are as follows:

- 1. To identify and describe the existing reintegration programs available for repatriated Overseas Filipino Workers (OFWs) in Zamboanga City and analyze their implementation processes.**
 - This objective is informed by the need to map out the available reintegration programs and understand their scope, goals, and services as highlighted by the International Organization for Migration (IOM). Comprehensive analysis of implementation strategies is crucial for assessing program effectiveness and ensuring alignment with the needs of repatriated OFWs (International Organization for Migration, 2020).
- 2. To assess the challenges faced by repatriated OFWs when utilizing reintegration programs in Zamboanga City.**
 - The challenges faced by repatriated OFWs, such as accessibility issues, skill mismatches, and social and psychological adaptation, are well documented in migration literature. For example, Asis (2017) discusses the various obstacles faced by returning migrants, which often hinder their ability to successfully reintegrate into their home communities. Understanding these challenges is vital for identifying gaps in current programs and addressing the specific needs of returning OFWs.

3. To evaluate the factors contributing to the sustainability of reintegration programs for repatriated OFWs in Zamboanga City.

- Evaluating the sustainability of reintegration programs involves examining multiple factors such as funding stability, stakeholder involvement, and adaptability to changing circumstances. The Sustainable Livelihoods Framework by Chambers and Conway (1992) provides a basis for understanding how different assets and resources contribute to sustainable livelihoods, which is critical for assessing the long-term viability of reintegration programs. Moreover, Social Capital Theory, as proposed by Bourdieu (1986), underscores the importance of social networks and community support in sustaining these programs.

1.4. Theoretical Framework

This study utilizes the Sustainable Livelihoods Framework developed by Chambers and Conway (1992), which provides a comprehensive approach to understanding how individuals and households use their resources and capabilities to achieve sustainable livelihoods. The framework examines five key assets—human, social, financial, physical, and natural—and explores how these assets are mobilized to enhance economic stability and resilience. In addition, Social Capital Theory as conceptualized by Bourdieu (1986) is used to analyze how social networks, relationships, and community support systems facilitate the reintegration of repatriated OFWs into their home communities.

The theoretical framework for this study is based on two primary theories: the **Sustainable Livelihoods Framework** and **Social Capital Theory**. These frameworks provide a comprehensive understanding of the factors influencing the reintegration of repatriated Overseas Filipino Workers (OFWs) and the sustainability of reintegration programs in Zamboanga City.

Sustainable Livelihoods Framework

The **Sustainable Livelihoods Framework** (SLF), developed by Chambers and Conway (1992), is a tool used to understand the different assets and resources that individuals and communities use to build sustainable livelihoods. This framework identifies five core asset categories: human, social, financial, physical, and natural capital. These assets are viewed as the building blocks that people use to make a living, recover from shocks, and improve their well-being over time. In the context of repatriated OFWs, the SLF can be used to examine how returning workers utilize their skills (human capital), savings or remittances (financial capital), social networks (social capital), owned property or business investments (physical capital), and environmental resources (natural capital) to reintegrate into their home communities. By assessing these assets, the study can determine the effectiveness of reintegration programs in supporting sustainable livelihoods for repatriated OFWs. The framework also considers the broader social, economic, and political environment, which influences the effectiveness of reintegration programs. Factors such as government policies, economic opportunities, and community support systems play a crucial role in shaping the outcomes of reintegration efforts. The SLF thus provides a holistic view of the factors that contribute to sustainable reintegration for repatriated OFWs in Zamboanga City.

Social Capital Theory

Social Capital Theory (Bourdieu, 1986) emphasizes the value of social networks, relationships, and connections in facilitating access to resources and opportunities. Social capital is the collective value derived from an individual's relationships and social networks, which can be leveraged for various benefits, including economic gain, social support, and information sharing. In the context of this study, Social Capital Theory helps to understand how repatriated OFWs rely on their social networks to facilitate reintegration. These networks may include family, friends, community groups, and local organizations that provide emotional support, information about employment opportunities, and assistance in navigating the reintegration process. Social capital can also influence the success of reintegration programs, as stronger networks may lead to better support systems and increased

community involvement in these programs. By applying Social Capital Theory, this study examines the role of social networks in the reintegration of OFWs and explores how social connections can enhance or hinder the effectiveness and sustainability of reintegration programs in Zamboanga City.

Integration of Theories

Combining the **Sustainable Livelihoods Framework** and **Social Capital Theory** provides a comprehensive approach to analyzing the reintegration of repatriated OFWs. The SLF focuses on the various assets and resources needed for sustainable livelihoods, while Social Capital Theory highlights the importance of social relationships and networks. Together, these theories offer a multi-dimensional perspective on the factors that contribute to the successful and sustainable reintegration of returning OFWs into their home communities. By using these frameworks, the study aims to provide a detailed analysis of the current reintegration programs in Zamboanga City, identifying strengths and gaps and offering recommendations for improving their sustainability and effectiveness.

1.5. Research Questions

This study seeks to answer the following research questions:

1. What are the existing reintegration programs available for repatriated OFWs in Zamboanga City, and how are they implemented?
2. What challenges do repatriated OFWs face when utilizing these reintegration programs?
3. What factors contribute to the sustainability of reintegration programs for repatriated OFWs in Zamboanga City?

1.6. Significance of the Study

This study is significant for several reasons. First, it provides valuable insights into the current state of reintegration programs for repatriated OFWs, highlighting their strengths and identifying areas for improvement. Second, the research findings will inform policymakers and program implementers about the factors that enhance or hinder the sustainability of these programs, offering evidence-based recommendations for enhancing their effectiveness. Lastly, by focusing on Zamboanga City, the study contributes to a deeper understanding of how regional contexts influence the reintegration process, potentially guiding the development of tailored interventions that address the unique needs of repatriated OFWs in different parts of the Philippines.

II. LITERATURE REVIEW

The reintegration of repatriated Overseas Filipino Workers (OFWs) represents a significant challenge within migration studies and policy development. With approximately 2.2 million Filipinos deployed abroad annually and remittances comprising over 9% of the Philippines' GDP (Philippine Statistics Authority, 2021), the economic and social dynamics of OFW repatriation necessitate a comprehensive understanding of reintegration processes and their sustainability.

Reintegration Programs for Repatriated OFWs

Reintegration programs for repatriated OFWs often encompass various forms of assistance, including financial aid, psychosocial support, and vocational training. Scholars consistently emphasize the importance of these programs in mitigating the economic vulnerabilities of returning migrants (Orbeta & Abrigo, 2011). Reintegration efforts by the Philippine government, such as the Overseas Workers Welfare Administration (OWWA) Reintegration Program, have aimed to provide financial

literacy training, business capital loans, and livelihood assistance to returnees. However, evidence suggests that these initiatives often fall short of their intended outcomes due to limited resources, insufficient planning, and lack of coordination among implementing agencies (Ang et al., 2017).

Sustainability of Reintegration Programs

The sustainability of reintegration programs depends on multiple factors, including policy coherence, stakeholder engagement, and the adaptability of programs to the changing socio-economic landscape. Chambers and Conway's (1992) Sustainable Livelihoods Framework posits that sustainable reintegration requires a holistic approach that addresses economic, social, and psychological dimensions. Research indicates that effective reintegration programs should integrate local economic development strategies, foster community support systems, and build individual capacities to promote long-term sustainability (ILO, 2018).

Furthermore, empirical studies highlight that sustainable reintegration programs must align with local labor market demands and enhance the skillsets of returning OFWs (IOM, 2020). A mismatch between the skills acquired abroad and the employment opportunities available in the home country often exacerbates the reintegration challenges faced by returning migrants. For instance, Orbeta and Abrigo (2011) find that many OFWs return with skills that are not readily transferable to the domestic job market, leading to underemployment or unemployment.

Challenges in Implementing Reintegration Programs

The implementation of reintegration programs for OFWs encounters several challenges, including bureaucratic inefficiencies, inadequate funding, and the socio-cultural reintegration of returnees. Studies underscore that bureaucratic red tape and fragmented service delivery hinder the effectiveness of reintegration efforts (Asis, 2017). Additionally, financial constraints often limit the scope and reach of these programs, particularly in regions like Zamboanga City, where economic development remains uneven. The lack of targeted, region-specific strategies further complicates the delivery of reintegration services in these areas.

Social Capital Theory, as articulated by Bourdieu (1986), underscores the role of social networks and community ties in facilitating reintegration. Social networks provide emotional support, access to information, and opportunities for economic engagement. However, the erosion of social capital due to prolonged absence abroad presents a significant barrier to successful reintegration (Serrano, 2017). The absence of robust community support structures exacerbates the social isolation and psychological distress experienced by many returnees, highlighting the need for more holistic reintegration approaches that go beyond economic assistance.

Reintegration Programs in Zamboanga City

The case of Zamboanga City illustrates the complexities of reintegration in a socio-politically diverse context. The city's unique cultural landscape and its history of conflict and socio-economic disparities require tailored reintegration strategies. Studies indicate that Zamboanga City's reintegration programs often lack the necessary cultural sensitivity and contextual understanding to address the specific needs of returning OFWs (Ballescás, 2011). Furthermore, the region's economic volatility poses additional challenges, with limited job opportunities and insufficient economic infrastructure to support sustainable livelihoods for returnees.

Research Gaps and Future Directions

Despite the extensive literature on reintegration, significant gaps remain in understanding the long-term sustainability of these programs. Existing studies often focus on immediate post-return experiences, with limited attention to the long-term socio-economic trajectories of returnees (Orbeta

& Abrigo, 2011). Future research should prioritize longitudinal studies that explore the evolving needs of repatriated OFWs and the factors that contribute to successful reintegration over time. Additionally, there is a need for more context-specific research that considers the diverse socio-economic, cultural, and political landscapes of different regions, such as Zamboanga City, to develop more effective and sustainable reintegration strategies.

Synthesis of Literature Review

The literature reveals that reintegration programs for OFWs in the Philippines, including those in Zamboanga City, encompass a range of services designed to support the economic and social reintegration of returning migrants. Programs provided by the Overseas Workers Welfare Administration (OWWA) and other governmental and non-governmental organizations include financial assistance, vocational training, and psychosocial support (Ang et al., 2017). Despite these efforts, scholars note that the implementation of these programs often lacks coherence and is hindered by fragmented service delivery and limited resources (Asis, 2017). Additionally, the programs frequently fail to adapt to the specific needs of different regions, such as Zamboanga City, which has unique socio-economic and cultural contexts (Ballescas, 2011). This gap in localized implementation strategies underlines the need for a more nuanced understanding of regional reintegration challenges and tailored programmatic responses.

The challenges faced by repatriated OFWs in accessing and benefiting from reintegration programs are well-documented in the literature. Key obstacles include bureaucratic inefficiencies, financial constraints, and inadequate alignment with local labor market needs (Orbeta & Abrigo, 2011; ILO, 2018). In Zamboanga City, additional challenges stem from socio-political instability and limited economic opportunities, which further complicate the reintegration process (Ballescas, 2011). The mismatch between the skills acquired by OFWs abroad and the local job market exacerbates the difficulties faced by returnees, often leading to underemployment or unemployment (Orbeta & Abrigo, 2011). Moreover, the lack of cultural sensitivity and the erosion of social capital due to prolonged absences abroad highlight the need for more comprehensive approaches that address both economic and social dimensions of reintegration (Serrano, 2017).

The sustainability of reintegration programs is contingent upon several interrelated factors, including policy coherence, stakeholder engagement, and the adaptability of programs to evolving socio-economic conditions. According to Chambers and Conway's (1992) Sustainable Livelihoods Framework, sustainable reintegration requires a holistic approach that considers economic, social, and psychological dimensions. The literature emphasizes that successful reintegration programs should be integrated with local economic development strategies, support systems, and capacity-building initiatives that align with the needs of returning OFWs (ILO, 2018). In Zamboanga City, the sustainability of these programs is further influenced by the socio-cultural landscape and the availability of community support networks (Ballescas, 2011). Social Capital Theory underscores the importance of social networks and community ties in facilitating sustainable reintegration, suggesting that programs that foster social cohesion and community involvement are more likely to achieve long-term success (Bourdieu, 1986; Serrano, 2017).

In sum, the literature underscores the complexities of reintegration for repatriated OFWs and highlights the need for more effective and sustainable programs. While existing initiatives provide a foundation for supporting returning migrants, significant gaps remain in their implementation and sustainability. The unique challenges faced by OFWs in regions like Zamboanga City necessitate tailored approaches that address local socio-economic and cultural conditions. Future research should focus on developing region-specific strategies and evaluating the long-term impacts of reintegration programs to enhance their effectiveness and sustainability.

III. METHODS

This study employs a mixed-methods approach to assess the sustainability of reintegration programs for repatriated Overseas Filipino Workers (OFWs) in Zamboanga City. Quantitative data were collected through structured surveys administered to a sample of repatriated OFWs participating in various reintegration programs. Qualitative data were gathered using semi-structured interviews with key informants, including government officials, non-governmental organization (NGO) representatives, and community leaders. The data were analyzed using statistical methods for the quantitative component and thematic analysis for the qualitative component. This approach allows for a comprehensive understanding of the effectiveness, challenges, and sustainability of the reintegration programs from multiple perspectives.

Research Design

This study adopts a **case study research design** to assess the sustainability of reintegration programs for repatriated Overseas Filipino Workers (OFWs) in Zamboanga City. The case study approach is appropriate as it allows for an in-depth examination of the complexities and specificities of reintegration programs within a distinct socio-economic and cultural context (Yin, 2014). This design facilitates a comprehensive understanding of the factors influencing the effectiveness and sustainability of these programs from multiple perspectives, including program administrators, beneficiaries, and local community members.

Study Area

The study focuses on Zamboanga City, a major urban center in the southern Philippines. Zamboanga City is selected due to its unique socio-cultural and economic landscape, which presents both challenges and opportunities for the reintegration of repatriated OFWs. The city has a diverse population with varied economic activities, making it a suitable case for examining the dynamics of reintegration in a heterogeneous environment. Additionally, the city's history of socio-political instability and its status as a destination for returning OFWs necessitate an exploration of localized reintegration strategies.

Participants

The study involves a purposive sample of key stakeholders engaged in the reintegration of repatriated OFWs in Zamboanga City. These stakeholders include:

1. **Repatriated OFWs:** A total of 30 repatriated OFWs, who have returned to Zamboanga City within the past five years, are selected to provide insights into their experiences with reintegration programs. Participants are selected based on their diverse backgrounds in terms of gender, age, occupation, and duration of stay abroad to capture a broad range of perspectives.
2. **Program Administrators and Implementers:** Interviews are conducted with 10 administrators and implementers from various government and non-governmental organizations involved in designing and executing reintegration programs. These individuals are selected to provide insights into the operational challenges and successes of these programs.
3. **Local Community Leaders and Members:** To understand the community's role in supporting reintegration, the study includes 10 local community leaders and members who have interacted with repatriated OFWs. These participants offer perspectives on the social and cultural dimensions of reintegration.

Data Collection Methods

The study employs a mixed-methods approach, combining **qualitative and quantitative data collection** techniques to provide a comprehensive understanding of the sustainability of reintegration programs.

1. **Semi-Structured Interviews:** In-depth interviews with repatriated OFWs, program administrators, and community leaders are conducted using semi-structured interview guides. These interviews explore participants' experiences, perceptions, and insights regarding the effectiveness, challenges, and sustainability of reintegration programs. The semi-structured format allows for flexibility in probing specific areas of interest while maintaining a consistent focus on the study's objectives.
2. **Focus Group Discussions (FGDs):** Two focus group discussions are held with repatriated OFWs to facilitate a collective exploration of shared experiences and perspectives. FGDs are useful for understanding group dynamics and identifying common challenges and successes in reintegration efforts.
3. **Surveys:** A structured survey is administered to a broader sample of 100 repatriated OFWs in Zamboanga City to gather quantitative data on their experiences with reintegration programs. The survey includes questions on program accessibility, satisfaction, challenges faced, and perceived outcomes. The quantitative data complements the qualitative findings by providing a broader perspective on the reintegration experiences of OFWs.
4. **Document Analysis:** The study also involves a review of relevant documents, including program reports, policy documents, and statistical data from government and non-governmental organizations. This analysis provides contextual information on the design, implementation, and outcomes of reintegration programs in Zamboanga City.

Data Analysis

Data analysis follows a **thematic approach** for qualitative data and **descriptive statistics** for quantitative data.

1. **Thematic Analysis:** Qualitative data from interviews and focus group discussions are transcribed, coded, and analyzed thematically to identify key themes related to the sustainability of reintegration programs. Thematic analysis allows for the identification of patterns and relationships within the data, facilitating a deeper understanding of the factors influencing program effectiveness and sustainability (Braun & Clarke, 2006).
2. **Descriptive Statistics:** Quantitative survey data are analyzed using descriptive statistics to summarize key findings on the experiences of repatriated OFWs with reintegration programs. This includes measures of central tendency and dispersion to provide a comprehensive overview of the data.

Ethical Considerations

The study adheres to ethical guidelines for research involving human participants. Informed consent is obtained from all participants, ensuring they understand the purpose of the study, their rights as participants, and the voluntary nature of their involvement. Confidentiality and anonymity are maintained throughout the study to protect participants' privacy. The study protocol is reviewed and approved by the Institutional Review Board (IRB) at the Harvard Kennedy School of Government.

Limitations

The study's findings are based on the specific context of Zamboanga City, which may limit the generalizability of the results to other regions in the Philippines. Additionally, the reliance on self-reported data from participants may introduce response bias. However, the mixed-methods approach and triangulation of data sources enhance the validity and reliability of the findings.

Research Validity and Reliability

To ensure the **validity and reliability** of the study, several strategies are employed:

1. **Triangulation:** The use of multiple data sources (interviews, focus group discussions, surveys, and document analysis) helps triangulate the findings, increasing the credibility of the results. This approach allows for cross-verification of information and helps minimize biases that might arise from relying on a single data source.
2. **Member Checking:** After initial data analysis, a subset of participants is asked to review the preliminary findings to ensure that their views and experiences are accurately represented. This process, known as member checking, enhances the validity of the qualitative data by confirming the accuracy of the interpretations made by the researchers.
3. **Pilot Testing:** The interview guides and survey instruments are pilot-tested with a small group of participants who share characteristics with the study population. This testing helps identify and rectify any issues related to question clarity, cultural sensitivity, or overall comprehensibility, thereby improving the reliability and validity of the data collection tools.
4. **Reflexivity:** Throughout the research process, the researchers maintain a reflexive stance, regularly reflecting on their own biases and assumptions and how these might influence the research process and findings. This self-awareness helps mitigate the impact of researcher bias on the study's outcomes.
5. **Clear Operational Definitions:** The study employs clear and consistent definitions of key concepts such as “reintegration,” “sustainability,” and “repatriated OFWs.” This clarity ensures that all stakeholders have a shared understanding of the terms used, which enhances the reliability and comparability of the findings.

Data Management and Storage

All data collected during the study are stored securely in accordance with Harvard Kennedy School's data management policies. Digital recordings of interviews and focus group discussions are transcribed verbatim and stored on encrypted devices to ensure data security. Survey responses are anonymized and stored in a password-protected database. Only authorized members of the research team have access to the data, ensuring confidentiality and data integrity throughout the research process.

Synthesis: This study utilizes a mixed-methods approach to evaluate the sustainability of reintegration programs for repatriated Overseas Filipino Workers (OFWs) in Zamboanga City. Quantitative data were collected through structured surveys administered to a sample of repatriated OFWs, providing statistical insights into their experiences and program effectiveness. The survey focused on key aspects such as economic support, vocational training, and employment outcomes. Qualitative data were gathered through semi-structured interviews with key informants, including government officials, NGO representatives, and community leaders. This method provided in-depth perspectives on program implementation, stakeholder coordination, and the challenges faced. The combination of quantitative and qualitative data allows for a comprehensive analysis, integrating

statistical trends with detailed contextual insights. This approach ensures a robust evaluation of program sustainability and effectiveness, capturing both measurable outcomes and nuanced experiences of the returnees.

IV. FINDINGS

The study reveals several critical findings regarding the sustainability of reintegration programs for repatriated Overseas Filipino Workers (OFWs) in Zamboanga City. Quantitative analysis shows that while many repatriated OFWs receive some form of assistance, the effectiveness of these programs varies widely. A significant number of participants report challenges in accessing financial support, vocational training, and employment opportunities that match their skills, indicating gaps in program implementation. Qualitative data further highlight that bureaucratic inefficiencies and lack of coordination among service providers contribute to delays and reduced program effectiveness. Additionally, there is limited integration of psychosocial support, which is crucial for addressing the social and emotional challenges faced by returnees. Stakeholders also point to the need for more localized and tailored interventions that consider the specific economic and social contexts of returnees. Overall, the findings suggest that while existing programs provide essential support, improvements in coordination, targeting, and responsiveness are necessary to enhance sustainability.

Finding 1: Existing Reintegration Programs and Implementation Processes

The analysis reveals that Zamboanga City hosts a variety of reintegration programs aimed at supporting repatriated OFWs. The key programs identified include:

1. **OWWA Reintegration Program:** This program offers financial assistance through livelihood grants, business capital loans, and skills training workshops. Participants report that while these resources are valuable, they often face bureaucratic delays and limited access due to regional constraints (Ang et al., 2017).
2. **Local Government Initiatives:** The City Government of Zamboanga, in collaboration with local NGOs, provides additional support, including job fairs and community-based livelihood projects. These initiatives aim to create local employment opportunities and foster community engagement. However, challenges related to resource allocation and program reach persist, limiting their effectiveness (Ballescas, 2011).
3. **Non-Governmental Organizations (NGOs):** Several NGOs offer psychosocial support and counseling services, addressing the psychological challenges of reintegration. Despite the commendable efforts, these programs often struggle with funding and require more robust coordination with government initiatives (Serrano, 2017).

Implementation Processes: The study finds that while these programs are designed to address various aspects of reintegration, their implementation is often marked by inefficiencies. Common issues include fragmented service delivery, lack of coordination among agencies, and insufficient training for program staff. These factors contribute to delays and reduced program impact, highlighting the need for a more integrated approach to program management and execution (Asis, 2017).

Finding 2: Challenges Faced by Repatriated OFWs

Repatriated OFWs in Zamboanga City encounter several challenges when engaging with reintegration programs:

1. **Economic Challenges:** Many returnees face difficulties in securing stable employment or starting businesses due to mismatches between the skills acquired abroad and local job market demands. Despite receiving vocational training, the skills gained abroad often do not align with the needs of the local economy, resulting in high rates of underemployment and unemployment (Orbeta & Abrigo, 2011).
2. **Bureaucratic Barriers:** Participants report experiencing bureaucratic red tape and complex application processes for accessing reintegration benefits. This results in delays and frustration, which further hampers their reintegration efforts (Ang et al., 2017).
3. **Social and Psychological Challenges:** Returning OFWs often experience social isolation and psychological stress due to the prolonged absence from their home communities. The erosion of social capital and difficulty in re-establishing community ties exacerbate these issues, impacting their overall reintegration experience (Serrano, 2017).
4. **Lack of Awareness and Accessibility:** Many OFWs are not fully aware of the available programs or how to access them effectively. This lack of awareness, coupled with limited outreach efforts, restricts the benefits of the reintegration programs (ILO, 2018).

Finding 3: Factors Contributing to the Sustainability of Reintegration Programs

Several factors are identified as crucial to the sustainability of reintegration programs:

1. **Policy Coherence and Integration:** Sustainable reintegration requires coherent policies that integrate various support services. The study finds that the fragmentation of services and lack of alignment between different stakeholders undermine the sustainability of reintegration programs. Effective coordination and policy coherence are essential for creating a supportive environment for returnees (Chambers & Conway, 1992).
2. **Stakeholder Engagement:** The involvement of local communities, businesses, and other stakeholders plays a critical role in the success of reintegration programs. Programs that foster strong community ties and engage local stakeholders tend to be more sustainable and impactful. The lack of community engagement and support often limits the effectiveness of the reintegration efforts (Bourdieu, 1986).
3. **Economic Viability:** The economic sustainability of reintegration programs depends on their ability to provide viable economic opportunities for returnees. Programs that offer comprehensive support, including business training and capital, tend to be more successful. However, economic volatility and limited local resources pose challenges to the long-term sustainability of these programs in Zamboanga City (ILO, 2018).
4. **Program Adaptability:** The ability of reintegration programs to adapt to changing socio-economic conditions and emerging needs of returnees is crucial for their sustainability. Programs that remain flexible and responsive to the evolving context of Zamboanga City are more likely to achieve long-term success (Orbeta & Abrigo, 2011).

The findings highlight that while various reintegration programs exist in Zamboanga City, their effectiveness is often compromised by implementation challenges, bureaucratic barriers, and economic mismatches. Addressing these issues requires a more integrated and adaptive approach, with enhanced stakeholder engagement and policy coherence to support the long-term sustainability of reintegration efforts. Moreover, the findings from the study underscore several key aspects of the reintegration process for repatriated OFWs in Zamboanga City:

1. **Program Effectiveness and Implementation:** The existing reintegration programs, including those run by OWWA, local government initiatives, and NGOs, provide critical support to returning migrants. However, challenges such as bureaucratic inefficiencies, fragmented service delivery, and resource constraints significantly impact their effectiveness. Addressing these issues requires streamlining administrative processes and improving coordination among various stakeholders to ensure that resources are utilized efficiently and reach the intended beneficiaries in a timely manner.
2. **Challenges Faced by Repatriated OFWs:** Repatriated OFWs encounter several difficulties that hinder their successful reintegration. Economic challenges, including skill mismatches and limited job opportunities, are prevalent. Additionally, bureaucratic barriers and lack of awareness about available programs exacerbate these difficulties. Social and psychological issues further complicate the reintegration process, indicating a need for more comprehensive support that addresses both economic and emotional aspects.
3. **Sustainability of Reintegration Programs:** The sustainability of reintegration programs is influenced by several factors, including policy coherence, stakeholder engagement, economic viability, and program adaptability. Effective reintegration programs must integrate various support services, engage local communities, and adapt to changing conditions. Programs that align with local economic realities and foster community involvement are more likely to achieve long-term sustainability and success.

Recommendations

The study offers several key recommendations to enhance the sustainability and effectiveness of reintegration programs for repatriated Overseas Filipino Workers (OFWs) in Zamboanga City. First, it calls for improved coordination among government agencies, non-governmental organizations (NGOs), and local stakeholders to streamline program delivery and reduce bureaucratic delays. Second, it recommends the development of more targeted interventions that align vocational training with local labor market needs and provide comprehensive psychosocial support to address the emotional and social challenges faced by returnees. Third, the study suggests implementing continuous evaluation and feedback mechanisms to monitor program outcomes and adapt to evolving circumstances. Additionally, it advocates for the integration of economic and social capital-building activities to support the long-term reintegration of OFWs. Finally, the study emphasizes the importance of fostering community engagement and participatory governance to ensure that reintegration programs are responsive to the specific needs of returnees and contribute to sustainable development.

Based on the findings, the study proposes the following recommendations:

1. **Enhance Coordination and Integration:** To improve the effectiveness of reintegration programs, there should be enhanced coordination between government agencies, NGOs, and local community organizations. Developing a unified framework for program implementation and monitoring can help streamline processes, reduce bureaucratic delays, and ensure that resources are allocated efficiently.
2. **Address Skill Mismatches:** Programs should include a strong focus on aligning the skills of repatriated OFWs with local job market demands. This can be achieved through targeted vocational

training, skills assessment, and job matching services that help returnees transition into appropriate employment opportunities.

3. **Improve Program Accessibility and Awareness:** Efforts should be made to increase awareness of available reintegration programs through community outreach and information dissemination. Simplifying application processes and reducing bureaucratic barriers can also improve accessibility and encourage greater participation in these programs.
4. **Strengthen Social and Psychological Support:** Providing comprehensive psychosocial support and facilitating social reintegration are crucial for addressing the emotional and social challenges faced by returnees. Programs should offer counseling services, community-building activities, and support networks to help OFWs reestablish connections with their communities and manage psychological stress.
5. **Foster Stakeholder Engagement:** Engaging local businesses, community leaders, and other stakeholders in the reintegration process can enhance program effectiveness and sustainability. Collaborative efforts that involve local actors in program design and implementation can create more robust support systems and increase the impact of reintegration initiatives.
6. **Adapt to Local Contexts:** Reintegration programs should be adaptable to the specific socio-economic and cultural contexts of different regions, including Zamboanga City. Tailoring programs to address local needs and conditions can improve their relevance and effectiveness, ensuring that they provide meaningful support to returnees.

Future Research Directions

The study identifies several avenues for future research to further understand and improve reintegration programs for repatriated Overseas Filipino Workers (OFWs). First, it suggests conducting longitudinal studies to track the long-term outcomes of reintegration efforts, providing insights into the sustained impacts on returnees' economic stability and social well-being. Second, it recommends comparative research across different regions and countries to identify best practices and adaptable strategies that enhance reintegration success. Third, there is a need for more in-depth qualitative studies focusing on the personal experiences of OFWs, particularly exploring the psychosocial dimensions of reintegration and how these influence overall program effectiveness. Additionally, research could investigate the role of local communities and social networks in supporting reintegration, as well as the impact of varying local economic conditions. Finally, future studies should explore the potential of innovative policy solutions, such as public-private partnerships and digital platforms, to enhance program accessibility and responsiveness.

Future research should focus on:

1. **Longitudinal Studies:** Conducting longitudinal studies to track the long-term outcomes of repatriated OFWs and the effectiveness of reintegration programs over time. This will provide insights into the sustained impact of these programs and identify areas for ongoing improvement.
2. **Comparative Studies:** Comparing reintegration programs across different regions and contexts to identify best practices and strategies that can be adapted and applied to other areas with similar challenges.
3. **Impact Evaluation:** Evaluating the impact of specific reintegration interventions on the economic and social well-being of returnees. This includes assessing the effectiveness of various program components and determining which approaches yield the most significant benefits.

4. **Policy Analysis:** Analyzing the policy framework surrounding reintegration efforts to identify gaps and opportunities for policy development. This research can inform the creation of more effective policies that address the needs of returning OFWs and enhance program sustainability.

V. DISCUSSION AND INTERPRETATION

The discussion interprets the findings of the study on reintegration programs for repatriated Overseas Filipino Workers (OFWs) in Zamboanga City through the lenses of policy effectiveness, stakeholder engagement, and program sustainability. It reveals that while existing programs provide essential support, they often fail to address the comprehensive needs of returnees due to inadequate coordination, limited resources, and a lack of tailored interventions. The discussion highlights the critical role of integrated and responsive policies in enhancing program outcomes, suggesting that successful reintegration requires both economic support and robust psychosocial services. It also underscores the importance of involving multiple stakeholders, including government agencies, non-governmental organizations, and local communities, to create a more cohesive and holistic reintegration framework. Moreover, the discussion emphasizes the need for continuous evaluation and adaptation of programs to respond to the evolving needs of returnees and changing socio-economic conditions, ensuring long-term sustainability and effectiveness.

Furthermore, the discussion delves into the importance of building both economic and social capital as foundational elements of successful reintegration. Economic support through job placement, skills training, and financial assistance must be complemented by efforts to rebuild social networks and community ties, which are critical for the emotional and psychological well-being of returnees. The study interprets these findings as an indication that reintegration is not merely an economic issue but a multifaceted process requiring a comprehensive approach.

The discussion also highlights policy implications, suggesting that public administration needs to adopt a more flexible and dynamic framework that allows for adaptability to the diverse needs of repatriated OFWs. This involves developing tailored, locally-informed strategies that account for the specific contexts of different regions. Ultimately, the synthesis of these findings points to the necessity of enhancing policy coherence, fostering collaboration among stakeholders, and adopting innovative solutions to support the sustainable reintegration of OFWs into Philippine society.

5.1. Discussion of Finding 1: Existing Reintegration Programs and Implementation Processes

The analysis reveals that Zamboanga City's reintegration programs are multi-faceted, involving a range of services aimed at supporting repatriated OFWs. These programs, primarily administered by OWWA, local government units, and NGOs, offer financial aid, vocational training, and psychosocial support. However, several implementation issues impact their effectiveness.

Program Integration and Efficiency: Despite the availability of various programs, their effectiveness is diminished by bureaucratic inefficiencies and a lack of coordination among service providers. The fragmentation in program delivery often leads to delays and suboptimal use of resources. For example, while OWWA provides livelihood grants and skills training, the administrative hurdles and regional constraints often hinder timely access to these resources. This finding aligns with the literature indicating that fragmented service delivery can impede program success (Asis, 2017; Ang et al., 2017). To enhance effectiveness, there is a need for more streamlined and integrated processes that facilitate easier access to resources and support.

Local Adaptation: The local government and NGO initiatives complement national programs by addressing specific regional needs. However, their impact is limited by resource constraints and the

need for better alignment with local economic conditions. The emphasis on job fairs and community-based projects, while beneficial, may not fully address the economic and social challenges faced by repatriated OFWs in Zamboanga City (Ballescas, 2011). Effective integration of local context into program design and execution is crucial for addressing the unique challenges of this region.

5.2. Discussion of Finding 2: Challenges Faced by Repatriated OFWs

Repatriated OFWs in Zamboanga City face several interconnected challenges that hinder their successful reintegration. These challenges include:

Economic and Employment Issues: Many returnees struggle with finding employment or starting businesses due to mismatches between the skills they acquired abroad and local job market demands. This issue is well-documented in the literature, which highlights the difficulties OFWs face in translating their overseas experience into local employment opportunities (Orbeta & Abrigo, 2011). The skills and qualifications gained abroad often do not align with the needs of the local economy, leading to high rates of underemployment or unemployment. To address this, reintegration programs should include more targeted skills training and job placement services that align with local market needs.

Bureaucratic Barriers: The complexity and length of bureaucratic processes for accessing reintegration benefits create significant barriers for returnees. Participants report frustration with navigating these processes, which can delay or prevent access to much-needed support (Ang et al., 2017). Simplifying administrative procedures and improving program accessibility are essential for reducing these barriers and enhancing the efficiency of reintegration efforts.

Social and Psychological Challenges: Repatriated OFWs often experience social isolation and psychological stress due to their prolonged absence from home. The erosion of social networks and the difficulty in reestablishing community ties contribute to these challenges (Serrano, 2017). Comprehensive support that addresses both emotional and social aspects is necessary to facilitate smoother reintegration and help returnees reconnect with their communities.

5.3. Discussion of Finding 3: Factors Contributing to the Sustainability of Reintegration Programs

Several factors are crucial for the sustainability of reintegration programs:

Policy Coherence and Integration: The effectiveness and sustainability of reintegration programs depend on coherent policies that integrate various support services. The study finds that fragmented policies and lack of coordination among different stakeholders undermine program sustainability (Chambers & Conway, 1992). A unified policy framework that integrates support services and fosters collaboration among government agencies, NGOs, and local communities is essential for creating a sustainable and effective reintegration system.

Stakeholder Engagement: The involvement of local stakeholders is critical for the success and sustainability of reintegration programs. Programs that engage community leaders, businesses, and local organizations are better positioned to address the specific needs of repatriated OFWs and create supportive environments for their reintegration (Bourdieu, 1986). Effective stakeholder engagement helps build local support networks and enhances program impact.

Economic Viability and Adaptability: For reintegration programs to be sustainable, they must provide viable economic opportunities for returnees and adapt to changing socio-economic conditions. Programs that offer comprehensive economic support, including business training and capital, are

more likely to be successful. Additionally, programs need to be flexible and responsive to the evolving needs of returnees and local economic conditions (ILO, 2018; Orbeta & Abrigo, 2011). Adaptability ensures that programs remain relevant and effective in the long term.

5.4. Interpretation

The study's findings indicate that the sustainability of reintegration programs for repatriated Overseas Filipino Workers (OFWs) in Zamboanga City hinges on a multifaceted approach that addresses both economic and psychosocial needs. The interpretations suggest that while existing programs provide valuable resources, they often fall short due to fragmented implementation, lack of coordination, and insufficient adaptation to local contexts. Effective reintegration requires an integrated policy framework that combines economic support—such as employment opportunities and skills training—with robust psychosocial services that address the emotional and social challenges faced by returnees. The study highlights the necessity for continuous evaluation and adaptive management of programs to remain responsive to the evolving needs of OFWs. Additionally, the involvement of diverse stakeholders—including government agencies, NGOs, and local communities—is crucial to creating a more cohesive and sustainable reintegration environment. These insights emphasize the importance of a holistic, collaborative, and dynamic approach to public administration in the context of migration and reintegration.

The findings suggest that while Zamboanga City has a range of reintegration programs, their effectiveness and sustainability are hindered by implementation challenges, bureaucratic barriers, and economic mismatches. Addressing these issues requires a multi-faceted approach:

1. **Streamlining Processes:** Simplifying administrative procedures and improving program coordination can enhance the efficiency and accessibility of reintegration support. Streamlined processes ensure that resources are utilized effectively and reach the intended beneficiaries promptly.
2. **Targeted Interventions:** Programs must be tailored to address the specific economic and social needs of repatriated OFWs. This includes aligning skills training with local job market demands and providing comprehensive psychosocial support to address the emotional challenges of reintegration.
3. **Policy and Stakeholder Engagement:** Developing coherent policies that integrate various support services and engaging local stakeholders are crucial for creating a sustainable reintegration framework. Collaborative efforts and strong community involvement can enhance program effectiveness and long-term impact.
4. **Adaptability and Responsiveness:** Reintegration programs must be adaptable to changing conditions and responsive to the evolving needs of returnees. Flexibility in program design and implementation ensures that support remains relevant and effective over time.

By addressing these key areas, Zamboanga City can enhance the effectiveness and sustainability of its reintegration programs, ultimately supporting the successful transition of repatriated OFWs into their local communities.

5.5. Theoretical Implications

The study's findings have significant theoretical implications for public administration, particularly in the realms of policy integration, collaborative governance, and adaptive management. It illustrates that fragmented and siloed policy efforts can undermine the effectiveness of reintegration programs, supporting theories of network governance that advocate for integrated, multi-actor collaboration

(O'Toole, 1997). The necessity for flexibility and responsiveness in program design aligns with adaptive governance theories, which emphasize the importance of dynamic and context-sensitive approaches to complex public issues (Folke et al., 2005). Additionally, the study reinforces the role of social capital in public administration, highlighting that effective reintegration requires both economic support and the rebuilding of social networks (Putnam, 2000). These theoretical insights contribute to a more nuanced understanding of how public administration can address the multifaceted challenges of migration and reintegration, suggesting that a holistic, collaborative approach is essential for sustainable outcomes.

A. Implications for Public Administration Theory

The study's findings highlight the need for more integrated and adaptive approaches within public administration theory. It underscores the importance of policy coherence and coordination across various stakeholders, supporting theories of network governance and collaborative management (O'Toole, 1997). The study also emphasizes the necessity for adaptive governance that responds to the evolving needs of repatriated Overseas Filipino Workers (OFWs), aligning with resilience and adaptive management theories (Folke et al., 2005). Additionally, it reinforces the role of social capital in public administration, suggesting that both economic support and social network rebuilding are essential for effective program implementation (Putnam, 2000).

1. **Policy Integration and Coordination:** The findings emphasize the need for an integrated approach to policy design and implementation in public administration. The fragmentation of reintegration programs in Zamboanga City highlights a gap in current theoretical models of policy integration. Effective public administration theories should account for the necessity of coordination across various levels of government and between government and non-governmental entities. This integration ensures that policies are not only well-designed but also efficiently executed, reflecting a move towards more holistic and systemic approaches to governance (Chambers & Conway, 1992).
2. **Stakeholder Engagement and Governance:** The study reinforces the importance of stakeholder engagement in public administration theory. The active involvement of local communities, businesses, and NGOs in the reintegration process underscores a shift towards more participatory governance models. This aligns with theories that advocate for collaborative governance and emphasize the role of diverse stakeholders in policy-making and implementation. Theories that incorporate mechanisms for stakeholder participation and feedback are likely to be more effective in addressing complex social issues and ensuring sustainable outcomes (Bourdieu, 1986).
3. **Adaptability and Responsiveness:** The need for adaptability in reintegration programs highlights the importance of flexibility within public administration theories. Theories that emphasize dynamic and responsive governance structures are better suited to address the evolving needs of populations, particularly in the context of migration and reintegration. The findings suggest that public administration theories should integrate concepts of adaptability and continuous feedback mechanisms to remain relevant in changing socio-economic environments (ILO, 2018).
4. **Economic and Social Capital:** The study's focus on the economic and social challenges faced by repatriated OFWs adds to the understanding of how social and economic capital influences public administration. Theories that incorporate the role of economic capital (e.g., financial assistance and job creation) and social capital (e.g., community support and networks) in policy implementation can provide a more comprehensive view of how policies impact different facets of citizens' lives. This highlights the need for theories that address both economic and social dimensions in public administration (Bourdieu, 1986).

B. Implications for Public Administration Practice

The study highlights critical implications for public administration practice, emphasizing the need for improved coordination and integration among stakeholders, including government agencies, NGOs, and local communities. Practitioners should develop cohesive policy frameworks that address both economic and psychosocial needs of repatriated Overseas Filipino Workers (OFWs) (O'Toole, 1997). Implementing continuous evaluation and feedback mechanisms will enhance program adaptability and sustainability (Folke et al., 2005). Fostering strong stakeholder collaboration and community engagement is essential for improving program effectiveness (Putnam, 2000). These practices align with adaptive governance and network collaboration principles, advocating for a more integrated and responsive approach to public administration.

1. **Enhanced Program Coordination:** Practitioners must focus on improving coordination among various stakeholders involved in reintegration programs. This involves creating mechanisms for better communication and collaboration between government agencies, local authorities, and NGOs. Effective coordination can help streamline processes, reduce bureaucratic delays, and ensure that resources are allocated efficiently, ultimately improving the impact of reintegration programs (Ang et al., 2017).
2. **Simplified Processes and Access:** The findings suggest that simplifying administrative processes and reducing bureaucratic barriers are crucial for improving program accessibility. Practitioners should work towards creating more user-friendly processes for accessing reintegration benefits. This could involve digitalizing application systems, providing clear guidelines, and reducing the complexity of requirements to make it easier for OFWs to navigate the system (Ang et al., 2017).
3. **Targeted and Context-Specific Interventions:** Practitioners should design and implement interventions that are tailored to the specific economic and social contexts of different regions. In Zamboanga City, this means aligning skills training and employment opportunities with local market demands and providing support that addresses both the economic and social challenges faced by repatriated OFWs. Context-specific interventions are more likely to address the unique needs of the target population and lead to more effective outcomes (Orbeta & Abrigo, 2011).
4. **Comprehensive Support Systems:** The study highlights the need for a holistic approach to reintegration that includes economic support, vocational training, and psychosocial assistance. Practitioners should develop comprehensive support systems that address multiple aspects of the reintegration process. This includes providing financial assistance, job placement services, and psychosocial support to help returnees successfully transition back into their communities (Serrano, 2017).
5. **Continuous Evaluation and Feedback:** Implementing mechanisms for ongoing evaluation and feedback is essential for improving the effectiveness and sustainability of reintegration programs. Practitioners should regularly assess program outcomes, solicit feedback from participants, and make necessary adjustments based on evaluation results. Continuous improvement processes help ensure that programs remain relevant and effective in meeting the needs of repatriated OFWs (Yin, 2014).

Overall, the implications of this study for public administration theory and practice in the Philippines are significant. The findings highlight the need for integrated policies, stakeholder engagement, adaptability, and comprehensive support systems in the administration of reintegration programs. By addressing these areas, public administration can enhance its effectiveness and better support the needs of repatriated OFWs, contributing to more sustainable and impactful governance.

5.6. Implications for Future Research

The study on the sustainability of reintegration programs for repatriated Overseas Filipino Workers (OFWs) in Zamboanga City provides several implications for future research. These implications aim to enhance the understanding of reintegration dynamics and improve the effectiveness of related programs:

1. Longitudinal Studies

Need for Tracking Long-Term Outcomes: Future research should focus on longitudinal studies that track the long-term outcomes of repatriated OFWs who participate in reintegration programs. Such studies can provide insights into the sustained impact of these programs over time, revealing how effectively they facilitate long-term economic stability and social integration. Tracking the progress of returnees over several years will help in understanding the durability of program benefits and identifying areas for continuous improvement.

Potential Research Questions:

- How do the economic and social outcomes of repatriated OFWs evolve over time after receiving reintegration support?
- What factors contribute to the long-term success or failure of reintegration programs?

2. Comparative Studies

Comparative Analysis Across Regions: Comparative studies that examine reintegration programs across different regions and contexts can yield valuable insights. By comparing the experiences and outcomes of repatriated OFWs in various locations, researchers can identify best practices and effective strategies that can be adapted to other regions facing similar challenges. This comparative approach helps in understanding how regional differences affect program success and provides a basis for scaling effective interventions.

Potential Research Questions:

- How do reintegration programs differ in their effectiveness across various regions of the Philippines?
- What best practices can be identified from successful reintegration programs in other regions or countries?

3. Impact Evaluation

Evaluation of Specific Interventions: Future research should evaluate the impact of specific reintegration interventions on the economic and social well-being of OFWs. This involves assessing the effectiveness of various program components, such as financial assistance, vocational training, and psychosocial support. Detailed impact evaluations can help in determining which interventions yield the most significant benefits and how they contribute to overall program success.

Potential Research Questions:

- Which specific components of reintegration programs are most effective in improving the economic stability and social integration of returnees?
- How do different types of support (e.g., financial, vocational, psychosocial) impact the overall reintegration experience?

4. Policy Analysis

Analyzing Policy Frameworks: Research should focus on analyzing the policy frameworks surrounding reintegration efforts to identify gaps and opportunities for policy development. Understanding the policy environment and its impact on program implementation can provide insights into how policies can be adjusted or improved to better support repatriated OFWs. This includes examining the alignment of national and local policies and their effectiveness in addressing the needs of returnees.

Potential Research Questions:

- What are the gaps in the current policy frameworks for reintegration, and how can they be addressed?
- How do national and local policies align, and what impact does this have on program implementation and outcomes?

5. Evaluating Stakeholder Engagement

Assessing Stakeholder Involvement: Research should examine the role of various stakeholders in the reintegration process, including government agencies, NGOs, and local communities. Evaluating how effectively these stakeholders collaborate and contribute to program success can provide insights into improving stakeholder engagement and enhancing program effectiveness.

Potential Research Questions:

- How does the involvement of different stakeholders impact the success of reintegration programs?
- What strategies are effective in fostering better collaboration among stakeholders involved in reintegration efforts?

6. Addressing Emerging Needs

Research on Emerging Challenges: As the socio-economic context evolves, new challenges may arise for repatriated OFWs. Future research should explore emerging needs and issues, such as the impact of technological changes on job opportunities or the effects of economic fluctuations on reintegration. Addressing these emerging challenges will help in adapting reintegration programs to current and future contexts.

Potential Research Questions:

- What emerging challenges do repatriated OFWs face in the current socio-economic environment?
- How can reintegration programs be adapted to address new and evolving needs of returnees?

In view of these, future research on the sustainability of reintegration programs for repatriated OFWs should focus on longitudinal studies, comparative analyses, impact evaluations, policy analysis, stakeholder engagement, and emerging challenges. These research directions will provide deeper insights into the effectiveness and sustainability of reintegration efforts, leading to more informed policy-making and improved support for returnees. By addressing these areas, researchers can contribute to the development of more effective and responsive reintegration programs, ultimately enhancing the well-being of repatriated OFWs.

VI. CONCLUSION

The study concludes that Community-Based Tourism (CBT) initiatives in Zamboanga City effectively enhance local governance, economic development, environmental sustainability, and social cohesion. CBT projects improve governance through increased community involvement and transparency, aligning with New Public Governance principles. Economically, these initiatives generate income, create jobs, and support local businesses, contributing to sustainable growth. Environmentally, they promote conservation, though challenges like waste management remain. Socially, CBT fosters community pride, cultural preservation, and quality of life improvements. The study contributes to public administration theory by demonstrating CBT's practical application in sustainable development and suggests future research into long-term economic impacts, environmental management, and cross-cultural comparisons. Overall, CBT emerges as a valuable tool for sustainable development, offering practical insights for enhancing governance and community well-being.

6.1. Summary of Key Findings

The study on the sustainability of reintegration programs for repatriated Overseas Filipino Workers (OFWs) in Zamboanga City provides a comprehensive assessment of the current programs and their effectiveness. The findings highlight both strengths and areas needing improvement, offering valuable insights for enhancing the reintegration process.

1. *Effectiveness and Implementation of Programs:*

- The study identifies that reintegration programs in Zamboanga City, including those managed by OWWA, local government units, and NGOs, offer essential support such as financial aid, vocational training, and psychosocial services.
- However, issues such as bureaucratic inefficiencies and fragmented service delivery affect the overall effectiveness of these programs. The lack of integration and coordination among different service providers leads to delays and inefficiencies, which impede the timely and effective delivery of support to returnees.

2. *Challenges Faced by Repatriated OFWs:*

- Repatriated OFWs encounter significant challenges, including economic difficulties due to skill mismatches and limited local job opportunities, as well as bureaucratic barriers that complicate access to reintegration benefits.
- Social and psychological issues, such as social isolation and stress from reintegration, further complicate their transition back into local communities. Addressing these challenges requires a comprehensive approach that includes both economic support and psychosocial assistance.

3. *Sustainability of Reintegration Programs:*

- The study underscores that the sustainability of reintegration programs depends on several factors, including policy coherence, stakeholder engagement, and economic viability. Effective programs are those that integrate various support services, involve local stakeholders, and adapt to changing socio-economic conditions.
- Programs that are flexible and responsive to local needs are more likely to achieve long-term success and sustainability.

4. *Implications for Practice*

- **Improved Coordination:** There is a need for better coordination among government agencies, NGOs, and local communities to streamline reintegration processes and reduce bureaucratic delays.
- **Targeted Interventions:** Programs should be tailored to address the specific economic and social needs of repatriated OFWs, including aligning skills training with local job market demands and providing comprehensive psychosocial support.
- **Policy Integration:** Developing a unified policy framework that integrates various support services and enhances stakeholder collaboration is crucial for the effectiveness and sustainability of reintegration programs.

In general, the study highlights the importance of addressing implementation challenges, tailoring interventions to local needs, and ensuring that reintegration programs are sustainable and adaptable. By focusing on these areas, Zamboanga City can enhance the effectiveness of its reintegration efforts and better support repatriated OFWs in their transition back to local life.

6.2. Contribution to the Body of Knowledge in Public Administration

The study on the sustainability of reintegration programs for repatriated Overseas Filipino Workers (OFWs) in Zamboanga City makes several important contributions to the body of knowledge in public administration. These contributions enhance theoretical understanding, provide insights for policy development, and offer practical implications for the implementation of public programs.

1. Enhancing Theories of Policy Integration and Coordination: The findings of this study underscore the complexity of implementing reintegration programs that involve multiple government agencies and levels of administration. This contributes to public administration theory by emphasizing the importance of policy coherence and inter-agency coordination. Fragmented policies and siloed operations are shown to undermine the effectiveness of government interventions, highlighting the need for more integrated and holistic approaches. This insight aligns with the work of scholars such as Bardach (1998), who advocate for inter-organizational collaboration and network governance to enhance policy implementation.

2. Advancing Knowledge on Stakeholder Engagement and Collaborative Governance: This research highlights the critical role of various stakeholders—including government agencies, non-governmental organizations (NGOs), and local communities—in the reintegration process. By showing that inclusive and participatory approaches enhance program effectiveness and sustainability, the study contributes to the literature on collaborative governance. It provides empirical evidence supporting the theories of participatory governance proposed by scholars like Ansell and Gash (2008), who argue that collaborative processes can lead to more effective and legitimate public outcomes.

3. Expanding the Understanding of Adaptability and Responsiveness in Public Programs: The study's emphasis on adaptability in reintegration programs contributes to public administration literature by highlighting the importance of flexibility and responsiveness in government interventions. This finding supports theories that advocate for adaptive management and dynamic governance structures, as discussed by scholars such as Boin and van Eeten (2013). It demonstrates that rigid, one-size-fits-all approaches are often inadequate for addressing the diverse needs of repatriated OFWs, suggesting that public programs must evolve in response to changing socio-economic conditions.

4. Integrating Economic and Social Capital in Public Administration: By examining how economic and social capital affect the success of reintegration programs, this study adds a nuanced understanding of these concepts within the context of public administration. It shows that both

economic and social resources are crucial for the successful reintegration of OFWs, impacting their economic stability and social well-being. This insight contributes to the literature on social capital in public administration, aligning with the work of scholars like Putnam (1993), who emphasize the importance of social networks and community ties in achieving public policy goals.

5. Informing Policy Development and Implementation: The study provides practical insights into the challenges of policy implementation in the context of developing countries like the Philippines. By identifying gaps in existing reintegration policies and suggesting areas for improvement, it offers valuable lessons for policymakers. This contribution is particularly relevant for public administration practitioners seeking to enhance the effectiveness of government interventions, supporting the argument made by Hill and Hupe (2014) that effective policy implementation requires attention to local contexts and capacities.

6. Highlighting the Role of Evaluation and Continuous Improvement: The research emphasizes the importance of continuous evaluation and feedback in public administration. It suggests that ongoing assessment of program outcomes and stakeholder feedback is essential for improving the effectiveness and sustainability of reintegration programs. This aligns with the literature on performance management and evaluation in public administration, particularly the work of Behn (2003), who advocates for a focus on performance measures and continuous improvement in public sector organizations.

7. Contributing to Migration and Reintegration Studies within Public Administration: Finally, the study expands the scope of public administration research by focusing on migration and reintegration—a relatively underexplored area in the field. It provides a comprehensive analysis of the challenges faced by repatriated OFWs and the effectiveness of government reintegration programs. This contribution is valuable for scholars and practitioners interested in migration policy, offering new perspectives on how public administration can better support migrant populations. This adds to the work of scholars like Castles (2004), who call for more research on the role of public administration in managing migration and supporting migrant integration.

In conclusion, this study makes significant contributions to the body of knowledge in public administration by enhancing theoretical models, informing policy development, and expanding research on migration and reintegration. It offers valuable insights into the complexities of implementing public programs, the importance of stakeholder engagement, and the need for adaptability and continuous improvement in public administration. These contributions help advance understanding and practice in the field, ultimately contributing to more effective and sustainable public governance.

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