



SITUATIONAL ANALYSIS OF OVERSEAS EMPLOYMENT FROM MANIKGANJ:

Trends, challenges and opportunities of women migrations

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Final Report, December 2019

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Situational Analysis of Overseas employment from Manikganj:
Trends, Challenges and Opportunities of women Migration

December 2019

A study by
BILS in collaboration with MJF

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Acknowledgement

This research is supported by the Manusher Jonno Foundation (MJF). We thank our colleague Sarawat Binta Islam, Program Coordinator, MJF who provided insight and expertise that greatly assisted the development and completion of this research project.

We are highly thankful to the prominent trade union leaders of Bangladesh Mr. Md. Zafrul Hasan, Executive Director of Bangladesh Institute of Labour Studies-BILS for his kind consent and motivation to conduct this research under the Migrant WEP, BILS. We are highly grateful to respected Nazma Yesmin, Director of BILS for her valuable input and cooperation for the accomplishment of this research. Countless thanks dedicated to Mr. Md. Syaduzzaman Mithu, Project Coordinator, Migrant WEP, BILS for his cordial coordination and facilitation of field access. He also contributed to the finalization of research design with his vast research knowledge on the field.

We thank to Mr. Zahorul Islam, District Coordinator, Migrant WEP, BILS, Manikganj Office for his excellent cooperation and support for the filed work. We are grateful to all the officials of Migrant WEP, BILS, Manikganj project, particularly to the BILS- Ghior and Harirumpur office.

We would also like to show our gratitude to the key informants of this research for sharing their wisdom and empirical knowledge. Particularly, we are grateful to Mr. Hamidur Rahman, Additional Secretary, Director General, Wage Earners' Welfare Board (WEWB), Dr. Engr. Md. Sakawat Ali, Director (Training Operation), BMET, Mr. Sheikh Mustafizur Rahman, Assistant Director, DEMO, Manikganj, Mr. Nur Atayab Ahmed, Principle(In Charge), TTC, Mankiganj and Mr. Bipul Chandra Barman, Manager, Probashi Kollyan Bank, Manikgonj for their contribution as experts.

We would like to acknowledge in all humbleness and gratefulness to all the potential and returnee women migrants who had participated in our survey as respondents with sincere dedication. We are also highly thankful to all the male potential and returnee migrants who participated in our FGD and shared their insight about the research agenda. Any attempt at any level can not be satisfactorily completed without the cordial support of these cooperative respondents.

Finally, We are thankful to the students of the Department of Criminology and Police Science, Mawlana Bshshani Science and Technology University who contributed in this research as data collector with their sincerity and dedication.

Research Team and Migrant WEP, BILS

Abstract

The country, Bangladesh has emerged as an influential labour sending country given its large share of migrant workers in the global labor market. This research explored some of the key issues of labour migration under the framework of problem and challenges of labour migration in Bangladesh focusing the issues of women migrant workers. This report, particularly, has been prepared to draw a sketch of the situation of overseas employment from Manikganj district which is one of the major origin of Bangladeshi migrant workers. The study mainly focuses the different issues of women migration from the local context of Manikganj district. The study includes both the potential and returnee migrant workers as primary source of information. Following the cross-sectional research design, findings are presented with the combination of qualitative and quantitative approaches of data analysis. The major findings of this study are presented developing different sub themes such as after the introductory part the analysis started with the presentation of the recent trends of Labour Migration from national and local context focusing the current situation of migration from Manikganj. Following part discuss about the national and international institutional service providers for protecting migrant workers and then the available legal framework are discussed accordingly. This research will be helpful to develop local level policy to promote and protect the right of the migrant workers and ensure safe migration from the region.

Keywords: Labour Migration, Women Migration, Migration law, Service for migrants, Migrant victimization

Acronyms

ADB	Asian Development Bank
BAIRA	Bangladesh Association of International Recruiting Agencies
BB	Bangladesh Bank
BCG	Bangladesh Coast Guard
BGB	Border Guard Bangladesh
BILS	Bangladesh Institute of Labour Studies
BMET	Bangladesh Bureau of Manpower and Employment
BOESL	Bangladesh Overseas Employment and Services Limited
BOMSA	Bangladesh Ovibashi Mohila Sramik Assocaion
CSO	Civil Society Organization
DAM	Dhaka Ahsania Mission
DEMO	District Employment and Manpower Office
FBCCI	Federation of Bangladesh Chambers of Commerce and Industry
FDI	Foreign Direct Investment
FGD	Focus Group Discussions
GDP	Gross Domestic Product
GoB	Government of Bangladesh
ILO	International Labour Organization
IOM	International Organization of Migration
ME	Middle East
MJF	Manusher Jonno Foundation
MoEWOE	Ministry of Expatriates' Welfare and Overseas Employment
NGO	Non-government Organization
ODA	Official Development Assistance
OKUP	Ovibashi Karmi Unnayan Program
OSCE	Organization for Security and Cooperation in Europe
PKB	Probashi Kallyan Bank
PRA _s	Private Recruitment Agencies
RMG	Ready-Made Garment
RMMRU	Refugee and Migratory Movements Research Unit
TTC	Technical Training Center
UN	United Nations
WARBE	Welfare Association for the Rights of Bangladeshi Emigrants
WEWB	Wage Earners Welfare Board
YPSA	Young Power in Social Action

Contents

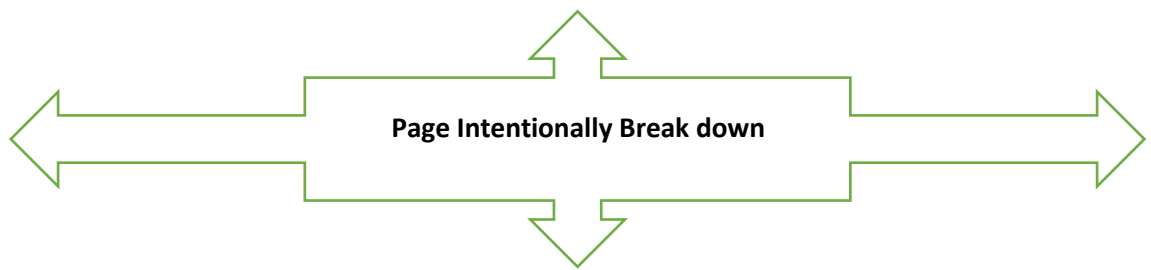
<u>Acknowledgment</u>	<u>iii</u>
<u>Abstract</u>	<u>iv</u>
<u>Acronyms</u>	<u>v</u>
<u>Contents</u>	<u>vi</u>
<u>List of Table</u>	<u>vii</u>
<u>List of Figure</u>	<u>viii</u>
Chapter One.....
Introduction and Background.....	1
1.1 Context of the study.....	1
1.2 Research Objectives.....	3
1.3 Research Methods and Techniques.....	3
Chapter Two.....	6
Present Trends of Labour Migration: National and Local Context.....	6
2.1 General Trends of overseas employments.....	6
2.2 Trends of women overseas employment from Bangladesh.....	7
2.3 Trends of Labour Migration from Manikganj: Special focus on women migration.....	11
2.3.1 Situation of Potential Migrant workers in Manikganj District.....	12
2.3.2 Situations of returnee women migrant workers.....	23
Chapter-Three.....	42
National and International Institutional Framework for Protecting Migrant Workers.....	42
3.1 Service providers working at Manikganj to ensure safe migration and re-integration.....	42
3.2 National Organization provide services to the migrant workers.....	47
3.3 Private Sector/ Nongovernmental Organization.....	53
3.4 International Organizations Working for Labour Migration and reintegration.....	57
Chapter Four.....	59
National and International legal framework.....	59
4.1 International legal framework.....	59
4.2 National Legal framework.....	61
4.3 Emergency Services and Supports.....	62
Chapter Five.....	64
Conclusion.....	64
References.....	66

List of Table

Title of Table	Page No.
Table-1: Number of women migrant in total overseas employment	09
Table-2: Number of Migrated woman workers in top destinations	10
Table-3: Number of women migrants from different districts	10
Table-4: Socio-demographic status of Potential Migrant workers	12
Table-5: Family income of the potential women migrants	13
Table-6: Reason behind the interest of overseas employment	14
Table-7: Sources of motivation for overseas employment	15
Table-8: Countries of Destination of the Potential Migrant	16
Table-9: Countries of Destination of the Potential Migrant	17
Table-10: Contributing factors behind choosing a certain country	18
Table-11: Types of work intend to do	18
Table-12: Amount of cost required and management of cost	19
Table-13: Information related to Problem faced during migration process	21
Table-14: Suggestions in solving the problems you faced	21
Table-15: Expectation and support from the stakeholders	22
Table-16: Supports for Family	23
Table-17: Demographic Characteristic of the Respondents	24
Table-18: Countries of return and duration of stay	25
Table-19: Channel of women worker's migration	25
Table-20: Cost of Migration and Recruitment	26
Table-21: Sources of money for migration	27
Table-22: Reasons for migration and return to homeland	29
Table-23: Training pursues before migration by women workers	30
Table-24: Sectors/Trades of work	31
Table-25: Money transfer in homeland by returnee women migrant worker	32
Table-26: Problem faced in destination countries	33
Table-27: Communication for help	34
Table-28: Other destination countries migrant worker worked before	35
Table-29: Current job status of returnee women migrants workers	35
Table-30: Future job planned in homeland	36
Table-31: Migrant worker future planning for small business	36
Table-32: Future migration plan of returnee women migrant worker	37
Table-33: Support needed for children in absence of mother (migrant women worker)	39
Table-34: Expectations of return worker from different organization	40
Table-35: Suggestion for other interested women by return workers	41

List of Figure

Title of figure	Page No.
Figure-1: Trends of overseas employment from Bangladesh	06
Figure-2: Trends of women overseas employment in Bangladesh (1991-2-19)	08
Figure-3: Overseas employment of Manikganj district (2005-2018)	11
Figure-4: The consent of the potential women migrants	15
Figure-5: Intended year of staying in abroad	20
Figure-6: Monthly wage of the women migrant at countries of destinations	27
Figure-7: Difficulties experienced after returning home	33
Figure-8: Medium of future migration by returnee women workers	38



Chapter One

Introduction and Background

1.1 Context of the study

The country, Bangladesh has been ranked as the 8th most populous country of the world with a population of more than 160 million which has been recently experienced remarkable economic growth and social progress. The country recently graduated as a lower middle-income country according to World Bank classification. The economic lifeline of the country mainly depends on the agriculture, RMG exports and international labour migrations.

The country has emerged as an influential labour sending country given its large share of migrant workers in the global labor market. ILO reported that each year, more than 400,000 workers leave the Bangladesh for overseas employment. According to the International Organization of Migration (IOM), Bangladeshi migrant workers constitute 5.5 percent of the total population of Bangladesh (IOM, 2015). The history of labor migration from Bangladesh is passing four decades. Officially labor migration was started in 1976 with a modest number of 6,078 migrant workers (BMET, 2015). Since then more than 12.5 million migrant workers have been sent to different countries of the world. Recently, there is a growing trend of sending women workers to the abroad. women labor migration, though started in 1991 and rose remarkably from 1996, had faced a ban during 1998-2003, but got momentum again from 2004 (BMET, 2015). From 1991 up to June 2019, Bangladesh has sent over 860,000 million women migrant workers across the world (BMET, 2019). According to BMET, only in 2018 a number of 7, 34181 labour migrated in different countries among them 101,965 were women. Government statistics shows that the women workers migration rate was 10.37 percent of the total in 2011 which comparatively increased to 21.99 percent in 2012 and sharply increased to 51.19 percent in 2013 (BMET, 2017). The increased number of women migrants correspondingly contributes a notable sum of remittance to the national economy.

Labour Migration plays a vital role in the national economy mainly in two major ways; firstly, it reduces unemployment and secondly migration results in remittance flow for the country. Migrant workers' remittance contributed 7.24Percent of the GDP amounting to about US\$ 12.79 billion in the 2016-2017 fiscal years. In 2018 Bangladesh received remittance 15497.66 million USD from migrant workers. Women migrants transfer more remittance to their family than men migrants. In 2018, Bangladeshi migrants have remitted US \$15.54 billion and in 2017, they remitted US \$13.53 billion (Bangladesh Bank, 2019). Remittances have remained the second largest financial flow to developing countries after Foreign Direct Investment (FDI) and accounted for more than double of the size of Official Development Assistance (ODA). Migrant workers contribute to the economic development of both sending and receiving countries. Migrant workers play vital roles bringing net economic benefits, filling vacant jobs reducing inflationary pressure and earning foreign currency when engaged in export sectors in receiving

countries (Martin, 2007). Earning foreign exchange, reduction of national unemployment rate and acquisition of skills and experiences are commonly judged as the main contributions of migrant workers to sending countries (Martin, 2007; Newland, 2003; ILO, 2008; Franck & Spehar, 2010; Chammartin, n.d.)

Despite having notable contribution for both the sending and receiving countries the migrant workers is one of the vulnerable segments of the labour force both in the origin and countries of destinations. Though there are notable national strategies and institutional mechanism available for supporting the migrant worker, still the migrant workers faces several problems and challenges. Due to lack of information in every stage of migration, regardless of sex, both men and women migrants are exploited by middle men/dalals and recruiting agencies every moment. Bangladeshi migrant workers don't have sufficient scope to be organized, their rights are not protected by the laws and proper support mechanisms are not enough in the destination countries. There is no common organization or forum formed by their own initiatives to raise demands and bargain with the employers. The migrant workers have legal barriers to form or organize in trade unions.

Particularly, in 2018 a number of 401 migrant workers have returned to Bangladesh from destination country being victimized by different types of violence where 368 were women which is very alarming for the country (BILS). One of the persistent challenges is that more than half of the migrant workers of Bangladesh are classified as less-skilled with little education and poor access to information who are mostly incapable to access and utilize reliable services and safe channels of migration. Only 10 per cent of Bangladeshi workers migrate through formal channels. As a result, a vast majority frequently fall victim to fraudulent middlemen and exploitative employers, leading to loss of their lifetime savings and assets, harassment, abuse and imprisonment (World Bank, 2017).

Particularly, though the contribution of women migrants to national development increased significantly, unfortunately the lack of adequate regulation and monitoring the victimization are very frequent in the countries of destinations. Evidence shows that regardless of culture, race, class, education, income, ethnicity and age, women are victimized of sexual violence in their workplace. The scenario is worsening for the women migrant workers. According to a least report by the leading dailies *Prothom Alo* (2017), about 3000 Bangladeshi women workers were forced to return home only for the prevalent victimization in countries of destination. Similar source also mentioned that a non-government organization WARBE governed complaint center has already received 61 complaint of victimization in countries of destination from Bangladeshi workers during the month of January to October, 2017 whereas 31 complaint lodged by the women migrants. *Bangladesh Ovivashi Mohila Sramik Assocaition* (BOMSA) claimed that the organization receives 8-10 complaints on an average from the women migrant workers, monthly (*Prothom Alo*, 2017). The nature of victimization includes different forms which can be categorized mainly as physical, psychological, economic, social and political victimization. The physical victimization includes different types of violence and sexual abuse against the women

workers, psychological form includes mental abuse through verbal and humiliating attitude, whereas the low wage and denial of wage or cheating constitutes the economic exploitation and different types of discrimination and denial of political rights like freedom of association, right to organize and strike are some of the common forms of social and political victimization.

In order to ensure safe migration, safeguard for potential migrant workers, returnee migrant workers and their family members, the Ministry of Expatriates' Welfare and Overseas Employment and its affiliated departments, as well as various organizations of the government, international organizations, NGOs, civil society organizations are implementing various interventions. Unfortunately, yet the harassment and fraudulence of the migrant workers by brokers are in constant rise locally, nationally and internationally. Victimization and torture by employers in the process of migration is very common and documented, especially while returning to Bangladesh. This is well evident that the human rights and labour rights of the workers are constantly violated.

Underlying this situation, this study will explore some of the key issues of labour migration under the framework of problem and challenges of labour migration in Bangladesh focusing the issues of women migrant workers. The study will explore and describe the current situation of potential and returnee migrant workers particularly women migrants of the Manikganj district, as well as the study will map the available national services and legal instruments (laws & policies) in order to ensure safe migration from the national and local context.

1.2 Research Objectives

The overall study objective is to conduct a situational analysis on both the potential and returnee migrant workers originated in Manikganj focusing the women migrant workers. Specifically, the study includes four major objectives;

- i. To sketch a comprehensive picture of migration trends in Manikganj, with special focus on women migrants
- ii. To map public and private service providers at local level, working to ensure safe migration and re-integration
- iii. To map national & international organizations, institutions, forums and structures, both public and private, to ensure safe migration and re-integration
- iv. To map existing national legal instruments, mechanism and supports available for the victim of migration or fraudulence cases.

1.3 Research Methods and Techniques

This research has been conducted using the cross-sectional research design for the consistent representation of the findings with the combination of qualitative and quantitative data. Thus, both

the qualitative and quantitative methods were used to conduct the study. Nevertheless, the quantitative data analysis method was the central focus of the research design.

The study method has been divided into two major sections; a sample survey was conducted on the potential and returnee women migrant workers to analyze the current situation of labour migration in Manikganj and Focus Group Discussions (FGD) were conducted with the potential and returnee male migrants to complement and represent the situation of male migration along with the findings derived from the survey. Besides, secondary review was conducted for the purposes of mapping the available national services, existing laws and rules in terms of safe migration, reintegration and supporting the victims at the local and national level.

Research Area: This study has been conducted in different Upazila of Manikganj district. Manikganj is one of the top ranked women migrant workers sending district of Bangladesh and the project area of the research offering organization. The data collected from the Six Upazila of Manikganj district considering the convenience and availability of the respondents.

Populations and Sample Selection:

All the migrant workers; both the potential and returnee migrant workers of Manikganj district are the population of study.

Potential Migrants: Women who are planning or preparing for migration or under the process of migration for the work in abroad has been considered as the potential migrants for the purposes of survey while the men with similar criteria were considered as the sample for the Focus Group Discussion.

Returnee Migrants:

Women who returned from the abroad after working as workers in different sectors living in Manikganj has been considered as the returnee migrants while the men with similar categories were considered as the sample for the Focus Group Discussions.

Sample Size Determination and Sampling Method

The population of this study is unknown thus non-probability sampling method has been used to select the sample of this study. The total sample size of survey is 120, determined considering the resource available for the research. Among these 120 respondents 62 are the potential migrants and 58 are the returnee migrants. Besides 50 male respondents participated in 5 focus group discussions which comprises both the potential and returnee migrants.

Data Collection Techniques and Instruments

Face to face interview with structured questionnaires were used to collect data in sample survey. Separate questionnaires were used to collect data from the potential and returnee women migrants whereas the FGD were conducted using the semi-structured guidelines. 5 key informant interviews had been conducted with the experts of the relevant field.

Data Analysis and Presentation

Descriptive statistics is used to analyses the data. Both tabulation with frequency distribution and graphical presentation of some selected findings are used as major forms of data analysis.

1.4 Limitations

This study is based on the small number of sample size which is considered as a limitation of the study along with the limitation of required data. Some of the respondents were not capable enough to respond according to the requirement of the study objectives thus the study faced some difficulties in analysis process and comprehensive representation of the scenario.

Chapter Two

Present Trends of Labour Migration: National and Local Context

This section of this study presents the trends of international labour migration from national and local context. The overall scenario of trends in labour migration presents focusing the number of overseas employments, issues of gender in overseas employment, remittances, major countries of destination and major origin of the migrants for analyzing both the national and local context. The context represents the situation of Manikganj District.

2.1 General Trends of overseas employments

Bangladesh is one of the leading labour sending countries in the international labour migration hub. According to the official records, Bangladesh has been started sending migrant workers to international market for the employment since 1976. Bangladesh Bureau of Manpower and Employment (BMET), the government official statistics source revealed that from 1976 to 2019 more than 12.6 million Bangladeshi workers have been migrated abroad for the purposes of employment.

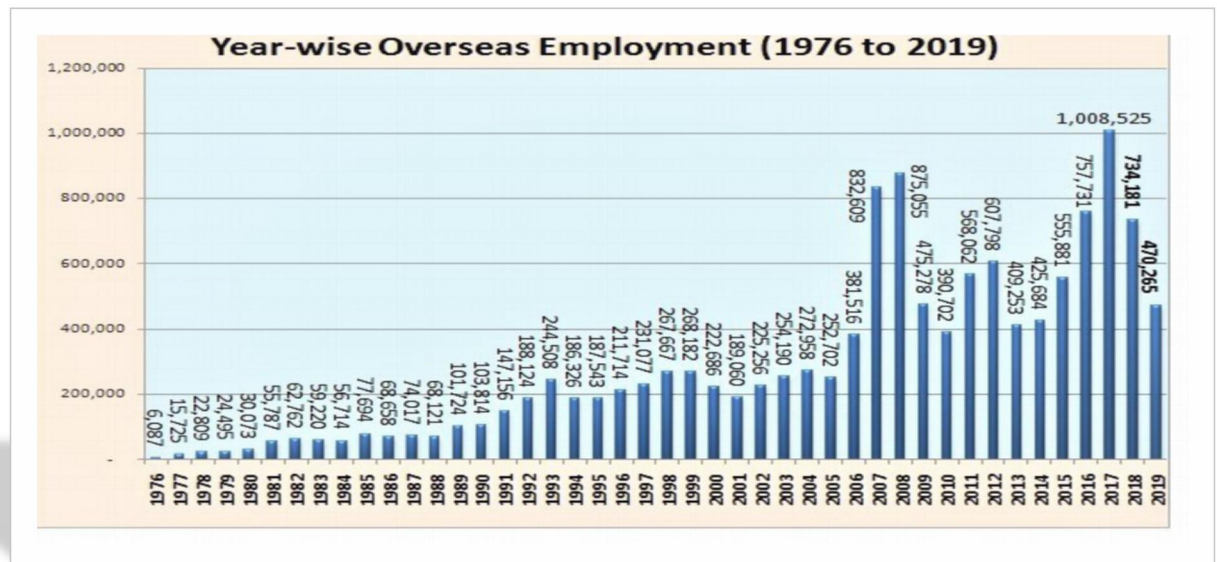


Figure-1: Trends of overseas employment from Bangladesh

Source: BMET, 2019

The labour migration has gained momentum at the last decade of the 20th century and maintain a stable outgoing flow until 2005 with minor ups and down. A sharp increase noted in the year 2006 but the year 2007 and 2008 experienced a huge number of labour migration from the country which has broken all the previous records and increased sharply more than doubled comparing to the immediate past. After the short sustains of the momentum, it dropped again and with frequent ups and down until 2013 the country experienced again the sharp increased until

the 2017. The year 2007 has been considered the highest labour sending period throughout the history of labour migration in Bangladesh.

The statistical records and the assessment of previous scholarly research shows that the Bangladeshi migrant workers spread in all five continents of the world. Analyzing the trends, Asian Development Bank (2016), in ADB Briefs described that the main destination countries of Bangladeshi workers includes Bahrain, Kuwait, Malaysia, Oman, Qatar, Saudi Arabia, Singapore and the United Arab Emirates. After the 2007 the scenario has changed slightly because of declined flow of workers to Kuwait, Malaysia and Saudi Arabia but the situation was counterbalanced by a rise in the flow to Lebanon, Oman, Qatar and the Singapore.

Referring the BMET source, Rahman and Akond (2015) pointed out that among top 20 receiving countries of Bangladeshi migrant workers, 97 percent Bangladeshi workers migrated to the countries of Asia. In Asia, the largest share of the migrant workers from Bangladesh goes to the countries of Middle East (ME) and South East Asia that host over 90 percent of Bangladeshi migrant workers (Thimothy & Sasikumar, 2012).

The significant amount of labour migration has both economic and non-economic impact at the national level. Bangladesh has occupied a leading position in terms of receiving remittance. Remittance is one of the main contributing factors of the country's economic growth and development accounting for 5.4 percent of the total GDP in 2018. According to the World Bank, the country received 15.5 billion USD in remittance in 2018, which is more than 15 percent year-on-year. Consequently, Bangladesh was the third highest recipient of remittance in South Asia in 2018, after India and Pakistan and 11th highest recipient globally (Daily Star, 2019).

2.2 Trends of women overseas employment from Bangladesh

Labor migration from Bangladeshi has always been male-prevalent since the official start up in 1976 (Islam, 2007). The overseas employment opportunity for the Bangladeshi women workers opened up at the end of the 20th century and the official migration from the country started since 1991. After few years the government banned women labor migration in 1998 and again withdrew its restriction on the migration of semi- and low skilled women migrant workers in 2003.

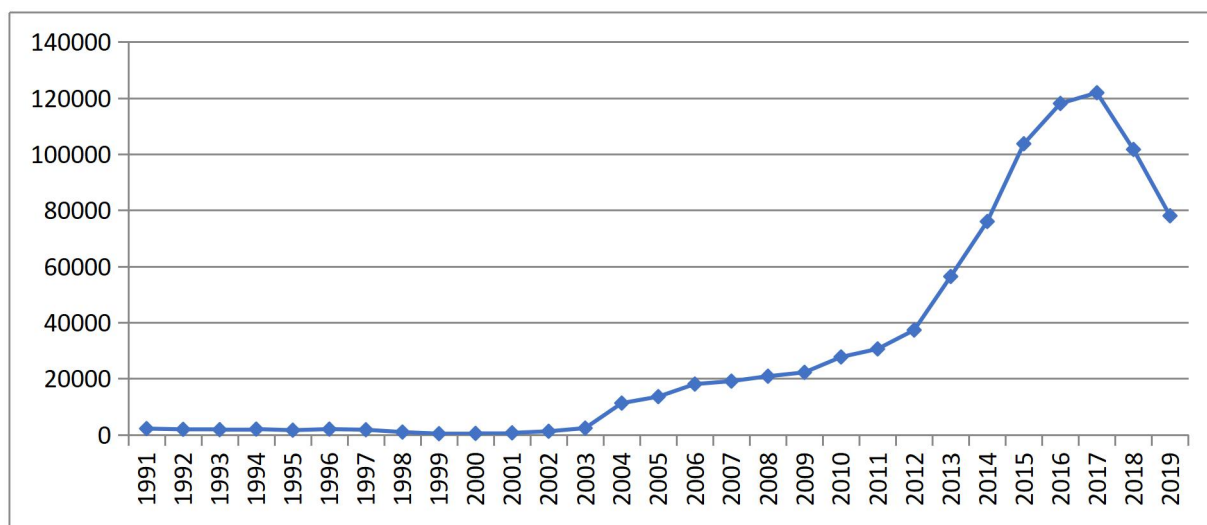


Figure-2: Trends of women overseas employment in Bangladesh (1991-2-19)

The figure indicates that since 1991, the official start up of the women migration, the first decade did not experienced any significant flow and notable contribution from the women migration initiatives but since 2004 it has sharply increased until 2017. But very recently, the trends experienced a downward direction.

The statistical comparison between man and women in terms of size shows in the table -1 which comparatively presents the share of women migration from Bangladesh. According to a report of the Ministry of Expatriates' Welfare and Overseas Employment (MoEWOE) Bangladesh has sent 158,862 women workers in less than five years (September 2009-2013). Despite the rise in number, women migrants still make up a low proportion of labour migrants in Bangladesh.

The findings reveals that from 1991 to 2019 (September) a total of 875732 women migrated from Bangladesh whereas the number of total migrant workers was 11841689 during the mention period of time. Particularly, the share of the women workers is slightly higher than the 7 percent of the total. Significantly, the share of the women migration has been started to increase from the 2010 and the country experienced a notable participation of the women in the overseas employment since 2013 when the percentage reached to the double digit.

Table-1: Number of women migrants in total overseas employment

Year	Total overseas employment	Total overseas women employment	Percentage (%) of overseas women employment
1991	147156	2181	1.48
1992	188124	1907	1.01
1993	244508	1793	0.73
1994	186326	1995	1.07
1995	187543	1612	0.86
1996	211714	1994	0.94
1997	231077	1762	0.76
1998	267667	939	0.35
1999	268182	366	0.14
2000	222686	454	0.20
2001	189060	659	0.35
2002	225256	1216	0.54
2003	254190	2353	0.93
2004	272958	11259	4.12
2005	252702	13570	5.37
2006	381516	18045	4.73
2007	832609	19094	2.29
2008	875055	20842	2.38
2009	475278	22224	4.68
2010	390702	27706	7.09
2011	568062	30579	5.38
2012	607798	37304	6.14
2013	409253	56400	13.78
2014	425684	76007	17.86
2015	555881	103718	18.66
2016	757731	118088	15.58
2017	1008525	121925	12.09
2018	734181	101695	13.85
2019	470265	78045	16.60
Total	11841689	875732	07.39

Analyzing the countries of destination, the research works found that the major destination of women from Bangladesh are consists of more than 18 countries whereas Kingdom of Saudi Arabia (KSA), Jordan, the United Arab Emirates (UAE), Lebanon and Oman are their major destinations according to the recent trends.

Table-2: Number of Migrated woman workers in top destinations

Country	Total Number of Migrated Woman workers
KSA	319,729
Jordan	148,242
UAE	129,864
Lebanon	106,275
Oman	82,031
Mauritius	17794
Kuwait	9006
Malaysia	6635
Bahrain	4290
Hong Kong	1758

The growing tendency of women migration from Bangladesh has been contributing the national economy as well directly through sending remittance and transforming their lives. The official statistics though described that men generally sent more remittance than the women because of their larger share in the total migration. A study by ILO explored that though the share of the men is higher than the women, but women tend to send back a greater portion of their earnings in comparison to their counterpart (ILO, 2014).

The women from the different parts of the country are going to abroad to change their lives. Searching the major origins of these women the study found that though women from all over the country migrated for overseas employment but mostly they are concentrated in some specific district (Table-3).

Table-3: Number of women migrants from different districts

District	Women Migrants
Dhaka	89,880
Manikganj	50,020
Narayanganj	47,330
Faridpur	46,193
Gazipur	36,591
Habiganj	34,410
Narsingdi	32,264
Bramhanbaria	31,121
Kisoregonj	25,043
Cumilla	24,676

Particularly for sending the women migrants few districts are clearly ahead. Official records (2005 to 2018) found out that Dhaka, Manikganj, Narayanganj Faridpur, Gazipur, Habigonj and Narshingdi are the top ten origin of the women migrants in Bangladesh.

2.3 Trends of Labour Migration from Manikganj: Special focus on women migration

This section of the paper presents the trends of labour migration from the Manikganj district which is one of the major sources of migrant workers in Bangladesh. Particularly this section represents the current status of women migrant workers in Manikganj. Notably, this section provides findings based on the empirical observation and analysis.

According to the available data from 2005 to 2018 the study explored that a total of 172,995 people migrated from Manikganj to different countries of the world district for employment. Significantly, a notable number 50020 women migrated for work from this district which is about 29 percent of the total migration from Manikganj (Figure-3).

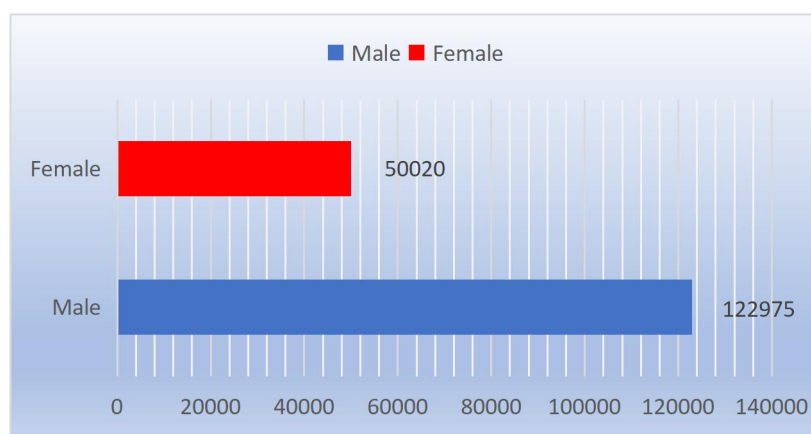


Figure-3: Overseas employment of Manikganj district (2005-2018)

Though the whole Manikganj have a higher tendency to be migrated for the overseas employment there are some specific area from where the people of Manikganj are mostly migrated for work.

According to focus group discussion with the male potential and returnee migrants, most of the people migrate from Bolra and Singair union. Besides, people of Kanayanagar, Chaiani, Bahadia, Jayamandap union have also tend to go abroad. A respondent of FGD named Abdul Auwal mentioned that Golwara of Sakrail of Harirampur Upazila of Manikganj District is the village from which migrant worker are frequently moving to abroad. He added that the rate of migration is increasing and the young who are irregular in studies, they are more interested go abroad for job and better life (FGD with returnee and potential male migrants).

2.3.1 Situation of Potential Migrant workers in Manikganj District

The first section presents the profile of potential women migrant workers focusing the variation of age, religion, marital status, education and number of earning members of the family along with the family income of the respondents.

2.3.1.1 Socio-demographic characteristics of the potential women migrants

The statistics of the potential migrant describe that most of the women who are planning to migrate for the employment belongs to 15-24 and 25-34 age groups (almost 90 percent) while older aged women showed less interest to go abroad. Mostly the share of the women from the follower of Islam are more to be migrated for the overseas employment then the follower of Hindu religion. This scenario is very usual because of the general distribution of the total population according to the religion where Muslim share the majority part of the total population.

Table-4: Socio-demographic status of Potential Migrant workers in Manikganj District

VARIABLES		FREQUENCY (N=62)	PERCENT (100)
AGE OF THE RESPONDENTS	15-24	27	43.54
	25-34	29	46.77
	35-44	5	8.06
	45+	1	1.61
	Total	62	100.0
RELIGION	Hindu	7	11.3
	Islam	55	88.7
	Total	62	100.0
MARITAL STATUS	Divorced	4	6.5
	Married	46	74.2
	Unmarried	11	17.7
	Widow	1	1.6
	Total	62	100.0
EDUCATIONAL STATUS	Illiterate	11	17.7
	Primary	23	37.1
	Secondary	22	35.5
	Higher Secondary	6	9.7
	Total	62	100.0
PRESENT OCCUPATION	Domestic workers	02	3.23
	Small business	03	4.84
	Sewing / Tailoring	03	4.84
	Employed (RMG, Shops, Restaurants)	05	8.06
	Housewife	36	58.06

NUMBER OF CAPABLE EARNING MEMBERS AT FAMILY	Student	6	9.68
	Others	07	11.29
	Total	62	100.00
	0	1	1.6
	1	38	61.3
	2	20	32.3
	3	2	3.2
	4	1	1.6
	Total	62	100

Examining the educational background of the potential women migrant the study found most of the respondents' education level is below secondary level. A significant number of the total potential women migrants (37.1 percent) have only primary education while another major portion 35.5 percent mentioned they have secondary level education. Only a small number of the potential worker holds Higher Secondary Education which is about 10 percent of the total whereas the number of illiterates found as 17.7 percent. Considering the marital status of the women it is found that mostly the married women are more interested to go abroad for employment (74 percent). The number of single women is the second highest but the in comparison to the highest the number is low only 17.7 percent. Besides a small number of women have also be found who are divorced and widow. The scenario of present occupation of the potential migrant shows most of them (58.06 percent) are housewife. Besides a variety of occupation have been found like domestic workers, engagement in small family business, sewing or tailoring even the students (9.68 percent). Besides some of them mentioned they work on either the daily basis or having without any work. Searching the number of earning family members of the potential women migrants, the study found that the member from only one income earning family have higher tendency to migrant overseas then the other. 61.3 percent of the respondents stated that they have only 1 earning member in their family while 32.3 percent reported they have 2 earning members at their family. The number of potential migrants with higher earning members in their family is very low.

Table-5: Family income of the potential women migrants

Income Range	Frequency	Percent	Cumulative Percent
Less than 5000	7	11.29	11.29
5000-10000	39	62.90	74.19
10000*-15000	5	8.06	82.25
15000*-20000	8	12.90	95.15
20000*-25000	2	3.23	98.39
25000+	1	1.61	100
Total	62	100.00	

Looking through the economic condition of the potential women migrant it is explored that majority of the respondent's family income belongs 5000 BDT to 10000 BDT. More than 80 percent women's family income not above the 15000 BDT which predicts that mostly the women from lower income families are intended to go abroad to change their economic situations. The highest upper range of the respondents found 40000 BDT whereas the lowest amount marked as low as 2000 BDT.

2.3.1.2 Reason behind choosing overseas employment

Several studies conducted at the national level evident poverty or economic insolvency is one of the main push factors behind the decision of going abroad for the employment. This study also found almost similar reasons. However, the responses are divided into economic and social reasons. Firstly, the specific economic reasons which either pushes or motivates the women to plan for migration are shown table below. The highest number of respondents (53.2 percent) mentioned that the poverty is the main cause for their intention to go abroad besides the recovering their loan (about 18 percent) and notably 16.1 percent of the respondents mentioned that they are willing to increase their wealth through better income at the abroad. Besides the economic reason the social reasons play a vital role on their decision for migrations. Mostly the potential migrants believe that the migration to abroad for employment as wealth generating opportunity will bring social dignity as well as self-reliance. They believe the migration will open the room for their family well-being also.

Table-6: Reasons behind the interest of overseas employment

		Frequency (N=62)	Percent
<i>Economic reasons</i>	Recovering loans	11	17.7
	Poverty	33	53.2
	Lack of work/ unemployment	04	6.5
	To increase income /wealth	10	16.1
	Others	04	6.5
	Total	62	100
<i>Social reasons</i>	Social dignity	22	35.5
	Self-reliance	21	33.9
	Family wellbeing	11	17.7
	Well living standard	2	3.2
	Others	6	9.7
	Total	62	100.0

The male respondents pointed out that the lack of job opportunity as the main reason behind migration. Alongside lack of job opportunity, people migrate for better life and better earning. According to Mujibar Mridha, a respondent of the FGD said that *“In Bangladesh we didn’t get any job despite having quality, that’s why we want to migrate abroad.”* Another respondent named Md. Babul mentioned unemployment problem of Bangladesh as the reason behind labour migration, he stated *“Migration of people is increasing due to the unemployment problem in Bangladesh”*.

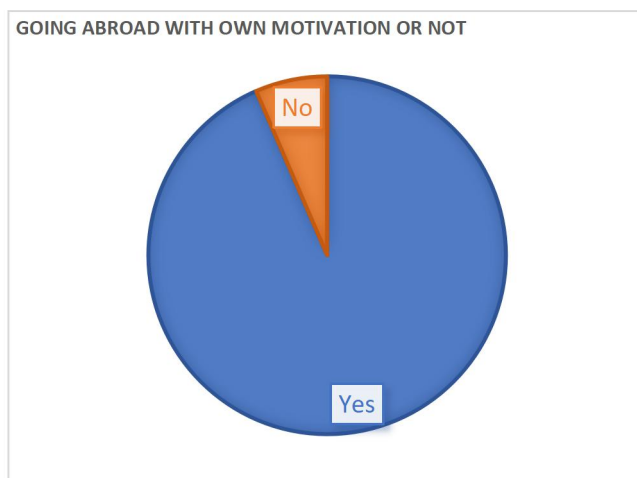


Figure-4: The consent of the potential women migrants

2.3.1.3 Consent of the potential women migrant

While they were asking whether they forced or not to migrate? Or they have their own consent or motivation for going abroad. In responses most of the women (94 percent) replied they have their own consent or motivation to be migrated besides the motivation from the family without any pressure.

Though a very minimum number but they mentioned about their husband and parents are sometimes pressurize or influenced to decide for the overseas employment or going abroad against their will.

2.3.1.4 Motivator of the potential migrant women

Table-7: Sources of motivation for overseas employment

Without pressure		
Motivator	Frequency	Percent
Own self	40	69.0
Family	16	27.6
Others	2	3.4
Total	58	100
With pressure		
Pressurize group	Frequency	Percent
Husband	3	75.0
Parents	1	25.0
Total	4	100

Women who do not feel any pressure among them 69 percent are preparing for migration due to their own motivation and about 28 percent have the positive motivation from their family members. Additionally, the local community people and relatives also have some inspirational influence for their decision. This explain the freedom of choice of the women to decide in relation to be migrated abroad. But the women who expressed negatively among them 3 women replied their husband forced to be migrated while only one of them about the pressure from her parents.

2.3.1.5 Destination of the Potential Migrants

Among the total respondents only 18 women mentioned that their countries of destination have already been determined, and the processing of document is on progress. According to their opinion most of them are preparing for migrating to Saudi Arabia besides the Oman, Dubai and Qatar.

This finding is complying with the national trends which indicates that the major destination of women from Bangladesh are Kingdom of Saudi Arabia (KSA), Jordan, the United Arab Emirates (UAE), Lebanon and Oman. Analysing the preferable destinations of the potential migrants the study found the similar trends.

Table-8: Countries of Destination of the Potential Migrant

Destination of the potential migrant women who are under the process of migration		
Destination	Frequency	Percent
Oman	2	11.12
Dubai	1	5.55
Qatar	3	16.67
Saudi Arabia	12	66.67
Total	18	100

FGD also found the similar findings where it has been identified that countries of middle east are the most favorite destination for the people of Manikganj. Specifically, Saudi Arab, Kuwait, and Dubai are the top preferable destinations. As well as Middle East country, some respondents are said that Mauritius, Malaysia and Singapore are also chosen by the potential migrant people. A respondent named Md. Rakib stated that “most people of Harirampur go to Dubai.

Table-9: Preferable Destination of the Potential Migrant

Destination	Frequency	Percent
Oman	06	13.64
Dubai	10	22.73
Qatar	14	31.82
Saudi Arabia	23	52.27
Malaysia	08	18.18
Greece	01	2.27
Turkey	01	2.27
Jordan	05	11.36
Bahrain	01	2.27
Singapore	03	6.82
Maldives	01	2.27
Kuwait	03	6.82
No specific Choice	07	15.91
Total	44	100

The respondents who did not yet under the formal processing but preparing for migration they mentioned about several countries as their preferable countries of destination. The statically analysis counting the multiple responses of the women potential migrants it can be summarized that the maximum respondents are intended to be migrated for the employment in Saudi Arabia followed by Qatar, Dubai, Malaysia, Oman and Jordan significantly. Besides, they are also interested to be migrated for employment in other countries like Singapore, Bahrain, Turkey, Greece, Kuwait. Few of them expressed that they do not have any specific countries of choice, but they are interested to be migrated where the process is quicker and cheaper than others.

2.3.1.6 Contributing factors behind choosing a certain country

In relation to the question about the contributing factors that influence their choice of specific countries as destination the study revealed that mostly the availability of better wage is the main consideration to choose a specific country followed by the safe working condition. Additionally, low cost migration, the religion of the country and expatriate relatives who have already living in a specific country motivates their decision.

Potential migrant workers want to choose their desired country on the basis of several factors. 35.5 percent of them have chosen their desired country based on the availability of better wage. A sharp proportion of them 25.8 percent chose due to good working environment, 12.9 percent have chosen for their relatives staying there. Slightly 8.1 percent respondents choose due to cheap Migration and Islamic Country. Whereas, 9.7 percent does not have no specific reason for their chose.

Table-10: Contributing factors behind choosing a certain country

Factors	Frequency	Percent
Low cost Migration	5	8.1
Better Wage	22	35.5
Safe Working Condition	16	25.8
Islamic country	5	8.1
Relatives	8	12.9
No Specific Reason	6	9.7
Total	62	100.0

2.3.1.7 Types of work intend to do

While they were asking about their preferred job at abroad maximum of them mention they are interested to work as household helper or domestic worker beside a notable number (21 percent) intended to sewing job at garment factories. A significant portion about 26.0 percent have no specific choice for overseas employment.

Table-11: Types of work intend to do

Types of work	Frequency	Percent
Household work	33	53.2
Sewing Job	13	21.0
No specified	16	25.8
Total	62	100.0

For men, the intended job is work at construction sector, farming, working in RMG sector and driving (FGD).

2.3.1.8 Information related to cost of migration

Considering the cost for migration majority of the respondents were not sure about their exact or tentative cost for migration. Meanwhile, 29 percent of the respondents mentioned that they would need 5000-50000 BDT and only 3 respondents think that their cost might be 50000-100000 BDT which represent only 4.8 percent.

Table-12: Amount of cost required and management of cost

Required amount of money for migration		
	Frequency	Percent
No need of Money	6	9.7
5000-50000	18	29.0
50000-100000	3	4.8
Not sure about amount	35	56.5
Total	62	100.0

Sources of Money		
Family savings	12	19.4
Own savings	5	8.1
Loan	20	32.3
Selling of property	1	1.6
others	3	4.8
No Comments	21	33.9
Total	62	100.0

Sources of Loan		
Asha	1	5.0
BRAC Bank	1	5.0
Dutch Bangla Bank	1	5.0
Grameen Bank	10	50.0
Krishi Bank	2	10.0
Probashi Kollyan Bank	5	25.0
Total	20	100.00

While asking how they would manage their money for migration, majority of the respondents show unwillingness on that matter. On the other hand 32.3Percent of the respondents mentioned that they are planning or already taken loan for managing cost of migration and 8.1Percent mentioned about the utilization of their own savings for migration.

The findings illustrate that majority (50 Percent) of the respondents had an interest to take loan from Grameen Bank to manage money for their migration. Among others respondents they choose Probashi Kollyan Bank (25 Percent), Krishi Bank (10Percent), BRAC Bank (5.0 Percent) and Dutch Bangla Bank (5.0 Percent) respectively for financial supports.

2.3.1.9 Intended year of staying in abroad for work

While asking about their intention to stay in abroad, majority of the potential migrant workers showed interest to stay for 1-3 years (33.9Percent) and 17.7 Percent respondents wanted to stay for 3-5 years. On the other hand, 21 Percent respondents mentioned it would depend on situation and 27.5Percent respondent's intention to stay in abroad was not fixed.

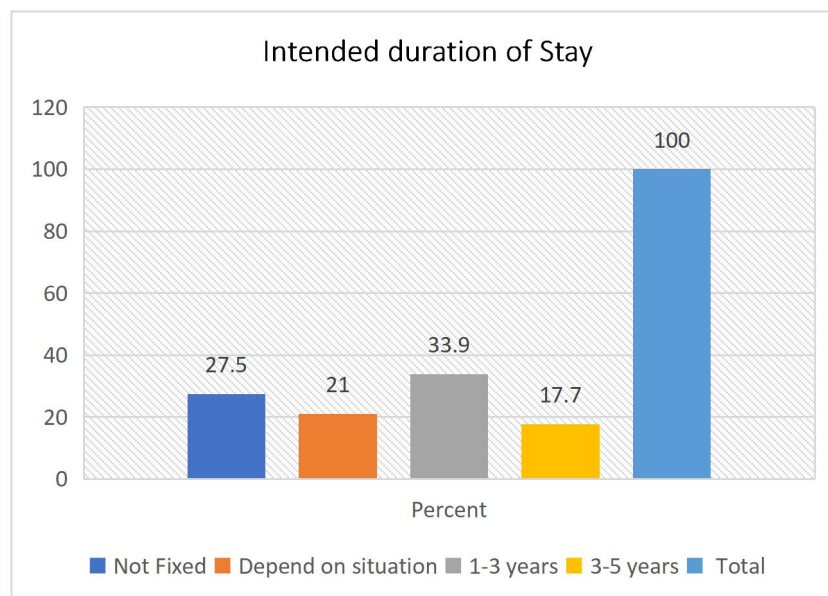


Figure-5: Intended year of staying in abroad

The intended duration to work for the men is also vary. The expected duration of the work abroad ranges from two years to seven years. But many returnee migrant people said that when contract is over they try to live there illegally due to their helplessness. Two respondents named Abdul Auwal and Sinbad Hossen will stay 5 years in abroad. Where another respondents Tarek Biswas interested to stay 5 to 7 years at a time to work in abroad (FGD Findings).

2.3.1.10 Problem facing in migration process

The study also searches at the problem facing by the women during their migration process. In response it is found that mostly the faced negative or bad comments (29.0 Percent) beside the negative attitude and concern about their safety during migration process.

Table-13: Information related to Problem faced during migration process and preparation

Problems faced	Frequency	Percent
Bad comments	18	29.0
Negative attitude from society	3	4.8
No Problems	14	22.6
Safety problems	5	8.1
Not mentioned	22	35.48
Total	62	100.0

The FGD found some different problems at the migration process. According to FGD findings, right after collecting the papers from the potential migrant, ‘Dalal’ demand advanced money. Otherwise they do not process the papers. They collect the full amount before handover of the visa. In case of visa rejection, it is very difficult to recollect the provided money from the Dalal. They urges for the initiatives to establish a mechanism to reclaim the money from those cheaters (FGDs).

Table-14: Suggestions in solving the problems you faced

Suggestions	Frequency	Percent
Awareness building	12	19.4
bad comments should be prevented	10	16.1
Surveillance of the activities of brokers	4	6.5
Did not reply	36	58.1
Total	62	100.0

While taking suggestions to solve the overall problem they face or might be faced in future 19.4 percent respondents suggested building awareness among the potential migrant about the safe migration process, 16.1 percent mentioned bad comments should be prevented informing the community about the positive impact of migration , 6.5 percent emphasized on surveillance of the activities of brokers/ *Dalal* at the local level. On the contrary majority of the respondents (58.1Percent) did not reply on this issue.

2.3.1.11 Expectation and Support from Different Stakeholders

The respondents were asked about their expectation to different stakeholders. Analyzing the response study found major categories of expectations which are organized the expectation from the government and Bank. Another expectation categorized as the expectation for their family during their stay at abroad.

This research illustrates 21Percent respondents expected that government would ensure good working environment and sufficient wage working in abroad. While 14.5Percent respondents

expected government would provide loan without interest and similar portion of them expected safety in abroad.

Table-15: Expectation and support from the stakeholders		
Government	Frequency	Percent
Easy and cheap migration	8	12.9
Good working environment and wage	13	21.0
New opportunity for employment	6	9.7
Loan without interest	9	14.5
Ensure Safety	9	14.5
Migration through government process	6	9.7
No comments	11	17.7
Total	62	100.0

Bank		
Branches at villages level for loan	1	1.6
Loan at low interest	1	1.6
Easy Loan	13	21.0
Loan without interest	17	27.4
No comments	30	48.4
Total	62	100.0

On the contrary 17.7Percent had no comment on this issue. When asking which types of facilities, they expected from bank, 27.4Percent expected bank would provide loan without interest and 21Percent mentioned about low interest.

Regarding their family needs during their stay in abroad majority (61.3Percent) response were affirmative and mentioned they need some support for their family. Mentioning the types of support they needed for their family, 33.9Percent respondents focuses on economic and social security, 21Percent think that there need governmental support, 4.8Percent emphasizes financial help, a few portion (1.6Percent) mentioned look after the family members need. There have a huge number of respondents (38.7Percent) who had no comments about this.

Table-16: Supports for Family

Support required	Frequency	Percent
Yes	38	61.3
No	19	30.6
Not sure	5	8.1
Total	62	100.0

Type of supports for the family		
Economic, social security	21	33.9
Financial help	3	4.8
Look after the family members need	1	1.6
Governmental support as required	13	21.0
No comments/ Not sure	24	38.7
Total	62	100.0

The men during the FGD suggested that the returnee migrant people need loan facilities for establishing small businesses like grocery or other business. And for the potential migrant it is essential to offer language and skill training facilities in Thana level. A respondent said that “*We don’t know that where we can get information about the safe migration. Well established campaign is essential at the root level to aware and support the potential migrants.*”

2.3.2 Situations of returnee women migrant workers

This section of this report represents the situation of the returnee women migrant workers of Manikganj district. The situation of women who returned from overseas after serving as a migrant worker have been presented analyzing their responses.

2.3.2.1 Socio-demographic characteristic of the respondents

The returnee women migrant workers in Manikganj, generally belongs to the age group 31 to 35 (44.8Percent). Other highly representative age group of returnee women migrant workers were 26-30 (about 15.5Percent), 36-40 (about 13.8Percent) and 45 above 12.1Percent whereas the lowest representative age group were 21-25 and 41-45. Based on total 58 women migrant worker about 77.6Percent were married where second majority group is widow 15.5Percent. The portion of going abroad for work among unmarried, separated and divorced is comparatively lower according to analysis.

Table-17: Demographic Characteristic of the Respondents

Variables		Frequency (N=58)	Percent (100)
Age of the respondents	21-25	3	5.2
	26-30	9	15.5
	31-35	26	44.8
	36-40	8	13.8
	41-45	5	8.6
	45+	7	12.1
	Total	58	100.0
Marital status	Unmarried	1	1.7
	Married	45	77.6
	Separated	1	1.7
	Divorced	2	3.4
	Widow	9	15.5
	Total	58	100.0
Educational status	Illiterate	21	36.2
	Only Read and Write	08	13.8
	Primary	23	39.7
	High School	6	10.3
	Total	58	100.0

Searching the educational qualification, the study found only 39.7Percent only completed their primary education and 36.2Percent have no Institutional educational qualification and about 14 Percent mentioned they can only signature and read hardly but did not completed primary education. Only 10.3Percent were completed their higher secondary school education.

2.3.2.2 Countries of return and duration of stay

Women migrant workers mostly return from Saudi Arabia which is considered as the most wanted destination for work. Near about half 48.3Percent were return from Saudi Arabia. After Saudi Arabia another country is Jordan from where 17.2Percent return after working a certain period. Besides, other countries like as U.A.E, Oman, Qatar, Lebanon and Libya were also the preferable countries of destination for the women of Manikganj district from where the respondents returned after working a certain period.

Regarding the duration of stay it is alarmingly explored that most of the women (29.3 percent) return from their desired destination country staying less than one year, mostly within 1-10 months. Another but equal portion of women (29.3 percent) of the first group mentioned that they returned after serving around 2 years, particularly within the period of 21-30 months (near

2-2.5years). Other women 15.5 percent dwelled within 31-40 months. And a very little portion, 6.9 percent and 3.4 percent stayed up to 41-50 months and 67-70 months respectively. It shows that the women return before their fixed term of contract mostly (Table-18).

Table-18: Countries of return and duration of stay

		Frequency	Percent
Destination countries	Oman	6	10.3
	Saudi Arabia	28	48.3
	Jordan	10	17.2
	Dubai	5	8.6
	Qatar	4	6.9
	Lebanon	3	5.2
	Libya	2	3.4
	Total	58	100.0
Duration of stay in destination countries (in month)	1-10	17	29.3
	11-20	8	13.8
	21-30	17	29.3
	31-40	9	15.5
	41-50	4	6.9
	61-70	1	1.7
	101-110	2	3.4
	Total	58	100.0

2.3.2.3. Channel of migration

Table-19: Channel of women worker's migration

	Frequency	Percent
Government	10	17.2
Non-government recruit agency/Broker/Middleman	36	62.1
Personal communication	12	20.7
Total	58	100.0

A study by Siddiqui (2005) showed that about 55-60 percent of recruitment takes place through individual initiatives and social networks—usually, persons already deployed in the host countries arrange job for their friends and relatives through their own contacts and facilitated visa. Same as the previous trends more than 62 percent women workers were migrated by non-government agencies directly or through the broker, middleman or known person's channels. Next to this group, about 21 percent women workers reached their destination country by

personal communication whereas governmental agencies use as a channel of migration by only 17.2Percent of the respondents residing in Manikganj.

The men who returned and also preparing for migration that at the local context there are two dominating practices of migration process; One is through the assistance of close relatives who already working at abroad like parents, siblings, and other relatives. They typically arrange job and facilitated visa and another is by agent or ‘Dalal’. Some of the potential migrant mentioned about their interest to be migrated through government office. A respondent named Sinbad Hossein said “*My own Brother lives in Saudi Arab and he will do all process of migration*”. Another study on returnee migrant found majority of them migrated through dalal (Ahmed, Akond, Hossain, Bidisha & Akter, 2015).

2.3.2.3 Cost of migration and recruitment

The study found that about 14 percent women migrated without cost who did not spent anything for the migration. The majority about 19 percent of all returning workers mentioned that the cost of migration was between 5000-15,000 while another major portion about 14 percent mentioned the cost was between 65000 to 75000 BDT. More than 34 percent women mentioned they had to spent more than 45000 to 100000 BDT as their migration cost. Highest amount of cost for migration paid by 2 women migrants about 3,50,000 BDT where the lowest cost after zero is 5000 BDT respectively.

Table-20: Cost of Migration and Recruitment

Personal Cost	Cost of Migration	
	Frequency	Percent
No cost	8	13.79
5000-15000	11	18.97
15000-25000	7	12.07
25000-35000	6	10.34
35000-45000	3	5.17
45000-55000	2	3.45
55000-65000	4	6.90
65000-75000	8	13.79
75000-85000	2	3.45
85000-95000	2	3.45
95000-100000	2	3.45
100000 Above	3	5.17
Total	58	100

The situation have been explained by the men differently. According to FGD findings cost of migration is not fixed, it is vary in country to country and agents to agent. Due to the syndicate

of ‘Dalal’ the cost increases to three-five times of the actual cost. Respondents stated that the cost of migration is low when they do their process by their relatives and it goes more when migration process is done by the agents. For Mauritius it cost 1.5 lakh to 3 lakh, for Middle East country it vary from 2 lakh to 6.5 lakh for the men (FGD Findings).

2.3.2.4 Monthly Income of the women migrants at CoD

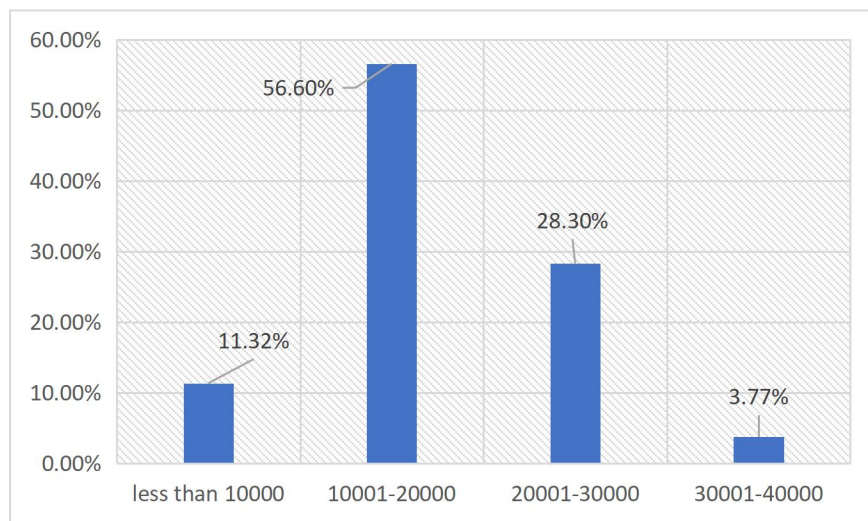


Figure-6 : Monthly wage of the women migrant at countries of destinations

This figure shows that half of the returnee migrants (56.60 percent) got 10-20 thousand taka per month as their last salary. Where only few are (3.77 percent) got more than 30 thousand taka. Besides, 11.32 percent returnee migrant get very low salary taka less than 10 thousand.

2.3.2.5 Sources of money for migration

Table-21: Sources of money for migration

Sources	Frequency	Percent
Loan from NGO	7	12.1
Relatives/ Friends/ Neighbor	23	39.7
Land/ property sell	2	3.4
Family savings	9	15.5
Others	8	13.8
Not mentioned	9	15.5
Total	58	100.0

The study attempted to find out the sources of fund, how did the women manage cost of their migration. In responses of the query the study found returnee women migrant workers collected money from different sources to make their dream come true. Accomplishing their dream to be migrated for employment 39.7 percent of them collected money either from their relatives,

neighbors or friends. Another 15.5 percent used their family savings and 12.1 percent took loan from local NGOs. The returnees used other ways to collect money as well, for example 3.4 percent sold their property.

For men, in most of the cases potential migrant arrange loan personally for bearing migration cost. But why are fewer people aware of the bank loans? In responses, a respondent named Rafiq said that “We don’t know that there is a bank for the migrant workers (Prabashi Kolyan Bnak) in Manikganj”. In addition, FGD reveals that they face many difficulties to get loan from the bank. The first problem they face is unable to show the required papers of the land, secondly many bank officials demand bribe for approving loans. For these reasons, they borrow money from local lenders with very high interest rates which is quicker without documentary complexity. The lenders charge 3,000 to 5,000 taka per month for taka 1,00,000 which is extremely high in comparison to bank loans. Besides, a number of the potential migrants sell land/house, mortgaged land, and getting assistance from relatives. Some take loan from NGO’s like BRAC, BURO, ASHA and so on.

2.3.2.6. Reason for migration and return

There are several factors identified which have both push and pull effects for the migration of women. The following table identified both the reasons of migration for overseas employment as well as the factors of returning home.

Respondent reported several reasons for their migration according to this study. Since this group of women returning workers was unable to financially support their families, they decided to leave the country with a hope to earn better in abroad to support family thus poverty is one of the major reason for their leaving (34.5 percent) and a notable number of women mentioned that the reason was the betterment of their economic solvency (31 percent). Some women mentioned that after being divorced and separated from their husband they decided to be migrated for work and self-establishment (10.3 Percent). Other women returnee said about their family as to support their child (6.9 percent) and family (5.2 percent) also influenced causes for their migration.

Returnee also mentioned some specific reasons for their return in homeland. Most of them indicate that they came for sickness and family needs or demands (22.4 percent). A notable (17.2 percent) segment of returnee stated that they faced both direct and indirect torture in different forms as physical violence, inadequate sleeping opportunity, inadequate or irregular food, overload of works and so on. There are also some visa and work contract related problem for their returning at home (8.6 percent). About 7.0 percent replied they return because of low wages. Besides the above-mentioned reasons victim of trafficking, irregular wages, huge work pressure are also notable causes of retuning at home. The reasons for returning female migrant are homesickness, false salary commitment by the dalal, none to look after the children, irregular or no salary, physical and or mental abuse or maltreatment by the owner and other (Huda, n.d.).

About 300 or 400 migrant women workers have returned from Middle East especially from Saudi Arabia every month. They said that they were being tortured harshly. About 5.5 lakh

undocumented Bangladeshi migrant workers in Malaysia remain vulnerable to exploitation. In Libya, around 250 people were died. Among them maximum were women and children (The Daily Star, 2019).

Table-22: Reasons for migration and return to homeland

		N	Percent	Total
Reason for migration	Poverty	20	34.5	N= 58 and 100%
	Broken Family (Widow/ divorce)	6	10.3	
	Economic solvency	18	31.0	
	Repay the loan	2	3.4	
	Secured future	1	1.7	
	Provide family support	3	5.2	
	Dependency of children	4	6.9	
	Self-establishment	1	1.7	
	Others	3	5.2	
Reasons for return				Total n= 58 and 100%
	Family needs/demands	13	22.4	
	Low wages	4	6.9	
	Irregular wages	1	1.7	
	Direct and Indirect torture by owner	10	17.2	
	Visa and contract expired	5	8.6	
	Trafficked	1	1.7	
	Sickness	13	22.4	
	Work Pressure	1	1.7	
	No reasons	10	17.2	

2.3.2.7 Training pursues before migration

More than half (63.8Percent) of the migrant pursued training before going to their destination country as they claimed. This table indicates that near about 78.9Percent respondents training were based on learning the language of the respective countries while 18.9Percent replied they learnt about overall household works and specifically very little 2.7 percent mentioned about learning cooking of their destination countries. They also suggested that who are not pursues any training, are faced difficulties in communication with the owner and house management.

Table-23: Training pursues before migration by women workers

		Frequency	Percent
Training pursues before migration	Yes	37	63.8
	No	21	36.20
	Total	58	100.0
Types of training	Household work	7	18.9
	Language	29	78.4
	Cooking	1	2.7
	Total	37	100.0

For men, the FGD findings concluded that some company required skill-labour that's why training is a requirement for migration process. But not all the people take training. If Dalal can manage their required paper then they do not have to take any training. Most of the potential migrant people get training from Manikganj technical training center and Dhaka technical training center. Besides, these two government institution there are some private institution like BRAC, BILS etc. peoples also go there for information and training. The potential migrants take different type of training such as construction work, animal husbandry, machinery work before going to abroad.

2.3.2.8 Returnee workers sector of works

The study explored that returnee women were involved in various types of works. More than three quarter 87.9Percent were involved with household work while a very little were in trade such as factory – manufacturing (1.7Percent) and garment sector (1.7 percent).

As based on trade they involved in specific works as distributed by the owner. The returnee workers from Manikganj mostly involved with cooking about 29.3Percent. Then they were doing other types of work as all household work (24.2 percent)), others (17.2 percent), laundry management (12.1 percent), cleaning house (10.3 percent) and the lowest was babysitting about 6.9 percent.

Returnee women workers also report that working abroad helped them to develop their skills where they became skilled in all household work 34.5Percent. They have learned and talk fluently in the foreign language (20.7 percent), became good at cooking 8.6Percent, manage house and laundry both better stated by 5.2Percent of the respondents. They also became familiar with modern tools than before stated by the returnee workers (Table-23).

Table-24: Sectors/Trades of work

		N	Percent
Trades involve	Household work	51	87.9
	Garments	1	1.7
	Factory works	1	1.7
	Not mentioned	5	8.6
	Total	58	100.0
Types of work	All household work	14	24.2
	Baby sitting and care	4	6.9
	Cooking	17	29.3
	Laundry	7	12.1
	Clean house	6	10.3
	Others	10	17.2
	Total	58	100.0
Skill develop from work	Expert in all household works	20	34.5
	Language learning	12	20.7
	Management of house	3	5.2
	Cooking	5	8.6
	Laundry management	3	5.2
	Familiar with use of modern tools	1	1.7
	Not mentioned	14	24.1
	Total	58	100.0

In abroad, Returnee male migrants worked in various types of job. Respondents of the FGD mentioned that they were worked as machine operator, driver, carpenter in furniture shop, electronics technician, and construction workers. Most of the migrant workers of Bangladesh are illiterate or less educated that's why they don't get any technical job. According to them Indians have higher access to the technical jobs and getting high wage job like supervisor, manager, driver etc. those which are technical as well. Bangladeshis usually get job as mason, cleaner, carpenter etc. (FGD).

2.3.2.9 Money transferring in homeland

Money transfer from abroad is one of the essential activities of the migrant workers after a certain period whether it is regular or irregular. The maximum migrants did not send monthly basis and they did not have any regular timing of sending money to home.

The maximum migrants (58.6 percent) prefer sending money in homeland through bank. Besides, lower portion of returnee women migrants mentioned about sending money through using mobile banking like Bkash. They also mention about using both Bkash and banking

channel (5.2 percent) and some of them depends on the personal communication like a middleman (1.7 percent) facilitated their transfer of money (Table-24).

Table-25: Money transfer in homeland by returnee women migrant worker

		Frequency	Percent
Monthly money transfer	Yes	24	41.4
	No	34	58.6
	Total	58	100.0
Channel of money transfer	Bank	34	58.6
	Bkash	3	5.2
	Both Bkash and Bank	3	5.2
	Middleman	1	1.7
	Not mentioned	17	29.3
	Total	58	100.0

The men also mentioned about the Banking, BKash and Hundi as the most popular medium of the sending money to home (FGDs).

2.3.2.10 Problem faced in destination countries

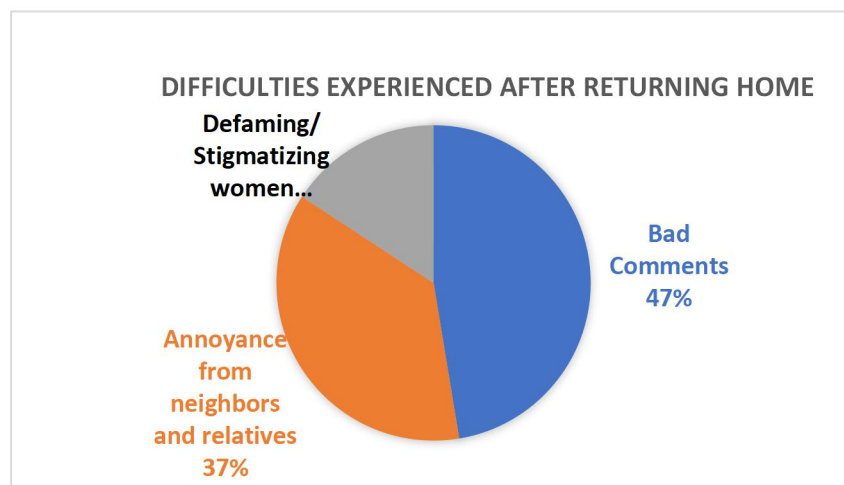
Many of the returning workers faced various types of problems and difficulties in abroad. Near about 39.7 percent of the migrant workers faced problem while staying in abroad and most of the problems were related to their workplace. The returnee who faces different kinds of problem among them the majority of returnee worker indicates issues related to physical torture (as beating, slapping and sometime in extreme level), 30.4 percent of them experiences such of it. Others mentioned about issues arise from excessive work pressure (21.7 percent), mental torture is another problem faced by 17.4 percent women at abroad. In addition, illness (8.7 percent), irregular salary, insufficient food/less opportunity of sleeping and trafficked faced by the returnee women workers.

The migrant workers sometimes become deprived of getting proper money or contracted money and they are cheated by the middleman (Vlieger, 2011). In addition, 43.26 percent of women workers complained about irregular payments and 18 percent of them complained about low wages. Besides, delaying in paying and even underpaid incidents has been happened to many workers (Human Right Watch, 2014). Another study also finds, about 31 percent returned female migrant claimed that they didn't get wages according contracts. On the other hand, they had to undergo overloaded work and sometimes didn't get any salary for the overtime/overloaded works (ILO, 2015).

Table-26: Problem faced in destination countries

		Frequency	Percent
Problem faced	Yes	23	39.7
	No	35	60.3
	Total	58	100.0
Type of problem	Excessive work pressure	5	21.7
	Irregular wage	2	8.7
	Physical Torture	7	30.4
	Insufficient food/ sleep	2	8.7
	Trafficked	1	4.4
	Illness	2	8.7
	Mental torture	4	17.4
	Total	23	100.0

Besides women, the men are also experienced violence at overseas work place. There is a mixed answered explored during FGD with the men about the violence at workplace. The violence is not frequent for the men but it happens sometimes. Maximum incident of violence committed by ‘Dalal’ according to their answers. They said that sometime they are forcefully phoned to their relatives for money and if they unable to send then they were being tortured by the agent. Besides, sometimes the Bangladeshi migrants are the victims of migrants from another countries. Many returnee male migrants alleged that they are victim of snatching by Indian, Somalian etc. According to them, Indians are such reckless there that they even snatch mobile or money from Bangladeshi or other county people (FGDs).

**Figure-7: Difficulties experienced after returning home**

The returnee women not only face problem at abroad but also experienced difficulties after returning at home. More than one third (32.76 percent) talked about their difficulties after coming home.

The returnee women who claimed of experiencing difficulties among them mostly experienced bad comments (47.4 percent) related to their job life in abroad. Even every time got pinch and annoyed by their neighbor and relative (36.8 percent). Even some women stigmatized or defamed (15.8 percent) about their characters as there are rumor and reality about women being raped, harassed and trafficking in abroad.

2.3.2.11 Communication for help

Table-27: Communication for help

		Frequency	Percent
Ask for help	Yes	13	22.4
	No	45	77.6
	Total	58	100.0
	Total	13	100.0
Communication with Local Embassy	To Complain	3	27.3
	Work	3	27.3
	Visa extension/visa process	5	45.4
	Total	11	100.0

Generally, returning workers did not communicate with different organizations when they faced difficulties in destination country (ILO, 2015). Only 22 percent mentioned they tried to seek help or communicate with any organisations mostly local embassy of Bangladesh. Among them only 11 out of 13 who replied about the communication with local embassy, 45.5 percent communicated with the extension of visa and visa related issues and others to lodge complaint, and for new work.

The FGD with the men, explored that the stuff of the Bangladesh embassy are not helpful. Migrants who visited embassies are frequently faced negative attitude form the embassy stuffs and did not get solution of their problems. A respondent named Rubel Biswash went to embassy with a problem the embassy stuff said to him that “get out it’s not our problem”. Another respondent, named Md. Babul frequently complained about their salary and other problems, but get no responses from the embassy. Where other countries embassy like Indian embassy, Sri Lankan embassy are so amiable to their citizen according to the participants. (FGDs).

2.3.2.12 Other countries migrants worked

The returnee women who return from working a certain period have experienced of working more than one country. A notable portion more than 40 percent mentioned about their experiences in working more than one country.

Table-28: Other destination countries migrant worker worked before

		Frequency	Percent
Other countries work before	Yes	25	41.4
	No	33	55.2
	Total	58	100.0

The findings indicate that the women who have previous working experience at abroad are more prone to be migrated again for the employment.

2.3.2.13 Current job status of the returnee migrant

Table-29: Current job status of returnee women migrants worker

		Frequency	Percent
Present state of employment	Yes	14	24.1
	No	44	75.8
	Total	58	100.0
Type of job	Agriculture	4	28.6
	Garment works	2	14.3
	Animal Husbandry	2	14.3
	Laboring (maid/ field)	2	14.3
	Small Business	4	28.6
	Total	14	100.0

According to this study most of the returnee women are unemployed after returning at home. Less than one fourth of the returnee women are involved in different kinds of job after returning from abroad. They are mostly involved, who are working, to agriculture, as entrepreneur of small business, garment industry, animal husbandry and laboring. For men, after returning to the country migrant people usually works as farmer, CNG auto rickshaw driver, Thai aluminum workers, and many of them are unemployed (FGDs).

2.3.2.13 Future job planning in homeland

The study also identified their future planning and found that most of them do not have any specific choice of employment. They are interested to do any income generating job but prefer the job which will match with their skill.

Table-30: Future job planned in homeland

	Frequency	Percent
Animal husbandry	2	3.4
Garment Sector	6	10.3
Household work	4	6.9
Sewing	2	3.4
Cleaning	1	1.7
No specific choice	43	74.1
Total	58	100.0

However, about 26 percent returnee women are planning for the future job, for the table it reveals that 10.3 percent, 6.9 per cent, and 3.4 percent of returning workers planning to involve in job related to garment sector, household work and animal husbandry & sewing respectively. The returnee women were asked about their interest regarding initiating any small business at the local level as well as their future plan of migration, if any. The following section provides a brief introduction about their interest and planning which will be helpful for the reintegration and supporting further migration of the women workers

2.3.2.14 Interest for small business

Table-31: Migrant worker future planning for small business

		Frequency	Percent
Interested in small business	Yes	27	46.6
	No	31	53.5
	Total	58	100.0
Kind of business respondent prefer	Agriculture	2	7.4
	Animal Husbandry	14	51.8
	Store (Clothing/ grocery, tea stall)	5	18.6
	Tailoring	4	14.8
	Not specified	2	7.4
	Total	27	100.0

Planning for loan	Bank	9	56.3
	NGO (micro-credit)	5	31.2
	Any organizations	2	12.5
	Total	16	100.0

While they were asked about their interest in small business as entrepreneur 46.6 percent of them replied positively. They are mainly interested in business related to animal husbandry (51.8 percent), 18.4 percent wants to open stores like tea stall, grocery shop or clothing and 14.8 percent wants to involve in tailoring business.

On starting new and small business they were asked as they prefer loan or not about 16 out of 27 said it will be helpful if they pursue loan before starting their business. Interested returnee women worker reported that they want loan from different banks (56.3Percent), next the NGO's micro credits scheme (31.2Percent) and lastly any others organization giving loan (12.5 percent).

2.3.2.15 Future migration plan

Table-32: Future migration plan of returnee women migrant worker

		Frequency	Percent
Interest in future overseas work	Yes	27	46.6
	No	24	41.4
	Not sure	7	12.1
	Total	58	100.0
Interested countries	Uncertain	4	14.8
	Saudi- Arabia	11	40.8
	Qatar	4	14.8
	Kuwait	1	3.7
	Lebanon	1	3.7
	UAE (Dubai)	1	3.7
	Bahrain	1	3.7
	Jordan	3	11.1
	Malaysia	1	3.7
	Total	27	100.0
Future interested trade of worker		Frequency	Percent
	Hospital Work	1	3.7
	Domestic Work	20	74.1
	Factory & Shop	3	11.1
	Uncertain	3	11.1
	Total	27	100.0

A notable number of returnee migrants wants to go back to work again in abroad when they ask for future plan of oversea employment. Near about half (46.6 percent) prefer to go again oversea in their destination countries. Their most demanding destination counties are Saudi Arabia (40.8 percent), Qatar (14.8 percent) and Jordan (11.1percent). Others countries includes Kuwait, Lebanon, UAE, Bahrain, Malaysia all have the same response about 3.7 percent. But not all the worker was sure about their destination countries about 14.8 percent were unsure about choosing their destination country.

As notable number of returnees are again interested to going in abroad, for this time they prefer some choices about the trade they will work on. Near three quarter (74.1 percent) are interested in domestic works, other 11.1 percent respectively interested in work in factories & shop and 11.11 percent unsure about what will they do. A small portion, 3.7 percent women are interested in working at hospital specially on field of laundry management and cleaning.

Having the tendency of remigration, the returnees have their own preferable medium of migration. Maximum of them planned for their future migration through government channel (40.74 percent).

While other returnee women migrant workers mentioned about their preferable future channel of migration as middleman (22.22 percent), relatives who are already working in abroad (11.11 percent) or through any kind authentic sources.

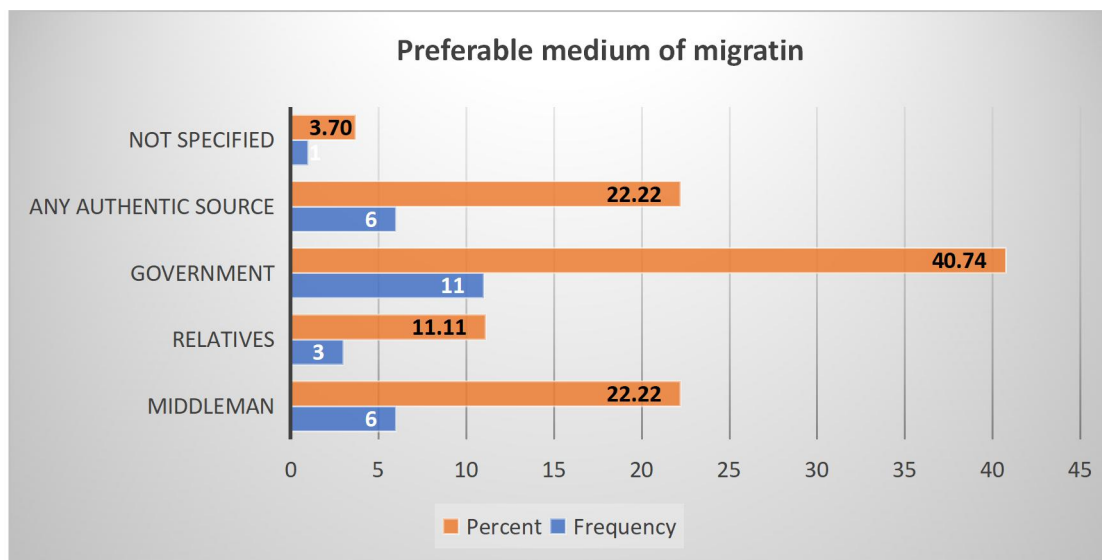


Figure-8: Medium of future migration by returnee women workers

In case of remigration, do they need any support for their children at home? In responses of this query some of them (16.47 percent) mentioned they need some sorts of support for their children. They mostly mentioned about the child care facilities, support for education financially or thorough scholarship.

Table-33: Support needed for children in absence of mother (migrant women worker)

	Frequency	Percent
Education and scholarships	3	21.5
Childcare	5	35.7
Both (Education and child Care)	5	35.7
Financial Support	1	7.1
Total	14	100.0

Migrant women workers. particularly, according to the findings, in their absence they need some favors and supports from family and related organization, that can help their children and prepare them for the betterment of their future. 35.7 percent of the respondent asks for proper childcare and both childcare and education for their children. About 21.5Percent said to provide education and scholarship for their child, other 7.1 percent emphasis on financial help for their children.

2.3.2.16 Expectations and suggestion of return worker from different organization

The returnee women have been asked for expressing their expectation from different major stakeholders like government, bank and any other institution that can support them. The findings are presented according to the table-33 to portrait their expectations.

Respondents have many expectations from different organizations while processing their migration in abroad. This table explains respondent expectations from government, bank and other relevant institutions within the time of the process of their recruitment. It's been reported that, from government they expect arrangement of suitable employment in oversea (37.9 percent). On the other hand, 15.5 percent also expect to help them with loan and provide supports, security and safety in oversea.

Bank, an another important sector that play vital role for migration process. The respondents pointed out some expectations from bank where providing low interest loan (55.2 percent) have been emphasized more by them. They also suggest for easy loan processing (32.4Percent) and 12 percent expected for loans with both short- and long-term instalment process.

Besides, returnee women expected to other relevant institutions like local NGO, National NGO, international bodies, loan providing sectors, consult agencies etc. to provide them loan with low

interests, arranging training at local level, secure easy and transparent procedure for going abroad and ensure safety for the migrant women at abroad. Differently they also ask for create job opportunity in Bangladesh (8.6 percent) as they are getting old and want to settle in motherland (Table -33).

Table-34: Expectations of return worker from different organization

		Frequency	Percent	Total
Expectation from government	Support for eliminating harassment at every stage	3	5.2	Total =58 100%
	Ensure security and Safety	9	15.5	
	Help with loan	9	15.5	
	Suitable employment in oversea and allow	22	37.9	
	Training facilities	2	3.4	
	No expectations	1	1.7	
	No comments	12	20.7	
Expectation from Bank	Easy loan processing	19	32.8	
	Low interest of loan	32	55.2	
	Both Short and long term Instalment payment	7	12.0	
Expectation from other institutions	Low interest loan	22	37.9	
	Training at local level	13	22.5	
	Easy and transparent procedure for going abroad	9	15.5	
	Facilitate work opportunity in Bangladesh	5	8.6	
	Safety	9	15.5	

Besides there expectation towards different organisations the returnee women Returnee women migrant workers in conclusion provides some suggestions for the interested women who are planning to move abroad for work. The findings from the descriptive analysis it reveals that 34.4 percent women suggested other women to collect proper information and pursue training before going to destination country. They also recommended that women should go for overseas employment which will enhance their empowerment (18.96 percent) in society and state. They added to take government help while going abroad (12.1 percent). Another 8.7 percent suggested to consult with relevant NGO's to know about the safe migration process and ensure their security and safety before going abroad.

Table-35: Suggestion for other interested women by return workers

	Frequency	Percent
Avoid Brokers/Middleman	2	3.44
Collect proper information, and pursue training	20	34.4
Take Govt. Help (authenticity of sender)	7	12.1
Take NGO's help	5	8.7
Know about the risky of overseas employment	5	8.7
Women is safe and must need to go oversea for their empowerment	11	18.96
Be conscious about security and safety	5	8.7
No comment	3	5.1
Total	58	100.0

Chapter-Three

National and International Institutional Framework for Protecting Migrant Workers

This section of the report presents the scenario of national & international organizations, institutions, forums and structures, both public and private, to ensure safe migration and re-integration working at the local level as well as national level.

3.1 Service providers working at Manikganj to ensure safe migration and re-integration

3.1.1 Public Sector Services

Having significant importance in labour migration of Bangladesh the district Manikganj should be considered as one of the priority areas of ensuring safe migration and reintegration of the returnee. The study found the existence of several government service providers in Manikganj.

District Employment and Manpower Office -DEMO

District Employment and Manpower Office, commonly known as DEMO office at Manikganj has been established under the Bureau of Manpower, Employment and Training (BMET). The government established BMET with the purpose of recruiting and sending migrant workers overseas. BMET is engaged in overall planning and implementation of the strategies for regulating migration process, promoting migrant workers rights and skill development proper utilization of migrant workers of the country as a government department under the Ministry of Expatriates' Welfare and Overseas Employment (MoEWOE). The 42 DEMO office at the district level implement the activities of the BMET at the local level. The DEMO Manikganj office conduct publicity and awareness raising program at the different level of the district. The DEMO creates awareness disseminating information through hanging poster, distributing leaflet, and handbills on different migration issues like process of regular and safe migration, chart of service charges and rights of the workers.

Findings of KII with Mr. Sheikh Mustafizur Rahman, Assistant Director, DEMO, Manikganj
Major objectives and Functions: Rethinking about our massive manpower and to create employment opportunities in abroad Father of Nation Bangabandhu Sheikh Mujibur Rahman had decided to transmit human resource to abroad. As a result, BMET had started their journey formally. In 1990s, in primary stage, there were only four local office. As far as population rate had increased and to reduce their unemployment rate, in 42 District of Bangladesh, 42 DEMO had established. In initial stage, people transmitted to abroad are not well skilled and people were not too much interested working abroad. People were afraid of entire process. Now in 64 district, 64 vocational training center and 7 marine technology institutes in total 71 institutions are running smoothly and providing their training to our human resource.

Main activities of DEMO are as follow: providing micro credit, publishing circular of employment in abroad, conducting workshop and seminar, awareness program in school and college level about vocational training, providing guidelines. DEMO controlling Probashi Kollan O Boidashik Karmasonthan's ministry's vast activities. Also protecting migrant workers from all kinds of fraud in both home and abroad, providing treatment facilities in abroad, ensuring educational scholarship for the relatives of migrant worker in home, in case of accidental death; helping to handover death bodies to their relatives and also ensuring compensation from both govt and abroad. DEMO also working for ensuring skilled manpower ready to work in abroad.

Special facilities for the women migrant: DEMO is ensuring women friendly transmission process by awareness building among women by both combine and separate program. Women who were working as a house keeper in middle east, especially in Saudi Arabia are motivated to work as care giver or nurse in Japan, Korea, Jordan or other countries. Awareness programs are mainly conducted so that, they can protect themselves from all kinds of physical or sexual harassment in abroad. DEMO suggest to ensure 30 days housekeeping training before their migration

Support program: In case of forced return, DEMO receive them from airport, ensure contact with their families and safe return to their home. When migration process is legal and workers are returned forcefully, govt help them to form allegations and try to get compensation from abroad. Further takes necessary steps to resend them but such initiatives are not sufficient.

Weakness : DEMO doesn't have enough manpower to operate functions smoothly. DEMO, Mankiganj have only three members and a computer operator who is outsourced worker for our DEMO. Besides, DEMO has budget deficits as well.

Slogan: DEMO use slogan while conducting any particular program like "If you go abroad being skilled, you will gain wealth and respect as well."

Seminar: DEMO arrange seminar frequently on particular issues. It arranges about 1 or 2 seminar each month in District level . In upazilla level, DEMO organizes seminars as well. Seminar involves people who are interested to go abroad, unemployed youth, local public representative, teachers of educational institution, public administrator and those people who can send the message to others. Seminars are taking place in Union Parishad or auditorium of Upazilla complex. DEMO is satisfied with people's response about those seminars. Every time DEMO, in its seminar, get more than 80 or 90 persons including Chairman, members, head of school or college, public administrators, journalist as well.

Major challenges faced by migrant workers: lack of ideas about migration process, spend huge amount money and easily become victim of fraud in every stages. DEMO ensures about how much money they needed to go particular country. For example, if they knew, they would have needed 1,65000 Taka for Saudi Arabia, they will never spend 4,00000 Taka for such particular country. Ensure idea about legal process and providing idea that they should be well skilled before go for work in abroad, DEMO believe.

Reintegration: It's always a challenging issue, when any woman return home, she has to face lots of challenges and society treat her negatively. While, if any man returns home, he is treated with respect and positive manner. DEMO tries to ensure proper reintegration of female migrant workers by any means. It also help getting proper loan from bank. Bank easily provide loan for migrant workers without any mortgage within 3 days with 9% interest. But he/she have to show 3 relatives s referee while getting loan, in failure who would be responsible to repay.

Evaluation of NGO works: Treat their activities positively and appreciate their awareness building program . DEMO share their activities with them.

Expectation to Government: Needed help from local administration and manpower should be increased immediately. DEMO demand at least 15 members to run the program smoothly.

Workers went abroad by govt cost, whether they became victim of fraud: They might be. All agencies are not following guideline of govt and it is impossible for govt for monitoring all activities of agencies. Everyday about 1800 to 2000 migrant worker going abroad from Dhaka Airport. Such type of fraud is very small in amount. Amount of returned migrant worker is also small in number.

Technical Training Center – TTC, Manikganj

The Technical Training Center, TTC Manikganj which is another service provider of the government under the Bureau of Manpower, Employment and Training (BMET). TTC mainly provides technical training for the prospected migrant workers on different trade. Currently Manikganj TTC provides training on a range of trade which is relevant to the occupation available abroad. The major technical training available in TTC Manikganj are House Keeping, Electrical, Garments, Civil construction, and Automobile & Computer department.

District Administration

Besides the specialized department of the government, the Office of the Deputy District Commissioner through different Upazila Administration organize seminar and awareness raising program on different issues of migration like safe migration, skill development and awareness building.

3.1.2 Banking and Financial Service Providers

Probashi Kallyan Bank (PKB)

The Probashi Kallyan Bank (PKB) has been established by the Government of Bangladesh in 2010 with a view to support both the potential and returnee migrant workers of Bangladesh. It provides free loan to workers going abroad for employment, provide loan to returnees to help them out employment within the country, facilitate sending remittance and encourage the wage-

earners to invest in the country (PKB, 2019). According to PKB official source, currently, PKB has 63 branches across the country and 1 booth at Hajrat Shajalal International Airports. At present the PKB operates two banks in Manikganj district located at Manikganj Sadar and Singair Upazila.

Findings of KII with Bipul Chandra Barman, Manager, Probashi Kollyan Bank, Manikganj.

The Probashi Kollyan Bank helps the migrant workers by providing loans in two ways; one is migration loan, which helps to go to destination country for employment and another is reintegration loan which is provided after returning from abroad for initiating new employment opportunities such as opening business, developing small industries, farms etc. Sometimes the bank provided loans for supporting the air fare of the workers who already migrated for work. Besides, the bank offers to open savings account, FDR, paying DEMO registration fee etc. for the migrants and their families.

The bank observed that most of the loan receivers are from lower or lower middle income class people who can not afford total amount for the migration. At present the maximum limit of loan is 300,000 BDT. Having the difficulties to recover the loan the bank customized the maximum amount to 200,000 BDT for 2 years with 22 installments at 9% interest rate. The loan is provided with a minimum number of documents. According to government policy the loan is provided depending on a local referee as bondsman without any mortgage like land deed. The loan processing requires a deed on a 300 Taka stamp with the local bondsman. As the bank is not a commercial bank so they need an account in any commercial bank for sanctioning the loan.

The authority states that having the part of the public sector, all the policies of Bank have been taken for the welfare of the public though they face some limitations. Bank offers loans in a very convenient way within 3 working days, as claimed by the authority. The authority claimed that though the loan has been distributed simply but the recovery is very difficult. Getting support from the bondsman to recover the loan is not so usual. Moreover the granter sometimes shifted from the place.

The authority reported that there are some cases that the person taken loan from the bank but after reaching the countries of destination the workers could not get the desired job or sometimes the workers experienced fraudulent migration. In that case they become defaulter though they have good reputation as a person. In this case the bank has limitation to act positively in favour of the workers. Additionally, shifting the residence of the guarantors is another challenge the Bank faces during recovery of loan.

There are no special preferential facilities for the women. The women have to follow the same process as the regular banking system.

There are only 5 personnel in this branch. The bank mentioned that lack of manpower to recover the loan is one of the major limitations of the branch. Due to lack of manpower the branch can not provide full phased services to the clients like currently it does not provide services to receive and payment of remittances. The bank performs this function with the agreement of Bangladesh Krishi Bank and NBR which is inconvenient for both the bank and client. Sometimes the bank also faces the problem of networking and IT operations. However,

The authority of the current branch stated that there is no need to established more branch in Manikganj rather needed more manpower in the existing branches.

The recommendation of starting schedule activities of bank comes first as to help more to the migrant family like supporting remittance transaction. The schedule activities should also include optimistically house loan along with education loan and so on.

Agrani Bank Ltd.

There are total 12 branches of Agrani Bank Limited situated at Manikganj district in Bangladesh. According to the website of Agrani Bank Ltd., the Bank offer both loan and deposit schemes for the overseas workers which is applicable for both the person who has got a valid job visa abroad and also for people who are willing to go abroad for job. The person who have completed Passport, Training, Visa, Health Exam, Smart card, Airline Ticket or has completed partially of these and Persons wishes to go abroad for job and in need of money to complete the above functions can also apply for the loan. The Bank offer loan from 50,000- 3,00,000 BDT with a rate of 9 percent interest.

Bangladesh Krishi Bank Foreign Remittance Service

Bangladesh Krishi Bank begins Foreign Remittance payment service in 2001. Foreign Remittance Management Department exclusively conducts and manages foreign remittance activities. Expatriates of any country across the globe can easily send money to Bangladesh Krishi Bank. Beneficiaries can easily get money in their account from abroad or receive money for Pin Code number instantly over the cash counter without any account.

Besides the banking services mentioned there are also many other bank who provides services to the migrants like BRAC SAAJAN.

3.1.3 Non-government Services

BILS Migration Service Center: Information and Training Center

Bangladesh Institute of Labour Institute-BILS, under its Migrant Workers' Empowerment Project- Migrant WEP with the support of Manusher Jonno Foundation-MJF has established three information and training center at Manikganj. It has been working in five Upazilla (Manikganj Sadar, Satoria, Ghior, Shibalay and Harirampur) of Manikganj district. Besides conducting regular advocacy at the National level. The major goal of this project is to ensure safe migration and decent work through networking and organizing at the local level. The major activities of the office includes Establishing service centers, publicity campaign, counselling, Capacity development, community awareness, Mobilization, Establishing National platform, Trainings, lobby, law and policy implementation (BILS, 2019).

BRAC Safe Migration Program at Singair

BRAC has a program named migration program to promoting safe, regular and responsible migration. Its aim is to ensure that migrants know their rights and how to exercise them. This program provide support to the migrants in three tires (pre-migration, during migration, and emergency support) of the migration process. Providing financial aid, skills development to avail decent work and support reintegration upon return. There is an office of migration program in Shingair Upazila of Manikganj district. From this office many women migrant get services and it helps migrants to return to the home (BRAC, 2019).

Bangladesh Ovibashi Mohila Sramik Association

BOMSA has been working in Manikganj district from its inception, doing pre- and post-departure training with women migrant workers and communities. It has two field office in Manikganj located at Sadar Upazila and Singair Upazila (BOMSA website, 2019).

3.2 National Organization provide services to the migrant workers

3.2.1 Government Organizations

There have been some governmental organizations which are working for the betterment of migrant workers, ensuring their rights and providing facilities. Background and major services of these organizations regarding migrant workers are described below-

MoEWOE

The Ministry of Expatriates' Welfare and Overseas Employment is a ministry of the government of the People's Republic of Bangladesh. This agency formed in 20 December 2001.

It provided information, partnerships and facilitations for all matters related to overseas Bangladeshis and overseas employment.

BMET

Bureau of Manpower, Employment and Training (BMET) was established in the year 1976 by the Government of the People's Republic of Bangladesh as an attached department of the then Ministry of Manpower Development and Social Welfare with specific purpose of meeting the manpower requirement of the country and for export of manpower as well. BMET is engaged for over all planning and implementation of the strategies for proper utilization of manpower of the country.

DEMO

District employment manpower office is a district level field office of Bureau of Manpower Employment & Training under the ministry of Expatriate's Welfare & Foreign Employment.

They collaborate the different training program for the migrant workers which provided from the national level.

TTC

Technical Training Center is a vocational education institution, which is multi-faceted real employment-oriented education. Under the Bangladesh Ministry of Labor and Employment and the Bureau of Manpower, Employment and Training, educational activities are currently being conducted in six technical training centers in the country. Currently there are 6 technical training centers and marine institutes in 12 districts of Bangladesh. Bangladesh Technical Education Board it operates under SSC (Vocational) and various periodic technical training activities. They provide different vocational and technical training to the interested youth who want to go abroad as a migrant worker.

Findings of KII with Md. Hamidur Rahman, Additional Secretary, Director General, WEWB
Activities of BMET: <ul style="list-style-type: none"> - Providing pre-departure training to the migrant workers. - Providing supports for safe migration through the help-desk established in the airport. - Workers can seek support for any problem faces during migration process directly making phone call through call centre services or informing through DEMO office or can report directly visiting to BMET office or making phone call to the personal number of the officials of BMET. - There are some shelter house in different destination country, specially in those destination where women workers are going preferably. There are total 5 shelter centers in 3 different destination countries; Saudi Arab, Oman and Qatar.

Findings of KII with Dr. Md. Sakawat Ali, Director (Training Operation), BMET
<p>Current initiatives: BMET regularly initiate different types of activities for the promotion of labour migration thus to explore the new labour market. Recently a study is being conducted under BMET to explore labour market opportunity for migrant workers titled “International Job Market Analysis”. This report have a chapter specially focused on female migration named “Female International Migration from Bangladesh” where level and trend, destination, occupations and future prospects of female migrations are discussed in details.</p> <p>Trends and initiatives for women migration: Women migration is gradually increasing. The BMET recently are setting some criteria with a view to ensure safe women migration. Those are:</p> <p>Literacy requirement : Minimum primary education.</p> <p>Age Limit : Minimum 25 > Maximum 45 [but 40 is preferred]</p> <p>Training : compulsory Training (at least one month residential)</p> <p>Workplace Safety: BMET observed that ensuring safety in destination country is yet a challenge. The workers have access to claim rights legally, however, they always cannot reach to the administration of the destination country. And BMET yet have no such comprehensive</p>

monitoring mechanism to monitor them about their present situation and whether they are well or suffering. The workers become disconnected with official authority after going there. Though BMET have some labour wing to monitor these situations but they have limitations too. The labour wing have human resource crisis to support a large number of workers at countries of destinations. Though the workers have access to legal support but it is difficult to ensure for all the workers or complaints. Authority can solve problems up to a certain portion of the workers. in this regard , there must be some responsibilities of the destination countries administration. They must take care of the issue with a better focus.

Training: Training equipment should be developed and this development is a continuous and never ending process and it is in BMET plan to upgrade as early as possible. And it is already under specific planning agenda and there is no specific obstruction in this regard.

Limitations: There is some deficiency in capacity to provide enough service to the workers at local level because all the DEMO offices are not established in own land and buildings. Many of them are rented buildings. Besides human resource must be increased to provide necessary support to the workers as well.

Collaboration with NGO: NGOs can play a very important role in raising awareness and motivation. So there is a room for the collaboration between GO and NGOs.

PKB

The state-run Probashi Kallyan Bank (PKB) was established by the Government of Bangladesh in 2010 to provide collateral free loan to workers going abroad for employment, provide loan to returnees to help them out employment within the country, facilitate sending remittance and encourage the wage-earners to invest in the country. Its vision is empowering migrant workers and expatriates to ensure safe migration establish the bank as a symbol of confidence. The probashi kollyan bank offers from 1 lac to 10 lac for the reintegrate worker in the society. Despite, lack of awareness among the migrants about the loan services offered for reintegration purposes, IOM indicates that more targeted interventions are needed to reach out to the returnees.

The services provided by this bank for the migrants focuses on information technology safely and expeditiously through the use of cost-effective means of providing assistance to send remittances from abroad and offering Outbound and return of migrant workers to staff short term " Migration loan " and " Rehabilitation loan ".

BOESEL

Bangladesh Overseas Employment and Services Limited is a government owned manpower Export Company formed in 1984 and located in Dhaka, Bangladesh. Its vision is Ethical, Safe and Low Cost Overseas Employment. Mission includes to ensure ethical migration, to ensure safe migration, to ensure low cost migration (no loss less profit basis), to provide “right person

for right job”, to establish direct relationship with employer and employee without middleman/dalal and, to make migration process efficient and transparent.

The scope of BOESL are as follows:

To do the business of recruiting for overseas employment of Bangladeshi manpower in any part of the world where the company gets scope either by way of individual efforts, negotiation or by the agent of any foreign company, Government agency or employer. To project the image of Bangladesh as a reliable source of potential manpower by means of regular publicity and promotional activities. To arrange trade-tests, medical-tests, tickets and other facilities for persons selected for overseas employment and charge fees as determined by the Board of Directors from time to time. To acquire and take over any concern carrying on the business of sending manpower and travel agents and other allied business within and outside Bangladesh.

WEWB

The Government formed the "Wage Earners Welfare Fund" in 1990, with the power of 19 (1) section of the Emigration Ordinance-1982, to help the family members of foreign workers to solve or solve the problems of abroad and country. "Wage Earners' Welfare Board" has been established as a statutory body through "Wage Earners Welfare Board Act, 2018".

Its vision is to ensure lasting and meaningful welfare of the migrant workers at home and abroad. And mission is to achieve sustainable improvements in the quality of lives of the family members of the workers who died abroad, social reintegration of the returnee migrant workers, and pursuing the desired education for the meritorious children of the workers who are legally working abroad. WEWB has been working to promote and protect the rights and interests of the migrant workers and their families by providing with monetary, legal and technological supports.

In 2016/2017 fiscal year, WEWB spent BDT 6.5 million for migrant workers who are forced to return home due to accident, serious injury or sickness (each receive up to BDT 100,000) as medical benefit.

WEWB facilitates two types of educational supports for dependents of migrant workers. (a) arrange a 0.5 per cent quota for enrolment into the higher secondary level (b) Scholarship for children of migrant workers – primary, secondary, higher secondary and tertiary (Total 2,412 meritorious) Some CSOs encourage promoting educational opportunities for the children of migrant workers with fund or by awareness program.

Findings of KII with Md. Hamidur Rahman, Additional Secretary, Director General, WEWB

Current Services:

- An insurance facility is available for the workers which awards 2,00,000 Taka against the premium of 990 Taka among which WEWB pays 500 Taka. Another insurance scheme which awards 5,00,000 Taka against the premium of 2475 Taka. The provision holds that the insurance amount should be paid within 7 days after the claim.
- There is also provision for the illness supports like a sick workers are usually entitled to

receives 1,00,000 Taka for coming back to home and necessary treatment.

- There is a desk of WEWB in the DC office. Migrant worker and their family member can take help from there regarding WEWB issues.
- Stipend is provided for the education of migrant workers children. It is provided in different categories such as for PSC, JSC and SSC students.
- For a deceased migrant worker WEWB provides Tk 3,35,000 in total. Tk 35000 for the burial and Tk 3,00,000 for the deceased workers family.
- Any worker can be a member by signing up online through WEWB website regardless of being a migrant worker legally or illegally.
- WEWB embellished shelter house at countries of destination for supporting , specially the women victims and return to ensure safe return at home. There is also a center in the Crescent Hospital in Dhaka.

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Strength of WEWB:

- Positive attitude of the authority to help workers.
- Providing instant services.
- Team work of the staffs of this body.
- Scope of directly communication for the migrant workers to the all the office of WEWB including head office.

Weakness of WEWB:

- Lack of resource allocation to run WEWB branch office at local level like districts and Upazilla.
- Weak postal system of Bangladesh is a barrier

Suggestion for strengthening

- Ensure Paperless office (Applying Enterprise Resource Planning- ERP mechanism) at all level
- Ensure Compensation is provided through EFTN directly to the workers bank account. So there is no trouble of bank check.

Prospective Initiatives:

- Transformed the call Centre in to 24/7 service.
- We are providing an allowance for the workers children with disabilities as workers get assured that in her absence her children can be taken care of.
- We are trying to launch an app service so that a victim or general worker can easily access to the service.
- Sometimes the publicity of WEWB is done under the activities of Ministry of Expatriates' Welfare and Overseas Employments. Such as-
 - Seminar
 - Press Briefing
 - Migration Fair
 - leaflet etc.

Ministry of Home Affairs: Ministry of home affairs are working effectively to contribute in regular labour migrations and detecting trafficking using various state organs such as-

BGB

Border Guard Bangladesh, as a paramilitary force, is entrusted with the responsibility to defend the border of Bangladesh and administered under the Ministry of Home Affairs.

BGB ensure safety and security for the legal migrant workers near border area and assist migration process. Besides they prevent illegal migration, apprehend illegal migrants and human traffickers in border area. They also responsible for crime control, maintaining peaceful environment and prevent external threats.

Coast Guard

The Bangladesh Coast Guard (BCG) is the maritime law enforcement force of Bangladesh. It is a paramilitary force which is under the jurisdiction of the Ministry of Home Affairs. Its officers are transferred from the Bangladesh Navy. The Bangladesh Coast Guard also performs the duty of maritime border security of Bangladesh. The mission is Control piracy, illegal trafficking, protect fishery, oil, gas, forest resources and environmental pollution in Bangladesh waters and coastal areas, ensure overall security and law and order through security assistance to sea ports, conduct relief and rescue operation in the coastal areas during natural calamity.

Sea is treated as the best and secure way for illegal immigration. Human traffickers can easily conduct their functions using marine way. The coast guard prevent illegal immigration through the sea by routine patrolling and enforcing maritime law. They also work as the safeguard for the legal migrant.

Ministry of Civil Aviation and Tourism:

The Ministry of Civil Aviation and Tourism is a ministry of the government of the People's Republic of Bangladesh responsible for the formulation of national policies and programs for development and regulation of Civil Aviation and the regulation of the Bangladeshi tourism industry and the promotion of the Bangladesh as a tourist destination.

This ministry also responsible for providing services for migration process. It facilitate safe transport and communication for migrant workers. They dispute any complexity arisen during transportation process and they provide assistance those who want to return.

Bangladesh Bank Incentives

According to BB official website, Bangladesh Bank permits banks in Bangladesh to establish drawing arrangements with Foreign banks and Exchange houses for facilitating remittance by Bangladeshi nationals living abroad. Persons willing to remit their earnings through official channels can buy either Taka draft or US dollar draft from these Foreign banks and Exchange houses having drawing arrangements with different banks in Bangladesh. Bangladeshi nationals living abroad can send Foreign Exchange very easily and directly to their own bank accounts

maintained in Bangladesh or to their nominated person's / relative's bank accounts in Bangladesh. Furthermore, recently banks have taken some major steps towards crediting the proceeds of remittances to the beneficiary's account promptly, maximum by 3(three) days. Furthermore

angladesh Bank (BB) issued a circular on providing 2% cash incentive for money to be remitted through banking channel into the country.

3.3 Private Sector/ Nongovernmental Organization

Licensed private recruitment agencies (PRAs): Their background, role and functions in labour migration may be described as-

BAIRA

Bangladesh Association of International Recruiting Agencies (BAIRA) is one of the largest trade bodies in Bangladesh affiliated with the Federation of Bangladesh Chambers of Commerce and Industry (FBCCI), the apex body on Trade & Industry, established in 1984 with a view to catering the needs of the licensed recruiting agencies who are engaging themselves in promoting manpower market abroad and deploy a good number of unemployed Bangladeshi manpower in various foreign countries after imparting necessary training.

Major activities of BAIRA for migrant workers include-

Co-ordinate the activities of the licensed recruiting agents approved by the Government of the People's Republic of Bangladesh for arranging employment's of Bangladesh abroad and to create unity amongst the licensed recruiting agents, developing an understanding and awareness of Government notification, rules and regulations regarding the overseas employment of manpower amongst the member recruiting agents, establish close and intimate liaison with foreign missions in Bangladesh with a view to provide employment of Bangladeshi citizens in their respective countries, keep in touch with Bangladesh Embassies or other reliable agencies for creating job opportunities for Bangladeshi citizens in different countries, establish association's own training center to assist and offer training to all candidates selected for employment abroad on manners, customs and foreign languages etc., provide assistance for bringing the dead body of Bangladesh workers to the country or for its proper disposal, as the case may be, in co-operation with foreign employers, obtain labor laws of the labor importing countries and to disseminate the information of those laws among the Bangladeshi migrant workers.

Manusher Jonno Foundation (MJF)

MJF, a leading non-government and non-profit organization working with a vision for A world free from poverty, exploitation and discrimination where people live in freedom, dignity and human security. According to MJF official website, it promotes human rights and governance through partnership with relevant stakeholders, including duty bearers, to ensure dignity and wellbeing of all people, especially the marginalized. MJF works with local organizations to improve the well-being of poor and marginalized communities, through increasing their voices,

capacities, realization of their fundamental rights and demand-driven institutional responsiveness (MJS, 2019).

MJF works for the migrant workers under the Decent and Safe Work Program where the RMG and Migrant workers are the major target group. Through out their different projects and program MJF works for the protection and promotion of the migrant workers through research, education and awareness raising program, grassroot level services, reintegration at the local level. It promotes safe migration and protect the potential migrant from the fraudulence. Potential migrants have been provided information and training, supports in visa checking, online registrations and complaint handling (MJF, 2018). It has been continuing its support for the protection and promotion of labour migration as well as reintegration of the returnee migrants focusing the women migrants in different migration prone areas of Bangladesh.

Bangladesh Institute of Labour Studies – BILS

Established in 1995, Bangladesh Institute of Labour Studies-BILS is the only labour institute of the country. As an apex organization, BILS endeavors to uphold the causes of working people and trade unions of Bangladesh. 12 major National Trade Union Federations are associated with BILS. Keeping in view to build up a just and democratic society, enabling the workers organizations to play appropriate role as a major force BILS emphasizes on capacity building of the Trade Unions through training, research and information sharing. Protecting workers rights is the main objective of BILS and it strives to promote just and worker friendly policies and laws in Bangladesh. It also plays a catalyst role in bridging trade unions, civil society and the government on labour market issues.

Labour migration is a priority issue of BILS. BILS regularly conduct research, training and awareness raising program on safe migration and reintegration of returnee migrant workers in association with national and international organisations (BILS, 2019).

Refugee and Migratory Movements Research Unit-RMMRU

RMMRU is an evidence-based research, policy and grassroots action-oriented nongovernment organization working since 1995. RMMRU has worked diligently to illuminate the potential of migration to initiate pro-poor growth and poverty reduction in South Asia. It cooperates with regional and global organizations and facilitate collaborative research that effectively integrates and links global migration discourse with regional grassroots programs in order to identify and eradicate the key issues affecting Bangladeshi migrants. RMMRU plays a key part in the development of effective and relevant training programs and workshops for potential migrants and migration-centered grassroots NGOs in Bangladesh. The major areas of research includes issues on refugees, internally displaced persons, stateless people, labour migrants and diaspora communities (RMMRU, 2019).

Bangladeshi Ovhibashi Mohila Sramik Association

Bangladeshi Ovhibashi Mohila Sramik Association (BOMSA) which is founded and operated by returnee women migrant workers of Bangladesh. BOMSA aims to unite and protect the welfare

of women migrants of Bangladesh. Since the inception in 1998, it has been working for the protection and promotion of internal and external women migrant workers rights. Currently, it is working in 11 districts including the potential migrants for organizing, raising awareness among the regular migration process, legal rights of the migrants, the work and culture of countries of destinations and reintegration of the returnee women (BOMSA, 2019).

Ovibashi Karmi Unnayan Program (OKUP)

KUP is a right based migrant organization works following the community based approach. It operates on the principle of human rights first priority based on gender justice, substantive equality and non-discrimination. OKUP promotes and protects human rights, labour rights, justice and dignity of all migrant workers irrespective of genders across borders through putting migrants' perspectives in the centre of migration discourse at all levels through unity and empowerment of migrant workers themselves. The major objectives of the OKUP are to reduce risks and vulnerabilities of migrant workers in migration cycle through pre-departure interventions, to provide direct assistance for social reintegration of the vulnerable migrants through repatriation, family reunification, shelter, health, Legal and paralegal support and services , to promote economic reintegration and sustainable livelihoods of the returnees, and the communities including climate induced migrants for sustainable development , to organise migrant workers and their families for unity, empowerment and flagging migrants' voice and perspective into migration discourse and to carry out Action Research and evidence based advocacy (OKUP, 2019).

OKUP, is providing both medical and psychological supports to migrant worker in its seven project areas of Cumilla, Dhaka, Faridpur, Mymensing, Narsingdi and Sylhet districts with the help of public hospitals.

Welfare Association for the Rights of Bangladeshi Emigrants (WARBE)

WARBE was founded in 1986 by the returning migrant workers who saw a need for an organization that could act to protect and strengthen the rights of migrants and their families. WARBE working at the three levels; International, National and Grassroot levels. At the grassroot level WARBE conducts Awareness Meeting, Pre-decision Meeting, Pre-departure Training, Proper Utilization of Remittances Workshop, Skill Development Training, Re-integration of Migrant Workers, Network Development, Psycho-Social Counselling and Production of Materials. At the national level National Consultation, Workshop & Dialogue, National Campaigns, Observing International Women's Day, Observing 1st May, International Labor Day, Observing Violence against Women's Day, Observing World AIDS Day, Observing Anti-Slavery Day, Observing International Human Rights Day, Celebrating International Migrants Day and they have also international level engagement with UN, ILO and International NGOs for the protection and promotion of migrant workers (WARBE, 2019).

Young Power in Social Action-YPSA

YPSA is a voluntary, non-governmental and nonprofit organization for sustainable development. YPSA-Fairer Labor Migration in Bangladesh project aims to improve the transparency and accountability of the migration process. It will do this through supporting work by multiple stakeholders which increases the fairness of the labour migration system by reducing the scope for corrupt practice and supporting the development of mechanisms to enhance informed decision-making by migrants.

The project will initially look to use identified entry points to support civil society actors in their work to influence systemic and institutional changes related to the role of intermediaries in informal labour migration practices. The project explores other identified opportunities to backstop the system change through initiatives that build the capacity of migrants to make informed choices.

Awaj Foundation

Awaj Foundation is a grassroots labour rights NGO with over 600,000 worker members across Bangladesh. Awaj Foundation was established in 2003 out of the urgent need to protect workers' rights in the Ready-Made Garment (RMG) sector of Bangladesh. Through our projects, services, research and advocacy, we aim to empower workers and enable harmonious industrial relations. We particularly focus on supporting women workers, because we believe that leadership from women can transform our society towards greater equity and justice. Awaj Foundation works to improve the lives of individual workers, and at the same time, catalyze structural changes across the industry.

It works in the factories to train workers and management members on legal rights, responsibilities and social dialogue to improve working conditions. They also provide a range of services, from legal aid and health services to training on financial literacy, to improve the living conditions of workers. Through national and international-level advocacy, they work towards structural changes that will improve working conditions in Bangladesh and globally.

BOMSA

Bangladeshi Ovibashi Mohila Sramik Association (BOMSA) aims to unite and protect the welfare of women migrants of Bangladesh. Founded and operated by returned women migrant workers, BOMSA has been working with internal and external women migrants since 1998 to ensure the protection of migrants' rights. At that time it was the only voice for women migrants in Bangladesh. BOMSA has been registered with Department of Women's Affairs, Government of Bangladesh. BOMSA is operational in eleven districts. Their work continues to shape the lives of many women, who battle against the odds in foreign lands by offering both pre- and post-departure support and training.

Dhaka Ahsania Mission

Dhaka Ahsania Mission is a non-government development organization founded by Khan Bahadur Ahsanullah, an eminent educationist, reformer and Sufi. The founding motto of DAM is 'Divine and humanitarian service'. It functions since 1958 pursuing the aims of social and spiritual development of entire human community.

Dhaka Ahsania Mission (DAM) with support from ILO has been proposed to creating a model of linking community development and social services to the migrants in the destination country and them and their families in Bangladesh. Through providing basic training support to potential unskilled migrant workers preferably women from marginalized families in remote rural areas to enable their access to overseas employment and care wellbeing of the left-behind families. Provide need based orientation on overseas decent employment and working conditions to the skilled and semi-skilled male and women migrant workers. Establish a follow up and monitoring mechanism in the country of destination facilitating protection of migrant workers from possible abuses and breaches in their working contracts.

3.4 International Organizations Working for Labour Migration and reintegration

International Organization for Migration (IOM)

IOM is an inter-governmental organization in the field of migration. It works closely with governmental, intergovernmental and non-governmental partners establishing country office in the different nations. According to their official website IOM with 173 member states, a further 8 states holding observer status and offices in over 100 countries, IOM is dedicated to promoting humane and orderly migration for the benefit of all. It does so by providing services and advice to governments and migrants.

Bangladesh is a member state of IOM since 27th of November 1990. On the basis of a Cooperation Agreement signed on the 2nd of February 1998 between IOM and the Government of Bangladesh the Regional Office for South Asia was established in Dhaka.

Generally, IOM conducted research on migration and counter-trafficking issues, support at the policy level, assist in international cooperation, strategy and operational plan in various areas of migration management in Bangladesh. The office also ensures the participation of government to the various Regional Consultative Processes in the region such as the Ministerial Consultations on Overseas Employment and Contractual Labour for Countries of Origin in Asia (or Colombo Process), Bali Process, and Berne Initiative (IOM, 2019).

International Labour Organization -ILO

ILO, the only tripartite U.N. agency, since 1919 the ILO brings together governments, employers and workers of 187 member States, to set labour standards, develop policies and devise programs promoting decent work for all women and men. According to their website, ILO works with the government, workers and employers organisations to promote decent and productive employment opportunities for women and men in Bangladesh. Bangladesh as an active member

state of the ILO since 22 June 1972 and has ratified 35 ILO Conventions including seven fundamental conventions. Since the establishment of office at Dhaka on 25 June 1973, it has been started working on expanding income-earning opportunities through labour-based infrastructure development and maintenance.

Besides working on other core labour issues, the labour migration is one of the priority issues of ILO. The ILO is working with the government of Bangladesh to improve the overall management of labour migration and to ensure protection and decent employment conditions to the Bangladeshi migrant workers. ILO promotes safe migration and reintegration of the returnee through research, education, and supporting policy formulation at the national and regional level.

BRAC International

BRAC, the non-governmental international development organization besides its other social and humanitarian activities prioritizes safe migration as a major area of work. BRAC migration programme aims to ensure improved livelihood of Bangladeshi migrant workers and their family members through human rights promotion and protection.

Particularly their objectives are ; to ensure safe migration of Bangladeshi migrant workers through awareness building and education, to reduce social vulnerabilities of migrants and their family members through increased access to essential information and services, to facilitate socio-economic re-integration of returnee migrant workers, to influence migration policy and procedures through advocacy, networking and media mobilization and to promote innovation and best practices for improving safe migration (BRAC, 2019).

Chapter Four

National and International legal framework

The protection and promotion of rights and welfare of the migrant workers and their family has recently been gained momentum consideration at the national and international level. The international organisations particularly United Nations, ILO, IOM has been significantly contributing to strengthen the legal framework for the protection of migrant workers at the international level. This section of the report presents an introduction of the international instruments relevant to the labour migration and scope of Bangladesh to use these instruments.

The Universal Declaration of Human Rights and the core labour standards of International Labour organisations apply equally to migrants as to any other individual.

Apart from the universally accepted standards there are several specific legal instruments that are particularly adopted for the protection and promotion of the rights of the migrant workers and their family.

4.1 International legal framework

UN Legal framework for the Migrants

There are many organizations working from top to filed secure the legal and human rights of the migrant workers. The United Nations has several legal instruments related to international migration. The main instruments are: (a) the 1951 Convention relating to the Status of Refugees, (b) the 1967 Protocol Relating to the Status of Refugees, (c) the 1990 International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families, (d) the 2000 Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children, and (e) the 2000 Protocol against the Smuggling of Migrants by Land, Sea and Air. These instruments, Together with those on the rights of migrant workers adopted by the International Labour Organization (ILO), form the basis of the international normative and legal framework on international migration. But particularly the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families is the main UN instrument to deal with the migrant worker issues.

International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families

ICRMW is a universally applicable convention developed by the United Nations to guarantee dignity and equality of the migrants in an era of globalization. This convention adopted by UN general assembly on 18 December 1990. The ICRMW describe about the minimum legal standards for the migrant workers and their families and focus on eliminating the exploitation of workers in the migration process. The UN Convention embodies most of the substantive provisions of the ILO Conventions and in some ways goes beyond them. Explaining the core

issues of the conventions. Organization for Security and Cooperation in Europe (OSCE) explained.....

“the long-term objective of the UN Convention is to discourage and eliminate irregular migration, at the same time it furthers the rights and protections of persons migrating for employment, including those who find themselves in an irregular situation. Other significant aspects of the Convention include the fact that ratifying States are not permitted to exclude any category of migrant worker from its application (Art. 88), the “indivisibility” of the instrument, and the fact that it includes every type of migrant worker, including those excluded from existing ILO instruments.”

The Committee on the Protection of the Rights of All Migrant Workers and Members of their Families (CMW) is the body of independent experts that monitors implementation of the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families by its State parties (UNHRC, 2019).

The government of Bangladesh as a source country signed the UN ICRMW 1990 on October 7 1998, and ratify after 13 years of signing.

ILO conventions

According to the UN report on Legal Instruments on International Migration, the International Labour Organization (ILO) has adopted three legally binding instruments that are relevant for the protection of migrant workers:

- the Convention concerning Migration for Employment (Revised 1949) (No. 97),
- the Convention concerning Migrations in Abusive Conditions and the Promotion of Equality of Opportunity and Treatment of Migrant Workers (Supplementary Provisions) (No. 143)
- Convention concerning Decent Work for Domestic Workers (2011) (No. 189).

All three have been complemented by non-binding recommendations. Besides this other ILO core conventions that are also applicable to protect migrant workers which include: The convention related to Forced Labour (29), Freedom of Association and Protection of the Right to Organize(87), Equal Remuneration (100), Discrimination (Employment and Occupation) (No. 111), Minimum Age (138). In addition, conventions on Inspection of Emigrants, 1926 (No. 21),

Additionally, there are some other core International Human Rights Treaties that provides protection for the migrant workers as human being or having the status of workers. A UNESCO Report concerning migrant workers affirms the very rationale for the adoption of international human rights treaties. It avers that the “implementation of international human rights treaties is essential to ensure respect for the human rights of migrants.”

These treaties include:

- Universal Declaration of Human Rights (UDHR, 1948),
- The International Convention on the Elimination of All Forms of Racial Discrimination (“ICERD,”1965);
- The International Covenant on Economic, Social and Cultural Rights (“ICESCR,”1966);
- The International Covenant on Civil and Political Rights (“ICCPR,”1966);
- the Convention on the Elimination of all Forms of Discrimination Against Women (“CEDAW,”1979)
- the Convention Against Torture and other Cruel, Inhuman or Degrading Treatment or Punishment (“CAT,”1984);
- the Convention on the Rights of the Child (“CRC,”1989);
- the Convention on the Rights of Persons with Disabilities (“CRPD” 2006)
- Vienna Convention on Consular Access, which respects the right of all migrant to consular access and protection; and, various International Labour Organisation (ILO) conventions.

4.2 National Legal framework

Overseas Employment and Migrants Act 2013

This act to promote opportunities for overseas employment and to establish a safe and fair system of migration, to ensure rights and welfare of migrant workers and members of their families. This act has been developed by repealing the Emigration Ordinance, 1982. The provisions of the act formulated in conformity with the International Convention on the Rights of Migrant Workers and the Members of Their Families 1990 and other international labour and human rights conventions and treaties ratified by the People’s Republic of Bangladesh.

The law consists of nine chapter includes 49 sections. The law particularly mentions about the process of migration, overseas employment, rules of recruiting agencies, registration of workers and issuing smart cards by government institutions, job contract and its nature, functions of migrants' welfare wing, rights of migrant workers, and crime and punishment.

Overseas employment and Migrants Rules 2017

In accordance with the section 47 of Overseas Employment and Migrants Act 2013 government developed this Overseas Employment and Migrants Rules 2017. This rules provides the rules for the digitization of migration process and the development of digital database of the migrants. It explains the role and functions of BMET. It also clarifies the duties of the Labour Welfare Wing and the process of dispute resolution.

Wage Earners Welfare Board Act 2018

Wage Earners’ Welfare Board Act, 2018 have been passed with a view at providing services and ensuring welfare to expatriates abroad and their family members living in Bangladesh. This law

incorporates the welfare issues of migrant workers that are missing from the Overseas Employment and Migrant Act 2013 (Bhuyan, 2018).

This law comprises a total of 22 clauses which provides guidelines to establish the wage earners welfare board and its operations, function of boards, welfare for the women migrant worker, development of a fund and its operations.

Overseas Employment and Welfare Policy 2016

Bangladesh adopted Overseas Employment Policy in 2006 which is revised in 2016 to organise overseas employment sector and to ensure welfare of Bangladeshi workers abroad. This overseas employment and migrant welfare policy have been developed in accordance with the Article 19 (of relevant to equal opportunity), 20 (of relevant to right to work) and 40 (freedom of occupation) of the Constitution of Bangladesh. The aim of the policy is to ensure encourage and ensure safe migration thus to contribute national economy through ensuring employment opportunity, reducing poverty, safeguarding social security of the migrants and their family through rights based approach.

Besides, other Policies of the government relevant to the overseas employment and welfare of the migrant are as follow: Selection of CIP (NRB) policy, 2006, Special privilege policy of expatriate Bangladeshis for remittance, 2008 and Medical Test policy for overseas employment 2008.

4.3 Emergency Services and Supports

This section has tried to find the present scenario of emergency services provided to returnee worker by government to other non-governmental, international organizations (Rashid and Ashraf, 2018)

Pre-arrival receive: Unless the workers are trafficked, stranded, deported or detained government received them based on the concern of the incidents and then handover those workers to relatives or local NGO for further betterment of him/her.

Return of migrant worker: Another important emergency service provide by government is to financially help trafficked, stranded, deported or detained workers to return in Bangladesh through Bangladeshi missions. All the migrant workers return through govt. missions (Article. The Ministry of Home Affairs, the Ministry of Foreign Affairs, and the Ministry of Expatriates' Welfare and Overseas Employment in Bangladesh along with the help of IOM and National NGO's facilitate return of those workers. 94,975 Bangladeshis were issued return decisions in the European Union (EU, 2016).

WEWB also has allocated a small fund for the return of both regular and irregular migrants worker (WEWB interview, July 2018). BRAC helps to rescue and return migrant worker, OKUP managed to return some stranded Bangladeshis in collaboration with Lebanon Caritas. In some cases, local NGOs provide support to the victims of fraud (IOM, 2017)

Repatriation of deceased migrants:

In 2016-17 fiscal year WEWB facilitated repatriation of 3,445 deceased worker about 300,000 (If went with clearance BMET) return from abroad or died within six months of his/her arrival while on vacation or undergoing medical treatment. Although families of migrant reported longer times for process repatriation. WARBE DF, BRAC, RMMRU, OKUP and BOMSA have referral services in this regard. They also help migrants and their families with paperwork, complaints etc.

Shelter home: Rashid and Ashraf, 2018 referring (Kuwait Times, 2016) stated that GoB has established safe homes for women in in Riyadh and Jeddah in Saudi Arabia, and in Oman, Lebanon and Kuwait NGO's like BOMSA and OKUP provide advice and contact with women labour migrants, especially those experiencing abusive work conditions to safe homes for physical safety.

Arbitration services: Migrant worker being victim of fraudulent practices. Only 3 of the 200 migrants reported that they went to the Bangladeshi embassy to find a solution (Rashid and Ashraf, 2018). BMET offers arbitration services for the victims of fraud. It has also introduced an online complaint system. RMMRU offers although small scale arbitrations (RMMRU, 2013).

Psychological Counseling

BRAC has appointed psychologists in its 10 migration-intensive areas to offer counselling services to returnees. Also, Ain-o-salish Kendra, RMMRU, Bangladesh Nari Sramik Kendra, Awaj Foundation, Lawyers beyond border working on returnee psychological counselling. OKUP, is providing both medical and psychological supports to migrant worker in its seven project areas of Cumilla, Dhaka, Faridpur, Mymensing, Narsingdi and Sylhet districts with the help of public hospitals.

Addressing human rights abuses: Where Bangladeshi mission is take complaints but due to geographical distance or work situation they are unable to lodge any complaint. Some CSO offer hotline calls but those are inadequate to cover all the incidents.

Chapter Five

Conclusion

Labour migration has been considered as one of the major pillars of the national economic development of Bangladesh. Every year thousands of men and women from Bangladesh migrated to for changing their luck with a better income. Mostly the economic insolvency and wellbeing of the family are the major factors behind the migration. Since the beginning of the labour migration from Bangladesh middle east is the main destination our workers for both the men and women. Though the labour migration evident a significant socio-economic change both at the individual and national level there is also frequent claim of victimization of workers, particularly to the women workers.

The local level situation analysis of migrant workers in Manikganj found that the district Manikganj is a migration porn area. Particularly, women of Manikganj district have higher propensity to be migrated for overseas employment. Considering the density of the migrant people there are several government initiatives to ensure regular and safe migration but which is inadequate in comparison to the expectation and necessities. Besides the government organisations, there is also the existence of non-government organisations working for the capacity development and creating awareness for the safe migration. There is also a tendency for migration through middleman or any person personally known to facilitate migration process which sometimes causes victimization of the potential migrants and sometimes results poor quality of work. Thus this study recommend for more comprehensive program for creating awareness among the potential migrants to be migrated through proper channel. There are some national level initiatives who follows community based approached and organize the workers at the local level could be followed in Manikganj to aware the potential migrants.

The level of education and skill of the migrants is not satisfactory for getting quality jobs at abroad which consequently results poor wages alongside the lack of prior knowledge about work agreement. Besides there is also propensity to be victimization of physical and psychological torture. Despite having experiences of torturing and ill treatment by the employer they are reluctant to communicate with the local authority like embassy or any other available relevant organisations. However, there is also claim of the unwillingness of the government agency like local embassy to support the workers effectively. In this regard, the local NGOs or government organisations should enlisted in their services about the information how the victim can be communicated their problem effectively to the competent authorities. The stuffs should be more sensitized and initiatives should be taken to select the labour friendly stuffs in embassy. There should be a system accountability to serve the migrant workers whenever they are in troubles. One stop service could be started at the embassy for the migrant workers. However, the government have initiated a wide range of services for the migrant workers like training, banking facilities, emergency supports, arbitration in case of fraudulence, registration process and so on. Now the major challenges are to reach at the root level with these services. The root level officials should be made proactive to serve the potential and returnee migrants. The women face most difficulties then their counterpart after coming back at home both socially and

economically. The local NGO should not only be confined their activities to the direct target group instead to reach the wider community to make them aware about the positive contribution of a migrant worker for the national development. Thus, to visualize their contribution and develop a positive image of the migrant workers at their local community creating respectful atmosphere.

There is always a claim that the sending countries have limited opportunities to promote the rights of the migrant workers at countries of destination but the proper utilization of the international legal frameworks, fundamental rights at work and power of unionization can reduce this blockage. The government should open adequate labour wing in the top labour sending countries and set up a regular monitoring and evaluation cell at countries of destination. In overall migration process, Government and stakeholders should follow the International Labour Organization (ILO) Multilateral Framework on Labour Migration. Stakeholders should provide information about rights and risks of migrant women workers and potential migrant women workers. Governmental migration policies should be available for the all types of potential migrant women.

Finally, this study suggests to increase level of awareness among the potential migrant about safe migration process, complaint mechanism in case of victimization and encourage technical training before departure. In this regard, besides establishing information center, more technical training center should be established at the local level alongside the capacity enhancement of the government TTC. NGOs should offer language training, vocational training and skill development training program. For the returnee migrants, local level job fair can be organized to match the available skills and demand of the labour markets. In addition, the government and non-government organisations should link the expectation of the returnee and the available opportunities for the reintegration of the returnee workers.

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