SKILL GAP ANALYSIS OF OVERSEAS JOB MARKET – THE EXPERIENCE OF BANGLADESH

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Perspective:

Overseas employment and overseas remittances have been major catalysts of the Bangladesh economy and society for the past decades. More than a total of 12 million Bangladeshis have so far migrated abroad for employment, and most recently the country earned US$ 22 billion as remittances in one year. Remittances are equivalent to about 8% of the country's GDP; a major contributor to the country's balance of payments; almost 10 times higher than the annual inflow of external grants and loans. Disbursed across millions of migrant households' remittances have been a driver in the country's socio-economic development; disposal of remittances for consumption, saving and investment purposes create linkage effects on the local, regional and domestic economy.

Three particular features underscore Bangladesh's experience in international migration. First, there are periodic swings – both upward and downward, in the overall trend of migration; the journey at times is very uneven – running at high gears at times but slowing down immediately afterward. Secondly, international migration from Bangladesh tends to be rather demand-oriented – rising and falling as the market dictates. There exists very little experience with "supply creating its own demand."

Finally, particular skill categories dominate the country's overall migration pattern. About 40% of migrants comprise unskilled workers represented by skill categories such as labor, menial workers, servants, cleaners, helpers, farmers, etc. With the feminization of international migration in recent years, more and more female workers are getting involved in low-skilled domestic services.

Improved skill-mix of overseas migrants - in favor of professional and technical skills, is pertinent to enable a greater flow of remittances. A greater focus on qualitative aspects of migration - rather than quantitative, would be crucial for a greater flow of overseas remittances and also on a sustained basis. Professional and semi-professional migrants earn many times higher than menial and semi-skilled migrants Taking advantage of any existing overseas market opportunities not only will enhance the level of remittances, more important, ensure stability in its flow over time.

The purpose of this exercise is to analyze future prospects of overseas employment from Bangladesh to identify skills having international market opportunities and to highlight respective implications for the country's future skill development. Specifically, the study focused on the following questions: What prospects does Bangladesh have in terms of the level and skill composition of overseas migrants? (c) What are the particular occupations and skills which have greater job prospects? The ultimate goal is to identify and discuss international demand for professional and technical skills moving forward.

Major observations:

The overall trend of migration so far has been positive, and there prevails great optimism about the future of migration from Bangladesh, based on the perception of sample return migrants, key informants, and recruiting agents surveyed. The optimism is persistent even following the Covid-19 pandemic.

Both demand and supply side factors underline the future prospects of migration being very good, good, or least stable based on the opinion of sample returned migrants, and key informants, including a survey of existing literature. Prospects exist for the employment of various professional and technical skills across different countries and regions. And particular economic sectors offer demand prospects more than others. Three different skill categories having future demand prospects include health and medical-related professions, engineering and technology, and information sciences.

Demand prospects exist for doctors and nurses with varying specializations, including certain gender preferences. Demanding engineering subjects are quite varied covering almost all branches of the subject area– civil, mechanical, electrical, and architecture. Pharmacists also have future job prospects.

Prospective technical skill categories are varied. These, however, are quite aligned with various professional skills identified as engineering, health, and information technology. Divided under broad occupational categories, prospective technical skills are those involved in (a) construction and maintenance, (b) industrial operations, and (c) various types of services. Prospective technical skills associated with construction and maintenance of civil activities include mason, plumber, carpenter, electrician, welder, etc.

Major conclusions:

Improved skill composition shall enable greater overseas remittances and stability in migration flow: Improved skill-mix of international migrants shall have a positive effect on the inflow of remittances and enable greater stability in international migration flows. The low job turnover rate of professional and technical people - unlike their low-skilled counterparts, would be no less an important issue.

Existence of demand for professional and technical skills: Market opportunities exist for the employment of professional and technical skills across major geographical regions and countries which need to be explored and exploited. Currently, there are employment opportunities for different professional and technical skills across countries; there are countries with a demand for particular skill categories. These include professionals like doctors, engineers, IT personnel and accountants. Similarly, there exists also demand prospect for various technical skills mostly associated with different professional categories and related economic sectors. These include construction, health, and various service activities.

Augmenting domestic supplies of professional and technical skills could be challenging: Tapping any existing excess capacity apart, in all possibility local supplies will need to be increased per overseas market prospects. This could prove quite challenging at least on three counts.

First, there will be a need to identify skills with demand prospects. Questions like type of skills in need, level of need, time period, destination countries, etc. will need to be worked out. Second, is building domestic physical infrastructure to cater to future demand for professional and technical skills as identified. The third important challenge would be an

appraising level of investment required to build the necessary infrastructure to increase domestic supplies of professional and technical skills including possible funding.

Compliance with international standards: Domestic supply of professional and technical skills aimed at overseas labor markets will need to comply with international standards including associated job experience. This underlines the quality of education and training imparted locally, and based on hands-on training and practical experience. Current observations – rather most critical, is that domestic training – especially for professional and technical skills, is far from being comparable with international standards.

Policy prioritization to tap latent opportunities: Policy planners need to appreciate and recognize the prospects and potential of exporting more professional and technical skills to earn more remittances and ensure greater stability in the overall flow of overseas employment.

Policy recommendations:

Policy strategy in favor of qualitative aspect of international migration: Qualitative rather than quantitative aspect of international migration should be the country's policy goal. The policy thrust should be to maximize net benefits from international migration in terms of earning overseas remittances and ensuring stability in migrants' outflow.

Stocktaking of domestic supplies of professional and technical skills: Emphasis on improved skill-mix of migrants would require stock-taking of professional and technical skills as currently available in the country, and shall underline future supply prospects. This is important on two counts: appreciating the level, trend, and composition of the country's supplies of professional and technical skills, and highlighting existing institutional facilities underlying domestic supplies.

Infrastructure building: A two-prong approach could be followed: utilization of any existing excess capacity – qualified graduates under- or unemployed or enrollment capacity not fully utilized, and establishment of infrastructure facilities on a select basis.

One could start with a few skill categories and improve respective supply capacities. There could be an additional dimension to the supply process: retraining any existing stock of professional and technical skills in compliance with the required quality and standard of overseas markets.

Participation of stakeholders in decision making: Greater participation of professional and technical skills in the country's international migration basket will call for the effective participation of major stakeholders in the decision-making process. Particularly important here are government agencies, recruiting agents, and organizations and institutions active in labor market studies – both at home and abroad.

Branding of Bangladeshi professional and technical skills: Branding Bangladesh as a source of proficient and experienced professional and technical skills is important. The current image of Bangladesh as the supplier of unskilled menial workers most recently, as female domestic workers experiencing domestic violence and physical abuses- should receive serious face lifting. Glorious images of Bangladesh's human capital reputed globally

including experiences in designing, constructing and maintaining some of the world's iconic structures will need to be projected overseas.

Chapter - 1

Introduction

Up until the outbreak of the Coronavirus pandemic- Covid-19 as it's now commonly known, beginning in the early 2000[1] and subsequent global crises set in motion - Bangladesh was riding high on overseas employment and remittances. A total of 12.9 million[2] Bangladeshis migrated overseas on employment as of March 2020; dispersed across 160 countries located in all five major continents. Average annual migration during the past five years was estimated at 700,000 reaching a peak of 10,00,0000 in 2017. And despite periodic downswings, the overall level of migration demonstrates a significant positive trend. Studies suggest further improvements in overseas demand for Bangladeshi workers moving into the future (BMET, 2019).

Alongside, the inflow of overseas remittances experienced significant progress; it reached the level of around US$ 17 billion in 2019 – the highest ever for the country until then (BB, 2020).[3] It is believed that there is great potential for remittances to increase further; one study suggested it has the prospect to reach the level of US$ 30 billion per year by 2030 (Ray et. al, 2007). This, however, is contingent upon an improved skill-mix in the migration basket, enactment of appropriate policies, and effective participation of different stakeholders involved– government, recruiting agents, migrants' representatives, and a host of international agencies (BMET, 2019).

Overseas employment and overseas remittances ARE the corner stones of the Bangladesh economy and society. Remittances are amongst the major sources of foreign exchange for the country – next only to the RMG sector in gross terms.[4] Remittances are equivalent to 8-10% of the country's GDP; major contributors to the country's balance of payments; almost 10 times higher than external resources flowing into the country in the forms of external grants and loans (GOB, ERD, BB, 2020). The inflow of remittances disbursed across millions of migrant households has been a major catalyst in the country's socio-economic development (Quibria, 2019; BMET, 2019). On the external front, overseas employment has been among the major sources of employment; providing employment to otherwise unemployed country's

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[1]Coronavirus or COVID-19 is an infectious virus that causes respiratory illnesses; the severity and contagiousness of this disease has caused a global pandemic. Through its impact on sickness, death, lockdown – local, regional and global, restriction of movement – both human and trade flows, it's among the most severe catastrophes experienced by human civilization.

[2]This figure refers to gross flow of out migration. However, since overseas migration for employment by its nature is contractual – for a certain period of time as stipulated in job contract and subject of course to further renewals, a return flow of migrants is always prevalent. This would result in a stock of migrants abroad at any point in time which by all means would be lower than the cumulated total number of migrants. Stock of migrants – not gross flow, will be critical for all practical purposes – overseas remittance being most important among these.

[3]Most recently, however, the overall level of remittances flowing into the country has gone up significantly. The latest figure for 2021 suggests overall remittances estimated around US$ 22 billion (Bangladesh Bank).

[4]Foreign exchange earned through export of readymade garments – estimated at around US$ 35 billion as of lately, if adjusted for the corresponding import payments for such RMG inputs such as raw cotton, yarn, fabrics, garment accessories, payment to expatriate workers employed, including host of various other overseas payments, the net foreign exchange earing from the sector may not be much different from that earned from manpower export. The question, however, remains open for detail analysis.

youth population, and in recent years, proving employment opportunities for thousands of female migrants (BMET, 2019; Islam, 2012).

Exploitation of various latent opportunities for international migration and remittances, however, is underscored by certain features of the existing international labor market situations. Foremost, the observed positive trend in the outflow of migrants wouldn't seem quite attuned to the inflow of remittances into the country. Between 2015 and 2019, for instance, the outflow of overseas migrants increased, by more than 50%. During the same period, however, overseas remittances increased by less than 30%. What it means, therefore, is that the level of correspondence between the outflow of migrants and inflow of remittances is not quite at par.

This seemingly low correspondence between outmigration and inflow of remittances- despite leakages in the official flow of remittances[5] and emphasis on gross migration rather than the stock of migrants[6], remains a fundamental issue for policy planning. In this context, one major issue would be the overall skill composition of Bangladeshi migrants. Currently, the country's migrants mostly comprise unskilled and semiskilled workers in contrast to the earlier years of migration when Bangladeshis included more professional and technical people like doctors, engineers, scientists, teachers, IT experts, nurses, mangers, skilled technicians, etc. (RMMRU, 2009; Mahmood,1995).

Under the current competitive market conditions, low-skilled workers earn a lower salary with similar prospects for savings and remittances. Bangladesh, for instance, currently exports female domestic workers who in 2019 comprised almost 14.8% of total migrants. The average monthly salary of these female workers is around US$ 100 (BMET, 2019). If they even have a savings propensity of 100% assuming that all their food and lodging is provided for by respective employers, the corresponding per capita monthly remittances would be quite low. The situation with skill categories like day laborers, cleaners, and agricultural workers wouldn't be much different especially if adjusted for living costs and debt repayment obligations. Not to mention here that the average costs of migration from Bangladesh are amongst the highest compared to its close competitors (BBS, 2020; IOM, 2020).

Irrespective of the underlying reasons for the current low skill profile of migrants – demand side or supply side factors, respective implications for the inflow of remittances should be quite obvious.

Improved skill-mix of overseas migrants - in favor of professional and technical skills, therefore, would seem pertinent to uplift the inflow of remittances. A greater focus on qualitative aspects of migration - rather than quantitative, would seem fundamental for a greater flow of overseas remittances and also on a sustained basis. Highly trained and experienced overseas migrants could bring more remittances to the country; and exploiting any existing overseas market opportunities would not only enhance the level of remittances, more important but also ensure stability in its flow. Professional and semi-professional

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[5]Informal transfer of remittances through various channels – personal, Hundi, third country transfer, etc.

[6]Differences between gross and net migration; adjustments of gross migration for the corresponding returne flows.

migrants earn many times higher remittances compared to menial and semi-skilled migrants (ILO, 2017; Ray, at.al, 2007).

Besides getting access to relevant international labor markets – and countries, quite challenging in this respect shall be developing education and training facilities geared to international market conditions; ensuring required quality and standard, and enabling certification accepted globally (BMET, 2019).

The purpose of this exercise is to analyze future prospects of overseas employment from Bangladesh with a view to identifying skills having international market opportunities and to highlight respective implications for the country's future skills development. Specifically, given Bangladesh's experience with overseas migration for employment, the study shall focus on the following questions: (a) What have been the dynamics of international migration from Bangladesh? (b) What prospects does Bangladesh have both in terms of the level and skill composition of overseas migrants? (c) What are the particular occupations and skills which would have greater job prospects? (d) How adequate are the country's education and training facilities to meet the needs of overseas job markets? (e) What education and training facilities need to be developed to ensure the supply of skills and training commensurate with both domestic and international market demands?

The ultimate goal of the exercise is to identify and discuss the kinds of professional and technical skills which would be in demand for international migrants moving forward. It will also focus on institutional facilities required to produce and train skills in demand, including respective limitations.

Both primary and secondary data comprise the information base for the study. The Covid -19 pandemic– especially associated lockdown and social distancing created immense difficulties to conduct field surveys and personal interviews. All these could underline the quality and coverage of the study. Nonetheless, it is expected that the study will shed light on some of the issues pertaining to various skill sets in demand overseas and associated limitations.

The report has been organized into seven chapters including the present one. Chapter 2 looks into the methodological issues pertaining to the present study; the type and source of information used, and the research instruments deployed. Chapter 3 discusses Bangladesh's experience with international migration. Major issues discussed here include, among others, the level and trend of migration, the composition of migrants, and the destinations of migrants.

Chapter 4 provides an overview of the experiences of return migrants surveyed for the study at two different time periods – before and after the Covid 19 pandemic. It includes the perception of the sample migrants about the future of migration from Bangladesh. Chapter 5 discusses the skill composition of Bangladeshi migrants. One major focus here is on skills that are and/or would have greater demand prospects overseas. Chapter 6 highlights emerging markets for professional and technical skills in the future including locations. Finally, Chapter 7 provides a summary of the major findings of the study, draws particular conclusions, therefore, respective policy implications.

Chapter – 2

Methodology

Both secondary and primary data comprise the information base for the study; and different research instruments have been deployed to collect, collate and analyze the required information. Major research instruments utilized by the study include among others the following.

Literature review

The study made an exhaustive review of the existing literature on the subject of overseas employment, particularly in the context of Bangladesh. The review focuses on (i) problems and prospects of labor migration from Bangladesh, (ii) skills gap and overseas employment, (iii) determinants of overseas employment, (iv) education and training facilities relevant to the overseas job market, and (v) international standards and domestic training facilities.

One prime concern of the literature review was definitional and conceptual issues relating skills gap, and various factors underlying. What is a skill; how different ways can a skill be defined; what is the standard international occupational code for a particular skill; what is the skills gap and what factors underline the existence of any skills gap. Another issue of interest for the literature review was a methodology to appreciate any existing skills gap – be it in the local or foreign market, measured qualitatively or otherwise.

The review focused on particular issues of interest for the study and identified any existing gaps. An overview has been made of Bangladesh's experience so far with the outflow of migrants, and inflow of remittances. This included the level and flow of migrants, geographical destinations, skills and gender composition, and future prospects of labor export from the country. Future prospect of migration has been underlined by its level, occupation and skill mix, sectorial distribution, and possible country of destination. Factors that could underline the future of migration at different destinations were also reviewed.

Another issue of interest under the literature review was taking a stock of existing technical training facilities in the country with a focus on skill sets with future overseas job prospects. The review included the type of facilities available, ownership pattern, level of facilities, annual enrollment and turnover rate, and current stock of nationals with particular skill background.

A preview of public policies and programs with a focus on technical education was the final set of issues covered under the literature including the evolution of policy decisions, particular objectives and strategies followed.

Secondary data:

Various sources such as BMET, ILO, IOM, BB, BBS, BTEB, etc. enabled secondary information on different aspects of international migration and related issues. BMET has been particularly important to overseas migration for employment given its rich depository of information on the subject. The dynamics of migration discussed in the report are based on BMET data.

Primary data:

Three major sources account for the primary information utilized by the study. These are sample surveys on returned migrants, the survey of recruiting agents, and Key Informant Interviews (KIIs).

Towards understanding the international job market, at the inception of the study- from January to April 2020, a survey was conducted on returned migrants having had the experience of international migration for employment. The basic goal of the survey was to probe into respective experiences towards speculating future market prospects; perception about future of overseas employment from Bangladesh. To this end, a total of 100 return migrants were interviewed based on a pre-designed questionnaire. The major thrust of the survey was on the perception of sample migrants about future job prospects overseas; the type of skills that could be in demand; major sectors abroad with job prospects; and policy suggestions towards tapping existing market opportunities.

The onslaught of Covid 19 pandemic in early 2020 created a catastrophic effect on a global scale with ramifications for almost all economic sectors and activities - and international migration for employment not being any exception. It triggered a series of events with far-reaching consequences for overseas employment and the inflow of remittances. Successions of events such as lockdown, restrictions on the movement of goods and services, sudden halts on international trade and business, loss of employment, budgetary restraints and various other changes significantly underscored the overall prospects of overseas employment. Hundreds of thousands of migrants returned home either apprehensive of the ensuing Covid-19 pandemic, and/or having lost employment and income opportunities. They returned from countries like Italy, Greece, Spain and Saudi Arabia, UAE, and Qatar. For many of these migrants, uncertainties emerged with regard to the future.

To capture various experiences of migrants returning home following coronavirus pandemic, a second round of the survey was conducted from January to April 2021. Again 100 return migrants were interviewed based on a pre-designed questionnaire. The goal in this second round of the survey was to capture the experiences of covid-19 return migrants to shed light on future prospects of migration from Bangladesh once the new-normal situation. Unlike the first, the second survey focused on individual experiences due to covid-19 pandemic – losses incurred in terms of lost employment, outstanding salary, past savings, loss household effects - all related one way or another with covid-19 pandemic.

Survey of recruiting agents: A total of about 11 recruiting houses were interviewed based on pre-designed questionnaire focusing on their experience in recruiting migrant workers during the recent past years – going as far back as they could recollect. Their experiences include, besides their institutional background, number of workers recruited during the recent past, kind of skills supplied, destination of workers, average salary provided to the workers, etc. They also shared their perception about future job prospects overseas and nature of skills that would be in demand.

Key Informant Interviews (KIIs): To appraise the situation in migrant receiving countries following the Covid-19 pandemic, a total 19 Key Informants stationed in major destination

countries. Using a select list of questions these KIIs were conducted through teleconference. They were drawn from major migrant destination countries such as Malaysia, Kingdom of Saudi Arabia, UAE, and Oman. The major of the interviews was to get information on impact of Covid-19 on Bangladeshi migrants living in respective countries, and its possible impact on the future of migration.

Focus Group Discussions (FGDs):

Planned originally to conduct few FGDs though, ultimately it could not be conducted due to limitations related to covid-19. Restriction on travel, social distancing, and problems organizing meetings and discussions are particularly important.

<u>Tools of data analysis</u>:

Diverse nature of information collated from various sources involved alternate analytical tools deemed appropriate for the purpose. Broadly, utilized two different analytical approaches have been used to present and discuss information generated by the study. Descriptive tools such as tables and charts have been mostly used.

Table 2.1 summarizes different aspects of the research methodology used by the study divided under three broad headings: (a) research questions to be answered; (b) nature of information required to address questions of interest; and (c) data source and methodology.

Table 1: Research Question, Method and Data

Sl.	Research questions/ Issues	Nature of required information	Data source & methodology
1	Dynamics of international migration from Bangladesh	Quantitative	Secondary data from BMET, ILO, BBS.
2	Future prospects of migration for employment	Quantitative & qualitative	Review of secondary information; sample survey of return migrants; survey of recruiting agents; KIIs.
3	Skills and occupations with future demand prospects	Qualitative	Survey data; literature review; KIIs.
4	Adequacy & up gradation of domestic skill training facilities	Quantitative & Qualitative	Secondary data from BMET, TVET, KIIs.
5	Future policy implications	Qualitative	Policy review exercise; KIIs; Survey of return migrants.

Chapter - 3

Dynamics of Overseas Migration from Bangladesh

3.1. Introduction

Bangladesh's experience with international migration for employment is now over half a century. Pioneered by seafarers working for British merchant ships even prior to the World War I - followed by migration to the UK on work permits in late fifties and early sixties (Mahmood, 1995; Murshid, et. al. 2002; Afsar, et. al. 2002). Contemporary international migration however has its roots to the opening up of the Middle East in late 1970 as a destination for overseas employment (RMMRU, 2008; Islam, 2010). And once it started, international migration has been having snowball effects.

From a meager 6,000 people migrating to the Middle East as of 1976, their cumulative number has crossed 12.89 million by December 2019 (BMET, 2020). Bangladeshis are now disbursed across about 174 countries, covering all major continents and regions. They are to be found in Japan, South Korea, Hong Kong, Taiwan, Singapore, Malaysia, Brunei, the Middle East and North Africa, Western Europe, USA, Canada and South America (BMET, 2020).

Despite periodic downswings, the overall level and trend of overseas migration for employment demonstrate a steady growth. Underlying such an increasing trend has been intense interest in overseas employment, development of organizations and institutions catering to various needs of migrants, supportive public policies geared to employment generation and earning overseas remittances, and demonstrative effects of earlier migration (Mahmood, 1992; Siddiqui, 2012; de Bruyn, et.al. 2005).

Historically, while male migrants dominated the scene, ever since the opening up of overseas employment opportunities for female migrants, they have increasingly been playing an important role in the overall migration scenario. With less than 1.49% of total migrants as late as 1992, females now comprise more than 14% of total migration in 2019 (BMET, 2020).

The purpose of this chapter is to highlight major dynamics of international migration for employment from Bangladesh. Focus here is on level and trend of migration, geographical distribution of migrants, and gender composition.

3.2. Level and Trend of Migration

3.2.1. Overview/ Perspective

Based on official statistics[7], 12.9 million people migrated from Bangladesh on employment as of March 2020. Reaching this level of migration, however, took almost four decades. Back in 1976, the number was hardly 6,000. The cumulative total of migration increased to 100,000 by 1980; 500,000 by 1987; and crossed one million mark by 1992. By 2000 the

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[7]Bureau of Manpower, Employment and Training (BMET), under the Ministry of Expatriates' Welfare and Overseas Employment, Government of Bangladesh is the official source of information on the outflow of nationals on overseas employment. Such information is compiled based on clearances issued to individual migrants – called 'No Objection Certificate (NOC)' – at the time of migration. It records who is migrating abroad on employment, country of destination, channels of migration, skill and occupation, etc.. As discussed later, however, the list is not all inclusive; it fails to register many of those migrating overseas. Most important, it excludes those going abroad on immigration visa and undocumented migrants to all different parts of the world.

number increased to about 3 million rising further to 4 million by 2006, and 12.9 million by March 2020. This overall level of overseas migration compares to about 7% of the country's estimated population of 165 million.

There seems to prevail some distinct periods that characterize the overall trend in international migration; each period excelling the preceding period. For instance, the decade of 1980s witnessed an average yearly migration of less than 100,000; during 1990s the respective figure rose to above 200,000. Since 2006, average annual outflow of migrants crossed the 500,000 marks.

Alongside these distinct time periods, outflow of migrants further demonstrates some distinct years when the level of migration witnessed sudden upturn the momentum not continuing though. There have been sudden ups and downs in the level of outmigration at times. For instance, year 2007 and 2008 witnessed unprecedented rise in the outflow of migration from Bangladesh. Compared to 382,000 migrants in 2006, the level more than doubled in the following two years but tapering off in the following years. The highest level of migration ever until then was 875,000 in 2008 and 833,000 in 2007. A similar spike in migration was observed in 2017 when it reached highest annual level ever crossing the 1 million marks. The following two years witnessed a lower level but still on average 700,000 annually (BMET, 2020).

Surge in demand for migrant workers in particular countries at times is the major underlying factors for sudden peaks and troughs in level and flow of Bangladeshi migrants. The 2007 and 2008 surge in outflow of migrants was underlined by outflow of migrants to Malaysia and the United Arab Emirates. In Malaysia, for instance, 2007 witnessed a dramatic increase in the number of migrants compared to previously; total migration from Bangladesh sharply increased from 20,000 to 273,000 between 2006 and 2007. This rather sudden increase in migration was associated with an increased demand for workers following a shift in Malaysian government's immigration policy against supplies from some traditional migrant supplying countries especially from neighboring Indonesia. Undocumented migrants from the neighboring countries like Indonesia – one of the major sources of migrant labour - were banned from being employed. It created immediate shortage of labor triggering import from countries like Bangladesh.

Similarly, in the UAE demand for Bangladeshi workers increased from 130,000 in 2006 to 227,000 in 2007. Here again an increased demand was underlined by labour unrests among migrants from traditional sources like Pakistan and India.[8] Once again, year 2017 witness another spike in the level of outmigration from Bangladesh. Overall level of migration jumped to one million compared to 750,000 in the previous year. This time the overall demand for workers in the Middle was the major factor because migration to the region

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[8]Increased demand for Bangladeshi workers in Malaysia and the UAE followed both policy shifts and response to changed market situations. In the case of Malaysia, policy shifts against traditional sources of contract workers such as from Indonesia increased the demand for Bangladeshi workers. Similarly, labour unrests in the UAE involving work disruptions by migrants from India and Pakistan created opportunities of employment for a large number of workers. The latter was particularly important with respect to construction of the Dubai tower – the tallest building in the world.

increased from 614,000 to 819,000 between 2016 and 2017. The single most important country experiencing a greater demand for migrants from Bangladesh was the Kingdom of Saudi Arabia. That year KSA witnessed the highest ever annual level of migration from Bangladesh- estimated at 551,000. Malaysia also demonstrates a spike in demand for Bangladeshi workers compared to the previous year – from 40,000 to almost 100,000 between 2016 and 2017 (Table 3.1).

Table 2: Level of overseas employment across time periods

Period	Period Total	Yearly (Average)	Standard Deviation (SD)	Cumulative
1976 -1980	99,189	19,838	8,262	99,189
1981 -1985	312,177	62,435	8,003	411,366
1986-1990	416,334	83,267	16,070	827,700
1991-1995	953,632	190,726	31,078	1,781,332
1996-2000	1,201,326	240,265	23,404	2,982,658
2001-2005	1,194,071	238,814	29,202	4,176,729
2006-2010	2,955,160	591,032	217,466	7,131,889
2010- 2015	2,566,678	513,336	80,305	9,698,567
2016-2019	3,200,596	640,119	122,034	12,899,163
(1976 - 2019)	12,899,163	299,981	261,004	

Source: Adapted from the Bureau of Manpower, Employment and Training (BMET), Dhaka.

The observed level and trend in international migration from Bangladesh underscores two particular issues. First, despite an overall positive trend in the level of migration, the experience over time has rather been a bumpy one; increasing over time but running in higher gears at times with slowing down immediately after. This sudden increase followed by similar fall in the subsequent year makes planning and prediction about future rather uncertain and unsubstantiated.

Second, and possibly most important, is that the whole process of international migration would seem rather demand oriented – rising and falling as the market dictates. There would be very little scope for supply creating its own demand. Policy responses to such fluctuating market demand would be rather to constantly monitor market changes – including understanding various market forces and remaining prepared to take advantage of any emerging market opportunities.

Figure 1: Annual Average Level of Overseas Employment from Bangladesh
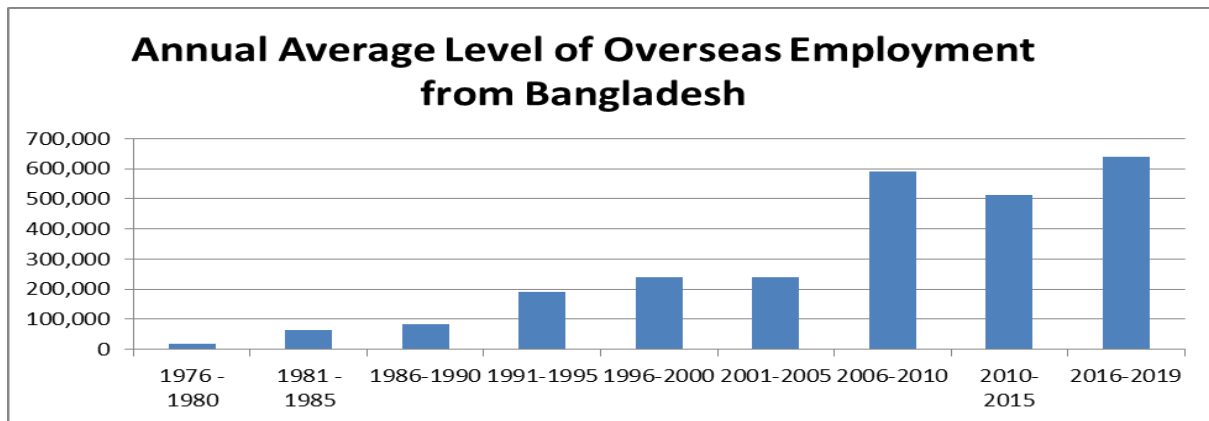
The level of migration as discussed above is underscored by some serious questions. First, as noted earlier, the information is based on official statistics which by definition includes those migrating overseas: (a) through official channels – processed officially, (b) for the sole purpose of employment, and (c) on contractual basis – for a definite time period per contract.

What about those migrating outside official channels? This includes (a) clandestine migrants, (b) those migrating with immigrant visas[9], (c) those migrating overseas for employment but not covered by official statistics – employment in international bodies or organizations, and (e) participants in international peacekeeping missions.[10] For all practical purposes, they should be amongst people migrating overseas as they too contribute to remittances. Inclusion of all these different variants of migrants will significantly affect the overall level of Bangladeshis staying abroad at any point in time.

3.3 Destination of Migrants

Major regions of migration

Intensity of interests in overseas employment coupled with growth and development of organizations and institutions catering to such needs - including supportive government policies - have led to the discovery of newer and newer destinations of migration for employment. Informed sources suggest that Bangladeshis are now dispersed across 160 countries in the world; some would put the number at 173. However, concrete information on migration data is available only for 53 countries (BMET, 2019). They are now to be found in Japan, South Korea, Hong Kong, in the Far East; Malaysia, Singapore, Brunei, in the South East Asia; in the Middle East and North Africa; in the UK, Sweden, Belgium, Spain, Italy, Germany, in Europe; and in North America and Canada. The following map gives some idea about the distribution of Bangladeshi nationals across the globe (BMET, 2020).

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[9]As discussed later, a large number of people migrate overseas on immigration visa but remain outside official statistics.

[10]Bangladeshi professionals such as engineers, doctors, economists, accountants, computer experts, etc., work for different international organizations. Moreover, a large number of civil and military personnel are also involved in different UN peace keeping missions. Neither of these people is registered in official migrant statistics.

Bangladeshi migrants are dispersed across all major regions and continents of the world. Few geographical regions, however, contain most of these migrants; two in particular account for more than 90% of all. These include Middle East and North Africa, and South East Asia. Included under the first region are such countries as Bahrain, Egypt, Jordan, KSA, Kuwait, Lebanon, Libya, Oman, Qatar, Sudan, UAE, Yemen & Iraq. This region has all along been the most important destination for contract migration; accounting for almost four-fifths of migration so far. The other region – containing Malaysia, Singapore and Brunei, comprise about 15% of migrants. The other regions like Europe and the Far East are increasingly becoming important.

Since contract migration has its root in the Middle East – beginning the late 1970s, this region would have been the most important destination of migration from Bangladesh. With the rise of other regions – especially South East Asia, relative importance of the Middle East gradually declined. From almost 96% of total migration back in early 2000, its current share is around 80%. For South East Asia the opposite has been the case – its relative share going up from almost nil in early 1980s to as high as 30% in 2018. Migration to these two regions at times serve as counter balancing – moving in opposite directions though. (Figure 3.2).

Figure 2: Distribution of Bangladeshi Migrants Regions and Continents
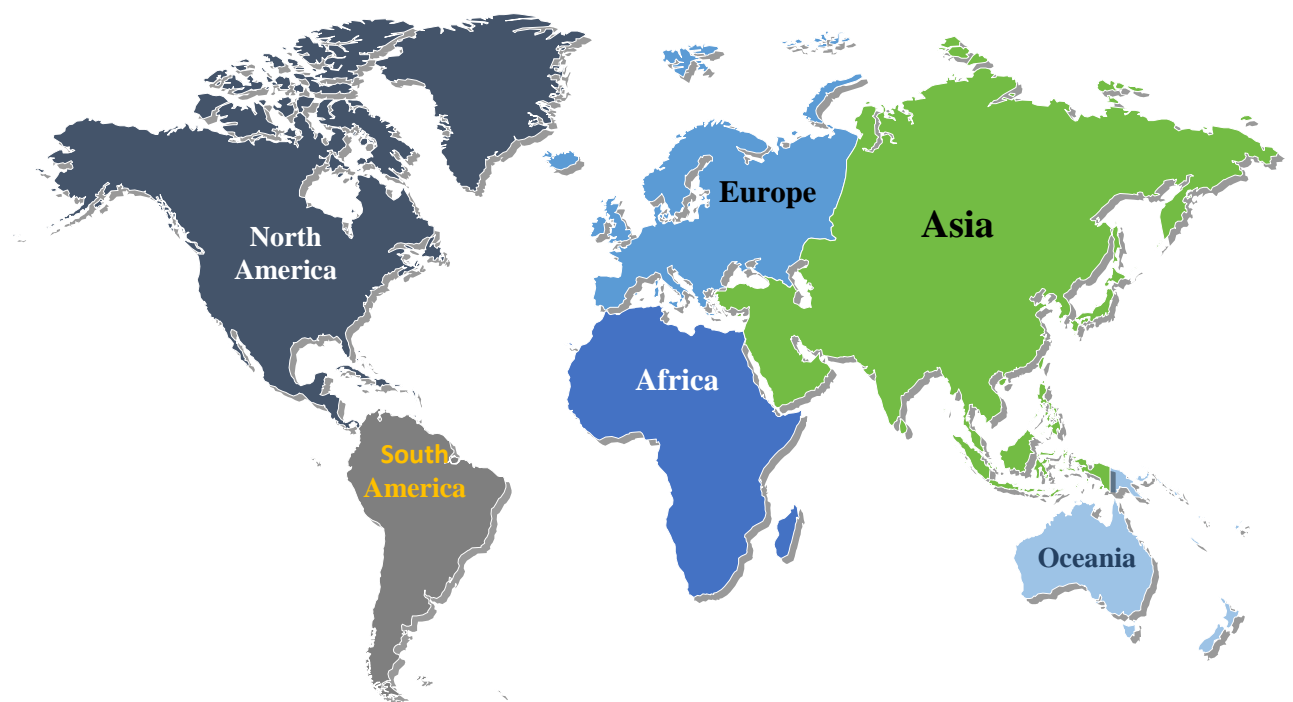
Figure 3: Relative share of Major Regions of Migration from Bangladesh as of 2019
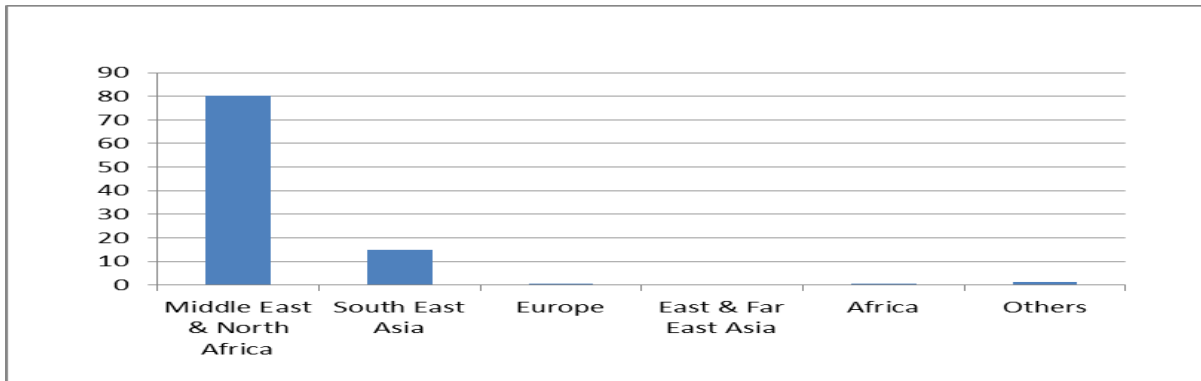
Notes:

<u>Middle East & North Africa</u>: Bahrain, Egypt, Jordan, KSA, Kuwait, Lebanon, Libya, Oman, Qatar, Sudan, UAE, Yemen & Iraq; <u>South East Asia</u>: Brunei, Malaysia & Singapore; <u>Europe</u>: Italy & UK; <u>Far East Asia</u>: Japan and South Korea; <u>Africa</u>: Mauritius;

Source: Adapted from BMET, Dhaka.

Major Countries of Migration

In total 18 countries together account for almost the whole migration from Bangladesh. Included here are Bahrain, Jordan, KSA, Kuwait, Lebanon, Libya, Oman, Qatar, UAE, Iraq, Brunei, Malaysia, Singapore, Italy, UK, Japan, South Korea, Mauritius. However, 9 countries among them account for more than 85% of total migration. These countries include the Kingdom of Saudi Arabia, UAE, Kuwait, Oman, Qatar, Bahrain, Malaysia and Singapore. Only recently that other countries account for an increasing number of migrants.

The Kingdom of Saudi Arabia (KSA) has all along been the single most important destination for Bangladeshi migrants. Of the total migration of about 12.9 million during 1976 to 2019, an estimated 4.05 million or 31% is due to the KSA. The UAE is the second most important destination countries – 2.4 million, or 19%. Late in joining the race though, Malaysia is the third important destination of migration. It accounts for 1.06 million or 8% of total migration as of 2019. The other important destinations have been Oman, Kuwait, and Singapore (Figure 3.3.).

Figure 4: Overall level of Migration to Select Countries in the Middle East (1976 – 2019)
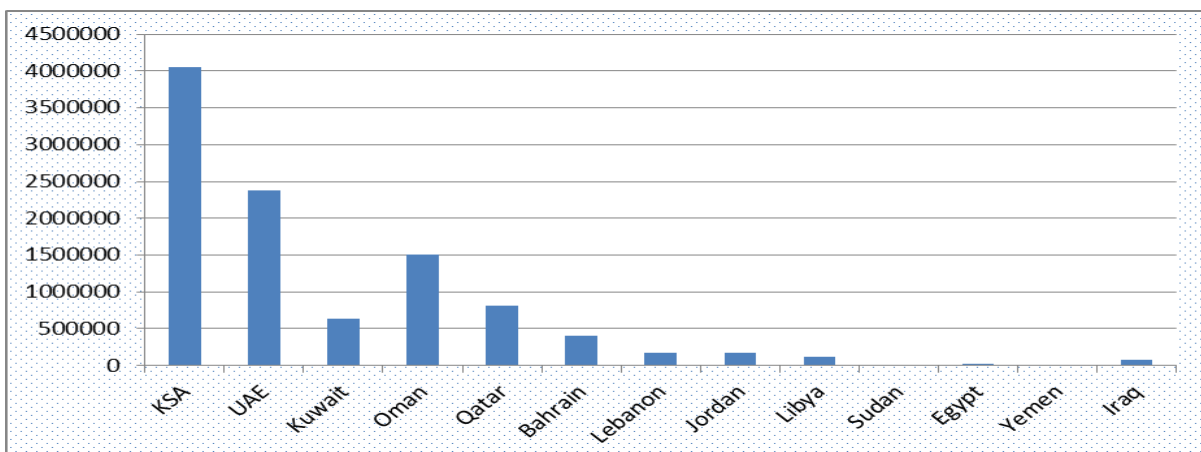
Source: **Adapted form BMET data**

Figure 5: Total Migration to Select Countries in Southeast Asia (1976 – 2019)
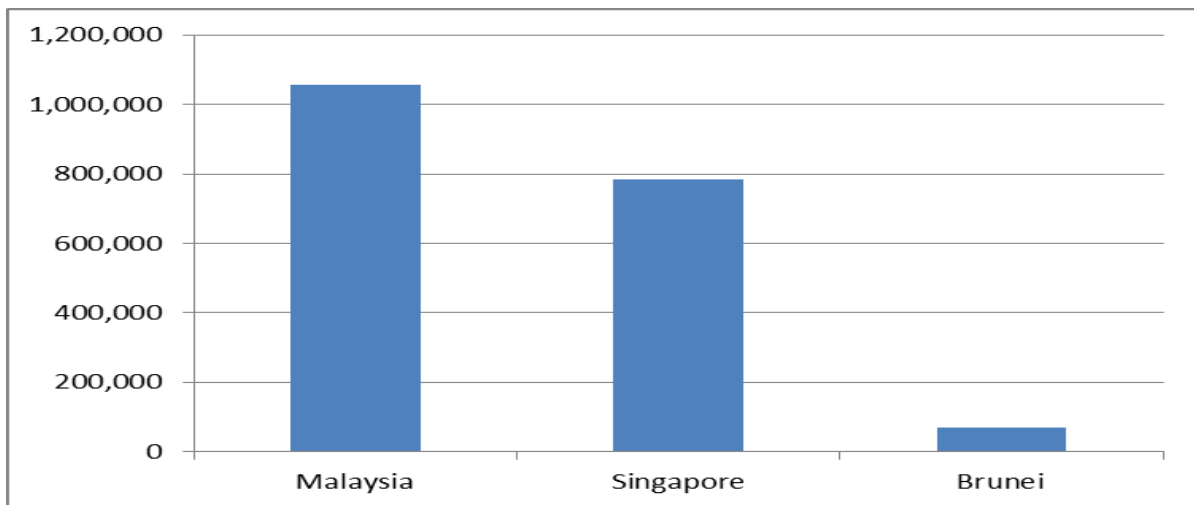
Source: **Adapted form BMET data**

3.4.   Feminization of International Migration from Bangladesh

Whilst socio-politico-religious factors deterred female migration from Bangladesh during the earlier years of migration, policy changes enacted by the government ushered in a new era in international migration for employment for country's female population. Ever since, there has been a surge in interest as well as outflow of female migrants from the country.

Beginning in 1991, a total of 124,273 females migrated overseas on employment as of 2019. For whole of 1990s migration of female workers hardly exceeded more than 2,000 per year and was as low as 366 in 1999. However, by 2004 the level increased to 11,259, and has been increasing ever since. The highest level of female migration in one single year was 121,925 as of 2017.

Figure 6: Outflow of Female Migrants from Bangladesh
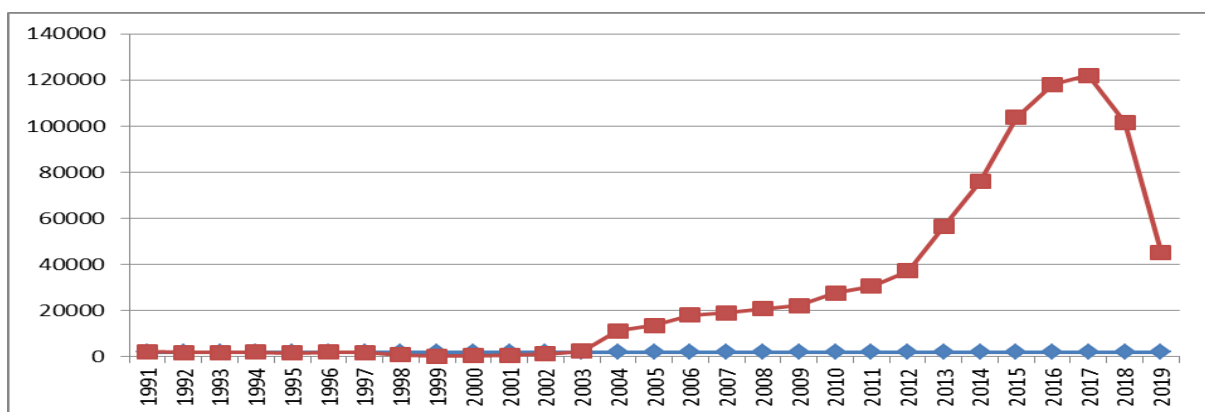
Source: BMET, 2020

Destination of female migrants

A total of 18 countries import female workers from Bangladesh. However, only a few account for most of the female migrants. The UAE has been the single most important

destination accounting for 29% of total female migration. The KSA is the next important destination – 25%, followed by Lebanon – 20%. They together contribute for about 75% of total female migration (Figure 3.8).

Figure 7: Major countries of destination of female migration
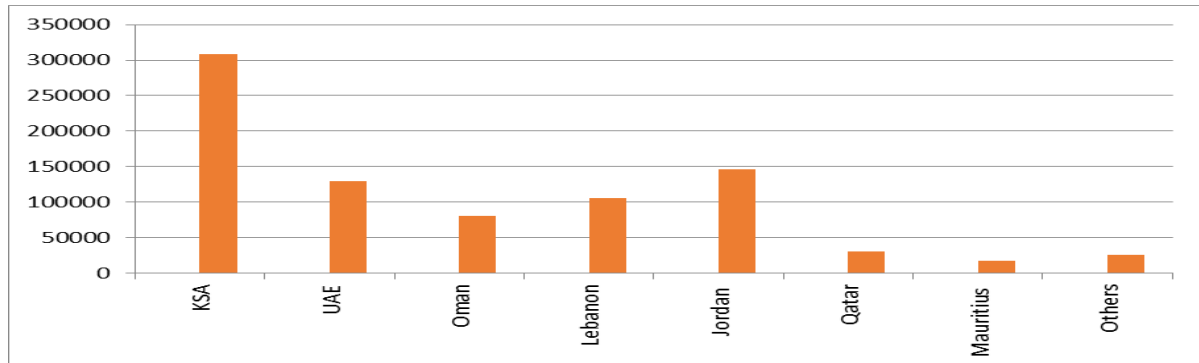
Relationship between total and female migration

Some growth pattern would seem to exist between female migration vis-à-vis their male counterparts. This is based on Bangladesh's experience with international migration across major destinations of female migration. In the case of the KSA, for instance, in recent years – post 2013, male and female migration are positively related – as one increases the other increases too. However, female migration would have a faster annual growth than male migration. In 2016, for instance, female migrants closely followed their male counterparts. Female migration increases as the male migrants (Figure 3.7).

In the case of the UAE, on the other hand, male and female migration seems to move in opposite directions. When male migration started going down the level of female migration started picking up. For instance, as the following figure shows, male migration started declining since 2012 while female migration continued increasing. The exception has been in 2016 when male migration started picking up and the female dropped (Figure 3.4.5).

Figure 8: Relationship between total and female migration from Bangladesh
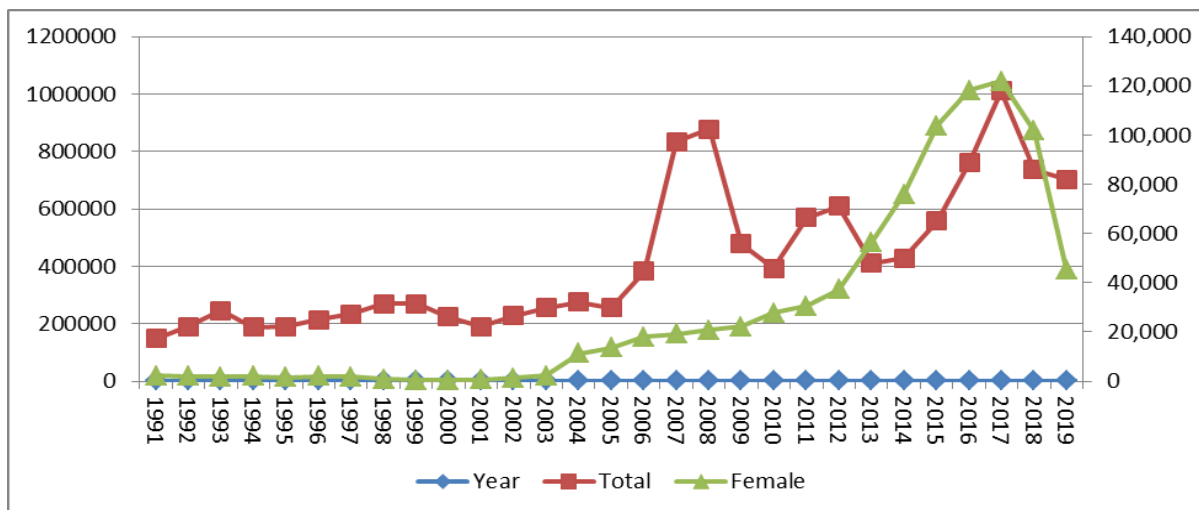
Figure 9: Dynamics of female migration countries
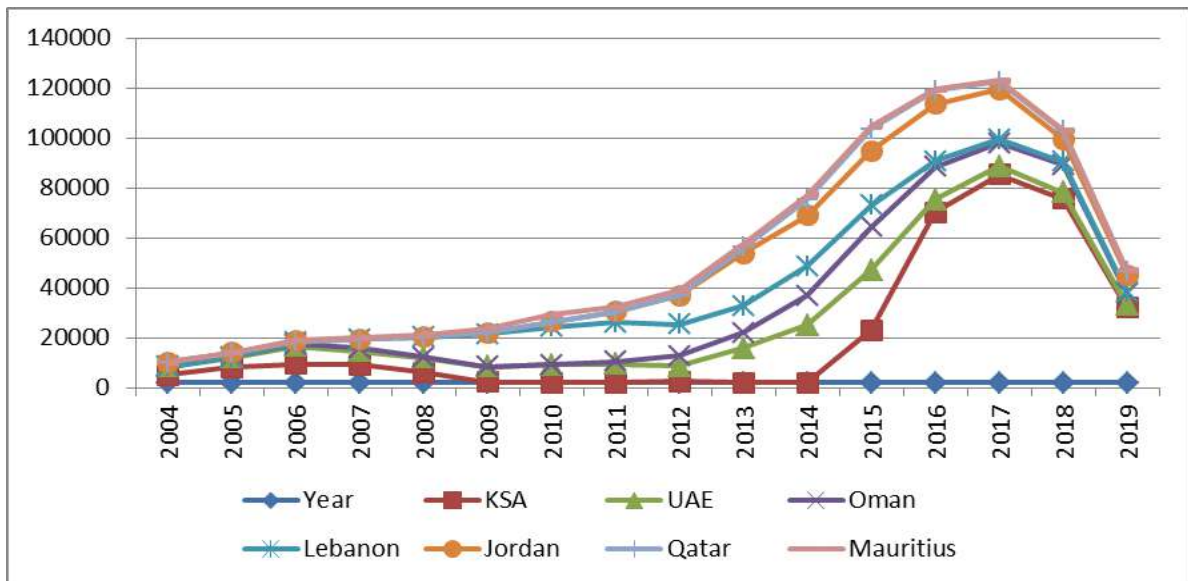
Figure 10: Relationship between male and female migration to KSA (During 1991 to 2016)
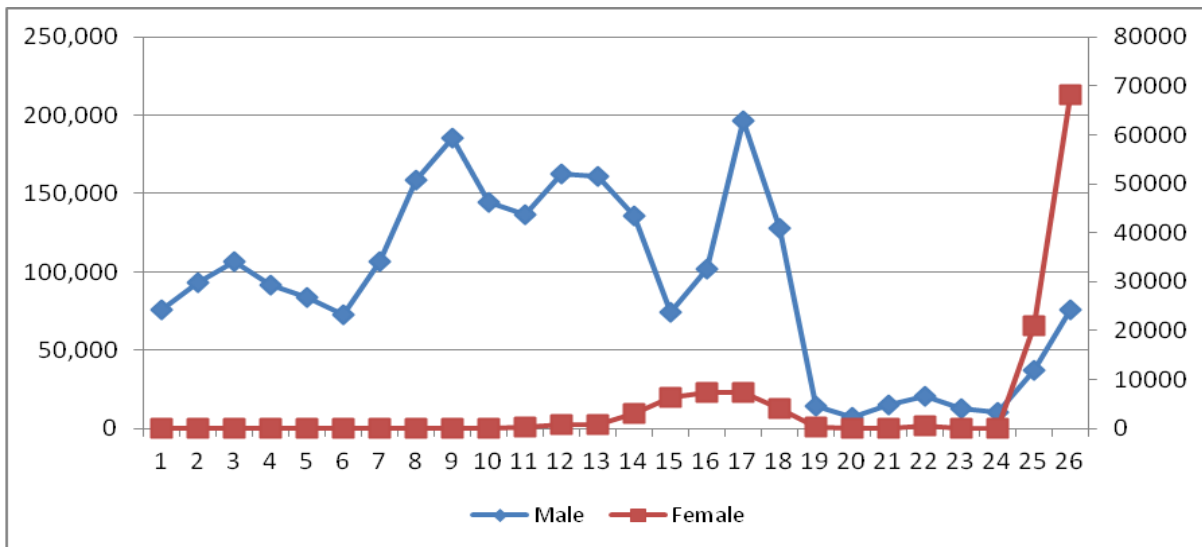
Figure 11: Relationship between male and female migration to UAE (During 1991 to 2016)
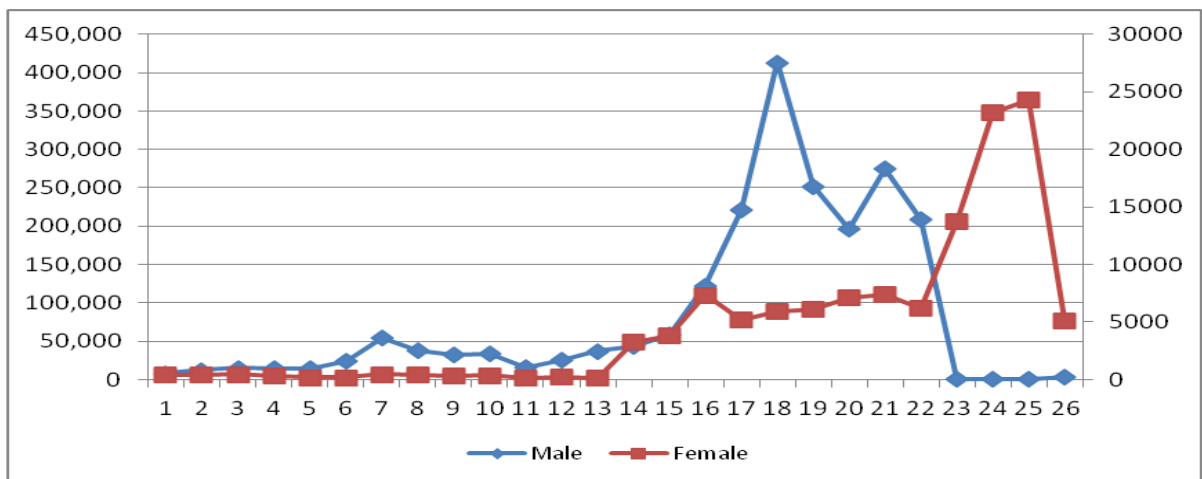
In the case Lebanon, on the other hand, female migration has been significantly higher than male migration. In 2010, for instance, female migration to Lebanon was 15,000 as compared to male migration of about 2,000. Instead, as in the KSA and other destination, here one tends to believe that female migration led the way for male migration. Most similar is the case with respect to Jordan where female migrants outstrip male migrants significantly. This is particularly important in recent years.

Figure 12: Relationship between male and female migration to Lebanon (1991 to 2016)
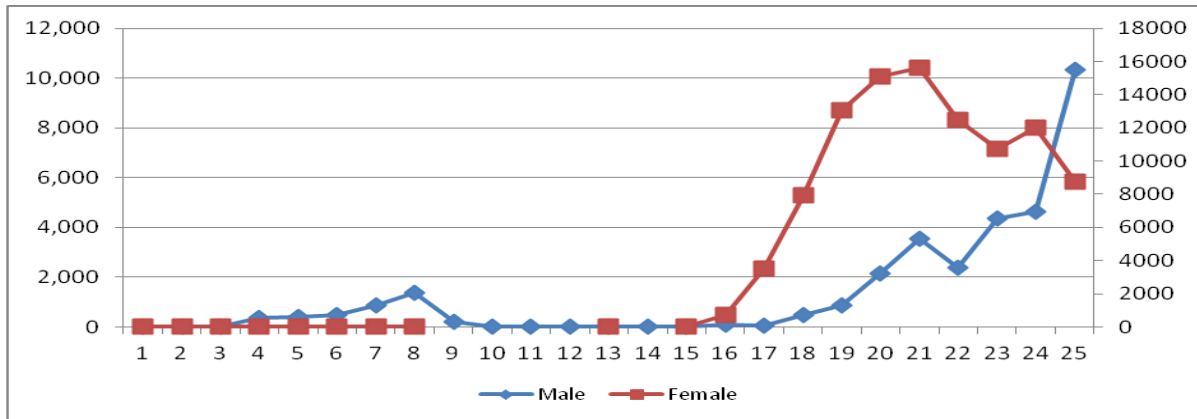
Figure 13: Relationship between male and female migration to Jordan (1991 to 2016)
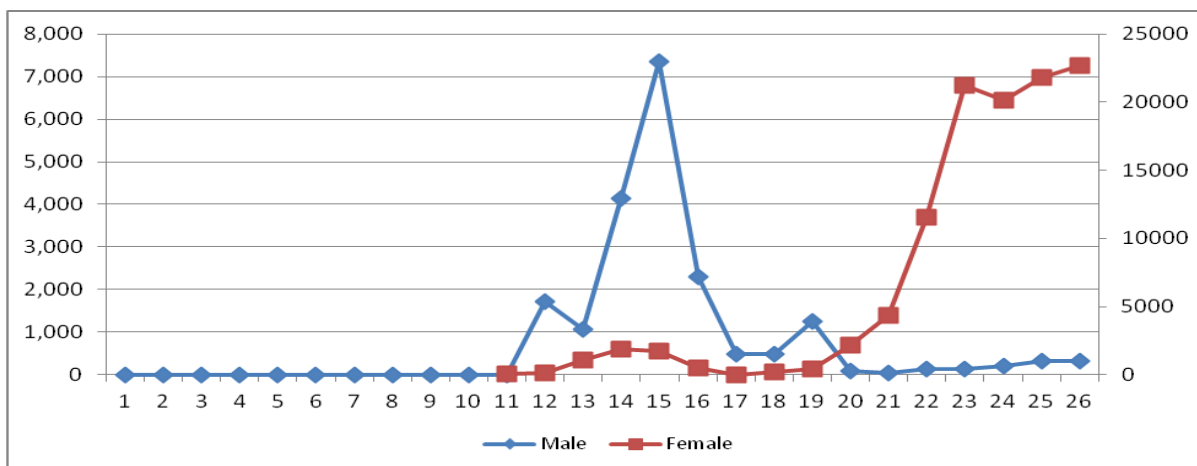
3.5 Flow and Stock of Migrants

The forgone discussion on level and flow migration has been based on the gross flow of migration. However, it is well known overseas migration for employment by its nature is for a fixed tenure – though subject to renewal, following which migrants are destined to return home. It being so, for all practical purposes what is crucial is the number of migrants abroad at any point in time. This underscores not only the level of out-migration but also the corresponding return flow of migrants during the same time period. Unfortunately, there is no institutional mechanism to keep track of the return flow of migrants, therefore, no clear knowledge about the stock of nationals abroad at any point in time.

Important, therefore, is the difference between the flow and stock of migration. By nature overseas employment is contractual; employment is for a definite period of time – say, 2 to 3

years, subject to further renewal though.[11] It being so, whoever migrates overseas is destined to return home after a certain period of time. As such, the official figure of 12.9 million people migrating as of 2019 actually refers to the gross flow of migrants not adjusted for their corresponding return flows. The question that remains very much unanswered, therefore, is what is the actual level of nationals abroad at any point in time – the stock of migrants?

Theoretically, stock of migrants abroad at any point in time should be the sum of gross migration until that time period adjusted for the corresponding return flow of migrants during the same time period. Such return flow of migrants, however, should be contingent upon the tenure of employment of migrants abroad, i.e. average length of stay of migrants, based on tenure of job contract, prospects of further renewal of job contracts, and various unforeseen circumstances such as fraud, job termination, and personal or family circumstances.

Three elements are particularly important here: (a) outflow of migrants abroad – most commonly referred to in official statistics, (b) number of those returning home at different time periods, (c) net migration at different time periods, and (d) stock of migrants – cumulative out-migration net of return migration.

Estimating the return flow of migrants is rather problematic, especially in the absence of any established monitoring system for the purpose. Despite Bangladesh's long experience with international migration, and well-established system of monitoring outmigration by the Bureau of Manpower, Employment and Training (BMET), there has been very little effort to monitor the return flow of migrants. There is no established system of knowing who and how many of the out-migrants are returning home during a given time period.

Some attempts however, have been made to simulate return flow of migrants using alternative cycles of migration – proportion of out-migrants returning home at subsequent time periods. For instance, if the tenure of overseas employment is for three years, whoever migrates in 2021 will be returning home in 2024 – other things remaining the same though. Therefore, the longer the tenure of employer the lower would be the prospects of returning home immediately.

For instance, despite its time frame, Mahmood (2011) provides some insight into possible return flow of migrants, and corresponding of stock of migrants. This is based on the assumptions that (i) the tenure of employment abroad is 10 years at the maximum, (ii) no return migration within the first three years, and (iii) an equal proportion of migrants – 14.285%, returning home every successive year[12]. Broadly, the longer the tenure of employment abroad and slower the pace of returning home the higher will be the stock of migrants.

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[11]Based on different studies on returned migrants, the experience of tenure of employment abroad is quite varied – from the minimum of 2/3 years to a maximum of few decades. However, the average tenure of stay of abroad for contract workers has been found to be a maximum of around 10 years.

[12]For further details on various conceptual and methodological issues relating to estimation of the stock of migrants see, Mahmood (2011) Flow and Stock of Migration from Bangladesh – Concepts, Measurement and Policy Implications.

Table 3.3 provides some idea about possible stock of Bangladeshi migrants abroad at different time periods. It distinguishes between (a) outflow of migrants abroad – most commonly referred to in official statistics, (b) number of those returning home at different time periods, (c) net migration at different time periods, and (d) stock of migrants – cumulative out-migration net of return migration.[13]

Irrespective of time reference of data in the table, it, however, highlights two particular issues. First, stock of migrants abroad is significantly lower than the corresponding gross migration. The higher the return flow of migrants the lower will be stock of migrants abroad at a given time period.[14]

Table 3: Flow and Stock of Bangladeshi Migrants Abroad

Year	Out Migration	Return Migration	Net Migration	Stock of Migrants	Return Migration as % of gross migration
1976	6,087	0	6,087	6,087	0
1980	30,073	2,617	27,456	95,841	9
1985	77,694	26,129	51,565	337,741	34
1990	103,814	59,394	44,420	520,377	57
1995	187,543	102,622	84,921	1,074,042	55
2000	222,686	184,181	38,505	1,513,721	83
2005	252,702	223,873	28,829	1,609,305	89
2006	381,516	232,837	148,679	1,757,984	61
2007	832,609	240,961	591,648	2,349,632	29
2008	875,055	245,019	630,036	2,979,668	28
2009	475,278	258,702	216,576	3,196,244	54
2010	390,702	324,613	66,089	3,262,333	83
Source: Adapted from Mahmood, 2011.					

Table 3.4 distributes the stock of 3.6.2 million migrants- as identified above, across major countries. The estimate is based on the same set of assumptions as total stock of migrants, and covers the period -1976 through 2010. As of 2010, the largest stock of Bangladeshi migrants is due to the United Arab Emirates (UAE). It accounts for 1.3 million migrants which are

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[13] The conceptual frameworks underlying these estimates are:
 (a) Return migration refers to the number of migrants returning home at different time periods , say, year; its' estimated as follows.

$$R_t = \sum_{I=1}^{n} m_i\, M_{t-1} \quad ; \text{ and } \quad \sum_{i=1}^{n} m_i = 1$$

 where, R_t = number of migrants returning home at time t; M_t = level of outmigration at time t; m_i = the proportion of migrants who will be returning home within I'th period; and i = length of period, say, in years.
 (b) Net migration during a time period, say, year, is respective gross migration adjusted for corresponding return flows.
 (c) Stock of migrants is cumulative total of net migration up to a given time period.

[14] Various reasons for return migration could include, in particular, completion of job contract, pre-mature job termination, accident or sickness, family responsibility back home, retirement.

equivalent to about 38% of the total stock of 3.3 million in 2010. The next important is the KSA with a stock of 0.67 million. Malaysia has a stock of 0.40 million, followed by Singapore with 0.20 million. Interestingly, the KSA which has been the most important destination for Bangladeshi migrants– with a gross migration of over 2.6 million as of 2010, has a stock of only 0.67 million - equivalent to about a quarter of total migration to that country.

Two particular factors could underline the seemingly low stock of migrants in the KSA. First, the stipulated 10-year cycle of migration may not be realistic for countries such as the KSA. The cycle could be much longer for this country. More importantly, a certain proportion of migrants to countries like the KSA may not return home at all. Studies suggest that 30% of the migrants to the KSA may stay back in the host country permanently (IMF, 2005). Proper adjustment for such country-specific realities would significantly positively affect the stock of nationals in countries like the KSA.

Secondly, both the number and relative share of migrants returning home at different times are contingent upon both gross migration and outmigration. Higher out-migration corresponding return flow will add to the existing stock of migrants. Not surprisingly, the percentage of migrants returning home at different points in time varies most widely, and it would seem to be positively related to time, erratically though (Table 3.3).

Table 3.4 provides the return flow and stock of migrants for all destination countries, and time period covered is whole of 1976 through 2010. There are few points worth noting. First, the stock of migrants as of 2010 is estimated at less than half of gross migration – 2.99 million as compared to gross migration of 6.65, estimated at 45%. This corresponds naturally with the return flow of migrants.

Table 4: Gross Migration, Return Migration and Stock of Migrants (Major Countries during 1976 – 2010)

Country	Gross Migration	Return Migration	Stock of Migrants	Return Migration % of gross migration	Stock of Migrants as % of gross migration
KSA	2,580,198	1,907,195	673,003	74	26
UAE	1,790,791	522,820	1,267,971	29	71
Kuwait	479,619	380,913	98,706	79	21
Bahrain	213,005	105,833	107,172	50	50
Oman	403,165	235,585	167,580	58	42
Qatar	167,808	97,103	70,705	58	42
Malaysia	699,655	295,797	403,858	42	58
Singapore	318,650	119,035	199,615	37	63
Together	6,652,891	3,664,281	2,988,610	55	45
Sources: Mahmood, 2011.					

Secondly, there are significant variations across countries in terms of the overall stock of migrants vis-à-vis corresponding gross migration adjusted for return flows. Countries like the KSA, for instance, has a very low percentage of migrant stock compared to respective gross migration. The stock of migrants is estimated only at 26% of the gross; with the return flow

being at 74%. The opposite is the case for the UAE where respective stock is 71% of gross migration; return migration 29%. Similar is the case for Malaysia and Singapore.

Such diverse observations for major destination countries could be underlined by two particular factors. First, the assumptions made about possible tenure of migration – maximum of 10 years and migrants returning home at a uniform rate of 14.2 % every year given a grace period of three years, may be not quite representative for migrants to the KSA. Being one of the earliest destinations, average tenure of stay in the KSA could be longer than 10 years. If so the proportion of those returning home would be much lower than that shown in the table. For other countries, like the UAE, Malaysia, and Singapore, the history of migration from Bangladesh is quite recent. As such, the return flow of migrants would be much lower – both in absolute terms, or relative to gross migration. This would underscore a higher stock of migrants in respective countries.

Chapter – 4

Future of Overseas Employment and Experiences of Return Migrants

4.1.   Introduction

Toward a better understanding of future prospects of overseas employment from Bangladesh, this chapter looks into the experience and perception of sample return migrants.[15] Two separate surveys were conducted for the purpose– one before the onslaught of the Covid-19 pandemic, and the other afterward- with the stated objective of probing into respective experiences towards understanding the future of migration including policy options. Whilst both surveys have some common elements of interest, the post-Covid survey has a particular focus on highlighting the possible impact of the pandemic on the future of migration from Bangladesh.

One particular focus of both the surveys was to underscore of perception of individual migrants towards different aspects of the future of migration from Bangladesh - as based on experiences in different labor-receiving countries. Such perceptions included, among others, prospects of future migration from Bangladesh, skills and occupations in demand, prospective economic sectors, major competitors, and policy options toward availing of latent opportunities.

The survey on post Covid-19 return migrants, however, has a specific focus on the possible effects of the pandemic on the overseas job market. Besides the immediate effects of the pandemic, questions emerged with respect to nature and level of market recovery during a so-called new-normal situation. Major issues of interest include nature of the impact of covid-19 on future demand for migrant workers from countries like Bangladesh, sector which could be affected most moving forward, the time-line for possible normalization of the situation, the possible impact of discovery and subsequent use of Covid -19 vaccines and possible policy options, etc.

The discussion that follows is divided into two broad headings: experiences of return migrants prior to Covid-19 pandemic, and those following the pandemic.

4.2.   Return Migrants Prior to Covid – 19 Pandemic

4.2.1   Overview of sample return migrants

The purpose here is to provide an overview of the socio-demographic characteristics of sample return migrants surveyed prior to Covid-19 pandemic. Main focus here is on gender, years of overseas job experience, and destination country.

Males comprise 88% of sample return migrants; females 12%. Experiences of return migrants with a duration of overseas employment demonstrate wide variations. It varies from less than 3 years to a maximum of 25 years. About half the sample had been abroad for more than 5 years; 15% more than 10 years.

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[15] Details on the surveys are given in methodology chapter. An almost equal number of return migrants – 101 and 100, were surveyed based on a pre-designed questionnaire, drawn non-randomly, from in and around Dhaka city. The appendix – contains copies of the questionnaires used for the survey.

More than 12 countries represent the sample return migrants. Three countries, however, dominate the most, viz. the KSA, Malaysia and Oman. Their relative shares are KSA – 32%, Malaysia – 21%, and Oman 14%. Some other countries include Brunei, Jordan Kuwait and the UAE. In terms of average monthly earnings prior to overseas employment, vast majority of the sample return migrants - 73%, earned between Taka 6,000 and 10,000 per month. Less than 10% would earn more than Taka 20,000 (4.2.1).

Table 5: Socio-Demographic Profile of Sample Returnee Migrants

Characteristics of migrants	Number	(%)
Gender:		
Male	89	88
Female	12	12
Total	**101**	**100**
Years of overseas employment:		
Upto 3	30	30
4 – 5	27	27
6 – 10	29	29
11 – 25	15	15
Total	**101**	**100**
Country of migration:		
Brunei	6	5.9
France	1	1
Jordan	7	6.9
KSA	32	32
Kuwait	6	5.9
Malaysia	21	21
Maldives	1	1
Mauritius	1	1
Oman	14	14
Qatar	2	2
Singapore	1	1
South Korea	1	1
UAE	8	7.9
Total	**101**	**100**
Monthly income in Bangladesh prior to migration:		
Income in BDT		
Upto 5,000	3	4
6,000 - 10,000	53	73
11,000 - 20,000	11	15
21,000 - 30,000	6	8
Total	**73**	**100**
Work experience prior to migration:		
Yes	76	75
No	22	22
Total	**98**	**97**

4.2.2. <u>Future prospects of labor migration</u>

Prior to Covid-19 Pandemic majority of the sample return migrants viewed future prospects of labor migration from Bangladesh as being good and very good. They comprise 68% of sample returning migrants. Moreover, another 19% believe future prospects as being at least stable. Combined together, more than 85% of migrants, therefore, view future of migration as being good, very good, and least stable. Contrarily, less than 15% opined the future being depressing (Table 4.2.2).

Table 6: Future Prospects of Overseas Migration from Bangladesh

Opinion on future prospect	Frequency	Percent
Very good	27	28
Good	39	40
Stable	18	19
Depressing	9	9
Very Depressing	4	4
Number of respondents	**97**	**100**
Source: Survey data		

Economic growth in the host country has been identified being among the most important factors underlying the expressed optimism about future of migration. Level and rate of economic progress underscore demand for labor in general, most important, for foreign workers. It's believed to be the most important triggering factor behind future of migration. Alongside, attitude of indigenous workforce toward certain type of jobs – the so-called 3D Jobs, dirty, dull and dangerous, is another factor toward at least stable prospect for overseas employment. Jobs such cleaning, sweeping, farming, cattle herding, low-skilled industrial jobs, etc. will always be left out for inexpensive expatriate workers unless otherwise restricted by government policy.

Cost-effectiveness of labor supplies – especially for low-skilled migrants, vis-à-vis other suppliers will be a critical factor underlying the future of migration. Bangladeshis have a reputation of being hard-working, adaptable, and law-abiding. However, cost of migration from Bangladesh is among the highest, especially for low-skilled workers. This could put a serious drag on the outflow of migrants despite existing market opportunities (ADB, 207; BBS, 2020; IOM, 2020).

Optimism about future of migration as expressed by sample migrants is further underlined by particular supply-side factors. Existing unemployment situation in Bangladesh and social recognition of overseas employment are among the factors in the forefront. Unemployment situation especially among the youth and educated is most critical. Overseas employment has become a golden deer among young generation, and families risk all their assets to fulfill the dreams and aspiration of younger members (Afsar, et.al, 2000; Murshid, et.al. 2002). No less important, however, are various support services provided by the government including policies and programs towards overseas employment.

Table 7: Major factors underlying the current level and trend in overseas employment (percentage of column total)

Factors underlying	C1	C2	C3	C4
Government Support	63	1	-	-
Lack of local employment	16	31	1	6
Social recognition	6	3	25	1
Domestic labor shortage	8	2	-	-
Total	93	-	-	-
Missing values	7	-	-	-
Total number	**101**	**101**	**101**	**101**
Notes: C1 - C4 refer to given choices - Choice 1, 2,… Choice 4.				

Prospective Skill and Occupation:

Occupations with greater job prospects in the future include, in particular, construction worker, agriculture labor, cleaner, driver, salesmen, electricians, IT professional, civil engineers, doctors and nurses. Combined together, three occupational groups would have future job prospects. First, there is demand for less skilled menial workers moving forward. These include construction workers, cleaners, domestic help and agricultural workers – occupations relying mostly on physical labor with very little skill background. These represent very much the so-called 3D jobs – dirty, dull and dangerous, least preferred by the indigenous labor force. Demand for such occupation will continue so long as inexpensive external labor sources are available and allowed to be imported.

Second category of prospective skill categories includes low-skilled maintenance workers supporting various service activities. Included here are, among others, skill categories like masons, carpenters, drivers, security guards, cooks and hotel staff. Growth and development while remains a perquisite for a greater demand, these various jobs involve less education and training - rather a longer job experience. One occupational group which is believed to have greater future prospects are jobs in factories – industry, readymade garments, etc. Already, there are countries where demand for industrial workers is on the rise – in the Middle East, Southeast Asia, and Africa. Drivers – especially those well trained and experienced, are believed to have immense demand prospects across different regions Drivers with license for heavy duty vehicles and long work experience may earn benefits greater than many semi-professionals[16].

The third prospective skill category includes engineers, doctors, nurses, and IT experts – so called professional and technical people. Growth of different economic sectors-based development outlays, and/or social prioritization would be major underlying factors. Undertaking of major construction projects in different countries could be related to demand for related skills. Population aging and social priority for healthcare system will create a

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[16]Commercial vehicle drivers in the USA, for instance, earn higher hourly wages than many qualified people. And the jobs are increasingly being captured by hardworking Asians like the Sikhs. Similarly, heavy equipment drivers handling tractors, cranes, bulldozers, trailers, are also very high on income ladder. In the Middle East, like in the West, every household own many vehicles preferably run by drivers.

greater demand for doctors and nurses and related technicians. Similarly, greater automation and digitization of economic activities underline demand for IT professionals (Table 4.2.4).

Table 8: Prospective demanding occupations

Occupation	C1	C2	C3	C4	C5	C6	C7
Construction Worker	22	12	10	3	4	2	4
Labor	16	4					1
Garment Worker	8	2					
Agricultural Labor	7	31	7	6	2	3	3
Factory Labor	11	23	8	2	1		
Cleaner	1	1	11	23	18	11	7
Domestic Help	2		1	5	5		3
Driver	5	8	33	25	10	7	
Mason	1						
Carpenter	1	1	2			3	1
Guard	2			2	2	4	
Salesman	5	2	6	6	4	6	2
Electrician	2	5	4	6	4		
Engineer (IT)	1		1		1	2	12
Hotel Staffs	1		1	5	3	5	4
Plumber		4	6			1	1
Welder		1	1	2	2	3	2
Cook		2	3	2	7	4	1
Engineer (Civil)		1			2	4	27
Doctor		1		2	10	9	2
Business	9						
Nurse					8	17	7
Number of sample	101	101	101	101	101	101	101
Notes: Ci's - 1 - 7, refers to alternate choices expressed by respondents								

Sectors with Prospective Jobs

Four particular sectors demonstrate greater job prospects – as identified by sample returnee migrants. Included here are agriculture, construction, manufacturing and various service sectors. The underlying reasons would be similar to what was mentioned earlier. These sectors rely mostly on unskilled, inexpensive foreign workers – jobs not only pay low, more importantly, often discarded by indigenous labor force. These sectors, however, are vital for growth and development, and also to keep the economic wheels running (Table 4.2.5).

Table 9: Prospective Demanding Sectors

Sectors	C1	C2	C3	C4	C5	C6	C7
Agriculture	5	30	5	5	1	3	3
Construction	35	20	23	13	11	11	21
Services	29	7	37	47	33	24	9
Industry	13	23	8	1	1	3	1

	C1	C2	C3	C4	C5	C6	C7
Hospitality	1	2	5	5	9	6	5
Healthcare				3	16	21	11
IT					1	3	15
Financial Service	1						
Garment	2						
Sales			1				
Total	**101**	**101**	**101**	**101**	**101**	**101**	**101**
Notes: C1 - C7 refer to given choices - Choice 1, 2,… Choice 7							

4.2.4. **Major competitors**

The competitiveness of Bangladesh in international labor vis-à-vis competitors underscores capacity to exploit latent opportunities. Particularly important here are (b) major competitors of Bangladesh in major international labor markets – in the Middle East in particular, and (b) relative competitiveness compared to competing countries.

Major competitors of Bangladesh in international labor market include, among others, India, Nepal and Pakistan. Until very recently, competitors also included Indonesia, Philippines and Sri Lanka.

Table 10: Major competing countries for Bangladesh

Competitors	C1	C2	C3
India	65	20	5
Indonesia	4	9	43
Nepal	2	2	17
Pakistan	23	53	8
Philippines	3	6	3
Sri Lanka	2		
Myanmar		1	1
China		1	2
Bhutan			1
Total	**101**	**101**	**101**
Notes: C1 - C3 refer to given choices - Choice 1, 2,… Choice 3			
Source: Survey data			

4.2.4. Suggested Policy Recommendations

Sample return migrants came up with various policy suggestions towards taking advantage of the existing as well as emerging international job market opportunities. Problems experienced by migrants while working abroad belie the policy suggestions. These include: (a) language, (b) socio-cultural norms and attitudes, (c) rules and regulations in host country, and (d) certification of prior learning and experience. Toward overcoming all such problems extensive training and orientation program should be offered to all outgoing migrants. The duration of such programs could be as long as 8 to 12 weeks; and the minimum of 2 weeks.

Language being key to human communication, means to taking instruction, method of building good inter-personal relationship, learning of relevant language – no matter how basic it might be, should be mandatory for all outgoing migrants. Focus should be on

languages of countries comprising major destination of migrants such as Arabic for the Middle East; Malay for those taking up employment in Malaysia; Korean and Japanese, respectively for aspirants to South Korea and Japan. Language courses should be linked to orientation with norms and cultures in respective destinations (Table 4.2.7).

Table 11: Recommendation on training system in Bangladesh

Recommendation on training	Number	Percent
Introducing new training courses	48	47.5
Certification	2	2
Accreditation certificate	2	2
Creating skills	1	1
Test based certificate	1	1
Provide secure job to the migrants as per their experience	1	1
Govt. should play an important role in training, enabling healthy salary and visa processing	1	1
Secure visa based on the skill training	1	1
Train the culture of the destination country	1	1
Total	**101**	**100**
Source: Survey data		

Table 12: Required language Skill (in col. %)

Required language	C1	C2	C3	C4	C5	C6	C7
Arabic	63	65	65	64	58.	53	43
English	1	1	1	1	7	12	18
Brunei Malay	6	6	6	6	4	4	4
Dhivehi	1	1	1	1	1	1	1
Korean	1	1	1	1	18	16	1
Latin	1	1	21	20	1	2	15
Malay	22	22	1	100	100	100	3
Turkey	1	1	100				100
Total number	**101**	**101**	**101**	**101**	**101**	**101**	**101**
Notes: Ci's - 1 to 7, refers to different choices expressed by sample migrants							
Source: Survey data							

Certification of past learning with due accreditation is most important of all pre-migration orientation and training. Based on academic credential, objective tests, validation of experience, migrants should be issued certificates by authority acceptable internationally. Certification of past learning will help migrants to negotiate and qualify for higher salaries and benefits while working overseas.

Table 13: Recommendation on training system in Bangladesh

Recommendation on training	Number	Percent
Introducing new training courses	48	47.5
Certification	2	2

Accreditation certificate	2	2
Creating skills	1	1
Test based certificate	1	1
Provide secure job to the migrants as per their experience	1	1
Govt. should play an important role in training, enabling healthy salary and visa processing	1	1
Secure visa based on the skill training	1	1
Train the culture of the destination country	1	1
Total	**101**	**100**
Source: Survey data		

Table 14: Duration and Nature training required and suggested (as % of total)

Duration and length of	C1	C2	C3	C4	C5	C6	C6
2 weeks	1						
3- 4 weeks	11	9	11	9	6	6	2
1 Month			1				
8 Weeks	1						
3 months	1						
Nature of training							
Training	8	8	8	8	8	7	3
Culture in country of	2	2	2	2	2	2	2
Rules and regulation in host	12	12	12	12	12	12	12
Certificate	1					1	
Total	**101**	**101**	**101**	**101**	**101**	**101**	**101**
Notes: C1 - C6 refer to given choices - Choice 1, 2,… Choice 6							

Table 15: Required language Skill (in col. %)

Required	C1	C2	C3	C4	C5	C6	C7
Arabic	63	65	65	64	58	53	43
English	1	1	1	1	7	12	18
Brunei Malay	6	6	6	6	4	4	4
Dhivehi	1	1	1	1	1	1	1
Korean	1	1	1	1	18	16	1
Latin	1	1	21	20	1	2	15
Malay	22	22	1	100	100	100	3
Turkey	1	1	100				100
Total number	**101**	**101**	**101**	**101**	**101**	**101**	**101**
Notes: Ci's - 1 to 7, refers to different choices expressed by sample migrants							
Source: Survey data							

Return migrants recommends strongly that prospective migrants undergo skill specific training prior to migration. This should be preceded by identification of skill needs in different countries, designing and undertaking training for respective skill, and certification of training in compliance with overseas standards.

4.3.   Covid -19 Return Migrants

Covid19 pandemic exerted a serious blow to overseas migration for employment with far reaching consequences. Its' immediate impact was closure of economic activities in which migrant workers were employed; confinement in residence or camps; loss of income source, and for many having no means of living. With things getting into new normal – gradual opening up of economic activities, many of the establishments which once employed migrant workers never opened up resulting in loss of jobs completely. Consequently, many overseas migrants are forced to return home. Looking forward, it remains uncertain if and when things will become normal once again. The purpose of this section is to discuss the experiences of covid-19 return migrants and delineate respective policy implications.

4.3.1. Profile of Covid 19 Returning Migrants

Most of the migrants surveyed returned home during January through March 2020. This represents 70% of sample migrants; a quarter of them coming in February alone. A smaller proportion of migrants - 7%, returned home before the beginning of pandemic – during November and December 2019. About the reasons for returning home some 40% relates that somehow to Covid-19 pandemic; permanent closure of establishment – 16%, loss of job – 5%, layoff – 5%. Voluntary retuning home includes 5% of migrants.

Though sample migrants represent 15 different countries from where returned, however, 5 countries account for the most. These include in order of importance Malaysia, KSA, UAE, Qatar and Kuwait; together they account for almost 80% of the sample. Notably, these five countries are amongst major destinations of Bangladeshi overseas migrants. Two major origins of return migrants are Malaysia – 22%, and the KSA – 20%. Oman accounts for another 16% of the sample (Table 4.3.1).

Sample return migrants represent varied duration of overseas job experiences. Almost three quarters of them have 10 or less years of overseas job experience; about a sixth more than 15 years. Occupationally, they represent mostly low- and unskilled workers. A quarter represents workers – industrial or construction related. They also represent hotel staff, executive officers.

4.3.2.   Socio-demographic characteristics

Vast majority of return migrants are aged 40 years or less; a quarter of them are within 30 years, and another 46% between 31 to 40 years. Less than 10% are above 50 years. Males represent 95% of sample migrants; 5% of them are female. Educationally, return migrants represent all different education categories. Low education levels – primary or below, is represented by almost half the sample. The remainder comprises education levels such as SSC and HSC, including Bachelor and Master degree.

Sample migrants comprise almost wholly of married persons – 89% of total. Prior to overseas migration, they were involved in different kinds of services – 64%, and some kind of self-employment – 18%. Level of unemployment among them was very low prior to overseas migration (Table 4.3.2).

Table 16: Profile of Covid 19 Returning Migrants

Profile characteristics	Number	(% of total)
Country of Return Migration		
KSA	20	20
Malaysia	22	22
Qatar	11	11
UAE	16	16
Oman	12	12
Kuwait	1	1
Bahrain	6	6
Singapore	4	4
Maldives	2	2
South Korea	1	1
China	1	1
Lebanon	1	1
Brunei	1	1
Libya	1	1
South Africa	1	1
Years of Overseas Employment		
Upto 5	41	41
6 to 10	32	32
11 to 15	14	14
Above 15	13	13
Month and Year of Returning Home		
Nov-19	1	1
Dec-19	6	6
Jan-20	19	19
Feb-20	26	26
Mar-20	24	24
Apr-20	2	2
May	6	6
Jun-20	4	4
Jul-20	2	2
Oct-20	5	5
Nov-20	3	3
Dec-20	2	2
Particular Reason for Returning Home		
Holiday	60	60
Completion of employment contract	8	8
Loss of job due to COVID 19	5	5
Layoff due to COVID	5	5
Voluntary returning home due to COVID 19	5	5
Permanent closure of establishment worked for	16	16
Injury	1	1

Profile characteristics	Number	(% of total)
Total	**100**	**100**
Last Occupation Abroad		
Industrial Workers	16	16
Sales man	9	9
Construction worker	10	10
Hotel Staff/Management	6	6
Executive Officer	6	6
Mason	6	6
Cleaner	6	6
Sub total	**59**	**59**
Others	41	41
Source: Survey data		

Table 17: Socio-Demographic and Economic Characteristics

Characteristics	Number of cases	(% of total)
Age in years		
Upto 30	27	27
31 to 40	46	46
41 to 50	18	18
Above 50	8	8
Gender		
Male	95	95
Female	5	5
Education level		
Education	**N**	**%**
No education	7	7
Primary	42	42
SSC	31	31
HSC	8	8
Bachelor	3	3
Masters	4	4
JSC	4	4
Diploma	1	1
Marital Status		
Marital status	**N**	**%**
Married	89	89
Unmarried	11	11
Occupation prior to overseas migration		
Occupation	**N**	**%**
Unemployed	4	4
Farming	11	12
Service	61	64

Characteristics	Number of cases	(% of total)
Self-employed	17	18
Student	2	2
Total	**95**	**100**
Source: Survey data		

4.3.3. <u>Financial Implications of Covid-19</u>

Both nature and level of financial losses incurred by the sample migrants as due to Covid -19 pandemic are diverse. This is particularly important for those who were forced to return home following the pandemic. Various financial losses incurred include, in particular, outstanding dues with respective employers, loss of bank balances, household effects left behind, and travel expenses retuning home. And experiences are quite varied across individual migrants.

Outstanding dues with respective employers covering salary, bonuses, retirement benefits, etc. are amongst most common types of financial losses incurred. About a third of sample migrants – 33 out of 100, experienced loss of salary; a lower percentage experienced loss of bonus. The median range of salary loss would be up to BDT 200,000. Few migrants experienced salary losses exceeding BDT 500,000.

Most common is loss of personal savings – experienced by 70%. Outstanding loans from others are also quite common. Importantly, there are widespread loss of personal or household assets such as air conditioners, TV, Freeze, and similar items (Table 4.3.3).

Table 18: Financial Losses to Covid 19 (Sources of Travel Expenses Returning Bangladesh*)*

Source of travel cost	N	%
Personal Savings	70	70
Personal Debt	5	5
Respective Employer	24	24
Destination Govt.	1	1
Total	**100**	**100**
Total travel expenses incurred (BDT)		
Level	**N**	**%**
Up to 25,000	16	18
25,001 to 50,000	31	34
50,001 to 75,000	37	41
Above 75,000	6	7
Total	**90**	**100**
Sources of Travel Expenses to Return to Bangladesh		
Source of travel cost	**N**	**%**
Personal Savings	70	70
Personal Debt	5	5
Respective Employer	24	24
Destination Govt.	1	1
Total	**100**	**100**

Outstanding dues to the employers		
Nature of outstanding dues	**N**	**%**
Salary	33	65
Bonus	14	27
Retirement Benefits	3	6
Nothing	1	2
Total	**51**	**100**
Total outstanding to employers in Monetary Value (BDT)		
Level of Outstanding Dues	**N**	**%**
Up to 50,000	9	19
50,001 to 100,000	14	29
1,00,000 to 2,00,000	10	21
2,00,001 to 5,00,000	11	23
Above 5,00,000	4	8
Total	**48**	**100**
Other financial losses		
Nature of loss	**N**	**%**
Bank balance	11	15
Outstanding loans from others	21	29
Household assets (AC, TV, etc.)	39	53
HSC	2	3
Total	**73**	**100**
Total Loss of assets in Monetary Value (BDT)		
Level of losss	**N**	**%**
Up to 50,000	23	32
50,001 to 100,000	11	15
100,001 to 200,000	20	28
2,00,001 - 700,000	17	24
Total	**71**	**100**
Source: Survey data		

4.3.4. Post-Return Adjustment

Irrespective of reasons behind returning home – voluntary or involuntary, returned migrants experienced diverse adjustment issues. Adjustments involved question of living in quarantine, acceptance by respective family, maintaining the self and family, support services received, etc. Such experiences underline the nature of adjustments migrants may face should it become necessary for them to settle down in Bangladesh permanently.

Experience with regard to quarantine is satisfactory for most of the sample return migrants, a small number of samples reported though. What it means is that compliance with quarantine rule created little problem for return migrants. Sample return migrants, however, have some issues with respective family in terms of acceptance following returning home. About a

quarter of migrant families have not been cooperative with migrants upon return; families have been reluctant to accept them into the family upon return[17].

Very few of return migrants received any assistance from sources like NGO or similar organizations. There are only 8 reported cases of migrants receiving any such supports – 3 of which from some NGOs. Regarding the level of support – based on the 8 reported cases, it varied from a minimum of BDT 3,000 to a maximum of BDT 200,000.

Towards managing financial needs upon returning home, migrants mostly relied on personal savings – 52%, and assistance from family members – 18%. Resorting to personal loans is reported by a quarter of sample migrants. Compelled by circumstances – or given opportunities, returned migrants resorted to various economic activities toward meeting financial needs. Economic activity in which they got involved, include, among others, auto driving, doing agricultural work, day laborer, car painting, etc. (Table 4.3.4).

Table 19: Post Return Adjustment with Family and Society

Experience in quarantine in 1 to 5 scale		
Rating	**N**	**%**
Very satisfied	9	38
Satisfied	9	38
Neutral	4	17
Unsatisfied	2	8
Total	24	100
Treatment received from family members?		
Level of treatment	**Frequency**	**Percent**
Very cooperative	14	14
Cooperative	37	37
Neutral	24	24
Non-cooperative	22	22
Very Non-cooperative	3	3
Total	**100**	**100**
Mode of sustaining family living cost during unplanned stay in Bangladesh		
Source of livelihood	**N**	**%**
Personal Savings	51	52
Assisted by family members	18	18
Personal Loan	25	25
Other (please specify)	5	5
Total	99	100
Occupation to maintain family living cost during unplanned stay in Bangladesh?		
Source of livelihood	**N**	**%**
No response	85	85
Auto Driving	1	1

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[17] There are instances where return migrants were not allowed to enter the house built with their hard earning. They were forced to take shelter with friends and relatives. The situation aggravated more when migrants possessed very little financial resources.

By doing electric work	1	1
By selling goods	1	1
By selling valuable things of house	1	1
Car painting	1	1
Doing agricultural work in others land	2	2
Doing electrical work	2	2
Farming	1	1
Loan from NGO (60,000)	1	1
Royalty from rented house	1	1
Tailoring work	1	1
Work as a Imam in a Mosque	1	1
Working as a day labourer	1	1
Total	**100**	**100**
Source of any formal assistance		
Source	**N**	**%**
NGO	3	3
Other	5	5
Total	8	8
Amount of assistance in BDT		
Amount	**N**	**%**
No response	92	92
1,00,000	2	2
2,00,000	1	1
3,000	2	2
30,000	1	1
5,00,000	1	1
50,000	1	1
Total	100	100
Source: Survey data		

4.3.5. <u>Future Plan Post Covid 19</u>

Experiences based on Covid-19 pandemic would enabled sample migrants and respective families to have a fresh look at the whole business of international migration for employment and realize its' various implications. Sample migrants, therefore, were asked to provide if they had any possible plan for the future. They were provided with two options: Plan A, and Plan B. Issues under any plan that migrants might have included plan to re-migrate and/or to stay back home permanently, if planning to re-migrate, what could be preferred country of destination. Finally, what type of support services that might be involved to materialize their future plans?

Returned migrants mostly plan to re-migrate either to their immediate past destination country or to a new destination; immediate past country 60%, and new destination 10%. Remainders of the sample plan never to re-migrate rather stay and do something at home. They include those who are planning to seek employment at home – 10%, or self-

employment of one kind or another – 15%. A small percentage of migrants plan to go for full retirement (Table: 4.3.5).

Table 20: Future Plan Post Covid 19 Time Period

Future plan	Number	%
Plan – A		
Return to immediate past destination country	61	61
Migrate to new country	10	10
Seek employment in Bangladesh	9	9
Start Business in Bangladesh	15	15
Retirement	5	5
Total	**100**	**100**
Plan – B		
Migrate to new country	5	5
Seek employment in Bangladesh	7	7
Start Business in Bangladesh	3	3
Sub-total	15	15
No response	85	85
Total	**100**	**100**
Source: Survey data		

Preferred countries as new destinations of migration include countries like the UK, USA, Japan and Canada. Underlying factors identified include job availability, higher salaries, and good working environments.

There are various support services that migrants would need from the government should they re-migrate overseas. Extension of duration of work visa is an important issue of concern for the returned migrants. Problems with visa expiration have been experienced by many for reasons such as disruption of flight schedules, temporary closures job establishments, etc. (Table – 4.3.6).

Table 21: Business Plan for Future

Specific Issue	N	%
Existence of any specific business idea/ plan	**N**	**%**
Yes	18	18
No	3	3
Total	21	21
Know-how to operate the business	7	7
Know-how	**N**	**%**
Yes	20	20
No	1	1
Total	21	21
Kind of Assistance required to implement Business idea	1	1
Assistance Type	**N**	**%**
Financial assistance to start a new business	14	14

Market Linkage, Bank Loan	1	1
Total	15	15

4.3.6. <u>**Future of Overseas Employment – Post Covid-19**</u>

What is the prospect of labor migration especially in the context of Bangladesh? What particular occupational and skill categories would have better job prospect once the situation gets to a new normal situation? What economic sectors could prove prospective in the future? To these effects sample return migrants expressed their opinion and summary results of which are presented below.

<u>Occupations and skill categories with future job prospects</u>

A wide range of occupations have been identified as having future prospects. These include, on the one extreme, professions such as doctors, engineers, IT experts, nurses, etc. and labor, cleaners, and farm laborers, on the other. All these different occupational and skill categories have been consistently identified across multiple opinions of return migrants. These are quite similar to the current occupational composition of migrant workers across major destination countries. What it implies, basically, is that – as in the past, post-Covid 19 situation could not any much different in terms of need for various occupational and skill categories (Table 4.3.7).

Table 22: Occupations with Future Overseas Job Prospects

Option: 1	Option: 2	Option: 3	Option: 4	Option: 5	Option: 6
Doctor	Engineers	Engineers	Doctor	Doctor	Doctor
Engineers	Nurse	Nurse	Engineers	Engineers	Engineers
Nurse	Domestic	Plumbers	Nurse	Nurse	Nurse
IT	Industrial	Domestic	IT	Electricians	IT
Plumbers	Farm	Driver	Electricians	Plumbers	Electricians
Farm Labor/	Driver	Mason	Farm	Driver	Plumbers
Driver	Salesman	Total	Driver	Medical	Driver
Cleaner	Construction	System	Cleaner	Businessman	Medical
Restaurant Staff	Medical Technologist		Medical Technologist	Executive/ Office	Businessman
Construction	Care Giver		Hotel Staff/	Mason	Care Giver
Care Giver	Mason		Mason	Technician	Mason
Mason	Builder		Technician	Mechanic	Mechanic
Technician			Builder		Banker
Security			Total		
Conductor					
Labour					

Note: As other tables options 1 – 6 represent various choices expressed by the sample return migrants.

Source: Survey data

Table – 4.3.8 Sectors prospective for future employment in destination country

Opinion - 1	Opinion - 2	Opinion - 3	Opinion - 4	Opinion - 5	Opinion - 6
Agriculture	Agriculture		Agriculture	Agriculture	
Service	Service	Service	Service	Service	Service
Health	Health	Health	Health	Health	Health
IT				IT	IT
Tourism & Hospitality	Tourism & Hospitality		Tourism & Hospitality	Tourism & Hospitality	
Construction	Construction		Construction	Construction	Construction
Industry/ Business	Industry/ Business	Industry/ Business	Industry/ Business	Industry/ Business	Industry/ Business

Note: As other tables options 1 – 6 represent various choices expressed by the sample return migrants

Source: Survey data

4.3.7. <u>Policies and Administrative Supports</u>

Provided the situation gets normal in the near future, and the process of international migration for employment once again get back to its pre-Covid 19 level, and given various future plans and preferences of migrants, what government policies and administrative measures could render a supporting hand to prospective migrants? Most of the returned migrants expressed opinion in favor of re-migration – either to the same or a new destination, and shared their various limitations. Under the circumstances what policy options could render a supporting hand?

Based on policy suggestions put forward by sample returning migrants moving forward, major areas for policy interventions include (a) visa extension, (b) financial assistance for re-migration, and (c) insurance scheme. Bilateral negotiation or agreement between sending and receiving countries should focus particularly on extension of work visas for return migrants. Secondly, migrants would need assistance in terms of travel costs – either as grants or soft loans. This is an issue which is common to most retuning migrants related to covid-19 pandemic. Finally, insurance policy against emergencies like covid-19 pandemic or sudden loss of jobs for reasons beyond control of the overseas migrants would enable some safety net to international migrants and respective families.

Major prospective economic sectors include, among others, agriculture, healthcare, construction, services, construction and industry/business. Varying opinions of respondents consistently focused on the same set of prospective economic sectors. These particular sectors will remain important source of employment for expatriate workers, and increasingly so once economic situation begins to normalize (Table 4.3.9)

Table 23: Policies and administrative measures for future migration

Suggested policy options	N	%
Bilateral negotiation/ agreement for Visa Extension	73	73.0
Arrangement of special flights	12	12.0
Financial assistance	10	10.0
Total	95	95.0
Policy measures		
Special Fund for financial support to victim	73	73.0
Insurance	2	2.0
Special arrangement of return	22	22.0
Total	97	97.0
Policies towards Future Migration to Old Destinations		
Policy suggestions	**N**	**%**
Bilateral negotiation	70	70.0
Upscale skills of migrant	17	17.0

Note: As other tables options 1 – 6 represent various choices expressed by the sample return migrants

Source: Survey data

Chapter - 5

Skill Composition of Bangladeshi Migrants

5.1. Introduction

Skill set endowed by international migrants underscores the quality of labor force migrating abroad, therefore, market recognition, wage and salary, and various other benefits associated thereof. Comprising education and training, job experience, work ethics, language proficiency – factors underlying productivity and efficiency of workforce - the higher skill level of migrants the better would be associated wage and salary.[18] This will have significant positive effect on income, expenditure, savings, and, therefore, potential for overseas remittances. Noted earlier, remittance potentials of professional migrants – doctors, engineers, teachers, IT experts, nurses, etc. - is much higher than that of low skill migrants. A higher skill composition of overseas migrants, therefore, would have significant positive effect on inflow of overseas remittances.

The purpose of this chapter is to underscore current skill composition of overseas migrants from Bangladesh, and delineate respective implications for future of migration and remittances.

5.2. Overall Skills Composition

Bangladeshi international migrants comprise both skilled and low-skilled workers; and over time it has been improving towards a higher percentage of skilled workers. During the earlier years of migration from Bangladesh – early 1980s for instance, professionals like doctors, engineers, accountants, IT specialists, etc. comprised more than 10% of total migrants to the Middle East. Over time, however, their relative share has trickled down to less than 1% of total migrants in recent years. Overseas demand apart, this could be explained to a great extent by domestic supply gaps – availability of such skills at home vis-a-vis domestic needs. Globally, as discussed later, there is huge demand for qualified nurses especially in the industrialized countries. However, country's domestic supplies can hardly meet local needs, least ensuring the required standard of training required thereof.

Bangladeshi migrants comprise unskilled and skilled migrants; combined share of these broad skilled categories remained almost the same over the years. Importantly, there is a trend toward a greater relative share of skill migrants as compared to their unskilled counterpart. Unskilled migrants comprise skill categories the like labor, menial workers, construction worker, cleaners, helpers, farmers, etc. They render physical labor and are at the bottom of income and salary structure. Skilled migrants, on the other hand, comprise mason, driver, painter, welder/fabricator, etc. (BMET, 2019).

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[18]One should, however, not lose sight of the fact that higher level of education and training does not necessarily lead to higher compensation levels. Compelled by circumstances or misguided by recruiting agents, migrants at times accept overseas jobs unmatched by their professional and technical background. People get involved in jobs not quite befitting their education and experience which is rather common in the context of the Middle East. Masters' degree holders may be doing rather menial jobs; technically qualified people doing non-technical. These are rather exceptions to the standard norms of compensation determination

Historically, of four major skill categories – professional, skilled, semi-skilled and un-skilled, as per BMET classification[19], most prominent has been unskilled migrants. They comprise 47% of total migration since 1976; followed by skilled migrants 33%. Professional categories account for about 2% of total. Combined together, almost four fifths of the migrants are either skilled or unskilled (Table 5.2.1).

Table 24: Skill Composition of Nationals Migrating Overseas (% of periodic total)

| Period | Professional Category | | | | Total Number of Migrants |
	Professional	Skilled	Semi-skilled	Un-skilled	
1976 - 1980	11.36	35.92	6.16	46.56	99,189
1981- 1985	4.75	34.4	7.73	53.12	312,177
1986 - 1990	4.43	35.99	16.37	43.21	416,334
1991 -1995	4.85	30.43	21.85	42.88	953,632
1996 - 2000	2.94	33.49	16.75	46.83	1,201,326
2001 - 2005	4.22	33.28	12.46	50.04	1,194,071
2006 - 2010	0.18	21.02	15.4	57.25	2,955,160
2011 - 2015	1.62	35.04	13.92	47.77	2,566,678
2016 - 2019	0.43	42.98	16.74	38.72	3,200,596
1976 - 2019	1.8	33.2	15.5	47.4	12,899,163

Source: Adapted from Bureau of Manpower Employment and Training, Dhaka.

Over the years, however, skill composition of international migrants demonstrates positive changes.

This underlines a greater relative share of skilled migrants, corresponding to a declining share of unskilled migrants. The most dominant role once played by unskilled migrants has come been tapering off lately. During 1981-1985 time period for instance, 53% of migrants comprised unskilled; their relative come down to 39% in most recent years.

With respect to skilled migrants, on the other hand, their relative share increased from a minimum of 21% in 2006 – 2010 time period to 43% most recently. There seems to be a positive trend toward higher skill composition of migrants. Combining skilled and semi-skilled migrants together, majority of migrants will belong to these two groups in recent years (Figure 5.2.1).

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[19]Total number of skill categories comprising international migrants from Bangladesh is said to be around 1200, some of which, however, may be duplicates or synonyms. BMET groups all these skills into four broad categories as listed above, and publish information accordingly.

Figure 14: Relative Importance of different Skill categories overtime
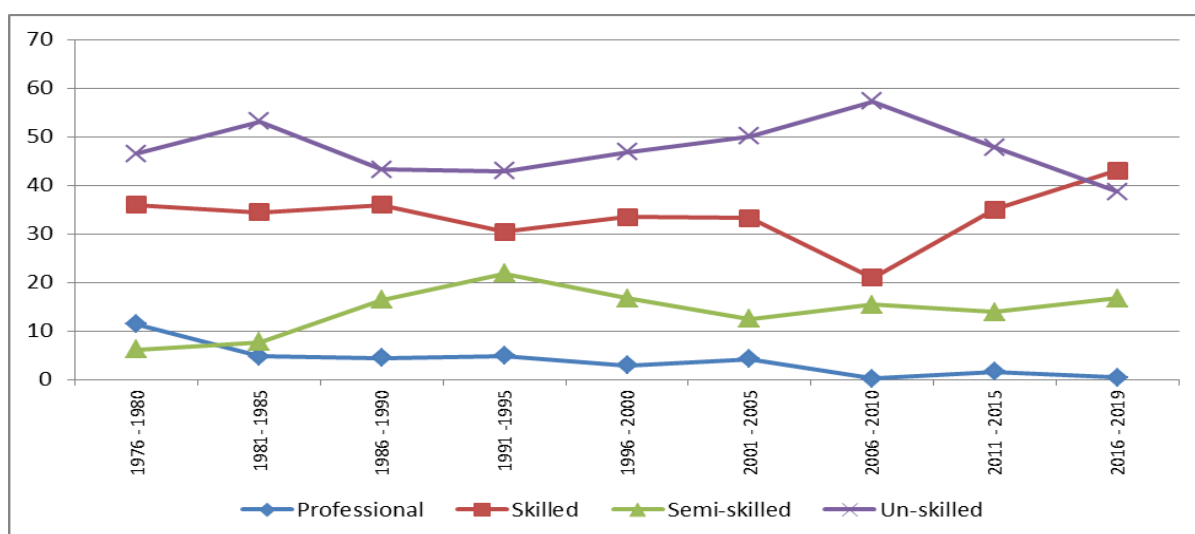
5.3. Major skill categories

As noted earlier, BMET reports about 1200 different skill categories comprising Bangladeshis migrating overseas on employment. These are skill categories identified by migrants as associated with their job contracts or visa documents. Based on the number of people migrating overseas against each of the skill categories one could enlist most common skill categories of migrants in each calendar year, and rank them according to their relative importance in overall list of migrants.

Table 5.2.1 lists top 10 skill categories dominating the list of migrants from Bangladesh in select years. Each skill group is ranked in a scale of 1 to 10; rank 1 meaning the most important. The ranking is based on relative share of respective skill category as of total migration in that particular year. The table provides combined share of these top-10 skill categories as of total migration, which is also listed. Based on the table a total of 16 different skill categories consistently are among the top-10 skills comprising Bangladeshi migrants over the years. Skill categories consistently on the top of the list include labor, worker, and servant. Moving down the ladder are private service, house keeper and house worker. Closely following are mason – among the top-6, and driver – ranking 6 consistently in both 2014 and 2016. It is widely believed that great job prospect lies ahead for drivers across the Middle East in particular.

Table 25: Top 10 Skill Category of International Migrants from Bangladesh(ranking in a scale of 1 to 10)

Sl.	Skill category	2010	2012	2014	2016
1	Labor	1	2	3	2
2	Worker	2	1	1	1
3	Private service	3	4		
4	Servant	4	5	2	4
5	Mason	5	6	5	3
6	Waiter	6	3		

Sl.	Skill category	2010	2012	2014	2016
7	Construction worker	7			8
8	Painter	8	8	9	9
9	Cleaner	9	7	10	
10	Carpenter	10		8	10
11	Cleaning labor		9	7	
12	Farmer		10		
13	House worker			4	
14	Driver			6	6
15	Housekeeper				5
16	Concrete worker				7
(% of total migrants)		**80.87**	**74.37**	**59.52**	
Total migration		**390,702**	**607,798**	**425,684**	
Source: Adapted from data supplied by BMET					

Table 5.2.2 lists top 25 skill categories for the years 2010 and 2016. Each of the skill categories identified is associated with respective relative share and, based on which, ranked accordingly. For each of the years identified, total number of migration in that particular year is listed, as also total share of all top-25 skill categories listed. In 2010, for instance, top-25 skill categories accounts for almost 89% of all migrants in that particular year. The corresponding figure in 2016 – the latest figure for which data is available, is estimated at 83%. On the whole, therefore, top-25 skill categories account for about four fifths of migration from Bangladesh, and it has been so over the years.

Table 26: Top 25 Skill Categories Comprising Overseas Migrants in 2010 and 2016

Sl.	Skill Category	2010		Sl.	Skill Category	2016
1	Labor	44.1		1	Worker	23.1
2	Worker	13.8		2	Labor	13.8
3	Private service	7		3	Mason	7.3
4	Servant	6.3		4	Servant	6.3
5	Mason	2.7		5	Housekeeper	5.2
6	Waiter	1.9		6	Driver	4.5
7	Construction worker	1.7		7	Concrete worker	2.3
8	Painter	1.2		8	Construction worker	2.2
9	Cleaner	1.2		9	Painter	2.1
10	Carpenter	0.9		10	Carpenter	1.7
11	Cleaning labor	0.8		11	Cleaner	1.7
12	Cook	0.8		12	Wood Designer	1.5
13	Driver	0.7		13	Cook	1.4
14	Farmer	0.7		14	Cleaning labor	1.3
15	Electrician	0.7		15	Plumber	1.2
16	Factory worker	0.6		16	Electrician	1.1

17	Tailor	0.6		17	Farmer	1
18	Salesman	0.6		18	Technician	0.9
19	Fitter	0.6		19	Waiter	0.8
20	Machine operator (female)	0.5		20	Tailor	0.8
21	Agriculture labor	0.4		21	General Labor	0.8
22	Helper	0.3		22	Welder/Fabricator	0.8
23	Operator	0.3		23	Factory Worker	0.6
24	Welder/Fabricator	0.3		24	Window Cleaning Labor	0.5
25	Home maker	0.3		25	Foreman	0.5
(% of total migration)		**88.9**		**(% of total migration)**		**83.3**
Total Migration		**390,702**		**Total Migration**		**757,731**
Note: % figures refer to relative share of total migration in respective year						
Source: Adapted from data supplied by BMET						

Based on Table 5.2.2, certain skill categories consistently topping the list in successive years include labor, worker, servants, and house keepers. Skill categories of labor including worker are consistently at the top of number of migrants over the years. If added by skill category listed as servant – their combined share crosses 40% mark in 2016 – as compared to more than 60% in 2010. Similar is the rankings of skill categories like construction workers, cleaners, farmers, etc.(Table 5.2.2).

5.4. **Occupation of female migrants**

Female migrants are involved in diverse occupations and skill categories ranging from highly professionals such as doctors, engineers, accountants, teachers, and going down to very low-skilled jobs. Professional categories comprised a sizeable proportion of female migrants during the early years of migration to the Middle East. Recently, however, only a few low-skilled occupations account for most of female migrants from Bangladesh.

Based on BMET data, female migrants have been involved in 159 skill and occupational categories. The same number is said to be 149 by another account (Islam, 2009). Among those, however, few occupations account for most of the female workers which include domestic workers, cleaners, machine operators, child-cares, sales persons, caregivers, etc. Taken together, a total of 13 different occupations and skill categories accounted for more than 95% of female migration from Bangladesh during recent years (2004-2010) (Table 5.4.1).

Table 27: Major Occupation and skill categories of female migrants (as of 2004 – 2010)

Sl.	Occupation and skill	Number	(% of total)
1	Labor	37,512	28.45
2	Servant	33,957	25.76
3	Female Labor	19,550	14.83
4	House Worker	11,996	9.1
5	Cleaning Labor (Female)	7,210	5.47
6	Machine Operator	7,168	5.44
7	Operator	3,173	2.41

Sl.	Occupation and skill	Number	(% of total)
8	Baby Sitter	1,998	1.52
9	Worker	1,973	1.5
10	Nurse	702	0.53
11	Cook	629	0.48
12	Factory Worker	610	0.46
13	Production Operator	495	0.38
Sub total		**126,973**	**96.31**
Total		**131,833**	**100**
Source: Adapted from data supplied by BMET			

The single most important occupation female migrants are involved most is 'labor' listed differently though – labor, female labor and cleaning labor. Together they account for almost half the female workers – 48.75% to be exact. Domestic servants account for a quarter of total female migrants. Added to this is also house worker which comprises of 9% of total female migrant workers.

Machine operator, mostly in garment factories, is an important occupation for female migrants. Combining machine operators – 5.44%, operator – 2.41%, and worker – 1.5%, these three groups together account for about 10% of total female migrants. Female migrants in recent periods tend to include more and more of these three occupation groups. Detailed breakdown of the common occupation and skill categories of female migrants who are mostly involved is given in the Table 5.4.1.

Across the major destination countries, relative importance of different skill and occupation groups as listed above vary noticeably. Two extreme patterns would be as in Hong Kong - where female migrants are involved in domestic services, and in Lebanon, where involvement of females in different service activities are more prominent. In Mauritius, on the other hand, factory work, mostly in readymade garment sector, would be most important (Islam, 2009).

Chapter – 6

Emerging Markets for Professional and Technical Skills

6.1. Introduction

Discussed earlier, migrants with professional and technical skills have a greater potential for overseas remittances, can enable stability in migration flows, and underscore long-term sustainability. Because the longer the tenure of overseas employment abroad – contractual or residence status, as associated with higher skill level of migrants, the more would be potential level of remittances thereof. And migrants with higher level of education, training and long experience gets longer tenure of stay overseas – either through renewal of job-contracts or allowing permanent resident in respective countries.

Purpose of this chapter is to identify and discuss professional and technical skill categories with future demand prospects and having implications for remittances, migration sustainability, and domestic policy formulation. As background to this exercise lie Bangladesh's experience with international migration thus far, low correspondence between inflow of remittances and outflow of migrants, sporadic nature of overseas employment, and question of long-term sustenance.

The ultimate goal, however, is to discuss implications of prospective professional and technical skills for growth and development of country's education and training system moving forward. How future job prospects could serve as a basis for infrastructure development focused on overseas employment and remittance inflows?

The information base for this chapter has been drawn from both primary and secondary sources. Perception and hindsight knowledge of return migrants surveyed serve as a major information source. Distinction is made between perceptions of pre- and post-Covid return migrants. Added to this is knowledge and experience of overseas Key Informants – basically, long term migrants, and Recruiting Agents involved in the field. Secondary information available from all various sources remains the other major information source.

6.2. Prospective skill based on sample surveys

Following chapter 4, sample return migrants identified various skill categories with future job prospects as based on respective perceptions and experiences. This included both professional and technical skills, as also semi-skilled and unskilled. Moreover, given the surveys conducted before - and after the covid-19 pandemic, two different sets of prospective skill categories have been generated. There may not be much difference between pre- and post-covid list of prospective skills; nevertheless, it could have indications for possible changes on future job prospects due to the pandemic. Discussed below are prospective future skill sets as based on the two surveys conducted by the study. Focus here is on professional and technical skills as have been identified by sample migrants.

Based on perception and opinion of return migrants surveyed – both before and after Covid-19 pandemic, and interviews of some Key Informants currently residing in major migration destination countries, particular professional and technical skill emerge as having future job prospects. A total of 15 different professional and technical skill categories have been identified (Table 6.2.1).

Table 28: Prospective Professional and Technical Skills identified (Based on sample surveys & KIIs)

Sl.	Professional and technical skills	Survey conducted		Foreign KIIs
		Pre-Covid	Post-Covid	
1	Doctor	X	X	X
2	Engineer		X	X
3	Engineer (IT)	X	X	X
4	Engineer (civil)	X		
5	IT		X	
6	Nurse	X	X	
7	Medical Technologist		X	
8	Electrician	X	X	
9	Welder/Shipbuilding	X		X
10	Technician		X	
11	Mechanics		X	
12	Plumber	X	X	
13	Hotel staff	X	X	X
14	Mason	X	X	
15	Driver	X	X	
Source: Based on survey data				

These include professionals like doctors, engineers, IT experts, Nurses and Medical Technologists. Such jobs prospects seem more prominent during post-Covid situation as compared to previously as evident from post-covid 19 surveys. Different technical skill categories with future job prospects include, among others, shipbuilder, welders, mason and drivers.

Some of these technical skills demonstrated persistent demand patterns over time – as evidenced by BMET data on skill composition of Bangladeshi migrants discussed earlier. Prominent among these skill categories are drivers, masons, carpenters, and concrete workers.

Economic sectors with greater job prospects for professional and technical skills are quite similar to sectors absorbing migrant workers in general. Construction, health, and IT sectors offer greater prospects for deployment of select skill categories. Particular factors would seem to underline future demand for professional and technical skill and its distribution across select economic sectors in respective countries. Discovery of covid-10 vaccine and broader coverage of immunization program will be instrumental in normalization of economic activities in labor importing countries. A faster rate of such normalization will hasten a pre-covid19 level of economic activities and employment opportunities.

Improvement in international oil price, especially in the context oil producing Middle Eastern countries, is an important determining factor. A rising oil price will contribute to government exchequer in these countries boosting various development projects – besides revitalizing economic activities slagging behind due to the fall out of oil revenue. The sooner the oil price revives to its pre-covid 19 level the better it is for continuation of existing development

activities including creating opportunities for newer development projects. Demand for professional and technical skills such as engineers, technicians is contingent upon greater development outlays in respective sectors – infrastructures, industries, public utilities.

Moreover, covid-19 experience could open up greater demand for certain categories of professional and technical skills. Besides prospects for professional and technical skills linked to enhanced investment outlays – as discussed above, a greater demand could also emerge for doctors, nurses, medical technologists and related skills. Some of the skill categories already had international market prospects even prior to outbreak of the covid-19 pandemic – in certain parts of the world in particular. Increased priority attached to health and human services following covid-19 experience could provide additional momentum to demand for health related professional and technical skills.

No less important, however, shall be future policies pursued by both labor receiving and sending countries like Bangladesh. It needs to be seen if and how covid-19 experiences of individual countries underlines shaping of newer policies or continuation of the past one. From the receiving countries' perspective experience of the pandemic could be restraining demand for expatriate workers given various risks involved. Already different countries are imposing varying restriction on import of labor from particular countries affected seriously by the Pandemic.

6.3. Prospective professional and technical jobs

A recent study organized by Bangladesh Bureau of Manpower, Employment and Training (BMET) looked into future job prospects for Bangladeshi migrants in 53 different countries. Survey of prospective employers in respective countries was amongst research instruments used for the purpose. Based on the study, what follows discusses a select list of professional and technical skills having future prospects. Differences are made between professional and technical skill categories. Skill categories with greater demand prospects are only those listed here.

Professional categories with greater future demand prospects include, broadly, three different skill backgrounds: (a) health and medical related, (b) engineering, (c) information technology. Doctors and nurses have future demand prospects. This includes their various specializations, including preferences for particular gender. Pharmacist also has future demand prospects.

Prospective demanding engineering subjects are quite varied – covering almost all branches of the subject – civil, mechanical, electrical, architecture, etc. Though also covered under engineering, there are great prospects for computer science and information technology (IT) professionals. Other professional categories with demand prospects include accounting, project management, shipping, etc.

Technical skill categories, are quite varied, and are in a sense related to broader occupational categories discussed above. Divided under broad occupational categories these comprise skills involved in (a) construction and maintenance, (b) industrial operations, and (c) various types of services. Various skills related to construction and maintenance of civil activities include mason, plumber, carpenter, electrician, welder, etc.

Skills such as machine operator, foreman, quality controller, assembling staff are all skills involved in different manufacturing activities. Other prospective skills could be associated with information technology such as Auto Cad master, computer operator, designer, etc. One skill category with future demand prospects – and possibly encompassing all major economic activities discussed – is that of driver, which is commonly identified as having great future demand prospects (Table 6.3.1).

Table 29: Prospective Professional and Technical Skills

Sl.	Professional categories	Technical skill categories
1	Engineer (Civil)	Mason
2	Engineer (Computer)	Machine operator
3	Engineer (Electrical)	Plumber
4	Engineer (Textile)	Carpenter
5	Engineer (Chemical)	Cutting master
6	Engineer (Marine)	Foreman
7	Engineer (Food)	Welder
8	Engineer (Architect)	Quality controller
9	Doctor	Electrician
10	Accountant	Driver
11	Pharmacist	Steel fixer
12	Web designer	Farming expert
13	Nurse	AC Technician
14	Project Manager	Assembling Staff
15	Manager (Construction)	Cabin crew
16		Auto Cad master
17		Designer (Fashion)
18		Designer (Wood)
19		Computer operator
20		Slaughterer
21		Automobile mechanics
Source: BMET, 2019		

6.4. Prospective jobs based on country job portal

Tables 6.4.1 and Table 6/4/2 distribute major occupational and technical skill categories – as identified in the above, across individual countries with demand prospects. A total of 37 such countries are listed with such prospects. For both tables, only those skill sets have been list which has future demand prospects.

Looking through prospective professional jobs by individual countries, particular countries seem to have better prospects for certain professions as compared to others. For instance, doctors and nurses have greater demand prospects in countries like Australia, Belgium, Norway Italy, Japan, Oman and Qatar, particularly with respect to demand for nurses. With respect to IT related professions, demand prospects exist in Austria, Argentina, Bulgaria, Saudi Arabia, New Zealand, and South Africa.

Engineering professions have great demand prospects in Australia, New Zealand, Sweden, and South Africa. It includes engineers with diverse specialization like civil, mechanical, electric, architect, computer science, etc.

Importantly, demand prospect for certain professional category is specific to a particular country or countries. Countries like Japan, Jordan, Italy, for instance, demonstrate demand prospects for nurses only, or at least mostly in need of. No other professional job category has similar job prospect – or demand for other professional skills.

Prospective professional occupations in Germany, on the other hand, comprise mostly engineering and technical skills such as CAD design engineer, software developer, electrical engineers, etc. Similarly, Sweden may has demand prospects for computer science related professional jobs – computer engineer, system engineer, software developer, net developer.

New Zealand, on the other extreme, is amongst countries which has job prospects for a wide range of occupations unlike others. It includes engineers, IT developer, accountant, dentists and speech therapists (Table 6.4.1).

Table 30: Professional Job Availability Across Countries

Sl.	Country	Professional categories
1	Algeria	Plumbing engineer, Accountant, Architect; IT help desk
2	Austria	Software developer
3	Australia	Doctor, engineers - mechanical, electrical, IT developer, nurse, radiographer
4	Argentina	Software engineer, mining engineer, telecommunication engineer
5	Bahrain	Electrical engineer, software engineer, staff nurses, civil engineer
6	Belgium	Nurse, IT engineer, IT specialists
7	Brazil	Nurse, electrical engineer, IT developer, IT engineer, electronic engineer
8	Bulgaria	Software engineer, software developer, nurse
9	China	Information experts, research and development staffers
10	Egypt	Nurse, IT engineer, IT specialists
11	France	Nurse, software engineer, electrical engineer
12	Germany	Refrigeration engineer, CAD design engineer, Architect, software developer, electrical engineer service engineer
13	Hongkong	Obstetrician & Gynecologist
14	Hungary	Quality assurance engineer, CAD designer
15	Italy	Nurse
16	Jordan	Nurse
17	Japan	Nurse
18	Kuwait	Accountant, oil/gas industry professional, civil engineer
19	Saudi Arabia	Dermatologist, general surgeon, consultant vascular surgeon, female plastic surgeon, IT manager, IT network support engineer, cyber security expert
20	Mauritius	Accountant, data analyst
21	Malaysia	International chef

Sl.	Country	Professional categories
22	Netherlands	Installation engineer, maintenance engineer, electrical engineer
23	New Zealand	Electrical engineer, IT developer, IT engineer & analyst, civil engineer, accountant, dentists, pharmacist, psychologists, radiographer, audiologist, speech therapist
24	Norway	Doctor, nurse, engineer, IT engineer & analyst. Accountant, dentist, pharmacist, psychologist, radiographer
25	Oman	Physician - dermatology, electrical engineer
26	Poland	Electrical engineer, IT developer, IT data base & network professional, doctor
27	Qatar	Female staff nurse, engineering manager, teacher
28	South Africa	Mechanical engineer, civil engineer, electrical engineer, IT database & network professionals, electronic engineer, chemical engineer
29	Spain	Textile designer, architect, technical support engineer
30	Sweden	Electrical engineer, computer engineer, system engineer, software develop, net developer, installer engineer, construction engineer, quality engineer, process engineer
31	UAE	Architect, civil engineer, financial expert,
32	UK	Electrical engineer, software engineer, software developer, nurse, doctor

Source: Adapted from BMET 2019.

Table 31: Prospective Technical Jobs in demand across countries

Sl.	Country	Technical skill categories
1	Albania	Garment worker, cabinet maker
2	Algeria	Cad Cam Designer; plumbing en
3	Austria	Plumber, heating/ventilation worker
5	Argentina	IT staff
6	Bahrain	Bucher, construction supervisor, AC mechanics, IT software services
7	Belarus	Plumber, machine operators, drivers
8	Brazil	Drivers, electrician, painter, welder
9	Canada	Sewing, embroidery, cutting
10	China	Sewing, embroidery, cutting (women), technicians
11	France	Plumber, welder, fitter, machine operator
12	Germany	Welder, electrician, driver
13	Hongkong	carpenter, pipe fitter, technician, IT staff, occupational therapists, physiotherapists, housemaid
14	Hungary	Housekeeper,
15	Italy	Garments worker, knitters
16	Japan	IT staff,
17	Kuwait	Aircraft technician, telecommunication technician
18	Saudi Arabi	Chef, paramedic/EMT

Sl.	Country	Technical skill categories
19	Mauritius	IT technician, driver, delivery man, gardener, butcher
20	Malaysia	Lab assistant, personal driver, welder
21	Netherlands	crane operator, cooling operator, service technician air conditioning
22	New Zealand	Physiotherapist
23	Norway	Chef
24	Oman	Veterinary assistant, Anesthesia technician, lab technician, electrical inspector
25	Poland	Medical staff, technicians, mechanics, electricians, welder, forklift operator, driver
26	Qatar	Electrical technician, AC technician, plumber, pipe fitter
27	Spain	Crane operator, quality technician, machine operator, mechanic
28	Sweden	Forests nursery worker, machine operator, fitter, hydraulic installer, welder, mechanic, IT technician, automation technicians, driver, cooling/refrigeration technician
29	UK	Cook/chef, machine operator, plumber, electrician, fitter, hotel staff
Source: Adapted from BMET, 2019.		

Table 6.4.2 looks into prospective demand pattern for various technical skills across countries. Unlike professional skill categories, number of technical skills with demand prospect is far fewer. Once again individual countries demonstrate varying demand for different technical skills as compared to others.

In Bahrain, for instance, prospective technical skills include butchering, construction supervisor, AC mechanics, IT software services. Countries like Albania, Italy, and China demonstrate future demand prospects for garment related technical skills – garment workers, sewing, embroidery, knitters, etc. Importantly, demand for drivers seems rather quite widespread. Countries with such prospects include countries like Belarus, Brazil, Germany, Mauritius, Malaysia, Poland and Sweden, to list a few.

Few other technical skills common among prospective skilled job categories include plumbing, air conditioning mechanics, painters, welders, electricians, IT technician, machine operator, etc. These technical skill categories, however, would relate to some broader professional activities – healthcare, manufacturing, maintenance, and provision of various services.

Chapter – 7

Summary and Policy Conclusions

The purpose of this final chapter is threefold: provide a summary of major findings of the study, draw conclusions based thereupon, and highlight respective policy implications. The ultimate goal is to come with policy suggestions toward enabling Bangladesh change skill composition of its' international migration in favor of professional and technical skills. Based on assumption that higher skill composition of international migration will positively underscore the level of remittances, stability in the out flow of migrants, therefore, their long-term sustainability, the chapter comes up policy suggestions toward achieving such policy goals.

Policy suggestions incorporated here include listing of professional and technical skills with future demand prospects, highlight various pre-requisites to exploit available market opportunities, and underscore relative roles different stakeholders play to achieve desired goals. Suggestions also include identification of different tasks involved, setting up of various targets, and phasing out implementing different tasks.

The expectation here is – should the country decide to make best possible use of available market opportunities toward export of professional and technical skills from the country, adherence to the suggestions made shall pave the way to bring long-term benefit to the country. Moreover, progress in international migration – higher skill composition in particular, would have significant positive impact on different other aspects of domestic economy.

The chapter has been organized into three sections as following its three major goals: summary of major findings, drawing of important conclusions, and policy suggestions. Notably, policy suggestions made here have not all necessarily been based on findings of the current exercise rather broader study of which it's a sub component, and also knowledge, experience and perception of the core research team.

7.1. Findings of study

Highlighted here are major findings of the study; focus has been on findings having policy implications. Discussion has been kept to the minimum as details are available in individual chapters. Goal is simply to provide a prelude to various conclusions drawn later and policy options suggested.

7.1.1. Long experience with international migration

Bangladesh's experience with international migration for reemployment now stands at more than fifty years. Pioneered by seafarers working for British Merchant ships though, contemporary international migration has its' roots to the opening of the Middle East in the late seventies as a source of employment. And once started it has been having snowball effects.

Unemployment and underemployment at home, income differentials between home and abroad, overseas job prospects and supportive government policies have been major catalysts.

No less important has been demonstration effects of earlier migrants. Overseas jobs now are attached with high social values and prides.

As of date more than 13 million people have migrated overseas on employment; average annual level is estimated at around 700,000. Migrants are dispersed across all major continents and regions. Although official statistics suggest 160 countries receiving migrants from Bangladesh, proper documentation is available on 53 such countries; and a dozen countries account for more than 80% of migrants. Two geographical regions – the Middle East and South East Asia, contain most of overseas migrants.

Historically, males dominated the outmigration though, in recent years, especially following opening up of the door, female migrants are gaining increasing prominence in international migration from Bangladesh.

7.1.2. Flow and stock of migration

Official statistics on international migration – as often publicized, refers to what may be termed as gross flow – number of people moving overseas on employment. Missing is information on stock of migrants abroad at any point in time – gross migration net of return migration. This, however, is most pertinent for all practical purposes – particularly from the view point of earning, saving, and remittances. Unfortunately, there has been very little effort – either from the side of the government or academia, to ascertain possible stock of migrants at any point in time.

Based on scantly information as available, there would exist significant differences between gross flow of migration and corresponding stock. Taking together eight major migrant destination countries, stock of migrants is estimated at 45% of total gross migration of about 6.6 million - as during 1976 to 2010.

This is underlined by three important factors: level of outflow of migrants, number of those returning home at different time periods, and average tenure of employment abroad. Basically, the higher the level of migration, lower the tenure of employment, higher will be return flow of migrants, therefore, lower the stock of migrants abroad. Depending on relative value of these various parameters across countries, so shall be corresponding stock of migrants.

7.1.3. Impact on domestic economy

International migration for employment has been a major catalyst in socio-economic development of Bangladesh over the past decades. It underlines individual migrants, respective households and localities, and economy as a whole. Overseas employment brings remittances to respective families; disposal of which for consumption, savings, and investments creates linkage effects on local and regional economies, and ultimately national economy.

Most recently, Bangladesh received, despite covet-19 pandemic, around $22 billion as overseas remittances. Remittances compare significantly with the country's external resources such as foreign aid and loans, foreign direct investment (FDI), export receipts, and foreign exchange earnings from major export items. Importance of overseas remittances can

be appreciated if compared to annual development budget, country's revenue earnings, earning from alternative revenue sources, annual development outlays for major economic sectors, etc.

Most visible would be impact of overseas remittances on local economy – place of concentration of international migrants, through its use for various consumption and non-consumption purposes. Non-consumption uses of remittances include purchase of land, construction of houses, building of shops and market places. Consumption use of remittances underlines demand for different types of goods and services, growth of shops and market places, and possible impact on local prices. Demand for various type of services – domestic services in particularly, gets particular boosting up. Similar is the case for services such as transportation, banking, telecommunication, including healthcare and education.

7.1.4. Dynamics of international labour market

Despite long experience and great success – high average annual level of outmigration and significant positive trend over time, two particular issues underscore Bangladesh's experience in international migration. First, there are periodic swings – both upward and downward, in overall trend of migration; the journey at times is very bumpy – running at high gears at times but slowing down immediately after. Such sporadic swings make planning and predictions about the future rather uncertain and unsubstantiated.

Secondly, process of international migration from Bangladesh would seem to be rather demand oriented – rising and falling as market dictates. There exists very little experience with "supply creating its own demand." Policy response to such fluctuating market conditions will be to monitor market dynamics – including appreciating various underlying market forces, and remaining prepared to take advantages of any emerging opportunities.

Sporadic nature of demand, however, points to particular economic sectors experiencing such demand conditions, including related underlying factors. Sudden change in demand arises from projects with a definite time frame. Infrastructure building projects such as relating to football World Cup 2022 in Qatar, Summer Olympic 2020 in Tokyo, for instance, underlined the demand for overseas migrants with implications for number, type, and time specificity.

Any uncertainty in maintaining project deadline – particularly relating to supply of required manpower, could call for sudden shift in demand from one source to another. Similarly, sudden shift in government policy could also create sudden shift in demand pattern.

7.1.5. Skill composition of migrants

Overall skill mix of Bangladeshi migrants has been improving over time in favor of more skilled and semi-skilled migrants. At one extreme, relative importance of professional migrants such as doctors, engineers, teachers, scientists – who played a dominant role during the early years of migration to the Middle East, declined significantly. Contrarily, relative importance of skilled and semi-skilled migrants – those who are at the middle tiers in skill ladder, has been improving.

Particular skill categories dominate the country's overall migration pattern. About 40% of migrants comprise unskilled workers dominated by skill categories such as labor, menial

workers, servants, cleaners, helpers, farmers, etc. Most recently, with feminization of international migration, more and more female workers are getting involved in low-skilled domestic services.

Predominance of unskilled migrants has serious implications for their overall earnings, savings, therefore, remittances. This will have serious drag on the level and flow of remittances. Earning and remittance potential of menial workers is very low especially if they have to provide themselves for food and lodging – international travel and other costs apart. This is unlike female migrants who get food and lodging free if employed as domestic help.

This gets to the last straw that breaks the camel's back: the debt burden associated with the cost of migration. Bangladesh has one of the highest average migration cost especially with respect to unskilled migrants. If amortization of debts due to migration is adjusted for the low earnings of unskilled workers – their net balance one way or the other will be very much in the red.

With high migration costs hanging over their neck, poor income level will enable them very little savings and remittances. More serious yet, until the debts are fully paid off, there will be little incentive for migrants to return home – should they can prolong their stay - legally or otherwise. For many, returning home will be like mirage in the sandy desert - can see it but not reach.

7.1.6. Future demand prospects

Despite periodic swings, the overall trend of migration has been on the positive, and there prevails great optimism about the future of migration from Bangladesh, as based on the perception of sample return migrants, key informants, and recruiting agents surveyed. The optimism is persistent even following Covid-19 pandemic.

Both demand and supply side factors underline the prospects of future migration being very good, good, or least stable. Growth and development in destination countries is an important factor to generate demand for expatriate workers. Negative attitude of indigenous population towards so-called 3D jobs – dirty, dull, and dangerous is no less important. Catastrophic effects of covid-19 on international migration is expected to come to a new normal situation following discovery of vaccines and its effective administration.

On the domestic front, interest in overseas migration is most persistent - intensified further by domestic job market conditions following Covid-19 pandemic. Cost-effectiveness of Bangladeshi workers –vis-à-vis, close competitors will enable Bangladesh to have a fair share of the future labor market. Policies of host countries - particularly in terms continued dependence on expatriate workers following the covid-19, will be a major determining factor. Preference for any labor exporting country – or otherwise, will also be very important. Some countries have already demonstrated reservations against labor import from countries not being successful in harnessing the pandemic.

7.1.7. Demand for professional and technical skills

Prospects exist for employment of various professional and technical skills across different countries and regions. And there are particular economic sectors which offer demand prospects more than others.

Broadly, three different skill categories having future demand prospects include: health and medical related professions, engineering and technology, and information sciences. Demand prospects exist for doctors and nurses with varying specialization, including certain gender preferences. Demanding engineering subjects are quite varied covering almost all branches of the subject area – civil, mechanical, electrical, and architecture. Pharmacists also have future job prospects.

Prospective technical skill categories are quite varied. These, however, are quite aligned with various professional skills identified as engineering, health, and information technology. Divided under broad occupational categories, prospective technical skills are those involved in (a) construction and maintenance, (b) industrial operations, and (c) various type of services. Prospective technical skills associated with construction and maintenance of civil activities includes mason, plumber, carpenter, electrician, welder, etc. Country specific demand prospect has been quite varied including number of countries demonstrating such prospects. Importantly, prospects for particular professional category could be specific to select country or countries. Prospect for nursing jobs, for instance, is particularly visible in countries like Japan, Jordan and Italy or are mostly in need of.

7.2. Major conclusions

7.2.1. Improved skill composition would enable greater overseas remittances and stability in migration flow.

Improved skill-mix of international migrants shall have positive effect on the inflow of remittances and enable greater stability in international migration flows. The higher the composition of migrants in favor of professional and technical skills the more shall be prospects of receiving higher remittances. Underlies the fact that average income, savings and remittances are expected to be greater for professional people as compared to non-professionals – not to mention low or unskilled migrants. Professionals like doctors, engineers, IT experts would have remittance potential many times higher than low skilled migrants. That being so the more migrants comprise professional and technical people the more shall be prospects of earning remittances. Moreover, given their longer tenure of employment – initial as well as prospective through renewal of job contracts, there would be greater stability in migration flows over time. Low job turnover rate of professional and technical people - unlike their low skilled counterparts, would be no less an important issue.

7.2.2. Existence of demand for professional and technical skills

Market opportunities exist for employment of professional and technical skills across major geographical regions and countries which need to be explored and exploited. Currently, there are employment opportunities for different professional and technical skills across countries; there are countries with demand for particular skill categories. These include professionals like doctors, engineers, IT personnel, accountants. Similarly, there exists also demand

prospect for various technical skills mostly associated with different professional categories and related economic sectors. These include construction, health, and various service activities.

Diverse changes experienced by many developed countries underline emerging prospects for professional and technical. These various changes include, for instance, population aging, decreasing relative share of working age population, growing importance of different service activities – care for the elderly, need for domestic help, staffing of shops and businesses, and changing attitude of indigenous population towards so-called 3D jobs – dirty, dull and dangerous. All these underline increased demand for various technically skilled personnel. Pressures are building up in many advanced countries to ease restrictions on import of professional and technical skills to cater to emerging domestic needs.

7.2.3. Augmenting domestic supplies of professional and technical skills could be challenging

Improved skill-mix of overseas employment calls for augmentation of domestic supplies of respective skills. Tapping any existing excess capacity apart, in all possibility local supplies will need to be increased per overseas market prospects. This could prove quite challenging at least on three counts. First, there will be a need to identify skills with demand prospects - including possible level, and phased at different future time periods. Questions like type of skills in need, level of need, time period, destination countries, etc. will need to be worked out.

Second, rather more challenging, is building domestic physical infrastructure to cater to future demand for professional and technical skills as identified. Once again, it will be underlined by issues like type, level, location, ownership, and time period of creating various infrastructure facilities. Third important challenge would be appraising level of investment required to build necessary infrastructure to increase domestic supplies of professional and technical skills including possible funding.

7.2.4. Compliance with international standards

Domestic supply of professional and technical skills aimed at overseas labor markets will need to comply with international standards including associated job experience. This underlines the quality of education and training imparted locally, and based on hands-on training and practical experience. Current observations – rather most critical, is that domestic trainings – especially for professional and technical skills, are far from being comparable with international standards. Included here are content of training – syllabus, quality of teaching methods – education and experience of trainers, gap between theory and practice, and, not least, lack of exposure to practical experience. These various aspects of education and trainings need to be incorporated in domestic supplies of professional and technical skills.

7.2.5. Policy prioritization to tap latent opportunities

Policy planners need to appreciate and recognize the prospects and potential of exporting more of professional and technical skills to earn more remittances and ensure greater stability in overall flow of overseas employment. There should be clear understanding and

appreciation of why and how an improved skill-mix of manpower would be beneficial for the country's future. Once appreciated, it should be duly recognized in policy decisions, and policies formulated accordingly.

7.2.6. Market monitoring and studies

Since intelligence is the key to success, a constant monitoring of any existing and/or emerging demand prospects for professional and technical skills is of utmost important. Based on all possible sources – domestic skills gap in particular, appraising both current and/or prospective demand for various professional and technical skills is most important.

Alongside, it is important also to identify different factors underlying prospects for professional and technical skills. Such factors could include, among others, socio-economic transformations experienced by respective countries, demographic transformations, attitude and behavior of indigenous population, and policy changes enacted by respective governments towards dependence on expatriate workers. All these factors may underscore demand for professional and technical skills in the country – current or prospective.

7.2.7. Bilateral cooperation with respective countries

Bilateral relation with countries having market prospects for professional and technical skills is vital to tap any latent opportunities. Good diplomatic relationship is particularly important with respect to marketing of professional and technical skills. What underlies here are understanding between respective countries with respect to recognizing professional and technical skills endowed by particular nationals, appreciation of each other's values and cultures, mutual inter dependence, and commitment to help each other.

Experience of professional and technical skills in different Middle Easter countries, for instance, underscores the importance of good bilateral relations of Bangladesh with respective countries. Such relationship was critical in opening the door for employment of these skill categories in particular. Requests for professionals such as doctors, engineers, nurses, teachers from respective countries was reciprocated by Bangladesh government.

Once the door was laid open, success of the first batch of professionals created demand for additional compatriots and the system kept moving. Similarly, request by Bangladesh government for employment for certain skill categories was complied with by the respective government. International migration to the Middle East - during the late seventies and early eighties, followed some similar patterns.

7.2.8. Participation of all different stakeholders

Unlike overall migration, improved skill-mix of overseas employment with particular focus on professional and technical skills would involve an active participation of all major stakeholders in the process. This includes, in particular, the government, prospective migrants, recruiting agencies, education and training institutes, and labor market experts.

Two critical set of players include those involved in monitoring existing and/or emerging market opportunities, and others generating and supplying required skills. Bangladeshi missions abroad, relevant government departments, individuals or institutions specializing on international labor market issues are among the first set of players. The second set of players

includes education and training institutions producing professional and technical skills in the country in compliance with market requirements. Specialized recruiting agencies – called at times by the name of "Head Hunters", could develop knowledge, skills and experience to connect professional and technically competent persons with prospective employers abroad. There are standard practices to compensate for their services.

Role of various education and training institutes – specializing in professional and technical skill trainings, should be very critical. Trainees should have adequate knowledge and skills – theoretical as well as practical, and, most important, in compliance with international standards. What it implies basically is that graduates from these education and training institutes are not only trained at international standard, more so, their knowledge, training and experience recognized globally.

7.3. Policy recommendations

7.3.1. Policy strategy in favor of qualitative aspect of international migration

Qualitative rather than quantitative aspect of international migration should be country's policy goal. The policy thrust should be to maximize net benefits from international migration in terms of earning of overseas remittances and ensuring stability in migrants' outflow. This should be enshrined in policy documents and followed through in policy decisions. Bangladesh should be branded as a reliable source of professional and technical skills rather than supplier of menial workers and domestic help.

Improved skill-mix should receive maximum attention in overseas employment strategy. Other skill categories – semi-skilled or unskilled, should come as complementary to professional and technical skills. Foreign employers shall be mobilized to hire more and more of professional and technical persons and local recruiting agencies shall make extra efforts to locate, mobilize and procure overseas employment for migrants with professional and technical skills.

7.3.2. Stock taking of domestic supplies of professional and technical skills

Emphasis on improved skill-mix of migrants would require stock taking of professional and technical skills as currently available in the country, and underline future supply prospects. This is important on two counts: appreciating level, trend, and composition of country's supplies of professional and technical skills, and highlighting existing institutional facilities underlying domestic supplies.

Classified under different skill categories as comprising professional and technical skills – doctors, engineers, accountants, IT personnel, masons, carpenters, drivers, to name a few, policy goal shall be to take a complete stock of country's population representing such skills. This gross stock would need to be adjusted for possible attritions as due to death, migration, retirements, and other factors. Stock taking of existing professional and technical skills could be very selective so as to focus only on those skills with demand prospects overseas.

Other aspect of stock taking covers appraising existing institutional capability to increase supply of required professional and technical skills should it be necessary to increase respective supplies based on overseas demand conditions. It will underscore type of institutional facilities available, enrollment capacity, quality of education and teaching,

facilities for on-the job training and practical experience gathering, provisions for future expansion, etc.

Third aspect of stock taking would be to examine compatibility of domestic education and training facilities to comply with international standards and requirements. What underlines here are issues such as course curriculum, teaching and assessment methods, accreditation of training institutions, and acceptance of respective graduates to foreign employers. As a test case, select professional and technical skill categories could be identified, and stock taking exercise conducted on them. The list could include a few professional and technical skill categories.

7.3.3. Infrastructure building

Based on demand prospects overseas – and provided there exists no excess capacity, investments will need to be made to improve domestic education and training facilities. Whilst priority should be optimal utilization of any existing capacities, ultimately, new facilities will need to be established to take advantage of market opportunities.

A two prong approach could be followed: utilization of any existing excess capacity – qualified graduates under- or unemployed or enrollment capacity not fully utilized, and establishment of infrastructure facilities on a selective basis. Start with a few skill categories and improve supply capacities accordingly. There could an additional dimension to the supply process: retraining of existing stock of professional and technical skills in compliance with the required quality and standard of overseas markets.

For instance, overseas demand prospects exist for nursing profession, medical technicians, computer operators, drivers, masons and carpenters, to name a few. One practical approach will be to assess the skill and training of existing domestic supplies – as per requirements of overseas market, and provide retraining if required. Assessment for Recognition of Previous Learning (RPL) for various technical skills could prove very useful. Proper accreditation of RPL could enable international acceptance, therefore, affording higher job related benefits upon employment.

7.3.4. Participation of stakeholders in decision making

Greater participation of professional and technical skills in the country's international migration basket will call for effective participation of major stakeholder in decision making process. Particularly important here are government agencies, recruiting agents, and organizations and institutions active in labor market studies – both at home and abroad.

First, government departments such as diplomatic mission abroad, concerned labor ministry, should play important roles. Diplomatic missions abroad – specifically Labor Attaches posted at major destination countries, could work as major sensors for emerging market prospects in respective countries. They could serve to appraise existing market opportunities for professional and technical skills. Moreover, foreign missions could serve as advocates for employment of professional and technical skills.

Organizations and institutions studying labor markets across prospective countries could team up with diplomatic missions – sharing respective experiences, and/or providing market

analysis. Based on research findings, diplomatic missions could target particular market opportunity, and prepare strategies accordingly. Similarly, specialized recruiting agents – so called Head Hunters, could be active in finding overseas employment opportunity for professional and technical people.

Government to government cooperation (G2G) could prove effective in employment of professional and technical people in foreign countries. G2G agreement could be reached towards employment of Bangladeshi experts in major projects in different countries based on respective education and experience. Government can also mobilize foreign employers to hire Bangladeshi professional and technical people. Contract building with reputed international companies in construction and development projects could create opportunities for employment of Bangladeshi experts.

Employment could be both during construction and development phase of a project, or during its operations and maintenance. Each phase may have different intake for alternate type of professional and technical skills. Professional and technical skills having had the experience of working for various international companies in Bangladesh in projects such as Padma Bridge, Karnafuli Tunnel, Metro train, etc. could seek employment with respective companies moving out to other countries.

Not very unrealistic though, involvement of Bangladeshi Multinational Companies in international projects could generate employment opportunities for Bangladeshi professional and technical skills. Depending on type of projects involved, demand could be generated for all different types of skills.

7.3.5. Branding of Bangladeshi professional and technical skills

Branding Bangladesh as a reliable source of professional and technical skills should be of strategic importance. Current image of Bangladesh as supplier of unskilled menial workers - so called "miskins"– and, most recently, as female domestic workers experiencing domestic violence and physical abuses – should receive serious face lifting. Glorious image of country's human capitals reputed globally including experiences in designing, constructing and maintaining some of world's iconic structures will need to be projected overseas.

Bangladesh can proudly portray itself representing some of its most iconic personalities, famous global landmarks linked to its citizenries, and great discoveries and achievements. Bangladesh can associate itself with three noble laureate; one of the top architects of once world's tallest building, technological nerd like co-founder of Facebook, scientists serving the NASA, designer of high speed train, most modern aircraft like F16, to name a few.

Bangladeshi engineers and designers are experienced in undertaking and implementing various Mega projects both at home and overseas. They have been serving in the Middle East for more than half a century, and played critical roles in development of famous infrastructure projects in the regions – alongside other nationals though. Portrayal of all such human capitals and achievements should enable Bangladesh a rightful standing to be a reliable supplier of professional and technical skills to the global market. We have proven human capital and experience, commitment and dedication, track record and ambitions to be a leader in export of professional and technical skills.

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APPENDICES:

Confidential

(Used only for research purpose)

Bangladesh Institute of development Studies (BIDS)

E-17, Agargaon, Sher-e-Bangla Nagar, Dhaka

Labour Market Study for SEIP

Recruiting Agents

Name of the affiliated organization: .... Code:

Address: ……

Date of interview:

| | | | | 2 | 0 | | |

 Day Month Year

Name of the respondent: .... Respondent's ID code:

Gender: 1 = Male, 2= Female, 3=Others

Job title (Position): ……………………………………..

Respondent's phone number:

| 0 | 1 | | | | | | | | | |

SECTION: B.1 TRADEWISE RECRUITMENT IN YEAR 2017

	B.1.	B.1.4	B.1.6	B.1.7	B.1.8	B.1.9	B .1.10	B.1.11	B.1.12
Sl. No.	Name of the occupation	Sector code	Number of workers				Average Skill level		
		Name of the sector	Male	Female	Country 1	Country 2	(NTVQF's 6 levels)	Skill of the workers (on average) Scale from 1 to 10	Monthly average salary (in taka)
1									
2									
3									
4									
5									
6									
7									
8									
9									
10									

NTVQF	Description	Code
Level 1	Basic Skilled Worker	1
Level 2	Medium Skilled Worker	2
Level 3	Semi-Skilled Worker	3
Level 4	Skilled Worker	4
Level 5	Highly Skilled Worker	5
Level 6	Supervisor/Middle Level Manager	6

SECTION: B.2 TRADEWISE RECRUITMENT IN YEAR 2018

	B.1.	B.1.4	B.1.6	B.1.7	B.1.8	B.1.9	B .1.10	B.1.11	B.1.12
Sl. No.	Name of the occupation	Sector code	Number of workers				Average Skill level		
		Name of the sector	Male	Female	Country 1	Country 2	(NTVQF's 6 levels)	Skill of the workers (on average) Scale from 1 to 10	Monthly average salary (in taka)
1									
2									
3									
4									
5									
6									
7									
8									
9									
10									

NTVQF	Description	Code
Level 1	Basic Skilled Worker	1
Level 2	Medium Skilled Worker	2
Level 3	Semi-Skilled Worker	3
Level 4	Skilled Worker	4
Level 5	Highly Skilled Worker	5
Level 6	Supervisor/Middle Level Manager	6

SECTION: B.3 TRADEWISE RECRUITMENT IN YEAR 2019

	B.1.	B.1.4	B.1.6	B.1.7	B.1.8	B.1.9	B .1.10	B.1.11	B.1.12
Sl. No.	Name of the occupation	Sector code	Number of workers				Average Skill level (NTVQF's 6 levels)		
		Name of the sector	Male	Female	Country 1	Country 2		Skill of the workers (on average) Scale from 1 to 10	Monthly average salary (in taka)
1									
2									
3									
4									
5									
6									
7									
8									
9									
10									

NTVQF	Description	Code
Level 1	Basic Skilled Worker	1
Level 2	Medium Skilled Worker	2
Level 3	Semi-Skilled Worker	3
Level 4	Skilled Worker	4
Level 5	Highly Skilled Worker	5
Level 6	Supervisor/Middle Level Manager	6

SECTION: C.1 CURRENT TRADEWISE DEMAND

Name 10 most demanded jobs overseas

	C.1.1	C.1.4		Required skills and qualification	C.1.8
Sl. No.	Name of the occupation	Sector code			Average Skill level (NTVQF's 6 levels) Code
		Name of the sector			
1					
2					
3					
4					
5					
6					
7					
8					
9					
10					

NTVQF	Description	Code
Level 1	Basic Skilled Worker	1
Level 2	Medium Skilled Worker	2
Level 3	Semi-Skilled Worker	3
Level 4	Skilled Worker	4
Level 5	Highly Skilled Worker	5
Level 6	Supervisor/Middle Level Manager	6

SECTION: D.2 TRADEWISE DEMAND IN THE NEXT 5 to 10 YEARS

Name 10 most demanded jobs in overseas

	C.2.1	C.2.4		C.2.5	C.2.8
Sl. No.	Name of the occupation	Sector			Average Skill level (NTVQF's 6 levels) Code
		Name of the sector	BSIC code		
1					
2					
3					
4					
5					
6					
7					
8					
9					
10					

NTVQF	Description	Code
Level 1	Basic Skilled Worker	1
Level 2	Medium Skilled Worker	2
Level 3	Semi-Skilled Worker	3
Level 4	Skilled Worker	4
Level 5	Highly Skilled Worker	5
Level 6	Supervisor/Middle Level Manager	6

SECTION D 1: FILL UP THE FOLLOWING TABLE BASED ON YOUR PERSONAL KNOWLEDGE AND EXPERIENCE

D 1.1	Very good=1, Good=2, Stable=3, Depressing=4, Very Depressing=5	Would you please explain the reasons?
In your opinion, what are the future prospects of labor exports from Bangladesh?		
D 1.2	a)Government Support, b) Lack of local employment, c) Social recognition, d) Others (if any)	Please specify
What are the major factors underlying the current level and trend in overseas employment from Bangladesh? Please rank these factors according to your perception:		
D 1.3	a) Agriculture, b) Services, c) Industry d) Construction e) Health f) Education g) Others (if any)	Please explain the reasons
Which sectors mostly employ Bangladesh nationals? Please rank these factors according to your perception		

SECTION D 2

	D 2.1	D 2.2	D 2.3		D 2.4		D 2.5	
Sl. No.	Name of the country	What are the particular characteristics of countries with better future prospects for overseas employment from Bangladesh?	What particular economic sectors in the prospective countries would have a greater or newer demand for foreign workers?		Alongside countries and economic sectors having greater prospects for overseas employment demand, as listed above, could you also identify particular occupations and skill categories having prospects in selected countries?		Toward taking an advantage of various market opportunities, what major challenges that would be involved?	
		Demographic transition=1, High rate of economic growth=2, Attitude of local people toward certain jobs=3, Others=4 (multiple response)	Sectors	Rank	Skills/Occupations	Rank	Areas	Rank
			Sector: Agriculture=1, Service,=2, Industry=3, Construction=4, Health=5, Education=6,		Doctors=1, Engineers=2,Nurse=3, IT=4, Electricians=5, Plumbers=6,		Bi-lateral relations=,Efficiency in supply of required skills=2,	

		Others=7					
		(multiple response)		Domestic Help=7, Industrial Workers=8, Farm Labor=9, Drivers=10, Cleaners=11, Cooks=12,		Involvement of recruiting agencies=3,	
				Restaurant Staffs=13, Others=14, (multiple response)		Government to government supplies=4, Others =5 (specify), (multiple response)	
1							
2							
3							
4							
5							
6							
7							
8							
9							
10							

SECTION: D 3

What relative roles should Government of Bangladesh (GoB) and Manpower Recruiting Agents (MRA) can play?

Sl. No.	Govt. of Bangladesh (GoB)	Recruiting Agency(RA)	Recruiting Agency (RA), Govt. of Bangladesh (GoB),both
D 3.1			
D 3.2			
D 3.3			
D 3.4			
D 3.5			

D 3.6
Given your awareness of different government policies towards overseas employment and related issues, what policy changes would you suggest toward taking advantage of latent market opportunities?

D 3.7
Based on your long experience, would you please recommend the development areas of training system of Bangladesh? (Multiple response)

Area	Please tick	Please specify
Enhancing existing capacity		
Introducing new training courses		
Revision of training curriculum		
Citification		
Other (Please specify)		

Confidential

(Used only for research purpose)

Bangladesh Institute of development Studies (BIDS)

E-17, Agargaon, Sher-e-Bangla Nagar, Dhaka

Labour Market Study for SEIP

Returned Migrants Questionnaire

Name of the affiliated organization: .... Code: ☐☐☐

Date of interview (First Visit): | | | | | 2 | 0 | | |

Day   Month   Year

Date of interview (Second Visit):

Name of the migrant: .... Migrant's ID code: ☐☐☐☐

Gender: ☐   1 = Male, 2= Female, 3=Others

Job title (Position): ……………………………………..

Migrant's phone number: | 0 | 1 | | | | | | | | | |

SECTION: A.1. PERSONAL INFORMATION

A.1.1 Father's Name/ Husband's Name**:.**...

A.1.2 Current Address:

A.1.2.1 House No. .... [ ]

A.1.2.2 Road No./Village......... [ ]   A.1.2.3 Union/Ward:....................... [ ]

A.1.2.4 Subdistrict/Thana:...............................[ ][ ]   A.1.2.5 District:...............................[ ][ ]

A.1.2.6 Type of location: [ ]   1 = Urban, 2= Rural

A.1.3 Permanent Address:

A.1.3.1 House No. .... [ ]

A.1.3.2 Road No./ Village........ [ ]   A.1.3.3 Union/Ward:....................... [ ]

A.1.3.4 Subdistrict/Thana:...............................[ ][ ]   A.1.3.5 District:...............................[ ][ ]

A.1.3.6 Type of location: [ ] 1 = Urban, 2= Rural

A.1.4 Religion: 1= Islam, 2= Hinduism, 3= Buddhism, 4= Christianity , 5= Other

SECTION-B.1: FAMILY INFORMATION ROSTER

B1.1	B 1.2	B 1.3	B 1.4				B 1.5	B 1.7			
ID CODE as in Roster	Name of the family member	Sex	Relationship of members with the Graduate				Age	Highest Education level (passed)			
		Male= 1 Female= 2	1	Self	9	Brother/Sister	In full years, write '00' if age is less than 1 year	0	No Class Passed	10	SSC/ Equivalent
								1	Class 1		
			2	Head	10	Niece/Nephew		2	Class 2	11	HSC/ Equivalent
			3	Husband/ wife	11	Father/Mother-in- law		3	Class 3	12	Diploma
								4	Class 4	13	Bachelor's degree
			4	Son/Daughter	12	Brother/Sister-in-law		5	PSC (Class 5)		
			5	Spouse of	13	Other relative, specify		6	Class 6	14	Master's degree
			6	Son/Daughter	14	Servant		7	Class 7		
			7	Grandchild	15	Other, specify		8	JSC (Class 8)	15	PhD
			8	Father/Mother				9	Class 9		
1			1								
2											
3											
4											
5											
6											
7											
8											

9							
10							
11							
12							
13							
14							
15							

B 2.1	B 2.2	B 2.3		B 2.4	B 2.5	B 2.6	B 2.7	B 2.8	B 2.9
ID CODE as in Roster	Name of the working family member	Did you work for livelihood during the past 7 days?		What is the primary occupation of the family member? (If the answer to B 2.3 is 'Yes')		Total yearly income from the primary occupation (taka)	Total yearly income from other secondary occupation (if any) (taka)	Total yearly income from other secondary occupation (if any) (taka)	Total annual non labor income (domestic/international remittances, transfers (private/ public), rental incomes, interest incomes etc.) (taka)
		Yes	1						
		No	2	Description	Type of occupation (codes)				
1									
2									
3									
4									
5									
6									
7									
8									
9									
10									

SECTION-B.2: **FAMILY EMPLOYMENT AND INCOME REALTED ROSTER**

B 2.5 Codes- Type of occupation: 1= Wage agriculture, 2= self-employed agriculture, 3= Wage non-agriculture (without service), 4= Self-employed Non-Agriculture, 5= Service

SECTION C 1: JOB

HISTORY- OVERSEAS

	C 1.1	**C 1.2**	**C 1.3**	**C 1.4**	**C 1.5**	**C 1.6**					**C 1.7**		**C 1.8**	**C 1.9**	**C 1.10**
	Occupation title (position)	1-digit BSCO	2-digit BSCO	Name of the destination country	BSIC (2 digit code)	Time period (Month-Year e.g.- January, 2018)					What are the two primary tasks you perform?		Total monthly income (basic salary and other incomes) (taka)	Have you got any on the job training? Yes=1, No=2	Duration of the training (codes) (if the answer to D 1.11 is yes)
						From		Till							
						Month	Year	Month	Year		Task-1	Task-2			
Last job 1															
Last job 2															
Last job 3															
Last job 4															
Last job 5															

SECTION C.2: JOB HISTORY- BEFORE LEAVING BANGLADESH

C 2.1	Before leaving Bangladesh did you work?		Yes	1
			No	2

Answer the following questions if the answer to C 2.1 is 'Yes'

	C 2.2	C 2.3	C 2.4	C 2.5	C 2.6	C 2.7				C 2.8		C 2.9	C 2.10	C 2.11
	Occupation title (position)	1-digit BSCO	2-digit BSCO	Name of the destination country	BSIC (2 digit code)	Time period (Month-Year e.g.- January, 2015)				What are the two primary tasks you perform?		Total monthly income (basic salary and other incomes) (taka)	Have you got any on the job training? Yes=1, No=2	Duration of the training (codes) (if the answer to D 2.11 is yes)
						From		Till						
						Month	Year	Month	Year	Task-1	Task-2			
Last job 1														
Last job 2														
Last job 3														
Last job 4														

Last job 5														

Duration of the training	
< 1 week	1
1-2 weeks	2
3-4 weeks	3
1-3 months	4
4-6 months	5
>6 months	6

SECTION C.3: NAME 7 MOST DEMANDED JOBS IN THE FOREIGN COUNTRIES YOU WORKED

Sl. No.	C 3.1 Occupation title (position)	C 3.2 BSCO (1-digit)	C 3.3 BSCO (2-digit)	C 3.4 Name of the industry	C 3.5 BSIC (2 digit code)
1					
2					
3					
4					
5					
6					
7					

SECTION D: SKILL ASSESSMENT FOR OVERSEAS JOBS

Sl. No.	Questions	Rate (on a scale of 1 to 10)
D.1	After the migration how prepared were you for the job? (1= No preparation ,10= Fully Prepared)	
D.2	After the migration what is the level of technical skill do you have? (1=No skill , 10=The skill demanded by the employers)	
D.3	After the migration rate your level of difficulty in the usage of machineries (1= No Difficult ,10= Very Difficult)	
D.4	After the migration rate your level of difficulty in the use of language (1= No Difficult ,10= Very Difficult)	
D.5	What was the worst skill related problem you faced during your job overseas? Specify. (1= No Difficult ,10= Very Difficult)	

SECTION E.1: FILL UP THE FOLLOWING TABLE BASED ON YOUR PERSONAL KNOWLEDGE AND EXPERIENCE

E 1.1	E 1.2	E 1.3	E 1.4	
In your opinion, What is the current level of overseas employment from Bangladesh so far?	What are the major factors underlying the current level and trend in overseas employment from Bangladesh?	In your opinion, what are the future prospects of overseas employment from Bangladesh?	Please specify any particular reasons for the previous observation at E1.3	
Very good=1, Good=2, Stable=3, Depressing=4, Very Depressing=5	a)Government Support, b) Lack of local employment, c) Social recognition, d) Others (if any)	Very good=1, Good=2, Stable=3, Depressing=4, Very Depressing=5		
			1	
			2	
			3	
			4	
			5	

SECTION E. 2

	E 2.1	E 2.2	E 2.3	E 2.4	E 2.5	E 2.6	E 2.7	E 2.8	E 2.9
Sl. No.	Name of the country	What are the particular characteristics of countries with better future prospects for overseas employment from Bangladesh?	What particular economic sectors in the prospective countries would have a greater or newer demand for foreign workers?			Alongside countries and economic sectors having greater prospects for overseas employment demand, as listed above, could you also identify particular occupations and skill categories having prospects in selected countries?		Toward taking an advantage of various market opportunities, what major challenges that would be involved?	
		Demographic	Sector	Rank	Reason	Skills/Occupations	Rank	Areas	Rank

		transition=1, High rate of economic growth=2, Attitude of local people toward certain jobs=3,Cost effective manpower supply=4, Others=5	Sector: Agriculture=1, Service=2Industry=3, Construction=4, Health=5 Education=6, Others=7			Doctors=1, Engineers=2, Nurse=3, IT=4, Electricians=5, Plumbers=6, Domestic Help=7, Industrial Workers=8, Farm Labor=9, = Drivers=10, Cleaners=11, Cooks=12, Restaurant Staffs=13, Others=14		Bi-lateral relations=1, Efficiency in supply of required skills=2, Involvement of recruiting agencies,=3 Government to government supplies=4, Others=5 (specify)	
1									
2									
3									
4									
5									
6									
7									
8									
9									
10									

SECTION: E.3

Which country's residents are major competitors of Bangladeshi Labor Force/ Bangladeshi Migrant workforce? Please rank in terms of competition.

Sl. No.	E 3.1 Major Competing countries	E 3.2 Rank/ Order
1		
2		
3		
4		
5		

SECTION: E.4

Based on your long experience in the field of overseas employment and understanding of relative strengths of public and private sectors, what different roles public and private recruiting agencies can play in harnessing various market opportunities? Please identify some of the major areas that recruiting agents and public may have comparative advantage.

Sl. No.	Specify	Recruiting Agency(RA) , Govt. of Bangladesh(GoB), Both
E 4.1		
E 4.2		
E 4.3		
E 4.4		
E 4.5		

E 4.6

Given your awareness of different government policies towards overseas employment and related issues, what policy changes would you suggest toward taking advantage of latent market opportunities?

OCCUPATION CLASSIFICATION

Name of occupations	Code	Definition[20]	Examples
Managers	1	Managers plan, direct, coordinate and evaluate the overall activities of enterprises, governments and other organizations, or of organizational units within them, and formulate and review their policies, law, rules and regulations.	• Chief executives, senior officials and legislators. • Administrative and commercial managers • Production and specialized services managers • Hospitality, retail and other services managers.
Professionals	2	Professionals increase the existing stock of knowledge, apply scientific or artistic concepts and theories, teach about the foregoing in a systematic manner, or engage in any combination of these activities.	• Science and engineering professionals, health professionals. • Teaching professional • Business and administration professionals • Information and communications technology professionals • Legal, social and cultural professionals.
Technicians and associate	3	Technicians and associate professionals perform mostly technicians and related tasks connected with	• Science and engineering associate professionals • Health associate professionals

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[20] Bangladesh Standard Classification of Occupation 2012, Bangladesh Bureau of Statistics.

Name of occupations	Code	Definition[20]	Examples
professionals		research and the application of scientific or artistic concepts and operational methods, and government or business regulations. (Requires ISCO skill level).	• Business and administrative associate professionals • Legal, social. Cultural and related associate professionals
Clinical support workers	4	Clerical support workers record, organize, store, compute and retrieve information related and perform a number if clerical duties with money-handling operations, travel arrangements, requests for information and appointments.	• General and keyboard clerks • Customer services clerks • Numerical and material recording clerks • Other clerical support workers
Service and sales workers	5	Service and sales workers provide personal and protective services related to travel, housekeeping, catering, personal care, or protection against fire and unlawful acts, or demonstrate and sell goods in wholesale or retail shops and similar establishments, as well as at the stalls and on markets.	• Personal service workers. • Sales workers • Personal care workers • Protective service works.
Skilled agricultural, forestry and fishery workers	6	Skilled agricultural, forestry and fishery workers grow and harvest field or tree and shrub crops, gather wild fruits and plants, breed, tend or hunt animals, produce a variety of animal husbandry products, cultivate, conserve and exploit forests, breed or catch fish and cultivate or gather other forms of aquatic life in order to provide food, shelter and income for themselves and their households.	• Market-oriented skilled agricultural workers • Market-oriented skilled forestry, fishery and hunting workers • Subsistence farmers, fishers, hunters and gatherers.
Craft related trades workers	7	Craft and related trades workers apply specific knowledge and skills in the fields to construct and maintain buildings, form metal, erect metal structures, set machine tool, or make, fit, maintain	• Building and related trades workers, excluding electricians • Metal, machinery and related trades workers, handicraft and printing workers.

Name of occupations	Code	Definition[20]	Examples
		and repair machinery, equipment or tools, carry out printing work to produce or process foodstuffs, textiles, or wooden, metal and other articles, including handicraft goods.	• Electrical and electronic trades workers • Food processing, wood workings, garment and other craft and related trades worker.
Plant and machine operators and assemblers	8	Plant and machine operators, and assemblers operate and monitor industrial and agricultural machinery and equipment on the spot or by remote control, drive and operate trains, motor vehicles and mobile machinery and equipment, or assemble products from component parts according to strict specifications and procedures.	• Stationary plants and machine operators • Assemblers • drivers and mobile plant operators
Elementary occupations	9	Elementary occupations involve the performance of simple and routine tasks which may require the use of hand-held tools and considerable physical effort.	• Cleaners and helpers, agricultural, forestry and fishery laborer. • Laborer in mining, construction, manufacturing and transport • Food preparation assistants • Street and related sales and service workers • Refuse workers and other elementary workers

Bangladesh Institute of development Studies (BIDS)

E-17, Agargaon, Sher-e-Bangla Nagar, Dhaka

Impact of COVID 19 on Overseas employment from Bangladesh

Experiences of Returning Migrants

<u>Returned Migrants Questionnaire</u>

Name of Returnee Migrant: .... Code: …………………

Address in Bangladesh:………………………………………………………………………………………………

Migrant's phone number:

| 0 | 1 | | | | | | | | | |

Country returned from:……………………………………..: Year of overseas employment (total): …………

Last occupation abroad: ……………………………………………………………………………………………….

Date of interview: …………………………………………………………………….

Name of Interviewer and signature: …………………………………………………………………………

Signature and reviewed date of supervisor: …………………………………………….

A.   Socio-Demographics of Returnee Migrants

Age in years: ……….

Gender:

        1 = Male,

        2= Female,

        3=Others

Level of Education:

        No education:

        Primary

        Secondary

        HHC

        Bachelor

        Masters

        Others (specify): …………………………………………………………….

Marital status:

        Married

        Unmarried

        Divorced

        Separated

Widower/widow

Occupation prior to overseas migration:

Unemployed

Farming

Service

Self-employed

Student

Others

SECTION A: Particulars on returning home COVID 19 (drop down)

A1: Return month, If returning home due to loss of job on account of COVID 19	….……….., 2020 (month)
A2: Particular reason for returning home:	1. Holiday 2. Completion of employment contract 3. Loss of job due to COVID 19 4. Layoff due to COVID 5. Voluntary returning home due to COVID 19 6. To escape from COVID 19 infection 7. Permanent closure of establishment you worked for 8. Closer of the business due to lockdown 9. Other, Please specify:
A3 Sources of travel expenses to return Bangladesh	1. Personal Savings 2. Personal Debt 3. Respective Employer 4. Bangladesh Government

	5. NGO 6. Other, please specify………….
A4. Total travel expenses incurred (BDT) :	
A5. Outstanding dues from the employers	1. Salary 2. Bonus 3. Retirement Benefits 4. Other, please specify
A6.Total Losses in Monetary Value (BDT):	
A7. Other losses	1. Bank balance 2. Outstanding loans from others 3. Household assets (AC, TV, etc.) 4. Other, Please specify……
A8. Total Loss of assets in Monetary Value (BDT):	
A9. What kind of challenges did you faced and facing after return to home? Please explain	
A10. When you supposed to return to the destination country?	
A11. Do you have the opportunity to join the last position in the destination country if you can return?	1. Yes 2. NO
A12. In your opinion, when you may able to return to the destination country?	

Section B: Prospects of overseas employment after COVID-19

B1. How do you perceive the prospects of overseas migration in the future	1. No Prospects at all in the near future 2. Very modest prospects in the near future 3. Good prospects of migration in the near future 4. Very good prospects in the long term 5. Not sure
B2: Please explain the reason in favor of your response	
B3: In your opinion, when the regular outflow of migrant workers may resume?	1. Next six months 2. Next one year 3. Next two years 4. Next 3 years 5. Do not know 6. Not sure 7. Never
B4: In your opinion, which sectors may prospective for further employment of migrant workers in the destination country? (such as agriculture, Healthcare, etc)	Short run: Long run:
B5: In your opinion, which occupations may prospective for further employment of migrant workers in the destination country? (Farmer, Doctor, Nurse, Caregivers, Medical Technologist)	Short run: Long run:

Section C: Future Plan

C1: What is your future plan?	1. Return to last immediate destination country 2. Migrate to new country 3. Seek employment in Bangladesh 4. Start Business in Bangladesh 5. Retirement 6. Other, (please mention)……………………………
C2: If the plan is to return to the last immediate destination country, what kind of support you may require?	1. Air ticket 2. Visa extension 3. New Visa 4. financial support; Other, please specify………………………………………
C2: If the plan is to migrant to new destination country, what are your preferred countries?	
C3: Please explain the reasons of preference	
C4: If the plan is to seek employment in Bangladesh, are you aware of the challenges of the jobs market in Bangladesh?	1. Yes 2. No
C4.2: What are the major challenges to secure job in Bangladesh? Please mention	
C4.3: What kind of assistance you may require to overcome the challenges?	
C5: If future plan is to start business, Do you have any specific business idea/plan?	1. Yes 2. No
C5.1: Do you have fund to start your business?	1. Yes 2. No

C5.2: Do you have the know-how to operate the business?	1. Yes 2. No	
C5.3: Do you have market linkage to operate the business?	1. Yes 2. No	
C5.4: business idea successfully? Please mention		

Section D: Recommendations

D1: What kind of policies and administrative measures now the Bangladesh government may take to ensure the returning of stranded migrants workers in Bangladesh?	
D2: What kinds of policy and administrative measures should Bangladesh government take to protect migrants' life and employment during the time of calamities like as COVID-19, war? Please give your opinion	
D3: For future migration in old destinations of migration; what kinds of steps or policy should government take?	
D4: For future migration in old destinations of migration countries, what steps should recruit agency undertake?	
D5: any other suggestion:	

Thank you for your cooperation.