

Strategy Paper for re-integration of Returnee Migrants

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List of Acronyms

ADB	Asian Development Bank
BAIRA	Bangladesh Association of International Recruiting Agencies
BMET	Bureau of Manpower, Employment and Training
BOESL	Bangladesh Overseas Employment Services Limited
CEDAW	Convention for Elimination of all forms of Discrimination Against Women
DC	Deputy Commissioner
DFID	Department for International Development
FDI	Foreign Direct Investment
GDP	Gross Domestic Product
GFMD	Global Forum on Migration and Development
GOB	Government of Bangladesh
HIV/AIDS	Human Immunodeficiency Virus/Acquired Immuno deficiency Syndrome
ICT	Information and Communication Technology
ILO	International Labour Organization
ILO-Dhaka	ILO Office in Bangladesh
IOM	International Organization for Migration
MEWOE	Ministry of Expatriates' Welfare and Overseas Employment
MDG	Millennium Development Goals
MFI	Micro Finance Institutes
MOHFW	Ministry of Health and Family Welfare
MOI	Ministry of Information
MOWCA	Ministry of Women and Children Affairs
NGO	Non-Government Organization
NVQF	National Vocational Qualifications Framework
ODA	Overseas Development Assistance
PRSP	Poverty Reduction Strategy Paper
RMMRU	Refugees and Migratory Movement Research Unit
SDC	Swiss Development Cooperation
SME	Small and Medium Enterprises
STD	Sexually Transmitted Diseases
TTC	Technical Training Centre
UN	United Nations
UNDP	United Nations Development Program
UNIFEM	United Nations Development Fund for Women
USD	United States Dollar

Executive Summary

This paper assesses the pattern of migration, its demography, skill composition, dynamics of remittance flow and its impact on the socio economic development of Bangladesh. It analyzes the situation of returnee migrants and issues on re-integration. It examines current ILO interventions and programs of other countries for returnee migrant workers and possible replication in the country. It evaluates current programs on rehabilitation and also depicts opportunities in the arena for possible interventions by the upcoming ILO project on migration. Finally the paper elaborates some strategies for re-integration of returnee migrants that may be adopted for proper utilization of remittances.

Migration has occupied one of the most crucial positions in the economic and social development discourse in various countries of the world. It has created dominance on poverty alleviation and employment generation. Starting in 1976 migration from Bangladesh attained the number of 0.87m in 2008. In 2009, flow of migration declined to about 0.44m due to global economic recession but not effected severely. Bangladeshi migrant are classified into four skill groups. These are Professionals, Skilled, Semi-skilled and Less skilled (unskilled). About 49% of the migration falls in the category of less-skilled workers. Remittances from migrants constitute a major share of foreign exchange earning of Bangladesh. Remittance attained US\$ 9.01 in 2008 and US\$ 9.84 billion up to November 2009 in Bangladesh. It occupies the highest level of net foreign exchange earning sector of the country.

The migrant workers stay in the overseas country for a limited period. Sustainable re-integration of migrant workers can be ensured with appropriate utilization of their income. The migrant workers come back with skill, work experience and savings. Lack of opportunity for investment and appropriate counseling mostly hampers the initiative of the migrant workers towards appropriate venture. Country's development activities may get momentum with the active participation of returnee migrant workers.

ILO has adopted some initiatives to collect background information on returnee migrant workers. It includes preparation of database, information campaign, counseling on investment opportunities, entrepreneurship development, etc. ILO has organized various Seminars, Symposiums, Workshops and Consultations in collaboration with government and NGOs.

Some manpower sending countries created very effective practices to establish sustainable re-integration of migrant workers to accrue the fruits of migration. These are Philippine, India, Sri Lanka, Pakistan, etc. These programs can be replicated and be successfully implemented in Bangladesh.

ILO has conceived a project on development of migration management with the components of (i) Strengthening Policy measures to upgrade institutional frameworks, (ii) Improving Operational Efficiency and (iii) Promoting Social Protection and Support for Migrant Workers, with special attention to returning migrants. The Project aims to contribute to sustainable economic and social reintegration of migrant workers for the development of Bangladesh.

Appropriate strategy for the re-integration program needs some specific information like socio-economic profile of migrant workers, Pattern and use of remittance and Needs for training, Counseling or Financial assistance for re-integration. Empowerment of the migrant workers may be possible ensuring appropriate social and economic re-integration through i) Liaison with Investment opportunities, ii) Arrangement of loan from banks for SME initiatives, iii) Providing Community Based Training on cooperative basis to the returnee women migrants, iv) Arrangement of re-migration, v) Basic training in employable trades, vi) Assisting in projects like ICT, Real Estate, etc.

Program towards reintegration of returnee migrants should also incorporate i) Awareness Campaign, ii) Information dissemination, iii) Counseling workshops at district level for proper utilization of remittances, iv) Creation of facilities like establishment of resource center, v) Capacity building of DEMO, vi) Skill training program, vii) Loan and micro credit, viii) Counseling for investment facilities and ix) Entrepreneurship development. Other efforts may be services through mobile phones, establishment of One stop service to extend need-based information, Special program for the women migrants in distress, Survey/Study on situation of the women migration, Creation of special fund to provide assistance, etc.

Strategies for re-integration may be adopted both in the short and long term for returnee migrants. With a view to achieving the objectives of economic and social re-integration of the returnee migrants a project may be taken for implementation of all the relevant activities. Sustainable re-integration program needs a long-term perspective plan, which is to be implemented in successive projects. Issue of climate change should also be considered in designing the program.

Finally a Roadmap to the action plan of the implementing strategy for proposed activities for re-integration of returned migrants has been designed on **Short Term and Long Term with probable Implementing Agency and Period.**

1.00 Introduction

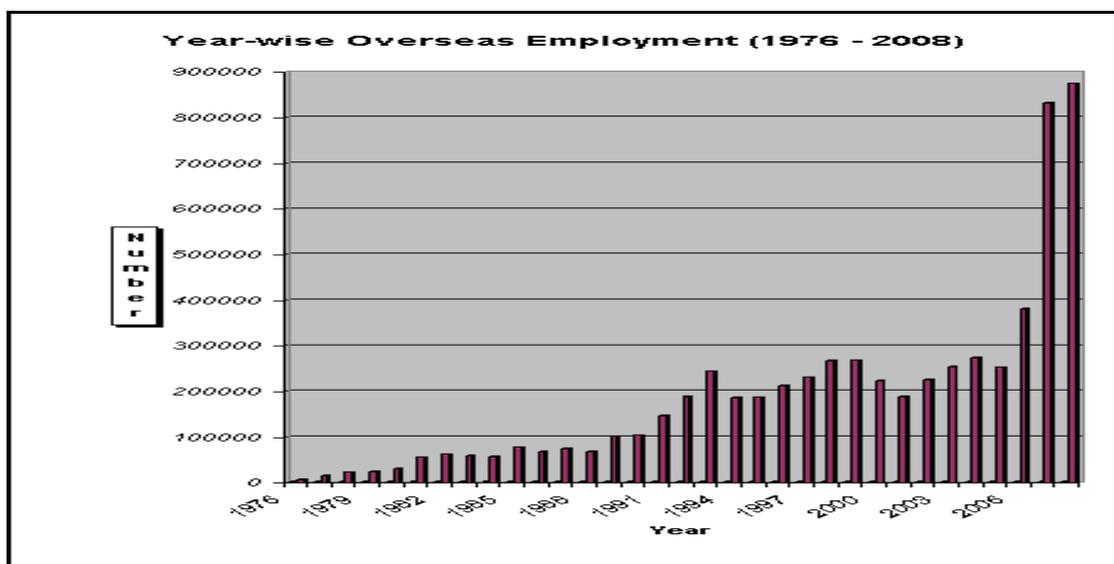
International migration has emerged as one of the primary concerns of economic and social development in various countries of the world. Almost all countries of the world are taking part in the migration process in some kind of means; some are participating as sending countries, some as receiving, and others as transit countries. In view of the vast potential of human resources and the limitation of creation of local employment opportunity, overseas employment is now

considered as an obvious development alternative of economic emancipation and empowerment for Bangladesh. It has become an added advantage for poverty alleviation particularly for women. Migration and the remittances from manpower export have established this sector in one of the most important positions in the development discourse of Bangladesh. Remittances from Bangladeshi migrants have constituted a bigger share of the country's development budget than foreign aid. Thus migration is now considered as a vital livelihood strategy for a large section of people of Bangladesh. Successful migration can be established through safe and profitable stay at workplace and sustainable re-integration of migrant workers with appropriate utilization of their income. There is need to provide orientation to the returnee migrant workers about all necessary information to facilitate re-integration socially and economically protecting them from all sorts of exploitation. This will enrich the workers rehabilitation ensuring contribution to the development of the economy by the earnings and savings from remittance.

2.00 Migration scenario and remittance flow.

Within the past thirty-five years, the number of migrant workers world-wide, both internal and international has multiplied the figure to triple, from 84 million in 1976 to 250 million in 2009. Feminisation of labour migration in Asia depicts that- since late 1970s; women constitute an increasing proportion of migrant labour force. From 15% in 1976 it grew to 50% in 2009 in Asia & Latin America. In some countries like Philippines, Indonesia, Sri Lanka, etc. the number of women migrant workers exceeded that of male workers. Percentage of women migration in the international average is about 49% and this figure in the Philippine and Sri Lanka is about 70-90%.

As per official record available at BMET, Bangladesh started sending manpower abroad officially in 1976. Starting with the number of 6078 in 1976, it reached the pick at 8,75,055 in 2008. In 2009, flow of migration declined due to obvious global economic recession but not drastically in comparison to the rate of flow from 2000 to 2006. It attained the figure of 4, 41,112 up to November 2009. An aggregate number of 6.7m workers got employment from 1976 to 2009. Bangladeshi migrants are spread over five continents in more than 120 countries.



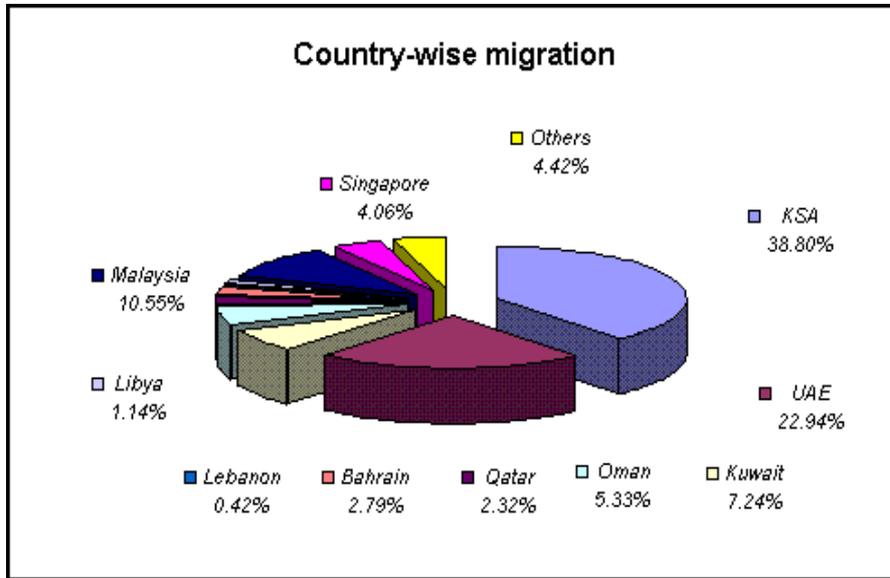
Year-wise and county-wise figure of overseas employment is depicted in annex - 1. Women migration from Bangladesh constituted only 1% up to 2004, Presently this trend has attained the level of 5%. There were several bans on women migration from Bangladesh in lower level of jobs up to 2001. The number of women migration is ever increasing from 1998 to 2009 even the overall migration declined due to economic crisis worldwide. From 1991 to 2009, more than 1,40,000 women migrated to overseas employment in 33 countries. Presently women's employment opportunity in the overseas labour market is mostly confined to some specific occupations like house-keeper (Domestic aide), cleaner, garment worker, etc. These workers usually come from the village and sub-urban areas with poor economic background. There exists a good demand of women workers in some other trades like nursing, care giving, cashiering, catering and in electronic factory, etc.

Bangladeshis working abroad currently range from domestic aides to atomic scientists. A large section of them are un-skilled and semi-skilled workers. Four skill groups have been identified for demarcation on the profession of workers. These are Professionals, Skilled, Semi-skilled and Less skilled (unskilled). Doctors, Engineers, Architects, University and College teachers, Accountants, Computer programmers, Pharmacists, Nurses, Foremen, Diploma Engineers, Paramedics, Sales personnel, etc., are treated as professionals. Skilled workers group includes Mechanics, Welders, Masons, Carpenters, Electricians, Painters, Cooks, Drivers, Plumbers, Tailors, Blacksmiths, Tile fixers, Operators, etc. Semi-skilled category includes Farmers, Gardeners and different types of helpers in various trades. Finally Cleaners, Servants, Labourers, General workers, etc., are grouped into the Less-skilled category. About 49% of the total Bangladeshi workforce in various countries particularly in the Middle Eastern countries and Malaysia are unskilled or less-skilled workers. They have very little or no educational background and have not received any kind of training. Semi-skilled workers are accounted for 15% and rest of the migration belongs to the professionals and skilled workers, which come to an approximate value of 3% & 33 % respectively. In case of women workers; the proportion of less-skilled workforce is more than 90%.

Major countries of migration are Saudi Arabia, UAE, Jordan, Kuwait, Oman, Qatar, Bahrain, Malaysia, Singapore, Libya and Lebanon. Destinations for women migration from Bangladesh are UAE, Lebanon, Saudi Arabia, Jordan, Kuwait, Oman, Bahrain, Mauritius, Maldives, etc. In analyzing district-wise figure of migration it is observed that districts scoring top positions in migration are Brahmanbaria, Chittagaong, Comilla, Dhaka, Feni, Gazipur, Laxmipur, Munshiganj Narsingdi, Noakhali, Tangail, etc. Detailed statistics on district wise migration has been depicted in annex – 2.

Table : 2 COUNTRY-WISE OVERSEAS EMPLOYMENT
From 1976 – 2009 (November) (Top 10 countries)

Country	KSA	UAE	Kuwait	Oman	Qatar	Bahrain	Lebanon	Libya	Malaysia	Singapore
Number	2,572,318	1,567,741	479,570	358,005	155,027	189,334	29,969	81,459	698,675	276,033



2.01 Migration from Bangladesh is mostly caused by the following reasons:

1. Demand for cheap labour in the developed countries
2. Scope of better earning in the countries of destination
3. Increased participation of women in the labour force
4. Poverty and insecurity of livelihood and
5. Desire for a better living standard

Demand for Bangladeshi workers is prevailing mostly in the middle-eastern and southeastern countries. Demand in the countries of European Union and USA in some specific professions also exists. Bangladeshis have a good opportunity to be absorbed in this demanding employment market with significantly higher wages. To accrue this achievement, the basic need is training in specific trade and in communication skill. European and Nordic countries also feel the shortage of appropriate hands for baby care, old age care, sick persons care, etc. It needs to improve the skill and quality of the workforce to penetrate the markets of the developed countries.

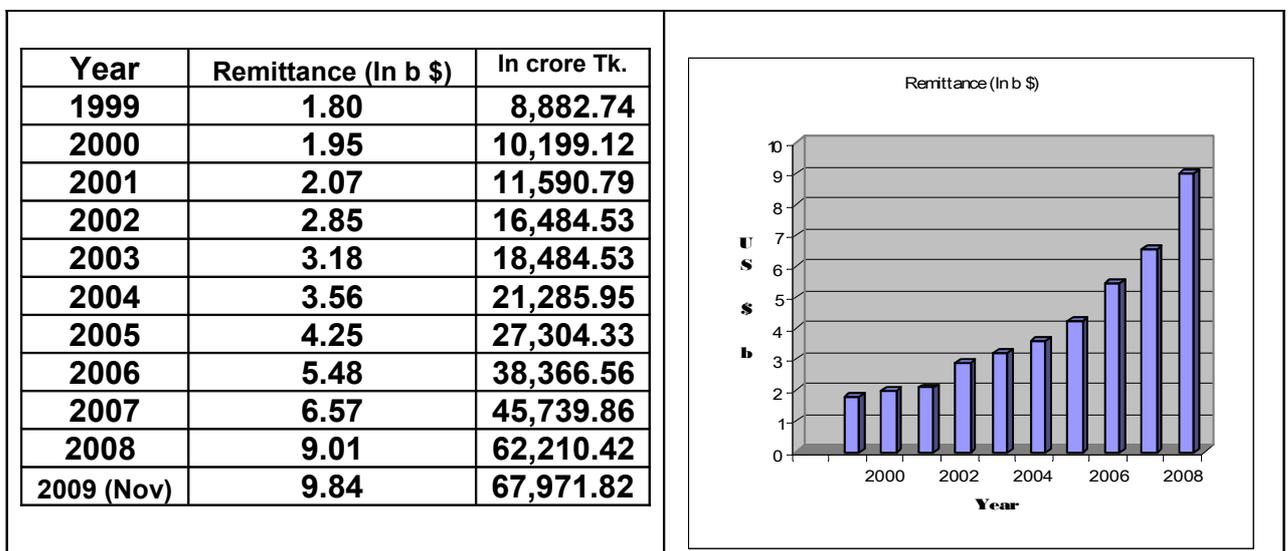
2.02 Remittances from the migrant workers

Flow of migrant is associated with growing amount of remittances. Global figures show that official remittances has increased from less than US\$ 2 billion in 1970 to US\$ 70 billion in 1995 (ILO, 2000), which is US\$ 444 billion in 2008. This does

not include informal transfers. Micro-studies in countries like Pakistan, Philippines, have shown that only around half of the remittances are transferred through official channels and the rest finds their way in through different unofficial methods. Consequently the actual amount of remittance is likely to be at least double the officially recorded figures. The countries like Philippine, Sri Lanka and Indonesia are sending more women workers ensuring earning of more remittance through women migrants.

The massive outflow of Bangladeshis generated significant financial flows in the form of remittances, which have become a valuable and inexpensive source of foreign exchange available for economic development of the country. Economy of Bangladesh is being enriched through the earning of remittances of the migrant workers. Remittance is the main benefit accrued from migration to the family. Remittance figure attained US\$ 9.01 in 2008 and US\$ 9.84 billion up to November 2009 in Bangladesh. Amount of remittance constitutes 11% of GDP¹, 5 times of ODA² and 11 times of FDI³. It occupies the highest level of net foreign exchange earning sector of the country. Remittance increases with the expanding migration process and accelerating movement of people for overseas employment market. Some study predicts an ambitious achievement for the flow of US \$ 30b remittance by 2015 in Bangladesh. To achieve this level of remittance skill development training in the migration process is to be focused properly.

Table : 3. Year-wise remittance statistics



¹ GDP is Gross Domestic Products

² ODA is Overseas Development Assistance

³ FDI is Foreign Direct Investment

2.03 Benefits accrued through migration from Bangladesh

Migration from Bangladesh facilitates the following socio-economic benefits of the migrant and the country as well:

1. Reduces the unemployment problem
2. It leads to poverty alleviation.
3. Remittance is the highest amount of net foreign currency earning sector for the economy. It enhances the economic condition of the migrants ensuring the economic development of the country.
4. It develops the capability of investment for self-employment and entrepreneurship.
5. For the movement of migrant workers, business related to hotel, traveling, transportation, etc. gets momentum in the country.
6. It enhances the financial capability and purchasing power of the migrant workers.
7. It enhances transfer of technology through technical knowledge and expertise acquired by the migrant workers working abroad.
8. It creates motivation and develops awareness of the migrant workers towards cleanliness, hygienic environment, importance of literacy, discipline and uplift the standard of living.
9. It helps reducing the frustration, drug addiction, social unrest among the youth, etc.

3.00 Situation analysis of returnee migrants

In the idealized model, the migrant workers stay in the overseas country for a limited and predictable period of time and then returns to the originating state. They come home to enjoy engaging in income-generating activities such as investments of their economic objectives and entrepreneurship that should be more sustainable than their stay abroad.

Migrant workers return home after completion of the tenure mentioned in the agreement. Normally the tenure of employment is of two to three years. The migrant workers come back with a sum of accrued skill and work experience. They possess some savings from income remitted to the country and savings kept with them. Domestic economy faces some impacts of the returned migrants for absorption in the scarce of local employment market that is already saturated with the ever-increasing labour force every year. The main issue in this regard is to ensure the proper utilization of remittance for the benefit of the family. Lack of opportunity for investment and appropriate counseling mostly hampers the initiative of the migrant workers towards appropriate venture. There exists a very few approaches aiming at effective social and economic re-integration of returnee migrants particularly for women both from the government and private or NGO sector.

3.01 Issues on re-integration of migrant workers

It is now well accepted that the safest, shortest and lasting route to economic emancipation for Bangladesh lies in manpower export sector. With the increasing importance of migration, it is necessary to maximize the contribution of manpower export for economic growth and poverty reduction of the country. An integrated approach towards re-integration is necessary to accrue the fruits of successful migration. Country's development activities may get momentum with the active participation of returnee migrant workers. Comprehensive program may be adopted for employment generation specifically for the interested returnee migrants. Bangladesh can enhance the skills and productivity of returned labour force providing appropriate training. Economic empowerment at the micro-level is the basic pre-requisite to reduce the poverty in achieving the millennium development goal (MDG).

Almost half of the population of the country constitutes women folk with equal potential to contribute towards the economic development of the country. The overall human resource development of the nation is not possible keeping them outside the mainstream of development activities. To achieve the target of faster national development, it is important to analyze and explore the potential of returned women migrants. There exists a good demand of women workers in the overseas employment market particularly in the jobs of nurses, garment workers, care givers and house keepers. Training to the returnee migrants may prepare to avail this opportunity.

Protection of rights of the migrant workers can be possible through the smooth flow of information in all phases of migration. It needs to provide the returnee migrants with knowledge, information and skills essential for the better management of assets accrued throughout the entire migration process. This campaign is also specifically needed for returnee women migrants who are more vulnerable in the migration discourse.

There are some migrants who migrate to one or more countries, stay abroad for a reasonable length of time, sometimes taking up citizenship of the host country and at a certain point decide to return permanently or temporarily to the country of origin. Many migrants with tertiary education may work in unskilled or semi-skilled profession. Vocational skill and experience gathered from current and previous jobs can be utilized in re-integration process. Migrants with highly skilled or professional qualification may have the opportunity of re-migration in the industrialized countries utilizing their skill.

In designing the programs for returning migrants some factors are to be considered like country of employment, professions, salary level, savings, skill acquired, etc. Sustainable return may be ensured only through appropriate

approaches for re-integration for both the successful and unsuccessful migrant workers.

4.00 Current ILO interventions for returnee migrant workers

The ILO pioneered the development of international labour standards to guide migration policy and protection of migrant workers. The ILO Conventions on Migration for Employment (Revised), 1949 (No.97), Migrant Workers (Supplementary Provisions), 1975 (No.143) and Private Employment Agencies, 1997 (No.181) are widely recognized as lead instruments for the protection of migrant workers in addition to the International (UN) Convention on the Protection of the Rights of All Migrant Workers and their Families, 1990.

The ILO Multilateral Framework on Labour Migration (2006), a non-binding framework, spells out principles, guidelines and good practices for the development/improvement and implementation of sound labour migration policies. It addresses the crucial issues of labour migration– good governance of labour migration, protection of migrant workers, promotion of migration and development linkages and enhanced international cooperation.

The ILO Office in Bangladesh (ILO-Dhaka) has been working with various partners from government, employers' and workers' associations, civil society as well as the other UN agencies to promote decent work for migrant workers. The key areas of work include advisory service, building the knowledge base, capacity building, advocacy and action programmes.

Recently ILO adopted some initiatives to prepare the background information base and analysis of present scenario on returnee migrant workers. It includes preparation of a database on the returnee migrants. This database will be based on registration of the willing returnee migrant workers all over the country. The registration process is to be conducted in two ways:

Firstly through District Employment and Manpower Offices in 42 districts and secondly the returnee migrants may get registration online through Internet, so that they can have access from all the remote corner of the country. Bangladesh University of Engineering and Technology (BUET) is providing technical assistance in preparing software and a specific website for registration. After completion of registration the list of migrant workers returned from different countries will be sorted on the basis of basic educational qualification and profession. It is planned to organize following services to the returnee migrants as per their choice:

- i) Information campaign will be developed and be elaborated to the grass root level to aware the returned migrants on utilization of their remittances and savings with productive investment.
- ii) Counseling will be arranged on investment opportunities.
- iii) Entrepreneurship development training will be provided.
- iv) Arrangement of training in different employable trades.
- v) A section of women migrants face some traumatic problems during their stay abroad. The women returnee migrants will be assisted for re-habilitation in the society economically, who had experienced physical or psychological stress at the work place.

As per constitutional mandate of United Nations, ILO is very much pro-active in various policy measures towards upright the privileges of migrant workers. ILO conducted several studies on the utilization of remittance of the migrant workers and to draw the profile of present migration dynamics.

ILO has organized various Seminar, Symposium, workshop and consultations in collaboration with government and NGOs working on the welfare to the migrant workers.

Through these programs, it is expected that one of the most vital phases in the migration discourse, the re-integration of returnee migrants in the society will be addressed and it will ensure the proper utilization of remittance earned in exchange of hard work of the migrant workers.

5.00 Programs of other countries and possible replication in the country.

Some manpower exporting countries have a very good example in attracting the migrant workers to establish in the country of origin. These programs have created sustainability of the re-integration of migrant workers to accrue the fruits of migration.

Philippine shows some successful ventures to re-integrate their workers including female ones. The migrant workers have been designated as heroes of the nation there. Contribution of the migrant workers' remittance in the economic development is highly recognized. Banks and financial institutions have extended various special packages for investment opportunities of the migrant workers. Overseas contract workers from the Philippines enjoy different financial privileges, which are very much congenial towards re-integration of the migrant workers in to the society.

In India there are several effective organizations operated by the skilled returned migrants. They are operating the ICT villages in Bangalore, which is well known as second Silicon Valley. They have developed huge real estate business in

Hyderabad. Different Banks also extend financial assistance to these ventures. The quest for increased initiatives provides extensive inputs to assist skilled returnee manpower from abroad. They have created successful examples to establish the movement of prospective migrants to their protective domains.

India has offered dual citizenship to the Diaspora community settled in different countries. This has attracted the citizens of Indian origins to invest in India and re-establish connection with the country.

Sri Lanka launches several programs for the returnee migrants like housing scheme and industrial establishment. Government and financial institutions mainly sponsor these types of welfare-based programs.

Pakistan has also some investment plan under the administrative control of Overseas Pakistanis Fund (OPF) generated by the returnee migrant workers. This organization provides opportunities for establishment of SME, Counseling and advisory services for investment. A good number of skilled individuals harbour their efforts to accumulate better wealth.

All these programs can be replicated and be successfully implemented in Bangladesh. Returned migrants in Bangladesh may be assisted by government and non-government organizations to take up the projects and ventures with similar nature of other neighboring countries, which have proved their success in re-integration.

6.00 Opportunities in the arena for possible interventions by the upcoming ILO project on migration

ILO has adopted a project on development of migration management. The project consists of a three-pronged strategy of (i) Strengthening Policy and Measures to upgrade institutional frameworks, (ii) Improving Operational Efficiency and Effectiveness in Overseas Employment, (iii) Promotion, Strengthening the Social Protection and Support for Migrant Workers, with special attention to returning migrants. The Project titled “Promoting Decent Work through Improved Migration Policy and its Application in Bangladesh” aims to contribute to sustainable economic and social development of Bangladesh through technical cooperation in strengthening national efforts to improve migration policy in an overall programme of decent work. The project will follow a right based approach in line with the UN and ILO Conventions, the ILO Multilateral Framework on Labour Migration and other international instruments covering governance of labour migration, protection of migrant workers and promotion of migration development linkages.

The project comprises the components on policy reforms to accrue the maximum benefit from the development impact on migration and better protection of migrant

workers and their families. It also emphasizes on establishment of an effective monitoring system and coordinated services for returning migrant workers. One of the major objectives is to address the policy coordination and coherence at the national level to ensure maximization of the societal, economic and social benefits from labour migration through sustainable re-integration of returnee migrants. The project will promote systematic regional information sharing on common issues, concerns and lessons in managing Asian migration along the three objectives lines of policy, operational capacity and targeted services for returning migrant workers and their families.

Activities of the project include strengthening Social Protection for Bangladeshi migrant workers, with special attention on female migrant workers, available onsite and on their return. The arrangement is gender responsive for women who are harassed and providing support services to women migrants in distress. Monitoring System and coordinated referral services for returning migrant workers will be established. A system for monitoring return migration is required to establish appropriate strategies and programmes for social and economic resettlement of returnee migrants. The project will establish a core package of services to address immediate economic, social and legal needs of migrant returnees. This would include, among others, counselling and guidance on available assistance in terms of skills training, employment, and credit programmes. The approach will design investment programmes for migrants and returnee migrants to guide investments in sectors that have a potential for growth; entrepreneurship training of returnee migrants interested in setting up their own business; facilitating better access to credit; identifying new skills during overseas employment; and a placement programme to help them to find an appropriate job overseas or in domestic establishments. There will be more comprehensive programmes to support the longer-term economic and social resettlement of returnee migrants through sustained livelihoods.

The project is linked to Bangladesh Millennium Development Goals (MDG)s to Eradicate extreme poverty and hunger and Promote gender equality and empowers women. It is also concerned about Poverty Reduction Strategy Paper II describes increasing overseas labour migration as one of the key components of the government's employment generation strategy. The project is very much policy friendly with Global Forum on Migration and Development (GFMD). This project is commensurate with the expectation towards establishment of positive impact of migration through successful re-integration of returnee migrant workers.

7.00 Strategies for re-integration of returnee-migrants.

The remittances are generally treated as income source of the family of a migrant worker. Usually the returnee migrants try to utilize the remittance in the

investment opportunities. In the context of Bangladesh for an individual, land is the safest and most profitable investment. Migrant workers chose to invest in all kinds of land – arable, homestead, commercial, etc. They have also mortgaged in land as an income-earning avenue. Investment in savings among these families is found to be relatively low. Other investment sectors through utilizing remittance are considered as financing in sending other family members abroad; construction of structured home, investment in business, etc. Investment of remittances in productive venture is not always because of the lack of willingness of the part of individuals or families, but also due to lack of viable investment opportunities.

In designing the appropriate strategy for the re-integration program district-wise and destination country wise migration scenario should be analyzed. Some specific information would be practicable for portraying the program in useful manner. This background or base level information may be collected to draw -

- 1) The socio-economic profile of migrant workers.
- 2) Pattern of remittance sending.
- 3) Use of remittance and its impact on standard of living.
- 4) Migration cost and the re-payment of any loan.
- 5) Needs for re-integration:
 - Training
 - Counseling
 - Technical or Financial assistance

IOM and RMMRU have conducted two separate surveys on Remittance Receiving Families to draw their Socio-Economic Profiles. Studies showed that the majority of the remittance receiving families is joint families with an average size of six persons. So family based projects on agricultural farming will be suitable for the returned migrants. It also predicts use of remittance by the migrant workers for the following expenses:

- i) Repayment of loan received in paying the migration cost
- ii) Social ceremonies
- iii) Community development activities
- iv) Business Investment
- v) Savings

Empowerment of the migrant workers may be possible through ensuring appropriate social and economic re-integration. This can be ensured through the following measures:

1. Liaison with Investment opportunities in the country at various levels.
2. Arrangement of loan from banks for SME initiatives.
3. Providing Training on cooperative basis to the returnee women migrants.

4. Arrangement of Re-migration.
5. Basic Training in technically employable trades.
6. Refresher training of semi skilled level of workers to upgrade their skill.
7. Assisting in information and Communication Technology project.
8. Advice for Real Estate project.

a) Present programs in re-integration of returnee migrants in Bangladesh

In fact there is no significant program from the government regarding the rehabilitation of the returnee migrants. A few associations of the migrant workers are working with different agenda on the welfare of the migrant workers Some NGOs, like BRAC⁴, Manusher Jonyo Foundation⁵, BOMSA⁶, WARBE⁷, SSKS⁸, OKUP⁹, etc. are operating some projects regarding awareness raising projects. Even that all these approaches are insufficient in comparison to the required ones. They don't have any significant investment also.

b) Glimpses of Saving Schemes and account facilities for migrant workers

i) Non-Resident Foreign Currency Deposit (NFCD)

Migrants can have a NFCD account in any branch of Bangladeshi and foreign banks. The account can be opened for different periods: one month, three months, six months or one year in foreign currency. This account can be maintained for an indefinite period even after the return of the wage earner (migrants). One is also eligible to open an NFCD account with his/her savings within six months of one's return to Bangladesh.

ii) Wage Earners' Development Bond

The remittance of Bangladeshi migrants abroad can be invested in Bangladeshi currency in five-year Wage Earners' Development Bond. The profits are investable in Bangladesh and the bonds accrue an annual interest rate of 12%.

iii) Non-resident Investor's Taka Account

One can open a NITA by the money remitted for investment in the share and securities of the capital market of Bangladesh. Such an account may be opened in any dealer branch of an authorized bank. The central bank also allows investment of funds in remunerative business projects to the account holders.

Most of the commercial banks, nationalised and private, offer the Bangladesh Bank facilities and instruments to Bangladeshi wage earners. These include the

⁴ BRAC (Bangladesh Rural Advancement Committee) is a leading NGO of the country

⁵ Manusher Jonno Foundation is an NGO

⁶ BOMSA is an NGO working with migration and development

⁷ WARBE is Welfare Association of Repatriated Bangladeshi Employees working in relation to migration

⁸ SSKS is Shosti Samaj Kalyan Shanstha

⁹ OKUP is Ovibashi kalyan Unyan Parishad

NFCD account, Wage Earner's Welfare Bond and Non-resident Investor's Taka Account.

c) Components of the re-integration program may be depicted as follows:

i) Awareness Campaign of migrant workers

Awareness campaign and information dissemination are two major contributors towards establishment of returnee migrants in the country of origin. These will facilitate the self-employment initiatives of the returnee migrant workers. A continuous basis program may be adopted to implement the following activities in particular:

1. Mass awareness raising for the returnee migrant workers and general masses including all stakeholders.
2. Preparation of Leaflets, Posters, Brochure, Information-booklets, etc. for awareness raising and information dissemination.
3. Preparation of short docu-drama for TV publicity and awareness through Radio.
4. Counseling workshops at district level for proper utilization of remittances.

Awareness may also be extended to address the health issues of the migrant welfare particularly STDs, HIV and AIDS.

ii) Creation of facilities

A resource center has been established in BOESL with the assistance of IOM and another resource center has been set up in BMET under a project assisted by UNIFEM which is meant for extending all sorts of cooperation and information dissemination for women migrant workers.

Similar type comprehensive resource center may be established for dissemination of required information for the returned migrants to advise all sorts of assistance towards successful re-integration.

ILO may arrange awareness campaign and other promotional activities in relation to stimulate the conception regarding returning safe migration. Following components may specifically be addressed in these programs:

1. Capacity building of District Employment and Manpower Offices and Probashi Kalyan Desks at DC¹⁰ Offices to deliver services to the returnee migrants more efficiently.
2. Another approach may be the introduction of services through establishment of Migrant Resource Centre both centrally at BMET and at

¹⁰ Probashi Kalyan Desks at DC offices are the welfare desks established at the District Commissioner's Offices in 64 districts

the district level offices for returned migrants to provide all sorts of information regarding successful re-integration.

iii) Skill training program

The issues of poverty alleviation and sustained economic growth emphasize the human capability development of the country. In the context of globalization process, it is felt necessary to develop appropriate human resources to meet the demand of international market aiming at improving effective skill and knowledge. There exists significantly excess supply of unskilled labour in the overseas employment market on the other hand there is a serious dearth of labour with specific skills. Utilization of returnee migrants may be adopted as a development strategy to use the real resources for Improvement of productivity. Skill development training is an essential approach towards improving the efficiency of the returned migrants. Its ultimate effect will result in higher level of productivity, earning of remittance and ensures better and improved standard of living.

Training to the returnee migrants would establish a better image of Bangladesh to create base for the potential skill re-migration. If it can be made possible to export more skilled workers instead of unskilled labour, foreign currency earning would be much more. Ensuring employment of more skilled workers, remittance can be enhanced to a great extent through their higher wages. Wages of a skilled worker is three to four times than that of an unskilled one. The need for skilled manpower both at home & abroad is increasing day by day and in the context of this ever-increasing need, vocational training activities should be expanded to face competitiveness in the world market. To create more employability, Language and soft skills of returnee migrants also need to be improved to prepare them for remigration.

Training may be operated in line with the National Vocational Qualification Framework (NVQF) recently developed in TVET reform project under implementation by EC-ILO. Skill training program may be operated in Technical Training Centers under BMET and also in other training institutes under the department of Youth Development. Trades of training may be selected on the basis of the choice of the returnee and their interest.

iv) Loan and micro credit

Micro Finance Institutions (MFIs) have emerged as major actors in savings mobilization and credit disbursement at the grassroots level in Bangladesh. Their success in mobilization of savings and collateral free credit delivery system and door-to-door services through contacts at the grassroots make them potential institutions for encouraging savings and investment of remittance in Bangladesh. The major chunk of returnee migrants and their family members are interested to engage them in small business, agro-based farming like poultry, cow rearing, fish

culture, improved cultivation, small transport vehicle, setting up shops, etc. Bank finance and credit facilities definitely augment their initiatives along with their own collateral and equity in investment. What they need is proper counseling in regard to appropriate place of investment and to attain the small entrepreneurship quality.

v) Counseling program for the returnee

Most effective and needful service is counseling on how to invest and utilize the savings from remittance. Sometimes it is recognized that appropriate consumption strategy is much more difficult than. Improper use of remittance may compel them in unsuccessful migration and lead the returnee migrants to a worse situation on than before.

Migrant workers are coming back with skill, knowledge and some savings. But without having proper guidance and information, they cannot invest the expertise and money in a productive venture. There should be program and plan aiming to contribute to provide orientation to the returnee migrant workers about all necessary information, knowledge and skills essential for the better management of their re-integration with a series of activities. It is necessary to provide various info services to the returnee migrants through various project activities.

A counseling cell may be established to provide the following services:

- i) Counseling for investment facilities.
- ii) Orientation on the entrepreneurship development.
- iii) Counseling on utilization of remittance and savings, etc.
- iv) Advice on training on new skills in demand.

Presently the services through mobile phone operators become very much popular and effective to reach the target groups. Information dissemination on different programs for the returned migrants can be facilitated through mobile phone operators, SMS call center or helpline services. It would be an automated, quick and efficient info service.

vi) One stop service to extend need-based information

A one-stop service center may be established to extend need-based information to migrants expediting the use of their hard earned remittances through a hassle-free system. The service will not only benefit migrants but also their family members.

vii) Special efforts for the women migrants in distress

Sometimes women migrant workers face a multiple forms of discrimination. Workplace and return to home may expose women migrant workers in the following situations:

1. As a low skilled worker in an isolated work environment
2. Exploitation on return at home country
3. Gender-based violence at workplace
4. Problem in social reintegration
5. Limited opportunities for investment at home
6. Lack of facilities in market oriented skills development for women
7. Less access to information, education and training than men

Concentration of employment opportunities in a few low paid and unskilled conventional jobs limits their opportunity for further overseas employment. Most of the female migrant workers are illiterate or less educated which lead them to more vulnerability of exploitation. The workers are not aware about the proper use of the remittance through savings and investment, which direct them towards similar economic conditions as previous status or sometimes worse than before. To rehabilitate and re-integrate the women migrant workers a special program may be designed in an appropriate manner for the women workers who experienced physical and psychological trauma during their stay abroad.

For the returnee women migrants, those faced problems in the country of workplace; assistance may be provided for reporting to police, filing complaints to BMET & special courts and liaison with law agencies. Returnee women can play a pivotal role in the development of human resources with appropriate training. It needs special emphasis to dedicate skill development of the workers. To meet the demand for skill training private sector and NGOs may be engaged in a big way in the vocational training field. The focus of world economy has been changed from the cheap unskilled labor to highly skilled and organized workforces. Developing human resources through institutional and informal training should get priority. With these views, skill development training program of women workers should be strengthened and be made effective to cater to the needs of the overseas market. Specific demand may be explored for women workers in different trades other than house keeping trade for returnee migrants. Counseling program will be most suitable and necessary for female migrant returned.

viii) Survey/Study on situation of the women migration

A study needs to be conducted to assess the present situation of the women migration, their problems, migration cost, socio-economic profile, the use of remittances and sustainable return with successful re-integration. The overall objective of the study will be identification of the comprehensive scenario on the

migration of women workers from Bangladesh. This may facilitate in adopting appropriate measures in assisting re-integration of female migrant workers.

ix) Productive Investment of Remittances and MFIs

Some NGOs have several programme packages those are accessible by migrant workers and the members of their families. Provision may be opened to emerge suitable mechanism that targets remittance for savings under the present institutional structures. NGOs can induce migrants and their families to be involved income-generating activities associated with savings from income in the overseas stay.

x) Creation of a special fund

A fund may be created from the remittances sent by the Bangladeshi migrant workers. This fund can be used to lend money to would be entrepreneurs from returnee migrants. Under such a scheme small remittances may contribute to a large pool of funds that may be accessed by people with entrepreneurial ability. A structured mechanism will govern the operational features of the fund to facilitate the prospective proposals of investment from the returnee migrants. The modus operandi of OPF in Pakistan may be considered as example. The proposed *Probashi Kalyan Bank*¹¹ would be a viable approach to cooperate in this regard.

Family members of the migrant workers need to be assisted to re-integrate in the society culturally. In this regard stipend program for meritorious students may be an incentive from the fund.

d) Adopting a comprehensive project

With a view to achieving the objective of getting the end result from the migration, it is necessary to ensure economic and social re-integration of the returnee migrants. This is a profound issue in the complete migration discourse particularly for the returnee migrant workers. In this regard a project may be taken for implementation of all the relevant activities.

Stakeholders in migration process need to be involved in this project including government functionaries, local government bodies, some relevant ministries and departments, Banks, Financial institutions, civil society and commercial corporate to make the project a success. Government and local Government bodies will facilitate the services with necessary guidance and monitoring Among other involved parties, civil society, media and press will play the lead role to maintain and uphold the motivational foundation and information base. It will disperse the cultural wave of the project to provide orientation to the target group.

¹¹ A specialised Bank named Probashi Kalyan Bank has been proposed to be established by the Ministry of Expatriates' Welfare and Overseas Employment of the Government of Bangladesh to provide loan facility to the migrant workers to meet the migration cost and to extend financial assistance to the returned migrant workers for investment in various projects.

The project may be taken to implement the following activities:

- i) Training on new skills in demand in the local market (computer training, garments machine operation, etc.)
- ii) Refresher training in some specific trades to upgrade the skills.
- iii) Entrepreneurship development training.
- iv) Community Based training (CBT) for women returnees

Community Based training is a successful project implemented by ILO with BMET addressing economic empowerment rural women. The selected women from village areas had been trained in various trades in different modules, which ultimately lead them to facilitate in self-employment. This type of training program may be replicated for returnee women migrant workers for their economic re-integration. It will facilitate to provide adequate personalized support for returnee women migrants to be an entrepreneur.

CEDAW¹² is an international tool to ensure women rights in their overall working life. Provisions of CEDAW may also be useful in protecting the rights of migrant workers particularly in case of re-integration program.

e) Long Term strategy

Strategies for re-integration may be adopted both in the short and long term for returnee migrants. Sustainable re-integration program for the returnee migrants needs a long-term perspective plan, which is to be implemented in phases in successive projects. The implementation program will be planned on long term and short-term basis.

Some long-term programs may be adopted to encourage a sustainable return of the migrant workers. This program is to associate with phase-wise implementation starting from data collection to solutions towards economic stability.

Phases may be designed as follows:

i) Data collection and analysis

- Collection of data on return migration in a systematic and comprehensive manner.
- Examine the ways through which the individual skilled migrants can most professionally utilize their skill after return.
- Study and explore best practices of the returnee migrants to facilitate successful re-integration.

¹² CEDAW stands for Convention for Elimination of all forms of Discrimination Against Women

- Secure more information on the factors that contribute to successful re-integration.
- Analysis should be done on the ease and difficulty of setting up new initiatives and the socio-cultural context, particularly in terms of gender role.

ii) ICT application

- Establishment of an Internet based network of illustration of successful return.
- An informal network of skilled returnees who have set up business could offer a forum for idea sharing, support, advice and the provision of mentors for new returnees willing to establish business.
- Links with Bangladeshi networks abroad may be promoted and supported.
- Web based information about job opportunities in Bangladesh.

iii) Institutional support

- National consulting services for connecting returnees to jobs or social networks to help in setting back.
- Exploring the kind of institutions is required that will encourage skilled migrants to be integrated.
- Entrepreneurship program for returnee migrant may be designed specially.
- Suitable arrangement for the education of returnee migrants' children.

iv) Policy support

- Appropriate re-integration assistance program need to be introduced including financial packages, information dissemination, re-integration advice, long-term support for employment, micro-enterprise activities involving institutional support and business assistance.
- Incentive package may be offered to the Diaspora for better achievement.
- Dual citizenship may be offered to encourage productive investment.
- Facilitate private sector entrepreneurship to create more opportunities for skilled returned migrants in a) IT, b) Health, c) Services sector, etc.

f) Capacity building

ILO may provide technical and other support to government for improved management of returnee and facilitates return migration successfully. The assistance will provide information and support towards reinsertion. The support may include the following -

- i) Capacity building and offering assistance to deported migrants.
- ii) Information and counseling to potential returnees and longer-term reintegration assistance in order to facilitate sustainable returns.
- iii) Providing information services to the following requirements:
 - a) SME information regarding sector selection, business formation and other operational info
 - b) Information on micro credit facilities
 - c) Information on saving procedures
 - d) New job opportunities abroad
 - e) Relevant job information in the country
 - f) Various training opportunities for further skill development
 - g) Personalized adequate info support for returnee women migrants

g) Factors to be considered for climate change on returnee migrants

Climate change is an emerging issue in rehabilitation and re-integration of returned migrants. Elaborate study on the probability and vulnerability is necessary to identify the possible victims in migration discourse. Program of assistance should be undertaken accordingly.

h) Suggested steps of implementation of activities of re-integration program

1. Preparation of Software for creation of database
↓
2. Designing of Website
↓
3. Advertisement in the newspaper
↓
4. Registration of Returnee migrants
↓
5. Preparation of database
↓
6. Sorting of choices from the returnee migrants
↓
7. Formulation of policy
↓
8. Provision of services
 - i. Arrangement of skill training
 - ii. Launching of entrepreneurship development
 - iii. Linkage with financial Institutions/ Banks
 - iv. Counseling to the returnee migrants
 - v. Exploring business opportunity
 - vi. Facilitating investment ventures
 - vii. Assistance in re-migration
 - viii. Information dissemination and awareness campaign

8.00 Roadmap to the action plan of the proposed strategy for re-integration of returned migrants

Short Term Strategy

SI	Action	Strategy for implementation	Implementing Agency	Period
1.	Analyze district-wise and country-wise migration to design the program.	<p>Conducting Study on collect information on Socio-economic profile of migrant workers, Pattern of remittance sending, Use of remittance and its impact, Migration cost and Needs of Training, Counseling, Technical or Financial assistance for re-integration. Base level information is to be collected to draw</p> <ol style="list-style-type: none"> 1) Socio-economic profile of migrant workers. 2) Pattern of remittance sending. 3) Use of remittance and its impact. 4) Migration cost. 5) Needs for re-integration: <ul style="list-style-type: none"> ○ Training ○ Counseling ○ Technical or Financial assistance 	<ol style="list-style-type: none"> 1. ILO 2. IOM 3. UNIFE <p style="text-align: center;">M</p>	6 months
2.	Awareness Campaign of migrant workers	<ol style="list-style-type: none"> 1. Mass awareness raising for the returnee migrant workers and general masses including all stakeholders. 2. Preparation of Leaflets, Posters, Brochure, Information-booklets, etc. for awareness raising and information dissemination. 3. Preparation of docu-drama and awareness through TV and Radio. 4. Counseling workshops at district level for proper utilization of remittances. 5. Awareness to address the health issues of the migrant welfare 	<ol style="list-style-type: none"> 1. BMET 2. NGOs 3. ILO 4. IOM 5. UNIFE <p style="text-align: center;">M</p> <ol style="list-style-type: none"> 6. TV Ch 7. Radio 8. MOHF 	12 months

SI	Action	Strategy for implementation	Implementing Agency	Period
		particularly STDs, HIV and AIDS.	W	
3.	Creation of facilities	<ol style="list-style-type: none"> 1. Capacity building of District Employment and Manpower Offices and Probashi Kalyan Desks at Deputy Commissioners Offices to deliver services to the returnee migrants more efficiently. 2. Establishment of Migrant Resource Centre both centrally at BMET and at the district level offices for returned migrants to provide all sorts of information regarding successful re-integration. 	<ol style="list-style-type: none"> 1. BMET 2. MOEW 3. DC Office 4. ILO 5. IOM 6. UNIFEM 	12 months
4.	Skill training program	<ol style="list-style-type: none"> 1. Skill training arrangement in the Technical Training Centers under BMET and also in other training institutes under the department of Youth Development. Trades of training may be selected on the basis of the choice of the returnee and their interest. 2. Refresher training in TTC and BIMT 3. Training on language and soft skills to prepare them for remigration. 4. Training may be operated in line with the National Vocational Qualification Framework (NVQF) recently developed in EC-ILO TVET reform project 	<ol style="list-style-type: none"> 1. BMET 2. NGOs 3. TTCs 4. EC-ILO TVET Proj 	12 months
5	Loan and micro credit	<ol style="list-style-type: none"> 1. Savings mobilization and credit disbursement at the grassroots level to facilitate investment of remittance. 2. Arrangement of investment to engage them in small business, agro-based farming like poultry, cow rearing, fish culture, improved cultivation, small transport vehicle, setting up shops, etc. 3. Extending Bank finance and credit facilities to augment their initiatives along with their own collateral and equity in investment. 	<ol style="list-style-type: none"> 1. BMET 2. NGOs 3. ILO 4. Banks 	2 years

SI	Action	Strategy for implementation	Implementing Agency	Period
		<ol style="list-style-type: none"> 4. Counseling in regard to appropriate place of investment 5. Provide training on small entrepreneurship development. 		
6	Counseling program for the returnee	<ol style="list-style-type: none"> 1. Counseling for investment facilities. 2. Orientation on entrepreneurship development. 3. Counseling on utilization of remittance and savings, etc. 4. Advice on training on new skills in demand. <p>Services may be provided through mobile phone operators, SMS call center or helpline services for its effective approach to reach the target groups.</p>	<ol style="list-style-type: none"> 1. BMET 2. NGOs 3. ILO 4. IOM 5. UNIFE <p>M</p>	6 months
7	One stop service to extend need-based information	A one-stop service center may be established to extend need-based information to migrants expediting the use of hard earned remittances through a hassle-free system.	<ol style="list-style-type: none"> 1. BMET 2. MOEW OE 	6 months
8	Special efforts for the women migrants in distress	<ol style="list-style-type: none"> a. Assistance for reporting to police, filing complaints to BMET & special courts and liaison with law agencies. b. Skill training private sector and NGOs may be engaged in the vocational training field. c. Specific demand may be explored for women workers in different trades other than house keeping trade for returnee migrants. d. Counseling program for female migrant returned. 	<ol style="list-style-type: none"> 1. BMET 2. NGOs 3. ILO 4. IOM 5. UNIFE <p>M</p> <ol style="list-style-type: none"> 6. MOWC <p>A</p>	12 months
9	Survey/Study on situation of the women migration	A study needs to be conducted to assess the present situation of the women migration, their problems, migration cost, socio-economic profile, the use of remittances and sustainable return with successful re-integration to facilitate in adopting appropriate measures in assisting re-integration of female migrant workers.	<ol style="list-style-type: none"> 1. BMET 2. ILO 3. IOM 4. UNIFE <p>M</p>	6 months
10	Productive Investment of Remit-	<ol style="list-style-type: none"> 1. Provision may be opened to emerge suitable mechanism that targets remittance for savings under the present institutional structures. 	<ol style="list-style-type: none"> 1. BMET 2. NGOs 	6 months

SI	Action	Strategy for implementation	Implementing Agency	Period
	tances and MFIs	2. NGOs can associate migrants and their families to income-generating activities associated with savings from income in the overseas stay.	3. Banks 4. MFIs	
11	Creation of special fund	1. A fund may be created from the remittances sent by the Bangladeshi migrant workers. This fund can be used to lend money to would be entrepreneurs from returnee migrants. Under such a scheme small remittances may contribute to a large pool of funds that may be accessed by people with entrepreneurial ability. 2. A structured mechanism will govern the operational features of the fund to facilitate the prospective proposals of investment from the returnee migrants. 3. Family members of the migrant workers may be assisted to re-integrate in the society culturally. 4. Stipend program for meritorious students may be an incentive from the fund.	1. BMET 2. MOEW OE	6 months

Long Term Strategy

SI	Action	Strategy for implementation	Implementing Agency	Period
1.	Empowering of migrant workers adopting appropriate social and economic re-integration program.	1. Liaison with Investment opportunities. 2. Arrangement of loan from banks for SME initiatives. 3. Training on cooperative basis to the returnee women migrants. 4. Arrangement of Re-migration. 5. Basic Training in employable trades. 6. Refresher training to upgrade skill. 7. Assisting in Information and Communication Technology project.	1. ILO 2. BMET 3. MoEW OE 4. Banks 5. NGOs	2 years

SI	Action	Strategy for implementation	Implementing Agency	Period
		8. Advice for Real Estate project.		
2	Adopting a comprehensive project	<p>A project may be taken for implementation of all the relevant activities. Stakeholders in migration process may be involved including government functionaries, local government bodies, some relevant ministries and departments, Banks, Financial institutions, civil society and commercial corporate, etc.</p> <p>Government and local Government bodies will facilitate the services with necessary guidance and monitoring Civil society, media and press will play the lead role to maintain and uphold the motivational foundation and information base and will disperse the cultural wave of the project to provide orientation to the target group.</p> <p>The proposed project activities:</p> <ul style="list-style-type: none"> v) Training on new skills in demand in the local market vi) Refresher training in some specific trades to upgrade the skills. vii) Entrepreneurship development training. viii) Community Based training (CBT) for women returnees ix) Provisions of CEDAW may be used in protecting the rights of migrant workers particularly in case of re-integration program. 	<ol style="list-style-type: none"> 1. ILO 2. IOM 3. UNIFE M 4. ADB 5. World Bank 6. SDC 7. DFID 8. UNDP 9. MoEW OE 10. BMET 	3 Years
3	Data collection and analysis	<ol style="list-style-type: none"> 1. Collection of data on return migration in a systematic and comprehensive manner. 2. Examine the ways through which the individual skilled migrants can most professionally utilize their skill after return. 	<ol style="list-style-type: none"> 1. ILO 2. MoEW OE 3. BMET 	12 months

SI	Action	Strategy for implementation	Implementing Agency	Period
		<ol style="list-style-type: none"> 3. Study and explore best practices both in country and in other labour sending countries regarding the returnee migrants to facilitate successful re-integration. 4. Secure more information on the factors that contribute to successful re-integration. 5. Analysis should be done on the ease and difficulty of setting up new initiatives and the socio-cultural context, particularly in terms of gender role. 		
4	ICT application	<ol style="list-style-type: none"> 1. Establishment of an Internet based network of illustration of successful return. 2. An informal network of skilled returnees who have set up business could offer a forum for idea sharing, support, advice and the provision of mentors for new returnees willing to establish business. 3. Links with Bangladeshi networks abroad may be promoted and supported. 4. Web based information about job opportunities in Bangladesh. 	<ol style="list-style-type: none"> 1. ICT Firms 2. Mobile phone Operators 3. IOM 4. UNIFEM 5. BMET 	12 months
5	Institutional support	<ol style="list-style-type: none"> 1. National consulting services for connecting returnees to jobs or social networks to help in setting back. 2. Exploring the kind of institutions that will encourage skilled migrants to be integrated. 3. Designing of Entrepreneurship program for returnee migrant. 4. Arrangement for the education of returnee migrants' children 	<ol style="list-style-type: none"> 1. ILO 2. BMET 3. MoEW OE 	12 months
6	Policy support	<ol style="list-style-type: none"> 1. Appropriate re-integration assistance program need to be introduced including financial packages, information dissemination, re-integration 	<ol style="list-style-type: none"> 1. ILO 2. IOM 3. UNIFEM 	12 months

SI	Action	Strategy for implementation	Implementing Agency	Period
		<p>advice, long-term support for employment, micro-enterprise activities involving institutional support and business assistance.</p> <p>2. Incentive package may be offered to the Diaspora for better achievement.</p> <p>3. Dual citizenship may be offered to encourage productive investment.</p> <p>4. Facilitate private sector entrepreneurship to create more opportunities for skilled returned migrants in a) IT, b) Health, c) Services sector, etc</p>	<p>M</p> <p>4. MoEW OE</p>	
7	Capacity building	<p>1. Technical support to government for improved management of returnee</p> <p>2. Facilitates return migration successfully.</p> <p>The support may include the following -</p> <p>i) Capacity building and offering assistance to deported migrants.</p> <p>ii) Information and counseling to potential returnees and longer-term reintegration assistance in order to facilitate sustainable returns.</p>	<p>1. ILO</p> <p>2. IOM</p> <p>3. UNIFE</p> <p>M</p> <p>4. MoEW OE</p> <p>5. BMET</p>	12 months
8	Providing information services	<p>a) SME information regarding sector selection, business formation and other operational info</p> <p>b) Information on micro credit facilities</p> <p>c) Information on saving procedures</p> <p>d) New job opportunities abroad</p> <p>e) Relevant job information in the country</p> <p>f) Various training opportunities for further skill development</p> <p>g) Personalized adequate info support for</p>	<p>1. ILO</p> <p>2. IOM</p> <p>3. UNIFE</p> <p>M</p> <p>4. BMET</p> <p>5. MoI</p>	12 months

SI	Action	Strategy for implementation	Implementing Agency	Period
		returnee women migrants		
9	Addressing impact of climate change on returnee migrant	<ul style="list-style-type: none"> ▪ Elaborate study on the probability and vulnerability of climate change to identify the possible victims in migration discourse on the issue in rehabilitation and re-integration of returned migrants. ▪ Program of assistance should be undertaken accordingly. 	<ol style="list-style-type: none"> 1. ILO 2. IOM 3. UNIFE 4. M Dev. Partner 5. MoEW OE 	6 months

Overseas Employment & Remittances from 1976 to 2009

Up to November'09

Year	Name of the Country																				Misc. Clearance	Total Employment	Remittances			
	KSA	UAE	Kuwait	Oman	Qatar	Bahrain	Lebanon	Jordan	Libya	Sudan	Malaysia	Singapore	S. Korea	UK	Italy	Japan	Egypt	Brunei	Mauritius	Rumania			Others	Million US\$	Crone Tk.	
1976	217	1,989	643	113	1,221	335	-	-	173	-	-	-	-	-	-	-	-	-	-	-	-	1,396	-	6,087	23.71	35.85
1977	1,379	5,819	1,315	1,492	2,262	870	-	-	718	-	-	-	-	-	-	-	-	-	-	-	-	1,870	-	15,725	82.79	125.16
1978	3,212	7,512	2,243	2,877	1,303	762	-	-	2,394	-	23	-	-	-	-	-	-	-	-	-	-	2,483	-	22,809	106.90	165.59
1979	6,476	5,069	2,298	3,777	1,383	827	-	-	1,969	-	-	110	-	-	-	-	-	-	-	-	-	2,586	-	24,495	172.06	266.95
1980	8,695	4,847	3,687	4,745	1,455	1,351	-	-	2,976	-	3	385	-	-	-	-	-	-	-	-	-	1,929	-	30,073	301.33	492.95
1981	13,384	6,418	5,464	7,352	2,268	1,392	-	-	4,162	-	-	1,083	-	-	-	-	-	-	-	-	-	14,264	-	55,787	304.88	620.74
1982	16,294	6,863	7,244	8,248	6,252	2,037	-	-	2,071	-	-	331	-	-	-	-	-	-	-	-	-	13,422	-	62,762	490.77	1,176.84
1983	12,928	6,615	10,283	11,110	7,556	2,473	-	-	2,209	-	23	178	-	-	-	-	-	-	-	-	-	5,845	-	59,220	627.51	1,568.76
1984	20,399	5,185	5,627	10,448	2,726	2,300	-	-	3,386	-	-	718	-	-	-	-	-	-	-	-	-	5,925	-	56,714	500.00	1,265.49
1985	37,133	8,336	7,384	9,218	4,751	2,965	-	-	1,514	-	-	792	-	-	-	-	-	-	-	-	-	5,601	-	77,694	500.00	1,419.61
1986	27,235	8,790	10,286	6,255	4,847	2,597	-	-	3,111	-	530	25	-	-	-	-	-	-	-	-	-	4,982	-	68,658	576.20	1,752.85
1987	39,292	9,953	9,559	440	5,889	2,055	-	-	2,271	-	-	-	-	-	-	-	-	-	-	-	-	4,558	-	74,017	747.60	2,313.94
1988	27,622	13,437	6,524	2,219	7,390	3,268	-	-	2,759	-	2	-	-	-	-	-	-	-	-	-	-	4,900	-	68,121	763.90	2,423.59
1989	39,949	15,184	12,404	15,429	8,462	4,830	-	-	1,609	-	401	229	-	-	-	-	-	-	-	-	-	3,227	-	101,724	757.84	2,446.00
1990	57,486	8,307	5,957	13,980	7,672	4,563	-	-	471	-	1,385	776	-	-	-	-	-	-	-	-	-	3,217	-	103,814	781.54	2,691.63
1991	75,656	8,583	28,574	23,087	3,772	3,480	-	-	1,124	-	1,628	642	-	-	-	-	-	-	-	-	-	585	-	147,131	769.30	2,818.65
1992	93,132	12,975	34,377	25,825	3,251	5,804	37	-	1,617	-	10,537	313	-	-	-	-	228	12	-	16	-	188,124	901.97	3,513.26		
1993	106,387	15,810	26,407	15,866	2,441	5,396	37	-	1,800	-	67,938	1,739	-	-	-	-	328	12	-	347	-	244,508	1,009.09	3,986.97		
1994	91,385	15,051	14,912	6,470	624	4,233	382	-	1,864	-	47,826	391	1,558	-	-	-	1,335	26	-	269	-	186,326	1,153.54	4,629.63		
1995	84,009	14,686	17,492	20,949	71	3,004	406	-	1,106	-	35,174	3,762	3,315	-	-	-	2,659	229	-	681	-	187,543	1,201.52	4,838.31		
1996	72,734	23,812	21,042	8,691	112	3,759	490	-	1,966	-	66,631	5,304	2,759	-	-	-	3,062	196	-	1,156	-	211,714	1,355.34	5,685.30		
1997	106,534	54,719	21,126	5,985	1,873	5,010	907	-	1,934	-	2,844	27,401	889	-	-	-	303	238	-	1,314	-	231,077	1,525.03	6,709.15		
1998	158,715	38,796	25,444	4,779	6,806	7,014	1,389	-	1,254	8	551	21,728	578	-	-	-	169	16	-	420	-	267,667	1,599.24	7,513.23		
1999	185,739	32,344	22,400	4,045	5,611	4,639	219	-	1,744	16	-	9,596	1,501	-	-	7	-	1	139	-	181	-	268,182	1,806.63	8,882.74	
2000	144,618	34,034	594	5,258	1,433	4,637	-	-	1,010	54	17,237	11,095	990	-	-	22	9	1,420	271	-	4	-	222,686	1,954.95	10,199.12	
2001	137,248	16,252	5,341	4,561	223	4,371	-	-	450	153	4,921	9,615	1,561	-	-	19	3	2,958	272	-	1,017	-	188,965	2,071.03	11,590.79	
2002	163,269	25,462	15,769	3,854	552	5,421	2	1,829	1,574	136	85	6,856	28	-	19	37	17	154	59	-	133	-	225,256	2,847.79	16,484.53	
2003	162,131	37,346	26,722	4,029	94	7,482	3	2,128	2,855	784	28	5,304	3,771	166	28	12	26	980	-	-	301	-	254,190	3,177.63	18,485.12	
2004	139,031	47,012	41,108	4,435	1,268	9,194	-	6,022	606	923	224	6,948	215	2,055	550	47	33	1,802	44	-	2,859	8,582	272,958	3,565.31	21,286.52	
2005	80,425	61,978	47,029	4,827	2,114	10,716	14	9,101	972	885	2,911	9,651	223	2,793	950	79	207	191	1,381	-	4,015	12,240	252,702	4,249.87	27,304.33	
2006	109,513	130,204	35,775	8,082	7,691	16,355	821	2,822	104	2,380	20,469	20,139	992	1,625	1,428	174	639	496	2,090	-	8,995	10,722	381,516	5,484.08	38,366.56	
2007	204,112	226,392	4,212	17,478	15,130	16,433	3,541	494	1,480	1,726	273,201	38,324	39	972	10,950	164	1,068	1,186	3,658	-	1,827	10,222	832,609	6,568.03	45,724.44	
2008	132,124	419,355	319	52,896	25,548	13,182	8,444	682	5,067	170	131,762	56,581	1,521	952	6,928	133	1,891	1,054	3,071	830	1,631	10,914	875,055	9,011.84	62,210.42	
2009	13,855	238,606	9	39,185	10,976	26,579	13,277	1,647	21,149	514	12,341	36,017	1,337	1,196	4,612	35	2,907	2,517	1,687	229	4,744	7,693	441,112	9,846.87	67,971.82	

Total	2,572,318	1,567,741	479,570	358,005	155,027	189,334	29,969	24,725	81,469	7,749	698,675	276,033	21,277	9,759	25,465	729	6,800	20,843	13,401	1,059	106,700	60,373	6,707,021	66,836.09	386,966.84
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Annex – 2

District-wise migration (Male and Female) from 2005 to 2008

	District	Male	Female	Male	Female	Male	Female	Male	Female	Total
		2005		2006		2007		2008		
1	BAGERHAT	681	68	836	87	2735	100	3733	107	8347
2	BANDARBAN	27	2	50	1	128	5	205	4	422
3	BARGUNA	607	103	793	118	2329	124	2758	116	6948
4	BARISAL	2833	426	3879	501	11322	520	11631	540	31652
5	BHOLA	1196	62	1923	74	5078	85	6464	93	14975
6	BOGRA	2301	106	3938	142	13744	171	13979	138	34519
7	BRAHMANBARIA	13275	417	22428	546	42941	581	36227	538	116953
8	CHANDPUR	9956	314	16172	364	33624	350	33456	283	94519
9	CHITTAGONG	21435	103	30063	144	55315	187	88219	166	195632
10	CHUADANGA	682	34	926	68	4881	143	4613	86	11433
11	COMILLA	26650	653	45459	823	89428	982	80173	773	244941
12	COX'S BAZAR	1424	23	2000	48	4762	59	8173	41	16530
13	DHAKA	12571	2356	17146	2921	36174	3273	33395	3757	111593
14	DINAJPUR	349	28	525	29	1666	36	2305	49	4987
15	FARIDPUR	3416	551	5925	1085	17296	1271	14690	1309	45543
16	FENI	7008	50	10852	67	20500	83	23706	46	62312
17	GAIBANDHA	708	30	1113	28	3639	43	4116	73	9750
18	GAZIPUR	6614	1102	9591	1249	20622	1276	18254	1266	59974
19	GOPALGANJ	963	61	1546	90	5235	121	6333	110	14459
20	HABIGANJ	2768	97	4620	157	9560	233	14920	233	32588
21	JAIPURHAT	343	31	619	27	2393	50	2363	35	5861
22	JAMALPUR	1670	70	2450	83	7341	94	8768	91	20567
23	JESSORE	1705	247	2585	405	13689	540	15418	427	35016
24	JHALAKATHI	853	105	1127	113	2728	120	2806	128	7980
25	JHENAIDAH	1484	92	1918	189	8579	328	9691	260	22541
26	KHAGRACHARI	106	9	131	2	245	4	594	7	1098
27	KHULNA	580	80	902	91	2889	141	3628	158	8469
28	KISHOREGANJ	5024	408	8611	484	18817	545	16841	508	51238
29	KURIGRAM	266	20	374	14	1427	16	1771	14	3902
30	KUSHTIA	1650	65	2749	123	9896	159	11908	130	26680
31	LAKSHMIPUR	5003	78	8461	92	19683	93	19457	71	52938
32	LALMONIRHAT	83	5	107	11	505	9	835	12	1567

33	MADARIPUR	2397	246	3887	306	11234	295	11220	286	29871
34	MAGURA	681	53	1007	79	4278	90	4957	74	11219
35	MANIKGANJ	4968	1337	6930	1755	14684	1855	13502	2586	47617
36	MEHERPUR	854	48	2358	79	8243	91	6829	44	18546
37	MOULVIBAZAR	5038	64	6820	113	10282	79	16693	87	39176

	District	Male	Female	Male	Female	Male	Female	Male	Female	Total
		2005		2006		2007		2008		

38	MUNSHIGANJ	7467	533	12716	629	29448	604	25293	669	77359
39	MYMENSINGH	5234	329	8559	420	19092	461	18957	423	53475
40	NAOGAON	1228	61	1959	100	6904	157	6839	141	17389
41	NARAIL	809	27	991	62	3923	60	4044	64	9980
42	NARAYANGANJ	5345	1061	8983	1352	22601	1449	19551	1488	61830
43	NARSINGDI	7136	716	11051	825	26611	925	22175	968	70407
44	NATORE	864	62	1313	60	4716	83	5198	69	12365
45	NAWABGANJ	2820	40	6032	18	12619	43	10756	22	32350
46	NETROKONA	512	46	810	54	2425	72	3539	110	7568
47	NILPHAMARI	160	36	333	41	911	26	1317	36	2860
48	NOAKHALI	8244	107	13686	134	29594	171	32936	119	84991
49	PABNA	1925	102	2921	123	10829	162	12825	154	29041
50	PANCHAGARH	45	20	62	7	297	8	380	6	825
51	PATUAKHALI	617	117	819	120	2853	140	3154	177	7997
52	PIROJPUR	1217	123	1785	160	4332	177	4272	161	12227
53	RAJBARI	890	109	1536	159	5759	230	6174	227	15084
54	RAJSHAHI	737	45	1457	59	4748	64	5420	87	12617
55	RANGAMATI	38	6	73	1	161	5	310	5	599
56	RANGPUR	568	27	833	26	3385	38	3806	57	8740
57	SATKHIRA	778	49	990	77	4156	151	4147	135	10483
58	SHARIATPUR	2467	300	4572	316	11637	315	12219	353	32179
59	SHERPUR	345	52	428	56	1393	53	1949	50	4326
60	SIRAJGANJ	1039	45	1388	72	6802	107	10586	135	20174
61	SUNAMGANJ	2028	33	2346	66	5057	96	9096	72	18794
62	SYLHET	7008	61	7823	72	13783	113	19755	93	48708
63	TANGAIL	15044	366	25356	446	48094	468	42039	344	132157
64	THAKURGAON	135	22	237	7	794	13	1294	16	2518
		222869	14039	349880	17970	800816	20343	842662	20827	2289406

Statistics of Returnee migrants in 2009

Month	Countries							Total
	KSA	UAE	Malaysia	Kuwait	Oman	Singapore	Other Countries	
January	2,108	1,443	624	76	28	199	339	4,817
February	3,356	2,819	1,341	89	71	136	210	8,022
March	3,063	3,099	2,323	48	88	103	403	9,127
April	2,728	2,355	2,012	96	70	138	668	8,067
May	2,451	2,685	2,251	149	56	112	471	8,175
June	1,244	1,856	1,847	132	76	154	426	5,735
July	1,807	1,145	1,695	140	100	122	391	5,400
August	2,169	1,005	1,620	53	144	73	334	5,398
September	1,893	847	1,213	104	27	57	341	4,482
October	2,985	933	821	142	87	115	407	5,490
November	1,885	657	279	46	57	57	361	3,342
December	1,258	954	738	44	62	53	248	3,357
Total	26,947	19,798	16,764	1,119	866	1,319	4,599	71,412

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