

A study on the challenges and Solutions of Government Regulation of Labor Migration from Bangladesh

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ABSTRACT

Bangladesh is an overpopulated developing country, for several decades Bangladeshis unable to find jobs amid uneven development at home have set out to work in foreign countries that need their labor. Labor migration from Bangladesh is a regular phenomenon, which shows a vital role in the national economy for the Bangladesh government. This research paper uses the method of qualitative analysis to discuss the history, characteristics of labor migration from Bangladesh, and evaluates the social, economic, and political impact of labor migration activity. The current situation of government governance about labor migration in Bangladesh includes the establishment of government agencies, the introduction of legal regulations or Acts, and close cooperation with international organizations. The research results suggest that the Bangladesh government is facing the following challenges of labor migration governance: weak legislation and policy formation, no monitoring and evaluation process built in the policy, and suffering from the human resource shortage of government staff. And the proposed solutions for the Bangladesh government include the following the Code of Conduct and strict to the law, adding policy monitoring and evaluation process, more human resource development, and training for the government staff. After independence Bangladesh was acknowledged as a 'bottomless basket' by foreign pundits. In 2017 the country of Bangladesh has transformed into a lower-middle-income country. International migration and the remittances sent by the Bangladeshi labor migrants have played a significant role in this infiltrate. The impact of overseas employment and concomitant remittance flow contributed extensively to the accomplishment of alleviating poverty in the country as well. Realizing its consequence successive governments in Bangladesh have paid attention to migration management.

KEY WORDS: Labor Migration, Government Governance, Human Resource Outflow and Bangladesh.

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I. INTRODUCTION

Bangladesh is an over populated developing country, for several decades Bangladeshis unable to search jobs amid uneven development at home have began to work in countries that need their labor, mostly in the oil-rich Gulf Cooperation Council (GCC) state (Nayma Qayum, 2017). But increasingly, inhuman working situations combined with an economic slowdown and hampering government policies in the GCC and civil war some of the countries towards migrant workers are leading some to reroute their dream to Europe. In developed countries most of these migrants are engaged in jobs as an example of restaurant waiters, street vendors, shop workers, construction workers and domestic maids. Many of them are physically injured and sexually exploited; nevertheless they are not willing to return to their country. Such migrants are significant for the individual households and for the economy of Bangladesh.

Migration from Bangladesh is a regular experience. Population arrangements have been the carriers of innovation from one region to another. This historicist description on the everlasting role of migration has recently been known a new twist. Historically, the British rulers introduced large-scale migration from the territory constituting present-day Bangladesh commenced after the tea plantation in Assam in the early nineteenth century. Large number of coolies (porters) was needed for the tea gardens. To fulfill that demand the

Assam Company began to import labors from Bengal (especially from its eastern part) in 1853. This spectacle did not impede even after the East Pakistan was liberated and Bangladesh was formed in 1971 (Ranjan, 2015). In the late 19th century, migration also turned up from Bengal to Myanmar and Assam of India to benefit the employment opportunity. Some people headway to London from Sylhet within 1946-1950 when their British employer departed Bangladesh after independence of India and Pakistan. Instead, since then many Bangladeshis have been migrating to Europe, America, West Asia, India, and East Asia. Like other South Asian countries,

Bangladesh has a labor surplus that the domestic market is incapable of absorbing. According to the latest BBS survey in FY 2016-17, the number of economically active population above 15 years is 63.5 millions. Besides, 2 million young people are added to the country's labor force every year. The Government of Bangladesh is striving hard to build the foundation of a rapidly growing economy to ensure its transition to middle income economy following the Vision-2021 (BOESL, 2017/18).

II. RESEARCH METHODOLOGY

The scope of this research is limited to voluntary international migration. It does not examine internal migration or involuntary international migration due to abduction and trafficking. Simultaneously, it emphasizes largely on low skilled labor migrant workers rather than skilled and professional migrant workers; In so doing, it focuses on temporary migration in contrast with permanent migration that is usually undertaken by skilled and professional migrant workers.

This research uses equally primary and secondary sources of data. The sources of secondary data include newspaper report, published books, policy papers, research papers, annual reports, and journal articles. The purpose of using secondary data was to determine the economic, historical and socio-political context in which to situate the analysis. To collect the primary data required for this research, fieldwork was carried out from November to February 2018-2019, in Dhaka and Jessore, Bangladesh. The range of primary sources used included interviews and documentary primarily materials such as government policies, media reports, NGO seminar proceedings and documents of international organizations. Interviews were semi-structured and one-on-one. Documentary materials were collected from online sources, bookshops, government departments, and NGO libraries. Whiling running the interviews, the purpose was to obtain information that provided an understanding of how specific policy decisions were made i.e. who have been the key actors in policy making, what their interest were, the patterns of inclusion or exclusion of particular parties such as migrant worker's representatives in policy making and the outcome in policy decisions.

In total, 25 interviews were arranged. Some individuals were interviewed multiple times in order to receive in depth information. Interviewees included government officials from those ministries which are associated with the management of labor migration such as the Ministry of Expatriate's Welfare and Overseas Employment and the Ministry of Foreign Affairs, Bureau of Manpower, Employment and Training officials, migration-focused and migrant worker's representative NGOs, officials from human rights organizations, academics, journalists, migrant recruitment agents, and officials from International Labor Organization (ILO) and International Organization for Migration (IOM). Interviews with these participants were chosen for this research over other methods such as surveys and participant observation of the migrant workers because this research objects to assess the challenges of governance of labor migration from Bangladesh.

III. LITERATURE REVIEW

There are many studies have been done in the respect of migration and its economic, social and political impacts. Different researchers have analyzed from different aspects to demonstrate such concern. They also made their analysis from different theoretical structure.

Domestic Studies

Studies on Bangladeshi migrant workers have tended to concentrate on who migrant workers are in terms of their age (Siddiqui and Abrar, 2002; Murshid et al., 2000), geographical origin (Murshid et al., 2000; Afsar et al., 2002), level of education (Siddiqui and Abrar, Afsar et al., 2002), religion (Siddiqui and Abrar, 2002), gender (Bruyn and Kuddus, 2005; Siddiqui, 2003; 2001), and purpose of migration (Siddiqui and Abrar, 2002). These studies on Bangladeshi migrant workers commonly suggest that the majority of them tend to be males under 30 years old, semi-literate, and Muslim and they usually migrate to improve their economic status.

Remittances have been prominent in the literature on migration and development. Work on this topic has assessed, among other things, the flows of remittances, their utilization, and the process of sending remittances from overseas. For instance, studies on Bangladeshi migrant workers have assessed the size of remittance flows (Murshid et al., 2000; Siddiqui, 2003; Afsar et al., 2002), their utilization (Bruyn and Kuddus, 2005), formal and informal methods of remitting (Murshid et al., 2000), and how long it takes workers to recover migration costs and sending remittances (Afsar, 2009).

Another topic that has been prominent in the literature on migration and development has been the feminization of migration and its relationship to women's empowerment and social dimensions of development such as changes in traditional gender roles (for instance, women playing the (transnational) breadwinning role which is usually associated with men). What these studies broadly suggest is that migration is empowering for women as it allows them to escape from unwanted mirages and achieve more personal space and freedom. A number of studies have examined the changes in Bangladeshi women's empowerment and gender roles due to their own migration and their male partner's migration (Siddiqui, 2003; 2012; Rahman, 2009). In relation to this, they have tended to investigate which particular family member's controls the utilization of remittances and what from the power relationships among family members the outcome represents (Rahman, 2011; Siddiqui, 2003) Elias (2008, 2010) examines how activism by NGOs and trade unions concerning migrant worker's rights plays out in the specific context of Malaysia.

Overseas Studies

Although migration is a widely studied topic, political economists have given little attention to issues of migration so far. For instance, Nicola Phillips (2011) has noted that, 'migration has consistently made only a trivial showing in the universe of what is generally categorized as IPE (international political economy) scholarship'. Similarly, Freeman and Kessler (2008) highlight that: 'The political economy of migration policy is a fertile field not yet fully cultivated'. According to Hollifield & Wong (2004), compared to the other social science especially sociology, history, and economics political scientists came late to the study of migration. The political aspect of international migration has, until recently, received little attention from political scientists (Hollifield & Wong, 2004).

The first has been what initiates and continues international migration. This has led to discussions of push and pulls factors in migration. Neo-classical theorists of migration such as Harris and Todaro (1970; Todaro 1969) have conceived migration as an individual's economically rational decision for income maximization. According to them, individuals choose to move when their expected earnings are higher, given their skills and the associated costs ranging from the materials costs of travelling to the psychological costs of cutting old relationships and forging new ones (Taylor, 1999; Massey et al., 1993).

In relation to the perpetuation of migration, Massey et al. (1993) have proposed Network Theory and Cumulative Theory. According to Cumulative Theory, each act of migration changes the social perspective within which following migration decisions are made.

One of the most frequently studied research questions is whether migration leads to a brain drain or brain-gain (de Hass, 2005). The term brain drain suggests to the international resettlement of resources in the form of human capital (Beine et al., 2008). Optimists consider returnee migrants as important mediators of change and innovation. According to them, migration ultimately leads to brain-gain because migrants not only return money but also new ideas, knowledge and entrepreneurial thoughts (de Hass, 2010). By contrast, pessimists perceive that migration deprives poor countries of their scarce skilled and professional labor resources. According to de Hass, although brain drain has attracted more attention, in the context of sending countries whose majority of migrant workers is low skilled, the idea of "brawn-drain" is more relevant. Brawn drain refers to the large-scale withdrawal of young, able-bodied men from rural areas. This lost labor effect is typically blamed for causing a shortage of agricultural labor and decreasing agricultural productivity.

Key Term and Related Theoretical Analysis

Human Resources

Human resource inputs might emphasize the importance of integration policies and procedures with a business strategy in which people are seen as a factor of production required to ensure that the business plan is faithfully implemented. The World English Dictionary defines the workforce of an organization. Workforce is the man and women who have skills and abilities to give of an organization and the state can be an organization. On summary the World English dictionary define Human Resources like man and woman (citizen) of a state. To emphasize this theory the paper will brow these concepts such as: The severe version of this view is that historical inequities for example African slavery must be remunerated by modern developed nations, which gained from stolen "Human Resources" as they were developing. This is a tremendously controversial opinion, but it repeats the general theme of transforming human capital to "Human Resources" and thus greatly diminishing its significance to the host society, i.e. "Africa", while it is situate to inadequate derivative use as "labor" in the using society.

In modern years, there have been growing efforts to test or establish a causal link between good Human Resource Management based on high trust, high commitment and high productivity. In addition, it might be argued that the management of people as a tactical advantage provides an opportunity to embrace the high performance paradigm of human resource management actually based on high trust, high commitment and high productivity (Godard & Delaney, 2000).

In a sequence of reports of the UN Secretary-General to the General Assembly over the last decade [e.g. A/56/162 (2001)], a broad inter-sartorial approach to evolving Human resourcefulness has been sketched as a priority for socio-economic development and principally anti-poverty strategies. This calls for strategic and incorporated public policies, for instance in education, health, and employment sectors that endorse occupational skills, knowledge and performance augmentation.

Migration, Immigration and Emigration

Migration: The process or act of migration. According to Overseas Employment and Migrants Act 2013 'migration' means the leaving of a citizen from Bangladesh for the intention of employment in a trade or profession in any foreign country (OEMA 2013). And the Science dictionary defines migration as "The seasonal movement of a complete population of animals from one area to another. Migration is usually a comeback to changes in temperature, food supply, or the volume of daylight, and is frequently undertaken for the tenacity of breeding. Mammals, insects, fish, and birds all migrate. The specific process of navigation through migration is not fully understood, while for birds it is supposed that sharp eyesight, sensibility to the Earth's magnetic field, and the positions of the Sun and other stars may play a role". The free dictionary has the same definition than the Science dictionary. The IOM define the migration as the department of a person or a group of persons, either throughout an international border, or within a State. This is a inhabitants activity, surrounding any kind of activity of people, whatever its duration, composition and causes; it includes migration of refugees, displaced persons, economic migrants, and persons moving for other reasons, including family reunification (IOM: 2011). These dictionary define migration like a moment, and the science dictionary wide the definition and emphasize the purpose of migration, which is to find comfortable living. Generally human being and the animals migrate to search food security or issue of climate. This theory show they move to find a better life, is a kind of survive.

Immigration: The act of immigration or a group or figure of immigrants. The World English dictionary defines firstly immigration as the movement of non-native people into a country in order that settle there and secondly as the part of the port, airport, etc. where government personnel examine the passport, visas, of foreign nationals entering the Country. Webster's dictionary defines "immigration" as the act of "immigrating," from "immigrate, to go or remove into approach into new country, region, or environment, esp. in order to reconcile there" (Agnes and Guralnik, 1999). Immigration is a procedure by which non-nationals move into a country for the purpose of settlement.

Emigration: Emigration is proceeding of departure resident country or consign of residence with the intent to settle elsewhere. Demographers assess push and pull factors for people to be pushed out of one place and attracted to another. There can be a desire to discharge negative circumstances such as shortages of land or jobs, or bigoted treatment. People can be pulled to the opportunities offered elsewhere. Fleeing from oppressive conditions, being a refugee and seeking asylum to acquire refugee status in a foreign country, may read to everlasting emigration. Emigration is a safety tap for any political system, more especially as by a process of ordinary selection it takes off the more dissatisfied members of a community. The political and social results of emigration, though not impressionable of precise treatment, yet reinforce the conclusion from a deliberation of economical conditions.

Both emigration and immigration, economically measured, have a very specific object. They aim at producing a superior distribution of labor, just as interchange of commodities tends to convey about a better circulation of wealth. The emigrant generally obtains to improve his condition; he is attracted by the process get rid of their spare population, and are served from the fall of wages which almost inevitably results when the labor market is unrelieved. New lands by the same agency receive that additional labor force which is essential for a full development of their resources (Bastable, 1887/88).

IV. THEORETICAL ANALYSIS

Push – Pull Theory:

According to the push pull theory in migration, people migrate because circumstances "push them" away from their homes and lands, and there are things in a new place that "pull" them there. The push-pull theory is a theory that is based upon give and take. You give some (push) you take some back (pull.) The Push-pull theory or method can be applied to virtually anything in life, including (but not limited to) electricity, human attraction, art, marketing strategies and more.

Push-pull models dominated greatly migration thinking during the mid-twentieth century, until the 1960s if not posterior, and reflect the neoclassical economics paradigm, based on ideologies of utility maximization, rational choice, and factor-price disparities between regions and countries, and labor mobility. As Massey et al. (1998) point out; the neoclassical model works at both the macro and micro level. Macro economically, migration results from the irregular spatial distribution of labor vis-à-vis other factors of production, above all capital. So the Push – pull theories can apply for the study on the challenges and solutions of labor migration from Bangladesh.

V. THE HISTORY, CHARACTERISTIC OF LABOR MIGRATION IN BANGLADESH

The History of Labor Migration:

In the early 19th century the British rulers of India introduced tea cultivation in Assam then started huge labor migration from present day Bangladesh. Almost immediately the introduction of tea, in the behind 19th century, oil was detected in several of the same areas. Both discoveries transformed the demographic composition of colonial Assam, and this continues to the present day. In 1943 Bengal witnessed a great famine that caused many deaths. Its remembrance at a standstill haunts people from Bangladesh (then part of Bengal) at that time a lot of people from the region migrated to nearby areas. During the Second World War many men from Sylhet (now in Bangladesh) joined the British Navy and Army to fight to secure the imperial interests of their colonial masters. Following the war finished many South Asian soldiers migrated to Britain due to the networks they established during the war. This is the Sylheti constitute the majority of Bangladeshi expatriate and Diaspora population. (Amit, 2016).

Throughout the ‘liberation’ war, the Pakistan Army unleashed aggression on civilians, a million people were killed, and many women were raped. To protect their lives, many people from East Pakistan crossed the border into India. Most of them did not go back even after the liberation of Bangladesh in 1971. Many others, especially women, sought refuge in Western countries. Temporary labor migrations from Bangladesh began in the 1970s, intensified by the 1980s, and has continued increasing since then. It has figured significantly in the country’s economic strategies, with governments pursuing development plans intended to maximize profits on available human capital. As Bangladesh expanded a foothold in the international contract labor market, GCC countries became the initial destinations for workers.

The migrant labor industry at first well regulated, with well-paying and trustworthy employers- brought remittances that contributed considerably to the country’s economic growth. Bangladeshis are pursuing foreign employment, and the United Nations Population Division estimated that more than 7.5 million lived overseas in 2016, representing about 4.5 percent of the country’s population. Nearly 758,000 new workers set off in 2016, a 36 percent leap from a year earlier. Increasing number of women is also choosing jobs internationally, making up 19 percent of all Bangladeshi foreign workers in 2016.

Since 1981 the government of Bangladesh has obligatory embargos and restrictions on the migration of lowly skilled female workers. With continuous anxiety from select civil society bodies, the government stress-free restrictions on migration of unskilled and semi skilled women in 2003. Now lowly skilled women can work overseas as the principal migrant. Male migration from Bangladesh has been dilapidated since 2009, whilst female migration is on the get higher. Conversely, female migrants face numerous problems at the country of destination. In many circumstances the females are confined at the residence and cannot communicate with others. They remain unreachable by chance that emergency or threat.

In the past, female migrant workers from Bangladesh accounted for a trivial and minor proportion of the total, but the annual trend increased consistently from 2000 to 2017. In 2014, the number of female migrant workers more than doubled to 76,000 from merely more than 37,000 in 2012. From 2000 to 2015, Jordan and Lebanon were foremost destinations for female workers- more than 50% engaged in domestic work and about 10% in garment factories or related work. In last few years there has been a constant increase in the number of female migrants. In total female workers from 1991 to 2018, country-wise overseas employment was 34.91% in KSA, 17.42% in Jordan, 16.10% in UAE, and 13.21% in Lebanon and rest were other countries.

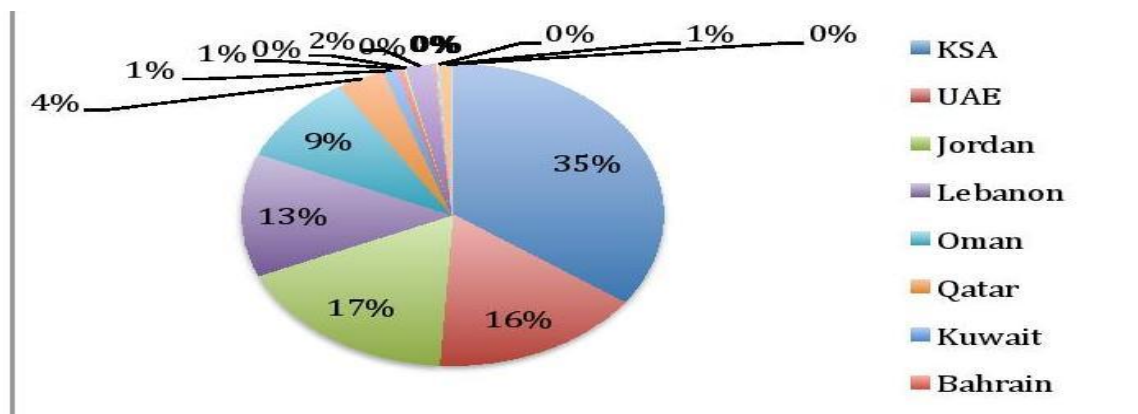


Figure: Female Overseas Employment

Percentage of women migration in the international standard is about 49% and this figure in the Philippine and Sri Lanka is about 70-90%. There are two country Bangladesh and Nepal entered the overseas labor market recently and still covers a suitable low percentage in comparison to overall migration. Presently

women's employment opportunity in the overseas labor market is mostly restricted to some particular occupation like housekeeping, cleaner and garment workers. These workforces generally come from the village and sub-urban areas with poor economic environment. To advantage of the opportunity of this skilled migration, it is vital to acquire up a comprehensive program of skill development and enhancement of their communication skills. Currently about 48% of the migrating workers are less skilled in professional category. Specifically they do not possess any specific skill to perform a particular form of work. In case of women workforce, the percentage of less skilled workforce is more than 90%.

At present, the total population of Bangladesh is more than 167 million. With Muslims making up 85 to 90 percent of the population, it is one of the biggest Muslim majority countries in the world after Indonesia and Pakistan (Kibria, 2011). Natural disasters such as floods, droughts and cyclones are regular features in the life of Bangladeshis. In 2019, Bangladesh had a GDP of \$249.72 billion (World Bank, n.d.a, 2019). With this small economy, it is not possible for Bangladesh to imbibe the full range of available labor power within country and hence, finding employment opportunities abroad is crucial. Every year on average, according to official statistics, more than 480,000 Bangladeshis leave the country to work overseas (Siddiqui & Mahmood, 2015).

However, there are numerous undocumented migrant workers who initially leave the country in the name of vacation, education, business and pilgrimage (Quibria & Mahmood, 1994). There are two main patterns in international migration from Bangladesh: o the industrialized west (for example, United Kingdom and United States) and to the Middle East, Southeast Asia and the Gulf countries (Saudi Arabia, Bahrain, Kuwait, Qatar and Oman) where the majority of labor migrant workers work.

People migrate for a number of reasons. The objects and causes for migration would normally fall under these areas:

- **Environmental-** Better climate, disasters, and natural calamities are example of environmental causes or reasons.
- **Economic-** Moving to find work or moving to follow a particular career pathway is an example of economic cause or reason.
- **Cultural-** Religious freedom and education is an example of cultural reason
- **Political-** Civil war or evasion from political persecution is an example of political cause or reason.
- **Social-** Moving for superior quality of life or moving closer to a family member or friend is an example of a social cause or reason.

We know that people migrate because of those five fundamental reasons. However, we often fail to understand their perspective in coming into a decision to migrate. People believe of the pros and cons, the advantages and disadvantages of moving or staying. There are also reasons that they need to consider as well as the travel costs, the travel time and distance, cultural blockades and biases.

At this fact, we classifications the above causes or reasons for migration into two factors:

- **Push Factors** – These are causes for leaving a place, which is called emigrating, because of definite difficulties such as food shortage, war, high crime, lack of services, lack of safety, poverty, drought, flood, natural calamities etc.
- **Pull Factors** – These are causes for moving into a place, which is called immigrating because of an ambition, dream or something desirable like plenty in food supply, a better climate, more freedom, better services, higher employment, more fertile land, more wealth, political stability, less crime etc.

As you can realize people are either pulled or pushed to migrate. Either they involuntarily or voluntarily migrated.

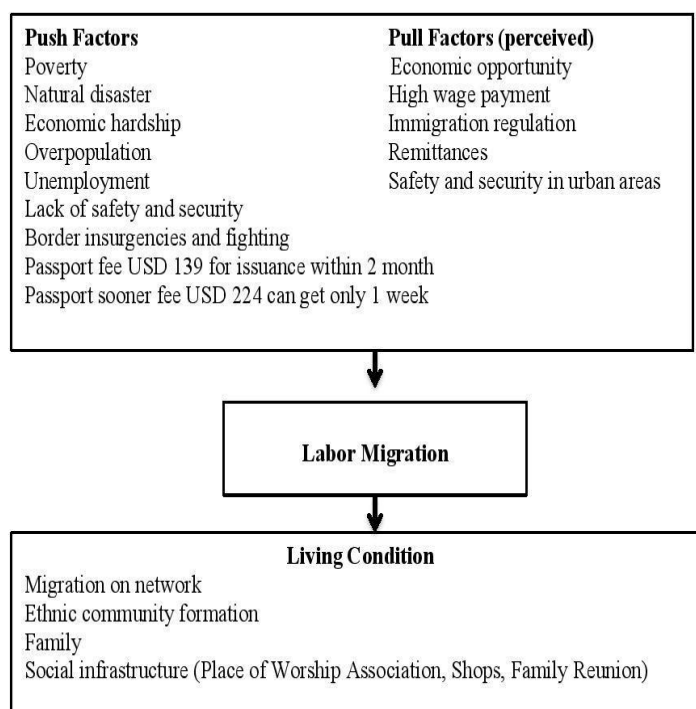


Figure: Migration Push and Pull Factors

The Current Characteristic of Labor Migration

Many people migrate from developing countries like Bangladesh through national boundaries for numerous purposes. International migration occurred when people cross the boundaries of inborn country and stay in another host country for several duration of time (Stanat& Christensen, 2006). It increases rapid economic growth, income Opportunity, better living condition, and infrastructure development; Bangladeshi workers first started significant emigration in the 1960s when the United Kingdom opened its entrances. But short-term migration for employment is supposed to have started in the 1970s, picking up speed by the end of 1980s. Momentum quickened again during the 2000s, with a sharp upsurge in the flow in 2005, but this was short-lived. In 2007-2008, the number of workers going abroad hovered roughly around a million annually. And 2017, it crossed a million people to go abroad.

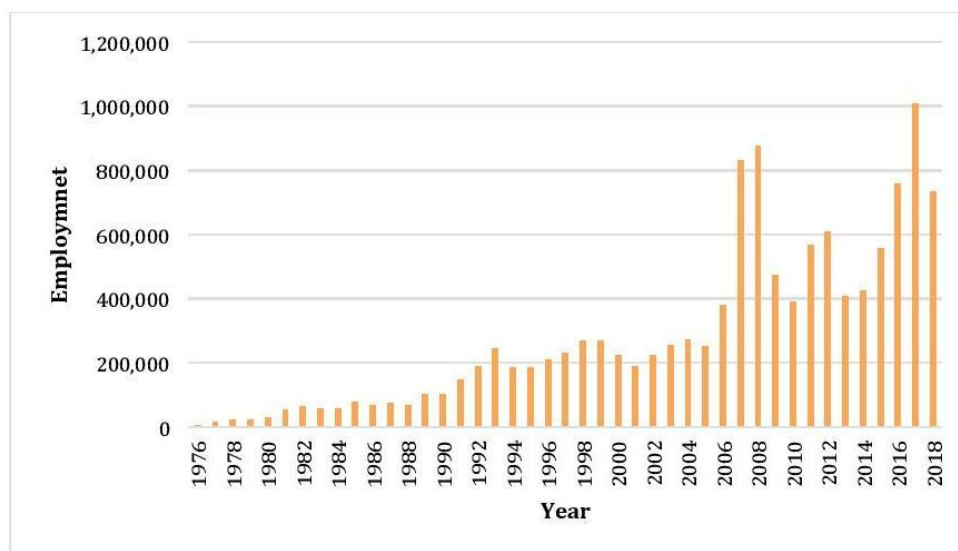
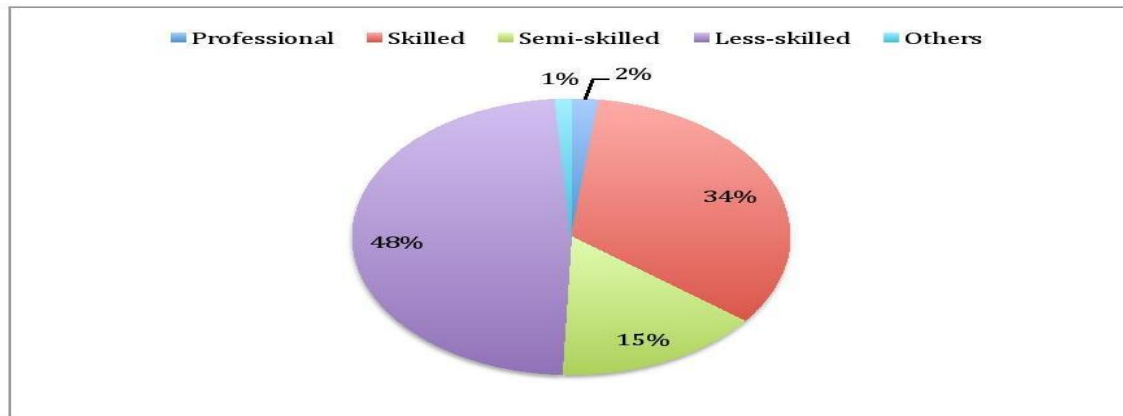


Figure: Flow of Migration

Temporary Low-Skilled Employment

In general, migrants are hired with a short-term contract, which is not renewable onsite. Migrants must return to their country of origin and can be rehired, and those who do, cannot amass social benefits because of the limited length of employment. The structure is considered to minimize the social costs for the country of employment and to avoid the establishment of ethnic minorities with residence rights. Accordingly, migrants are provided accommodation in dormitories or labor camps, have nominal interaction with the local society and family reunification is not allowed.

Migrants are employed mostly in semi-skilled occupations. Bangladesh has a few numbers of highly skilled migrants, particularly in the health sector, but the majority of the workers from the country are considered unskilled. Country-wise overseas employment from Bangladesh 1976 to 2018, 2.03% are professional worker and 48.15% less skilled workers.



Figurer: Category-wise Overseas Employment

Private Intermediation

The vast majority of migrants in Bangladesh are hired and deployed through the intermediation of the private recruitment industry. The industry has a component in the countries of destination, where recruiter are contracted by employers to provide them foreign workers, and a component in the country of origin, where recruiters are contacted by migrants looking to work abroad. The intermediation is organized in the Middle East as a system which maintains the workers under the control of the recruiter or sponsor, who holds the visa for the workers and must grant the exits clearance for the worker to leave the country. The expenditure of migration is a foremost region of rights violations, as practices are poorly monitored. In many cases, migrants who cannot afford to pay the fees upfront are allowed to migrate and fees are deducted monthly from their salary.

Irregular Migration

No country in the world is unaffected by, or immune to the effects of international migration—particularly the undocumented system of it (Papadimitriou 2005; Ullah 2011; 2012). Irregular migration drives hand in hand with regular migration though the range of this differs depending on how migration regulations in host and sending countries are implemented. No countries in the world can declaration that they send or receive regular/documented migrants only. Some countries are compassionate and tolerant towards them, and some are strict. Some countries send irregular migrants, some countries receive them, and some countries are traveled by them. In recent times, in Asia, the Pacific, the Middle East and North Africa (MENA), Africa and the Gulf Cooperation Council (GCC) region, irregular migration has become the concern of prevalent public debate (Morehouse and Michael 2011; Ullah, Hossain and Islam 2015).

Irregular migration is a region of investigation under larger migration management that concerns governments of sending, transit, and received countries (IOM 2010). The consequence of irregular migration may be unfavorable to the migrants themselves as well as both sending and receiving countries. Bangladesh apparently has failed to fight irregular migration. As a result, it is confronting an embargo in sending migrants to certain countries and harsher regulations than ever. The decision made by the Saudi government on March 22, 2015 to interrupt Umrah visas for Bangladeshis is an example. The government expressed serious anxieties about the Bangladeshi travel agencies that trade with Umrah visas. It stated that thousands of Bangladeshis did not come back after their Umrah was performed. The allegation has been that these tourism agencies are involved in human smuggling on behalf of Umrah (Khan 2015).

Distinctive Overseas Employment

Bangladesh has classified short-term migrant population into four categories. These are professional, skilled, semi-skilled and unskilled. Doctors, Engineers, Nurses and Teachers are believed as professionals. Manufacture or garments workers are considered as skilled; while tailor, mason, etc. the same as semi-skilled workers; housemaid, cleaner, labors are classified as less skilled.

By unskilled composition, the skilled constitute the largest number of Bangladeshi worker, at 43.07% in 2017. Bringing it back the skill to unskilled 1990 and 2005 average after it surged to 73% in 2010 and declined to 62% in 2012. The share of skilled and semi-skilled increased in 2017, Semi-skilled are 15.43% and less skilled are 39.84%.

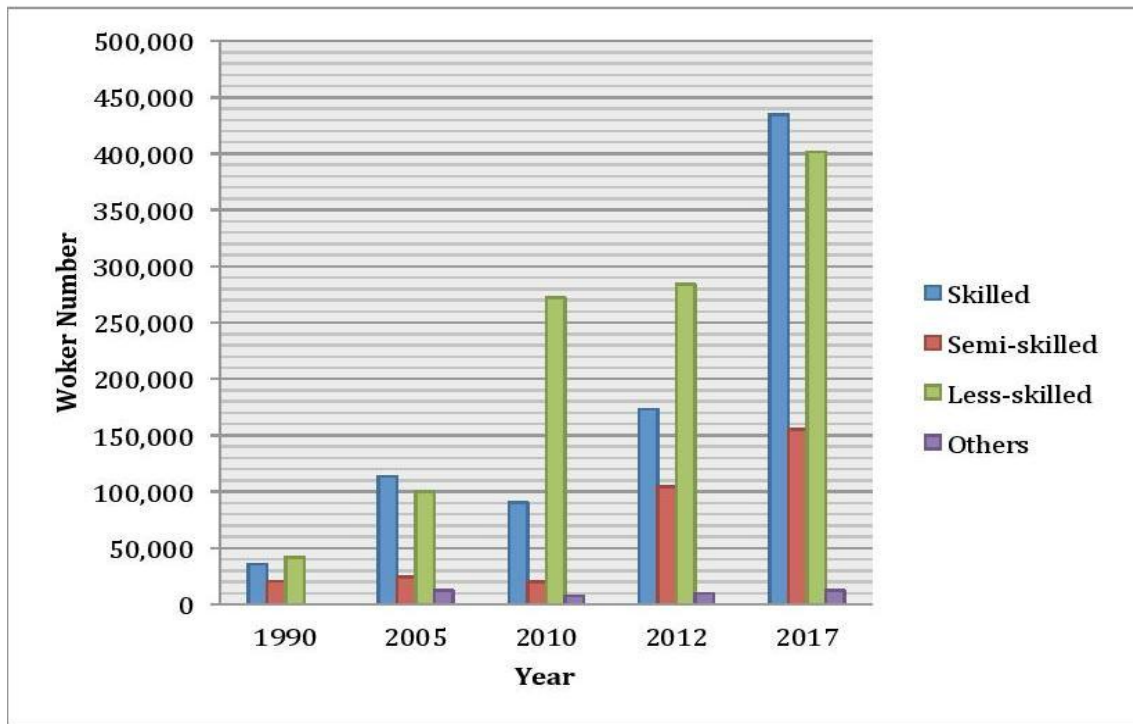


Figure: Impact of Labor Migration

The impact of overseas employment at the macro level cannot be exaggerated. Migrant worker’s remittances to Bangladesh are a significant source of foreign exchange--as noted, second merely to ready-made garments. Remittance has a considerable contribution to relieve foreign exchange constraint, soothing the exchange rate and allowing Bangladesh to impact much desirable raw materials, intermediate goods and capital equipment. Comfortable reserves of foreign exchange have also contributed to overall macro stability and have reduced assistance dependency.

Remittance upsurges with the expanding migration process and accelerating movement of people for foreign employment market. Figure shows a constant increase in foreign exchange reserves, which is partly supported by an almost continuous growth in the flow of remittances since 2005. At their peak in 2012-2013, remittances accounted for 77% of foreign exchange reserves, falling to 61% in 2014-2015. These reserves approve increases in imports without necessarily putting pressure on exchange rate.

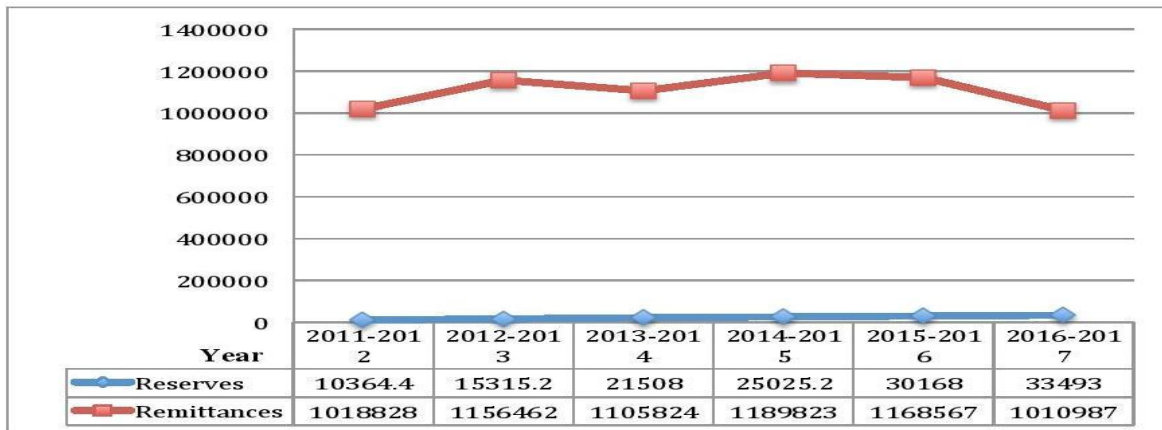


Figure: Remittances and Foreign Reserves (Million US\$)

Social Impact

Migration can indirectly help alleviate poverty by raising the productivity, education and health of their families. Success of a migration depends on the positive gains and benefit accrued for the family members particularly to the children of women migrant workers. Social impacts also work below points:

Transmission of Culture

International migration conducts to cultural transmission as people move and become accustomed with many cultures through migration. With the help of international migration, culture transmitted by language, knowledge, artifacts and material objects. Migrants meet different norms and values of different societies. It affects their family and social life when they return to their native country.

Reduction of Violence

It is observed that the migration both in domestic and international level occasionally play an important role in case of reduction of violence. It is found from the Crime Statistics of Bangladesh Police that the Dacoity in 2010 was 656 cases where as in 2018 it reduced to 262 cases. Robbery cases have also reduced to 562 cases in 2018 from 1059 cases in 2010. Burglary reduced by 2137 cases in 2018 compared to 2010, Arms Act as well as Explosive Acts reduced to a considerable number (Bangladesh Police Crime report, 2018).

Change in Family Structure

International migration has an influence on fertility pattern. Cross-cultural knowledge helps to broaden the outlook of the people, which helps to make conscious about the optimal size of the family. It is primarily seen that migrated bread owner of a family takes fewer children. Although many migrants are less educated, they pay more consideration to the facilities of education and health of their children.

Improvement of Social Status

International migration has an impact on the achievement of social status to the migrants. Different habits, new values, consumption pattern and possession of different goods carry a higher social status to the migrants. Migrant's participation in different social organizations and social awareness give them a new identity in the society. Non-migrant people are influenced by the behavior of migrants and privilege them to a significant position.

Economic Impact

Migration and remittances have both direct and indirect effects on the prosperity of the population in the migrant sending countries. Historically, remittances have inclined to rise in times of economic recessions, financial crises, and national disasters because migrants living abroad give back more money to help their families back home.

Poverty Reduction

Remittance accelerates the development of economic activity. Through remittance cash capitals increase and the handling capacity build-up to the poor family of migrants. Remittance-receiving families can produce many productive sectors from which they get backing when they back home. Migration boosts the welfare of countryside poor. Remittance flow has helped Bangladesh to snick poverty by 6% and has given a boost to its rural economy. According to BMET (2018) the number of Bangladeshi migrant's employees increased from

6087 in 1976 to 734,181 in 2018. It is a major source of earnings for many families in Bangladesh. International remittances truthfully influence the economic growth and poverty lessening of Bangladesh (Ahmed2012).

Capital Formation

Remittance-receiving families spent the money not only for daily household consumption but also for education and health. Migrant's families provide more financial support for the family members to achieve more education and knowledge of health. Many migrants become conscious about health and establish hospitals in their native areas. The family members can take steps health facilities for their financial solvency. Maximum of migrant families get the chance to access better education.

Improvement in Living Standard

International migration fetches a greater change in economic condition of migrant's families throughout remittance. As a result the regular life style of migrants changes. Social and cultural expositions and consumption pattern of living create a significant perception to the people. From a study of Abdus Sabur, it was found that 72% of migrants were able to alteration their life-style. Their home appliances and housing pattern were modern. Therefore, it indicated that migration play role to change of life style of migrants (Sabur et al, 2008).

Political Impact

International migration especially remittance plays a major role to the construction of political participation in local areas. In the community level, migrant's family members participate in many community level organizations especially in different local committee to improve their social status. For financial strength, migrants are able to possess a leadership position in different community organizations of local areas. From a study of Abdus Sabur it was established that 40% of migrants were directly connected in local politics and 30% of local politicians were from the migrant's families who had no political experience before (Sabur et al, 2008).

Transfer of Political Norms

The acceptance by migrants of knowledge and new ideas throughout their migration experience is also likely to motive for their voting behavior. The migrants who stayed in developed countries be inclined to vote differently from the non-migrant population. Migrant's political preferences thus emerge to be influenced by the characteristics of the host countries.

Lobbying Activities From Abroad

Lobbying is the act of endeavoring to stimulus the opinions, decisions, or policies of an elected government official. Individuals, interest groups, communities or companies and organizations to address their concerns on a wide range of issues from global human rights to local community development do lobbying. Over the former 25 years, Diasporas have increasingly developed significant actors in the international political arena. Bangladeshi Diaspora plays an important role on national election as lobbying activist from abroad.

Current Situation of Government Regulation about Labor Migration in Bangladesh

There are three main models for combing state and private sector involvement in the migrant worker recruitment industry. These can be understood as lying along a spectrum ranging from, on the left-hand extreme, state domination to, on the right-hand extreme, a laissez-faire system. In the first model (state domination), the state not only regulates the migrant labor recruitment industry but state firms or agencies are the principal recruiters of migrant workers. In the second model (laissez-faire), private farms dominate the industry and operate in a more or less unregulated way. The third model (regulatory state) sits mid-way between these other two models on spectrum. Bangladesh also began its labor migration industry with a state-run system in 1970s whereby migrant workers were directly recruited by the state. 1971 to 1990 in this period witnessed a transition from a state-controlled migrant worker recruitment process to a laissez-faire one—that is, one in which private firms played the dominant role in migrant worker recruitment with minimal surveillance from the government. Since democratization in 1990 it argues that Bangladesh's labor migration policies have remained broadly market-oriented in nature.

Establishment Government Agencies

Bangladesh is a highly populated country and it has estimated 2019 population of 168.07 million and the population density about 1115.62 persons per square kilometer (World Population Review 2019). Economically active population (15+) 63.5 million in 2016-17, employed and unemployed population was 60.8 million and 2.7 million. (Report on Labor Force Survey 2016-17, January 2018). Besides, a massive unskilled and semi-skilled labor force that is under-employed provides a profound pool of exportable manpower

resources. Considering the significance of manpower export sector and emphasizing the contributions of expatriate Bangladeshis, government created the Ministry, BMET, BOESL, and Migrant welfare Bank.

Policies that promote or restrict migration: Recruitment procedure, Awareness development, Rules of business of the ministry, Organizations under the ministry, Rules and regulations for overseas employment, Overseas employment policy, Protection of rights of the migrants workers.

Bureau of Manpower, Employment and Training (BMET)

Bureau of Manpower, Employment and Training (BMET) was founded in the year 1976 by the Government of the People's Republic of Bangladesh as an accompanying department of the then Ministry of Manpower Development and Social Welfare with specific purpose of meeting the manpower requirement of the country and for export of manpower as well. BMET is engaged in over all planning and implementation of the strategies for regulating migration process, promoting migrants workers rights and skill development proper utilization of migrant workers of the country as a government department under the Ministry of Expatriate's Welfare and Overseas Employment (MOEWOE). It is contributing immensely to the government services for migrant communities, job seeker, and other stakeholders. The Bureau of Manpower, Employment, and Training (BMET) of Bangladesh functions 42 District Employment and Manpower Offices (DEMOs) to deliver business and entrepreneurial training to potential migrants and returnees to encourage best practice of resources (and remittances). However, lack of sufficient resources and widespread corruption in fund management frustrate the services of the DEMO (ILO 2013). Additionally, a new Welfare Branch of the BMET has been established to support in the repatriation of abandoned migrant workers and the remains of workers who die overseas, as well as to assist families in the collection of owed salaries or remittances (Ullah, Hossain and Islam 2015; Miah, Khan and Rahman 2014).

To ensure safe and regular migration by providing skill development training and welfare support to the migrant workers.

It established for the governance in the recruitment of overseas employment. It creates skilled manpower in line with demand of local and global labor market. It is ensuring overall safe migration. It works institutional training through Technical Training Centers. It was established of new training institutes through development projects. Here is conducting informal and special training courses. It helps as emigration clearance to the migrant workers. It works maintenance of computer database network for the migrant workers. Here People get the welfare of overseas Bangladeshi workers and their families. It regulates and monitors licenses of Recruiting Agencies. There are 42 District Employment & Manpower Office (DEMO), 70 Technical Training Center and 6 Institute of Marine Technologies. Besides, here are 3 Apprenticeship Training Offices.

Ministry of Expatriate's Welfare and Overseas Employment

Overseas employment is a very important aspect in socio economic life of Bangladesh. The migrant's workers working abroad does not only reduce unemployment of the country, but also enriches the economy of the country with the remittances send overseas employment. After independence of the country in Bangladesh with the remittances sent by the migrant workers working in the abroad. After independence of the country under the leadership of Bangabandhu Shekh Muzibur Rahman, the Father of the nation, it starts diplomatic initiatives and made consensus for overseas employment with the Muslim countries of Middle East in order to recover the war-tone economy of Bangladesh. In continuation of that initiative Bangladeshi workers began to be employed in the Middle-Eastern countries during mid- seventies. So far Bangladesh has sent nearly 9 million workers in 160 countries of the world.

To deliver more emphasis to the overseas employment division, Bangladesh Government has established a distinct ministry named Ministry of Expatriates' Welfare and Overseas Employment (MOEWOE) on 20 December 2001. The main objective of the Ministry is to ensure welfare of the expatriate workers and enhancement of overseas employment with a standard of equal opportunity for the people of all areas of the country. The implementation of migration policies/laws was also included among its functions. To that end, the Ministry is accountable for formulating policies, plans, enacting laws, rules and regulations, developing projects, programs and monitoring relating to the management of overseas employment as well as overall wellbeing of expatriate workers.

Acts Migration for Bangladesh

The government institution directly responsible for handling the migration process is usually located under the authority and supervision of their respective ministers or Secretaries of labor. The law/ordinances that serve as the basis for administering their respective overseas employment programs are as follows:

The Prevention and Suppression of Human Trafficking Act, 2012

Human trafficking is one of the most dreadful crimes and grave violation of human rights in the current world. It is the misuse of one person's right taking place within a state or across borders and poses a gross challenge to humanity to the disadvantage of millions of people from various parts of the globe. Today trafficking has developed into a widespread criminal practice, which equals to the 'modern form of slavery' and can also be treated as occupation in people for the purpose of force labor, sexual abuse, slave trade and commercial sexual exploitation. It confines movement of the people from one place to another.

In response to persistent needs the government of Bangladesh passed The Prevention and Suppression of Human Trafficking Act, 2012. This Act complying with the International standards worried on the protection and implementation of the rights of the victims of human trafficking ensuring harmless migration. The Act categorically defined numerous terms related to trafficking like forced labor, exploitation, consent etc. Most significantly it delivers provision of criminalizing all forms of trafficking involving internal and transnational. This Act also widened the opportunity of beneficiary by incorporating the term "person" that means natural person including company, firm which particularly suggests the inclusion of male victim in the law.

Prevention, protection and prosecution are fundamental ways applied by states to combat trafficking worldwide. Thus attempts to fight trafficking in Bangladesh also should focus on: (a) Prevention of trafficking at its source by addressing the origin causes of the crime; (b) Providing redress to the trafficked people through viable sustainable livelihood options; and (c) Efforts on the part of the criminal justice system to prosecute and penalize the traffickers.

Money Laundering Prevention Act, 2012

For most countries, money laundering raises significant issue with regard to prevention, detection and prosecution. Combating money laundering is a important element in promoting a strong, sound and stable development sector. Money launderers are inventing more and more complicated and sophisticated procedures and using new technologies for money laundering. To address these emerging challenges, the global community has taken innumerable initiatives against money laundering. In accordance with international initiatives, Bangladesh has also taken so many initiatives in this respect. The government of Bangladesh has passed an Act "Money laundering Prevention Act, 2012" on 20 February 2012. Bangladesh government on October 11, 2015 through an Ordinance amended the Money Laundering Prevention Act, 2012.

Overseas Employment and Migrants Act 2013

The Emigration Ordinance, 1982 was implemented through the following Rules:

- Emigration Rules, 2002;
- Recruiting Agent's License and Conduct Rules, 2002; and
- Wage Earner's Welfare Fund Rules, 2002.

A technical review of the Rules mentioned above was conducted. The Rules are currently under revision with the aim to help better implement the Overseas Employment and Migrants Act 2013, including promoting better matching between jobs and skills.

The 'Overseas Employment and Migration Act 2013' govern Labor Migration from Bangladesh. The Act replaces the 'Emigration Ordinance of 1982'. The major objective of this regulation is to provide a structural framework for the migration process-taking place from Bangladesh. It includes provisions on the organizational structure relating to labor migration process, an equity approach principle in the procedure that is to be followed, details on the licensing of recruitment agencies to be authorized for conducting labor migration operations, among other provisions. The Act aims to provide an overall legal regime for the governance of labor migration from Bangladesh. The Overseas Employment and Migrant Act 2013, requires the Government to maintain an electronic database of job seekers. In order to shorten malpractice by the recruitment agents, the act demands that the recruitment agents should first attempt to find suitable applicants from those who are already registered in the job seeker's database.

Cooperation with International Organizations

The obligations of the parties to the Conventions, the present status of Bangladesh with regard to the ratification of these conventions, the state of achievement of the obligations that Bangladesh is guaranteed to do and the hindrances behind less than full implementation or non-implementation of the conventions. Bangladesh has already ratified/accepted these conventions.

International Labor Organization (ILO) Forced Labor Convention, 1972

The Force Labor Convention is the full title of which the Convention Concerning Forced or Compulsory Labor, 1930 (No. 29), is one of eight ILO fundamental conventions of the International Labor Organization. Its main

purpose and object is to subdue the use of forced labor in all its procedures irrespective of the nature of the work or the segment of activity in which it may be achieved. According to Article 2 of ILO

1. For the purposes of this Convention the term force or compulsory labor shall mean all work or service which is obtained from any person under the menace of any penalty and for which they said person has not offered him voluntarily.

2. Nevertheless, for the purpose of this convention, the term force or compulsory labor shall not include any work or service exacted in virtue of obligatory military service laws for work of a purely military character.

Bangladesh has been an important and active member State of the ILO since 22 June 1972. To date, Bangladesh has ratified 33 ILO Conventions including seven fundamental Conventions as enshrined in the ILO Declaration. The ILO has worked to improve legal and policy frameworks, systems and services relating to labor migration. Support has been provided to the formulation of the Overseas Employment and Migrants Act, 2013 and revised Overseas Employment Policy (2013). The Government of Bangladesh is in the process of drafting a new law relating to EPZs, entitle the “Bangladesh EPZ Labor Act 2013”. The ILO is providing feedback on the draft law.

United Nation Convention on Protection of Rights of All workers and Members of Their Family, 1990

The International Convention on the Protection of the Rights of All Migrant workers and Members of Their Families is a United Nations multilateral agreement governing the protection of migrant workers and families. Signed on 18 December 1990, it entered into efficiency on 1 July 2003 after the threshold of 20 ratifying States was reached in March 2003. The Committee on Migrant Workers (CMW) monitors implementation of the convention, and is one of the seven UN-linked human rights treaty bodies.

The United Nations Convention constitutes a far-reaching international treaty concerning the protection of migrant worker’s rights. It highlights the relationship between human rights and migration that is becoming essential policy topic in the world. The purpose of the conventions is to protect migrant workers and members of their families. Its existence sets a moral standard, and operates as a guide and impulse for the promotion of migrant rights in each country.

As a major source country of migrant workers, Bangladesh had a long-standing commitment to promote and protect the human rights of migrant workers and members of their families. On legal and policy reforms undertaken since the ratification of the Convention, the incorporation of its major provisions into domestic law was assured through the adaption of the prevention and suppression of human trafficking Act 2012 and overseas employment and migrant Act 2013 which aimed to encourage opportunities for overseas employment, established a safe and fair system of migration, and provided for the punishment of unscrupulous actions in the recruitment of migrant workers. The Children Act of 2013 and the Labor Law provided for the protection of children from exploitation and abuse; Bangladesh had significantly abridged child labor.

The objective of the Convention is to foster regard for migrant’s human rights. Migrants are not only workers they are also human beings. The Convention does not generate new rights for migrants but aims at guaranteeing equality of treatment, and the similar working condition, including in case of temporary work, for migrants and nationals. The Convention revolutionizes because it relies on the fundamental notion that all migrants should have entrance to a minimum degree of protection. The Convention recognizes that regular migrants have the legitimacy to demand more rights than irregular migrants, but it stresses those irregular migrants must realize their fundamental rights respected, like all human beings.

Worst Forms of Child Labor Convention, 1999

The International Labor Organization (ILO) accepted the Worst Forms of Child Labor Convention known in Elaborated The Convention regarding the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labor, in 1999 as ILO Convention No.182. It is one of eight ILO essential conventions. The Convention is enjoying the fastest rapidity of ratifications in the ILO’s history since 1919. By ratifying this Convention the member country Bangladesh commits itself to taking instant action to prohibit and eliminate the worst forms of child labor.

Children in Bangladesh are engaged in the worst forms of child labor, primarily in dangerous activities in agriculture. Children also work in dangerous work that includes welding, carpentry, rickshaw pulling and automobile repair. Girls often work as domestic servants in private households in Bangladesh in exploitative conditions and are vulnerable to abuse, including sexual harassment. Children work in poultry farming and in drying fish, which exposes them to harmful chemicals, dangerous machines that can cut off their fingers, and long hours of work in the hot sun (Department of Labor report, US, 2011). The Government of Bangladesh participated a project funded by Netherland Government and a project funded by the European Commission that provides children (of legal working age) working in hazardous jobs with technical and vocational skills training

to transition them into safer work opportunities. In sum, it can be argued that Bangladesh is fully committed to eliminate the Worst Forms of Child Labor.

Challenges of Government Regulation of Labor Migration in Bangladesh

The increase of international labor migration has presented gradually complex and pressing political challenges for the Bangladesh state. Given the economic consequence of remittances, the acceleration of overseas labor contracts for citizens has been a perilous issue. Human rights advocates have been particularly voiced in their calls for migrant worker protection, getting attention to the vulnerability of less skilled Bangladeshi workers to abuse and exploitation while they are abroad. Forms of abuse range from exploitive employment and pay repeats to physical and sexual abuse. Many of these problems are drawn to dysfunctional dynamics of recruitment system for Bangladeshi workers, especially reflecting the high level of corruption at play within it.

BMET is the focal point for migration. It needs to be strengthened not only in terms of manpower but also about other issues that seems to hinder its operation. These are monitoring of demand for Bangladeshi worker, including skilled and semi-skilled workers, maintaining the database on a scientific basis and organizing skilled development programs to synchronize with overseas demands.

Given the global labor market pressures, specific policy decisions must be formulated in order to effectively prepare our workers to cope with emerging competency requirements. Qualification of workers must now include knowledge and appreciation of cultural values of the receiving countries aside from language proficiency.

The first step to foster transparency is the formation of a unified database at BMET listing all current employment opportunities and made accessible to all. This will permit exchange of information on migrant associated data and facilitate smooth communication between agencies and BMET. All recruiting agencies should be compulsory to provide information on the concluded employment agreements along with full addresses of the employers for official clearance.

There is an opportunity to establish a system of ladderisation (ladderised education simply means commencing with technical –vocational courses that are creditable for a college degree) for many Bangladeshi workers who are working abroad and developed skills and gained work experience. On returning to Bangladesh they can be tested, given upgrade training (if needed) and a higher-level certificate before returning abroad. Many Bangladeshi workers at home and abroad have developed high skill on the job but do not have any formal certificates to show for their efforts.

There are 32 labor wings in 26 countries under the Bangladesh mission abroad. Bangladesh Embassy/High Commission or Consulate discharges the duties concerning the welfare of Bangladeshi migrants, where labor wings have not been created. Labor attaches posted in different Bangladesh Embassies/ High Commissions abroad need to perform to their maximum potential. They should be more cooperative, helpful and dedicated to the interest of the workers (MOEWOE, 2018).

Weak Legislation and Policy Formation

The 1982 Ordinance was Bangladesh's first policy document dealing with labor migration. The majority of sections in the Ordinance deal with the recruitment procedure and licensing system for private recruitment agents. According to the Ordinance, the government reserved the right to cancel recruitment agent's licenses on grounds of business malpractice, unsatisfactory performance and violation of provisions of the Ordinance (GOB, 1982). The Ordinance did not provide any mechanism for checking the financial transactions between prospective migrant workers and recruitment agents. It did not specify punishments in the form of fines. It did not require the recruitment agents to show the employment contracts to workers prior to their departure. And it did not at all take into account women as potential primary migrant workers. Besides, it had no provision for migrant workers to seek legal aid either in Bangladesh or in destination countries.

Insufficient welfare support and migrant worker protection is another problem that are result for weak legislation and policy formation. As the ILO has noted, while origin and destination countries have a shared responsibility to protect the rights of migrant workers through all stages, their particular responsibilities differ both because the migration experience changes at each stage and because countries have more ability to exercise supervision over migrant workers in their own countries and much less ability to control what takes place in foreign countries. Once migrant workers leave their home

Country, the protection that their own governments can provide becomes limited; however, that is when the migrant workers need the most protection. All migrant workers are potentially exposed to human rights violations in destination countries because of negative public attitudes in these countries towards migrant workers, language barriers, poor legal protection, lack of awareness, ill-treatment by law enforcement authorities and weak rule of law (APF, 2012 Afsar, 2009, Siddiqui 2008). But female migrant workers who work as domestic workers are particularly vulnerable to human rights violations for a number of reasons.

The government committed to ensuring future migrant workers about the process of legal migration, migration cost, usual terms of contract, and the importance of arranging written agreements with employers (GOB, 2006). None of these commitments was made in the Ordinance. The Ordinance simply stated that the government could make rules for the security, well-being and protection of migrant workers and their families (Article 19 (k) and 19 (q)), although except the 2002 rules, the government did not formulate any other rules for migrant worker's welfare. Despite many promising elements in it, the 2006 OEP policy has been criticized for not providing any particular action plan and time frame to implement the proposed commitments. Since its formulation, successive governments have never developed any comprehensive action plan to implement it (Siddiqui, 2010).

A recent study of RAMMRU found that institutions and persons, who are empowered to apply the Overseas Employment and Migrant Workers Law 2013, are unaware of it. People and institutions, which were empowered under this law including police officers, immigration officers, UNO, magistrates, lawyers, migrants and members of their families, are also not familiar about this law. Besides this, the law itself has many inconsistencies. There is no substantive clause under this law. That means the law did not establish that it should take precedence over past legislation in relation to migration issues. In different places, regarding punishments the law used "can be done" instead of "should be done". And some Article has serious limitations.

No Monitoring and Evaluation Process after Policy Implementation

First, Bangladesh's labor migration policies have remained broadly market-oriented in nature: they have continued to support private sector domination of the labor recruitment industry and a predominantly regulatory and supervisory role for the state, and aimed to maximize the number of labor migrant workers and the flow of remittances. With regards to the implementation of this policy, there have continued to be persistent problems in the enforcement of regulation related to fraudulent recruitment practices, the protection of migrant workers rights, and limitations on female labor migration. Second, the way in which political and social dynamics has contributed to this policy and implementation outcomes. In this connection, it argues that the continued market-based orientation of labor migration policy and the implementation problems mentioned above have reflected the continued political dominance of an emerging domestic capitalist class and predatory state officials during this time. The bureaucracy in Bangladesh has frequently been politicized and thus unable to function free from undue political pressure and influence (Rashid, 2014). The other dimension of politicization involves providing special benefits and patronage to party loyalists. The requirements of accountability are relaxed for party supporters, and 'their actions reflect much more power than they are officially accorded' (Huque, 2011).

Monitoring and evaluation advantage expand performance and achieve results. More accurately, the overall purpose of monitoring and evaluation is measurement and assessment of performance in order to more effectively manage the outcomes and outputs known as development results. On assessing the role of various factors to a given development outcome, with such factors including outputs, partnerships, policy advice, dialogue, and coordination are the main focus of monitoring and evaluation. If the government running institutions are planned for monitoring and evaluation simultaneously then the corruption will be decreased. And the problem is there is no monitoring and evaluation process built in the policy only to state the prevention of misconduct in the recruitment process.

Suffers from Government Staff of Human Resource Shortage

Realizing the increasing prospects of labor demand in the Middle East and its possible contribution to the national economy, the Bangladesh government established BMET under the Ministry of Labor and Employment in 1976. BMET's sole purpose was to organize and monitor international migration. In the initial years of its establishment, BMET was actively involved in recruitment of migrant workers for overseas employment. However, it did not have the capacity to deal with the huge number of migrant workers in the early 1980s. Limited experience in processing foreign demands, lack of skilled and intellectual human resources was the main problem. In 1984, the government established Bangladesh Overseas Employment Services limited (BOESL) as a limited company to take up the direct recruitment role.

The Ministry of Expatriate's Welfare and Overseas Employment is accountable to accelerate coordination and governor over the function and activities of the subordinate offices for overall management of the migration process. Bureau of Manpower, Employment and Training (BMET) is engaged in human resource development by providing vocational skill training through its institutional capacities. There are 70 Technical Training Centers (TTCs) located in different districts and 6 diploma level Institute of Marine Technology (BIMT) under BMET. Demand for skilled manpower in different trades is increasing in the world employment market. But the problem is human resource shortage. Number of trainees and centers are being increased every year but instructors are not recruited proportionately. The setback of scarcity of human resource is also visible in this TTCs. Compared to the approximate demand for 240 assessors to work in the assessment centers, only 98

trainers have been certified and are deployed by the BTEB at various assessment centers as per requirement. Despite having developed competency standards for 34 occupations, due to prevailing barriers in certifying and recruiting trainers and assessors, only 10 standards have been implemented to date. This scenario reveals that it will take time to implement training and certification standards under the NTVQF at the national level (MEWOF, BMET & ILO: 2015).

Solutions of Government Regulation of Labor Migration in Bangladesh

Labor migration brings benefits to migrants and their families, as well as to origin and destination countries. However, there are many strategies and policies are existent here in Bangladesh but the achievement of them is unsatisfactory. As a result a lot of migrants workers are facing many troubles in case of international migrations such as violation of human rights in time of migration, victims of trafficking, negative impacts on family and sexual harassment of female migrants etc. So here are some points to discuss the solution of governance of labor migration from Bangladesh.

Code of Conduct and Strict to the Law

Government has reformed acts, rule and government instructions relating to migration for the development of processes for the management of worker migration in order to make migration process easier and safer. Formerly in the name of management of migration the Emigration Act 1922 and the Emigration Ordinance, 1982 were followed. In order to make contemporary of the ordinance Overseas Employment and Migrants Acts 2013 were legislated. With a view to ensure legitimate and safe migration and migrant worker's rights obligatory registration, electronic manpower clearance receiving, accountability and responsibility of recruiting agencies and evaluation of their activities, prevention of illegal activities of middlemen/broker and punishment procedures, recognition of victims of fraud for entitled legal support have been incorporated in this Act. Vigilance Task Force conducts operations in specified lawful routes of migration and other places to prevent illegal migration of worker.

Bangladesh adopted the 2006 Overseas Employment Policy to enable the government to extend assistance to all Bangladeshi citizens in the process of choosing standard employment, the government committed to ensuring measures to maintain the existing labor market and explore new markets for all migrant workers including Md. Abdur Rahaman and Akash Mahamud Article Title: A Study on the Challenges and Solutions of Government Regulation of Labor Migration from Bangladesh females. It established of labor standard in terms of working hours, rate of wages, overtime, leave entitlement, health services, and freedom of mobility. It increased regulation of the migration process and improved coordination between governmental and non-governmental stakeholders. In fact, this policy recognized fraudulent recruitment practices as an offence against the national interest. It emphasized the economic and social integration of returnee migrant workers.

In order to punish by taking cognizance illegal migration related offences narrated in section 32 and 35 of Overseas Employment and Migration Act 2013 immediately sections are included in the schedule of Mobile Court Act 2009. In addition, a letter has been issued from the Ministry of Expatriate's Welfare and Overseas Employment to the Home Ministry for inclusion of section 31, sections 33 and 35 of the same Act in the Mobile Court Act 2009's schedule. In Bangladesh, the Code of Conduct (No. S-XII/M-3285-801) is utilized "to bring about order and discipline in this sector" in the hope that "every agent in his own interest and the interest of the workers and of the country will sincerely adhere to the Code of Conduct" (RAMMRU, 1999).

Licensed agencies may be "reprimanded" or "warned" by the BMET for breaches of the Code of Conduct and with the "approval" of the Ministry of labor, they could impose more drastic penalties such as forfeiture of security deposits, suspension or cancellation of license or detention under the Special Powers Act (RAMMRU, 1999).

A set of laws, rules and procedures has been formulated for promotion and regulation of emigration and controlling the practices affecting migration. There are 3 sets of rules in this regard promulgated in 2002. It regulates the activity of recruiting agents and controls emigration process.

Apart from formulating new policies and legislation and creating new institutions government has also vigorously pursued bilateral agreements (BAs) and memoranda of understanding (MOUs) with key destination countries. Among destination countries, those in Gulf have been most active in signing agreements.

VI. CONCLUSION

The Government of Bangladesh with 168 million people is faced with a challenge to use the human resource effectively. The GOB has recognized labor migration as a potential tool for the socio-economic development of the country. Efforts to manage migration have been strengthened and introduced digitized migration management system in order to maximize benefits from migration and minimize the harmful effects. With the increasing importance of migration, government wants to maximize the contribution of manpower

export for economic growth and poverty reduction of the country. It is now well accepted that the safest, shortest and lasting route to economic emancipation for Bangladesh lies in manpower export sector.

The total process needs to be addressed with an integrated approach towards creating a congenial environment for safe migration for all. These include the human resource development and also strengthening the migration process and welfare services.

Bangladesh has seen the increasing movement of its people into the international labor market over the years. This expanding migratory movement of workers from Bangladesh exhibits the growth of temporary short-term contract migration, and Bangladeshi people are emerging as major participants in migration. Poverty, along with the growing disparity in the living standards of people in Bangladesh, has let migrant workers to gravitate towards the irresistible magnetism of countries with an abundance of jobs openings and better prospects of life. In addition, labor market demands and the phenomenon of global care chains offer a

Good illustration of how the demand for domestic workers and care-service providers in industrialized countries is met through the international migration from women From Developing countries. A look at overseas employment and remittances reveals a picture of how migrant workers have proved effective in the acceleration and expansion of the economic development of Bangladesh.

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