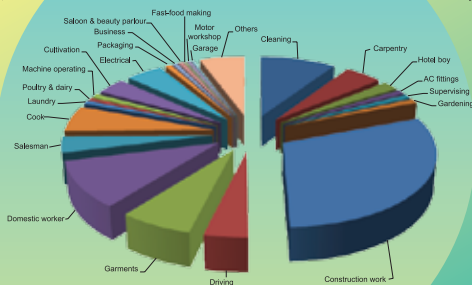


Returnee Migrants : A Ready Workforce

How Returnee Migrants Can Become Active Economic Agents



International
Labour
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Returnee Migrants: A ready workforce

How Returnee Migrants can become Active Economic Agents

Gaps between parties

Bangladesh has a fairly large population of returnee migrants. Once engaged in economic activities in different countries, on returning back to Bangladesh, returnee migrants often face an uncertain employment scenario. They have the skills and experience but find it difficult reaching out for the right opportunities.

At the same time, the business community is always looking for competent, skilled and experienced workers with high productivity. Returnee migrants can be a good choice for recruitment. But employers find it difficult to trace the returned migrants and reach out to them.

In this context, Bangladesh Employers' Federation (BEF) has developed a number of interventions to address these gaps between both parties.

List of Content

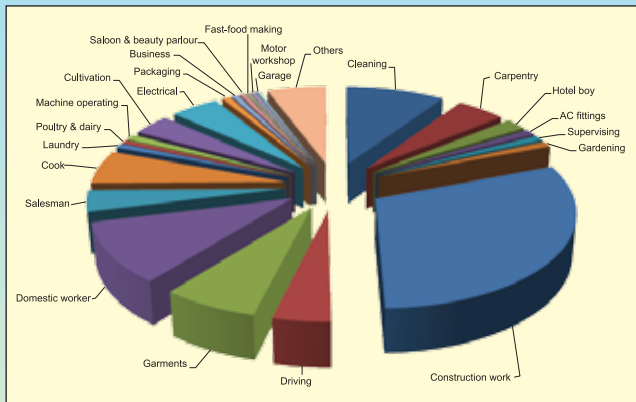
- Why you make a decision in favor of returnees
 - Composition of returnees by occupation
 - Composition of returnees by age
 - Comparative advantages of returnees
- BEF's Interventions
- Employment opportunities for returnees
 - ✓ How to get appropriate job
 - *Tips for seeking employment*
 - ✓ Self Employment
 - *Tips for self employment*
- BEF Help Desk
- Why and where to go for improving your capacity

- **Why you make a decision in favor of returnees**

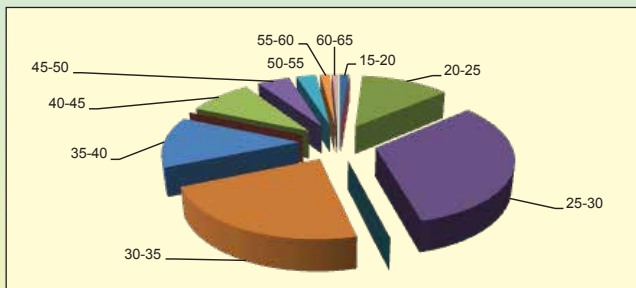
Migrant workers are major foreign exchange earners in Bangladesh. They are working in 157 countries in different industries. 4,25,684 migrants in 2014 and a total of 1,53,661 migrants up to April 2015 went abroad for employment. There are currently more than 8 million Bangladeshi people working and living abroad.

Increased movement of labor indicates diversified employment opportunities in the global market. Remittances sent by migrants through official channels reached a record level of USD 13 billion in 2013. Every year, a large number of migrants return to Bangladesh after completion of their contract, or otherwise termination of employment. These returnee migrants often face problems in getting employment here, because there is no or limited system in place to help them in finding a placement.

➤ Composition of returnees by occupation



➤ Composition of returnees by age



Source: Forthcoming report on "The homecoming: Profiling the returning migrant workers of Bangladesh" by Bangladesh Institute of Labour Studies (BILS) and ILO

➤ **Comparative advantages of hiring returnees**

- They are born and brought up in Bangladesh, and now they are familiar with both local and international business practices
- They are ready workforce who have proved their competency in a highly competitive international market
- They have professional training (both in Bangladesh and abroad), skills and working experience in the international arena
- They are oriented in standard production norms by ensuring standard productivity
- Majority of them are in a favorable age group (age 35-45) who will continue to remain in employment for the next many years to come

• **BEF's Interventions**

BEF has designed the following interventions for professional reintegration of the returnees:

❖ **Job Fair for Returnee Migrants:**

According to a survey by Bangladesh Institute of Labor Studies (BILS) and ILO, about 50% of the returnees have expressed their interest to seeking jobs after returning to Bangladesh. To help returnees and employers to come

on a common platform, BEF has come up with the idea of organizing job fairs where the two parties can connect with one another. The pilot job fair is organized in Dhaka on Sunday, May 24, 2015, at the Multipurpose Hall of Institute of Diploma Engineers, Bangladesh. BILS and other civil society organizations dealing with migrant workers and returnees have extended their support in organizing this pilot job fair.

❖ Recognition of Prior Learning & Refresher Training

Institutional arrangements are already in place to facilitate assessing, recognizing, testing, and certifying the skills levels of returning migrant workers under the existing and expanding scope offered by the Bangladesh Technical Education Board (BTEB).

These arrangements include:

- a. Certification issued to the qualifying persons under the Recognition of Prior Learning (RPL) scheme.
- b. Due process for skills assessment is followed, and if required, refresher trainings are provided to the returnee migrant workers before issuing the skills certificates.

- c. It is reasonable to expect that a duly issued skills certificate will help the returning migrant workers in finding a job.
 - d. Awareness creation information package to be developed in Bangla for job-seeking returnees containing details of RPL, refresher trainings offers, and skills certification options.
 - e. Such information packages will be distributed at all ports of entry by the BMET help desk, and at all the relevant desks at local government offices.
- **Help Desk for Placement & Counseling**

A specialized desk has provisionally been set up at BEF for providing information and counseling for job-seekers and prospective entrepreneurs. When fully functional, this desk will provide information on markets, training facilities, credit facilitation, and so forth. Two qualified staff-members of BEF to be assigned to this desk to provide information support and counseling services to returnee migrant workers.

❖ **Rollout Plan**

The detailed rollout plan includes:

- i) Replication of the job fair at the divisional headquarters throughout 2015-2016 period.

- ii) RPL, Refresher Trainings, and Skill Certification are continuous processes and this intervention to be linked with the existing project interventions and activities of the government organizations, e.g., BMET, MoLE, BTEB, NSDC, etc.

- **Employment Opportunities for Returnees**

According to a forthcoming report on “The homecoming: Profiling the returning migrant workers of Bangladesh” by Bangladesh Institute of Labour Studies (BILS) and ILO, returnees are interested in exploring mainly two types of employment: employed in a job and self-employment. They can seek employment both in the public and private sector.

Most of the business ventures are in the private sector. Private enterprises in Bangladesh are booming, and much in need of the rightly skilled workforce. Returnees, with the necessary skills and experiences gained overseas can find the right position in the booming enterprises.

✓ **How to get appropriate job**

Returnees can use the following tips to help them finding a job:

- *Tips for seeking employment*

- **Who is the best employer for you**

- Who need your skills, knowledge and experience
- Who offer good wages, benefits and working environment
- Have good production infrastructure and management practices

- **How to connect with the employer**

- By responding to an advertisement placed by the employer
- Any insider can be your source of information
- You can connect with Human Resource Department/ Unit
- Need to know right contact person and his/her contact details
- Need to know requirement of that employer

- **How to prepare yourself in an interview**
 - Prepare yourself according to requirement of that position
 - Prepare yourself to present your qualifications and achievements in a precise, lucid manner to the prospective employer
 - Gather all supportive documents in an organized format
 - Know exact date, time and venue of the interview
 - Be present on time, with necessary documents, follow a proper dress code
- **How to perform in an interview**
 - Listen carefully and calmly, try your best to understand question and issues to be answered
 - Communicate answer according to the question of the employer or interviewer, be precise and clear, don't digress
 - Present your knowledge, skills and experience, again in a clear-cut and logical manner
 - In a written test, read the questions carefully and if needed, repeatedly before writing the reply
 - Always be polite to the interviewer

- **How to follow up your interview**

- Before leaving interview venue, find out what is the next step of follow-up
- Get details of the contact person for the follow-up
 - the contact number, date and time to contact
- No need to do unnecessary communication

- **How can you be a good employee**

- Organize yourself before starting work
- Follow rules and regulations of the organization
- Understand your TOR and perform accordingly
- Submit or hand over your deliverables to respective authority according to pre-fixed schedule

- ✓ **Self-Employment**

If you plan to be self employed and ready to run the show by yourself then here is the List of Tips which can help you to become a successfully self-employed person or an entrepreneur:

- *Tips for Self Employment*
- **Major considerations before planning a business**
 - Your skills, knowledge, experience, specialization
 - Your financial capacity
 - Market for the product /service /technology
 - Return on investment
 - Product
 - Technology
 - Raw materials
 - Human resources
- **How to conduct a feasibility study of the business idea**
 - Use your own experience, knowledge
 - Talk to someone successful in the same business
 - Talk to with targeted client/clients
 - If needed then take help from professional

- **Develop a business plan with help of experienced persons or professionals**
 - Business Plan will be your guidebook for running the project in an organized manner
 - Business Plan should be a detailed one, addressing the nitty-gritty of the project
- **How to implement the business plan**
 - Reality check is the main issue during implementation
 - Business Plan is the guidebook during implementation
 - Sometimes experienced persons can guide you also
 - Right choice of machines and raw materials from authorized party/parties
 - Ensure quality production system with good production practices
- **How to get permission from regulatory authorities**
 - Contact with licensing authority to settle regulatory matters

- **How to organize necessary infrastructure and logistics**

- Contact the right agencies to get services to settle logistics and infrastructural issues

- **How to organize finance**

- Own Fund
- Bank Fund (need to follow proper procedure to get that fund , you can contact respective institution to know detailed procedure)
- Other Private Fund

- **BEF Help Desk**

As mentioned earlier, Bangladesh Employers' Federation (BEF) has provisionally been set up a Help Desk with the objective of supporting returnees back into economic activity. This desk will provide information and counseling services to create a bridge between returnees and employers. It will also provide information about various capacity building to help returnees exploring self-employment opportunities. Any interested party can get necessary information and linkages from this desk.

Following databases will be available here

- Detailed profile of returnees, especially information on their professional profile
- Detailed information of prospective employers and their recruitment procedures,
- Human Resource Management Policy as well as Human Resource Departments
- Detailed information of supportive government agencies, their services , linkages with business ventures and procedures to get these services with contact points
- Detailed information of financial institutions with procedure to get support, and contact points
- Detailed information of Business Plan Development Organizations for facilitating implementation of business projects and to provide necessary guidance

How to connect with Help Desk

Bangladesh Employers' Federation (BEF)

Chamber Building

122-124 Motijheel C/ A , Dhaka 1000

Telephone: (02) 8574129-31 & 9565208-10 (PABX)

Email: sg@mccibd.org

Website: www.bef.org.bd

- **Why and where to go for improving your capacity**

If you are a returnee and interested to involve in any economic activity then you can join the skills based certification course which will help you to sharpen your knowledge and validate your skills under a methodical system. This can make you more confident about your performance. This certificate can add much value to your professional standing and ability when presenting yourself in front of employers or any supportive agency.

You can contact Technical Training Centres (TTC) run by Bureau of Manpower, Employment and Training (BMET) in your locality.