Final Report

Study on the International Demand for Semi–skilled and Skilled Bangladeshi Workers

Prepared For

TVET Reform Project

Prepared By

Maxwell Stamp Limited,

Bangladesh

April 2010

MAXWELL STAMP LTD

1 April 2010

Arthur Earl Shears

Chief Technical Adviser

International Labour Organization, ILO

Re: BGD/06/01M./EEC: Study on the International Demand for Semi-skilled and Skilled Bangladeshi Workers under Technical and Vocational Education and Training (TVET) Systems Reform Program

Dear Mr. Arthur Earl Shears:

SUBMISSION OF FINAL REPORT

As per our contract with the ILO on the above-mentioned study, we are pleased to forward herewith a copy of the Final Report for your kind perusal. This report incorporates comments on the Draft Final Report submitted to ILO on December 07, 2009.

We take this opportunity to extend our sincere appreciation for the excellent cooperation and support provided by the ILO.

We assure you of our best services at all times.

Yours sincerely,

Syed Nuruddin Ahmed

Managing Director

PREFACE

Labour migrations from Bangladesh and migrants' remittances, with their overarching impacts on economic and social structures, have become two very significant phenomena of the country's economy and employment generation. Realizing the importance of labour migration, the Government of Bangladesh (GOB) has turned its attention on diverse issues impinging on export of manpower and remittances under an International Labour Organization (ILO) administered Project known as "Technical and Vocational Educational and Training (TVET) project."

The project, *inter alia*, aims at improvement of skill level of the country's labour force, harmonization of classification and standards of skill and occupations with international standards, monitoring of international demands for Bangladeshi workers and synchronization of the country's skill development programs with the emerging demands at home and abroad. The improved skill and certification are expected to improve the status and earnings of the migrants, which, hopefully, will accelerate the flow of remittances and open new windows of opportunities for overseas jobs.

In pursuance of these objectives, the GOB has teamed up with the ILO to chalk out an elabourate project for wide ranging reforms on Technical and Vocational Educational and Training (TVET) system. The European Commission (EC) along with Asian Development Bank and The World Bank will provide financial assistance for implementation of this multi-dimensional program.

EXECUTIVE SUMMARY

According to the United Nation's estimates, the current level of world migrant population is estimated to be of the order of about 215 million representing about 3% of the world population. The proliferation of global migration is accompanied by dramatic diversifications in terms of origin of migrants and their distribution across countries and regions. The UN estimates that from 2005 to 2050, nearly 100 million migrants will leave poor countries for rich nations.

The quest for increase productivity at lower costs provide powerful impetus to seek out skilled manpower from abroad by the developed economies which are experiencing shortage of high skill manpower due to ageing populations and expansion of economic and social networks.

Nearly all the developed countries have erected barriers in one form or the other to block movement of prospective migrants to their protective domains. However, attempts to barricade borders have not been entirely successful. Irregular migration is ubiquitous and pervasive.

The ten countries with the largest international migrant stocks are, respectively, the United States (US), Russia, Germany, Ukraine, France, Saudi Arabia, Canada, India, United Kingdom, and Spain. Top sending countries include Mexico, Russia, India, Bangladesh, Turkey, the Philippines, etc.

Bangladesh's quest for markets for exporting manpower may begin with the countries that are heavily migrant dependent countries. Most of the countries in Europe and North America are dependent on imported manpower in varying degrees. For instance, migrant population in Ireland, Luxembourg, Switzerland, Sweden, Greece, Isle of Man, France, and Italy comprise 10 to 50% of the country's entire population. From Bangladesh perspective however, an important destination is the Middle East, which is also heavily dependent on migrant workers.

Bangladesh has very strong presence in the Gulf region and Malaysia. Particularly significant is its strong contingents of migrant workers in Saudi Arabia, Kuwait, Oman and Bahrain. In Malaysia, Bangladesh's contingent accounts for nearly 19% of the country's migrant labour force. Bangladeshi migrants constitute a hefty 38% of the country's small migrant work force.

About half of all migrant workers are now women. Female labour migration is concentrated in occupations associated with traditional gender roles but in the Gulf region they are concentrated mostly in domestic works. Women migrant workers, especially those in irregular situation, reportedly face serious handicaps and deprivation in terms of low remuneration, heavy workloads, lack of freedom of movement and even physical abuse. However, stories of atrocities against female migrants are often exaggerated as a knee jerk reaction to echo popular perception about vulnerability of women workers in foreign lands. Excepting a small percentage of female migrants, who encountered abuses and sexual harassment, most of the female migrants, as learnt from BMET sources, are reasonably comfortable with their jobs abroad as evidenced by their repeat visits to the same work place abroad in large numbers.

Worldwide flows of remittances have shown steep rise in recent years in sync with rapid migratory movement. Migrants' remittances are estimated to have grown to $433 billion in 2008 depicting an increase of $53 billion or 12% over the corresponding number of 2007--$380 billion.

According to government estimates, the current stock of migrants from Bangladesh exceeds six million, or about four percent of the population for two consecutive years. In recent years, the annual outflow of migrants has fluctuated between 200,000 and 300,000, a trend that exhibited a sharp increase in 2007 and 2008 when the number of migrants crossed the 800,000 mark. From December 2009, however, the flow exhibited a declining trend.

Around 80% of all Bangladesh migrants are located in oil-exporting countries, of which the Kingdom of Saudi Arabia alone accounts for 41%. Other major destinations outside the Middle East include Malaysia, which account for a hefty 11 percent, but in terms of remittances its contribution is only about 3%. Apart from North America and Britain, some western European countries such as Italy, Spain and Greece and Eastern European countries like Russia and Romania are also becoming attractive destinations for Bangladeshi workers.

A majority of the Bangladesh migrants--95.50% of the total--are males; women chip in with a negligible 4.5%. Social taboo reinforced by male chauvinism, lack of experience, government's reluctance to encourage female migration on altruistic grounds are the main reasons for their low proportion in comparison with their peer in Sri Lanka, Indonesia, Philippines etc.

Bangladesh's southern part accounts for the lion's share of migrants, with Dhaka and Chittagong Divisions monopolizing the outflow with 78.20%-- the remaining 4 Divisions account for only 21.20%. At the district level, Comilla stands out as the leading supplier with 15%, followed by Chittagong (13%) and Tangail (8%). Female migrants follow a pattern significantly different from that of their male counterparts. They are concentrated in the 5 districts of the Dhaka Division (52%).

Remittances to Bangladesh have maintained a hefty growth in recent years—from $2.07 billion in 2001 to $ 9.69 billion in fiscal year 2008-09, an average growth of 17 percent per annum. Remittances to Bangladesh during the last quarter of 2008 slackened momentarily towards the end of 2008 but picked up renewed momentum from the beginning of 2009.

The oil-rich Middle East countries with more than 80 percent of the total stock of Bangladesh migrants account for over 60% of the remittances, with the Kingdom of Saudi Arabia alone accounting for nearly 30% of the total. In recent years the US has emerged as the second highest source of remittance with 15%.

World migrant stock is often defined in terms of their skills. Some are rated as highly skilled, some simply as skilled, while others as semi-skilled. The remaining segment bears the tag of unskilled or, more appropriately, low skilled. In general, skill can be defined in terms of either education or occupational level. The main international classification based on education is called International Standard Classification of Education (ISCED) and the other, based on occupational level, is International Standard Classification of Occupation (ISCO). Many Bangladesh workers at home and abroad have acquired high skill on the job but do not have any formal certificates to show for their efforts. TVET project may address this issue to formally recognize their innate and practical skill through certification process to strengthen their bargaining position in the domestic and international employment market

There are no reliable, systematic data or information available on the skill migration. Most source as well as destination countries normally do not maintain elaborate records of migrants by their levels of skill and academic attainments. In general, skill can be defined in terms of either education or occupational level. The main international classification based on education is called International Standard Classification of Education (ISCED) and the other, based on occupational level, is International Standard Classification of Occupation (ISCO). The education approach focuses on the supply side of human resources in terms of their skills and qualifications. The occupations approach looks at the demand side for high skills people.

According to World Bank and the OECD estimates, the growth of highly skilled migration to EU countries started in the early 1990s have shown sign of acceleration due to boom in the

Information and Communication Technology (ICT) sectors. From under 15 per cent of all migrants in 1991, the share of the highly skilled grew to over one quarter of all migrants by 2001.

Asian-born migrants are the largest contingent of the internationally mobile skilled population, making up 35 per cent of the world total. European migrants, who make up 34 per cent, closely follow the Asians.

More than 85 per cent of the skilled immigrants in OECD countries were to be found in just six countries, the United States (circa 50 percent), Canada (13.5), Australia (7.5), the United Kingdom (6.2), Germany (4.9) and France (3.0). The flow of skilled migrants is dominated by developed countries such as the United Kingdom, Germany, Canada and the United States, together with a number of middle-income developing countries such as the Philippines, India, Mexico and China.

The key factor that influences international migration is income differentials between the host and source countries that lure skilled individuals to cross borders in quest of better opportunities. The factors that induce highly skilled to move abroad also includes immigration policies of the country of destination, the existence of networks of relatives, friends and professional peers, opportunities for acquiring knowledge and first rate education in the best centers of the world as a prelude to turning into full-fledged migrants on completion of the education.

The euphoria generated by inflow of migrants' remittances, and the possibility of inflating foreign currency reserve often overshadows several key questions. One group, the strong advocates of international mobility of skilled individuals, points out that migration benefits both the sending and the host countries, although not necessarily by the same measure. The second group, the antagonists at the opposite end of the spectrum, argues that there can be a loss of welfare for the source country because of externalities due to a loss of scarce skills.

There are several studies including one by Nimo, Yoko (2008) sponsored by Asian Development Bank (ADB) which conclude that remittance level is inversely related to skill level; the higher the skill the lower the level of remittances. One important reason is that they tend to come from better off families whose demand for remittances is lower. Another is their ability to bring their families along with them, as they tend to enjoy more secure financial and legal status.

Skill Migration—Bangladesh Perspective

The BMET classifies migrants into four skill categories: professional, skilled, semi-skilled, and low skilled. According to BMET, during the period between 1990 and 2009, about 2.7% of the migrants were professional, 31.32% skilled and 16.27% semi-skilled and the remaining nearly half – 49.65% ---are unskilled. This classification, on which these data is based, however, is not consistent with ISCO-08. Casual empiricism suggests that the proportion of skill migrants is much smaller than the ratio shown by BMET.

To get a clearer picture of the profiles of the migrants, the study team interviewed a section of 889 outgoing migrants who attended the briefing session conducted by BMET. The survey revealed that a typical semi-skilled or low skilled migrant does not have a general or technical education or training, and is employed in a lowly job with wages up to a meager Tk 13000 a month. However, masons, electricians, plaster technicians and a small proportion of garment workers are among the better paid workers with wages ranging from TK 14 to 20 thousands. Welders are the largest of the better-paid groups with wage levels of Tk 26, 000+ per month. Workers in certain skill categories have fairly high demand. They are steel frame fixers/ fabricators, welders, tiles fixers, plaster technicians, and masons.

Unsatisfied Demand for Bangladeshi Workers:

Bangladeshi recruiting agents receive substantial demands for low or semi-skilled workers mainly because (i) they are cheap; (ii) they are willing to perform lowly or even hazardous work; (iii) they are docile; and most importantly (iv) the agents in Bangladesh are prepared to very high premium for job orders compared to competing nations (the current rate of premium is of the order of TK 1,20,000 to 2,00,000 per worker). In 2007 and 2008 when there was an avalanche of orders from countries like UAE, Saudi Arabia, Malaysia for recruitment of construction workers, many recruiting agents, faced with shortage of supply of masons, rod binders, welders etc. quickly set up their own ad hoc training outfits to cater to the demands through crash training programmes.

Foreign recruiters do not normally send requisitions for kinds of workers which Bangladesh cannot supply. However, skilled workers like nurses and care givers which have heavy demand cannot often be supplied by recruitment brokers of the country.

Stake Holders Relating to Labour Migration

The main stakeholders relating to labour migration are MoEW&OE, MoFA, MoC, NSB, PC, BoI, NCBs PCBs, Ministry of Finance and Bangladesh Bank. A section of the returnee migrants have developed their own organizations mainly as pressure groups with diverse agenda. Women Migrants Association (BWMA) is engaged in a campaign for lifting the ban on women migrants. Among the UN bodies and affiliates, ILO and IOM are the major organizations that have mandates on migration. Over the years, ILO has commissioned several important studies in Bangladesh regarding migration.

National Skill Development Policy

A National Skill Development Policy is being formulated to improve the skill training programs and coordination among the government and non-government bodies, private training organizations, NGOs and donors in delivering both formal and informal skills training. The policy aims at establishment of a common platform for skill development and coordination of the activities of the important players delivering skills based education and training. It encompasses the full range of formal and no-formal vocational, technical and skills based education and training pre-employment and livelihood skills training, including TVET and apprenticeships, education and training for employed workers, including workplace training; and employment oriented and job-related short courses, for both domestic and international markets.

To translate the objectives of the skill development policy the government and its industry partners have established the National Skills Development Council (NSDC). It is an important tripartite forum consisting of representatives of government, employers, workers and civil society to chalk out a road map and direction for skill development in Bangladesh.

The National Skill Development Policy also envisages strengthening some of the existing institutions like Bangladesh Technical Education Board (BTEB), BMET and setting up several standards and parameters for improvement of skill. These include (a) Competency Based Training & Assessment, (b) Industry Sector Standards & Qualifications (c) National Technical & Vocational Qualifications Framework (NTVQF) and (d) Bangladesh Skills Quality Assurance System.

Recommendations:

1. Skill Development Programs

The demand for workers from Bangladesh in the coming months and years will depend on many factors. Among these are prospect of economic growth of the labour receiving countries especially in the gulf region, the principal destination of short term Bangladesh workers, availability of cheap labour in Bangladesh, skill development program of the government and, of course, government initiatives to introduce discipline and transparency in the migration process. The Projected demands in different skill categories are given in Table 11.2 and 11.3. The following are the most important occupations that can be targeted for skill development:

1. A/C & Refrigeration Technician
2. Carpenter & Joiner
3. Driver
4. Fixer
5. Machine Operator
6. Mechanic & Technician
7. Painter
8. Salesman
9. Tailor
10. Black Smith
11. Cutter
12. Electrician/ Elect Mechanic
13. Foreman
14. Mason & Joiner
15. Operator
16. Plumber & Pipe Fitter
17. Steel Fixer

2. Migration Policy

Labour migration from Bangladesh has helped the country to build up healthy foreign exchange reserve while opening job opportunities for the vast number of unemployed people. However, migration cannot be looked upon as a panacea for addressing economic ills. Exodus of a vast number of people to endure hardships in arid deserts or unhealthy plantations to eke out a living cannot be an option for a self-respecting nation. Moreover, a huge amount of money is spent from the national exchequer to educate or train highly skilled manpower. Migration of such people deprives the country from the benefits of their services. However, the goal to absorb surplus manpower including skilled ones cannot be achieved in the short run. The skill development program for the potential migrants may, therefore, aim at promoting skills that does not involve heavy outlay of public money. To achieve these objectives, emphasis may be laid on developing skills through short-term crash programs by way of private public partnership to meet the needs of the hour.

3. Female Migration

Women migration is gathering momentum for the past few years following some degree of hesitancy including government embargo, which characterized female migration in the past. However, past attempts to block or regulate female migration had backfired. Migration of women with adequate protection can be ensured only with sufficient training on different aspects of house keeping, their legal rights and remedies from oppressive employers and a reasonable proficiency in the language and customs and habits of the destination countries. Also important is monitoring of the concerned recruiting agents and the kind of people they are going to work with.

4. Capacity Building of BMET

BMET is the focal point for migration. It needs to be strengthened not only in terms of manpower but also about other issues that seem to hinder its operation. These are (i) monitoring of demand for Bangladeshi workers, including skilled and semi skilled workers, (ii) maintaining the database on a scientific basis and (iii) organizing training programs for overseas employment. The Bureau is handicapped to carry out its normal functions due to large number of vacant posts at the head quarter and district level. These posts may be filled up. The following recommendations are made to strengthen BMET:

The following additional suggestions are made for skill development programmes:

- In addition to the existing 37 TTCs another 30 to 35 centers may be established in phases.
- The Bureau may be strengthened to ensure effective administration of present 37 training institutes
- The standard of training and the instructors of engaged in training system need to be improved to match the required skill in the overseas employment.
- A separate institute may be set up to upgrade the skill of instructional and managerial capability of the instructors.
- Affiliation of TTCs with internationally reputed accreditation body may be done to ensure exchange of training standard and mutual recognition of technical training levels.
- All the vacant posts are to be filled in both at head quarters and at the district level officers and Technical Training Centers.
- An information desk is to set up in BMET and at the DEMO to provide necessary information to the aspirant migrant and trainers.
- DEMO offices should be equipped with modern office equipment and all the vacant posts should be filled in particularly the head of office.
- Welfare and computer desks at international airports needs to be strengthened with manpower and logistic facility.
- Some functions of the head quarters e.g. pre-departure briefing, awareness campaign, receiving the application of compensation of death and areas dues, complaint settlement, etc may be delegated to DEMO.
- The welfare section may be structured to make it competent to deal with the disbursement of death compensation money and other affairs in a shortcut possible time frame.
- 2 to 3 posts of Directors and an equal number of posts of Deputy and Assistant Directors my be created to deal the research, monitoring and planning functions.
- Some regional level offices may be established to decentralize the services of BMET and to ensure the closer supervision of the field level offices like TTCs and DEMOs.

The government may, therefore, work with the private entities including big recruiting agents to organize a common curricula and certification system as envisaged under the TVET project. To provide incentives to the private initiatives the government may provide some elements of subsidy preferably lining up contributions from donors.

Competency and Linguistic Requirement

Given the global labour 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.

Ladderization

There is an opportunity to establish a system of ladderization 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 (or part thereof) before returning abroad. A similar model is currently practicing in Philippines.

Table of Contents

List of Tables

List of Figures

ABBREVIATIONS

ADB	Asian Development Bank
BAIRA	Bangladesh Association of International Recruiting Agencies
BMET	Bureau of Manpower Employment and Training
BoI	Board of Investment
BTEB	Bangladesh Technical Education Board
BWMA	Bangladesh Women Migrants Association
EC	European Commission
EU	European Union
FDI	Foreign Direct Investment
FERA	Foreign Exchange Regulation Act 1947
FHQ	Foreign Highly Qualified Employees
GCC	Gulf Cooperation Council
GDP	Gross Domestic Product
GOB	Government of Bangladesh
ICT	Information and Communication Technology
ILO	International Labour Organization
IMF	International Monetary Fund
IOM	International Organization for Migration
ISCs	Industry Skill Committees:
MoEW&OE	Ministry of Expatriates' Welfare and Overseas Employment
MoC	Ministry of Commerce
MoFA	Ministry of Foreign Affairs
MOLE	Ministry of Labour and Employment
NCBs	Nationalized Commercial Banks

NGO	Non-Government Organization
NSDC	National Skill Development Council
NTVQF	National Technical and Vocational Qualifications Framework
ODA	Official Development Assistance
OECD	Organization for Economic Co-operation and Development
PC	Planning Commission
PCBs	Private Commercial Banks
RPL	Recognition of Prior Learning
TTC	Technical Training Center
TVET	Technical and Vocational Educational and Training

CHAPTER 1

INTRODUCTION

This chapter deals with survey background, objectives and methodology of the study

1.1 Terms of Reference

"Study on the International Demand for Skilled and Semi-Skilled Bangladeshi Workers" is the subject of this study. The objectives, scope, study coverage and expected outputs of the study are laid out in the Terms of Reference (TOR). The objectives enumerated in the TOR are as follows:

- To begin capacity building of BMET so that it can determine international labour demand on a regular basis; and currently.
- To identify the demand for skilled and semi skilled workers in countries which typically recruit such workers, for example, Gulf Countries, Korea, Singapore as well as other countries such as European countries and Canada and the USA. Semi skilled workers would be those at the BTVQ level 3 or equivalent (NSS-Level 1 or 2). Skilled level workers are those at the BTVQ level 4 (or higher) or equivalent (NSS—master level). The study will investigate demand for both male and female workers.

1.2 Scope of the Study

The scope of the study as laid down in the TOR is summarized below:

- Compilation of historical data on migration flows of Bangladeshi workers.
- Collection of data on total demand for Bangladeshi migrant workers in the countries of current destinations.
- Compilation of data on potential demand for migrant workers in other countries which used to employ foreign workers but currently do not accept Bangladeshi migrants.
- Data on the demand for Bangladesh labour migrants which are received by members of Bangladesh Association of International Recruitment Agencies (BAIRA).
- Assess the current status of BMET and to suggest capacity building of BMET so it can determine the international demand for skilled and semi-skilled Bangladeshi workers.
- Provide additional data set if available from internet or from other relevant studies.

1.3 Study Methodology

Although the scope is limited, the study team took a close look at the factors that impel the employers to look beyond national frontiers in search of skilled manpower and the lures that beckon talented individuals to distant lands. The study team also examined a long array of issues that impinges on migration of skilled individuals: policies of destination and source countries and the emerging pattern of demand and migratory movements across national frontiers.

To achieve the above objectives, the team reviewed relevant literatures and a prodigious amount of materials on the subject (contributed to the web sites) by ILO, International Organization for Migration (IOM), World Bank, Asian Development Bank etc. as well renowned experts on this subject. Annexure 1 provides a list of sources of data.

To gain a clear insight into various aspects of labour migration the team met a number of key stakeholders. Following is briefly the outcome of our interactions with the stakeholders:

Ministry of Expatriates' Welfare and Overseas Employment (MoEW&OE)

The Hon'ble Minister, MoEW&OE, was kind enough to grant an audience to the Study Team at the beginning of the study and briefly shared his thoughts with the team. He felt that the time allotted for the study was too short to draw meaningful concussions on the complex issues involved in developing a pool of skilled and semi-skilled manpower. He also thought that assessment of demand for skilled workers could better be done by visiting some of the important labour importing countries; otherwise, the prescriptions might lose some of its usefulness and could turn into another academic exercise.

The team also met the officials of the Planning Cell of the Ministry of Labour and Employment (MOLE) including the Joint Secretary in charge of the Cell. He promised to extend the Ministry's cooperation to the Team for the study, especially to collect information from the Bangladesh Missions abroad. Accordingly, a structure questionnaire at Annexure 2 was prepared for selected Bangladesh Missions abroad to provide data on skilled and semi skilled migrants and information on the policies of the host countries with regard to migrant workers. The questionnaire was sent to the Ministry of Expatriates' Welfare and Overseas Employment (MoEW&OE) who forwarded it to the missions with their covering memo, to return it with necessary information. However, no response had been received from the missions up to the date of preparing this Report.

Foreign Missions in Bangladesh

The team prepared another set of questionnaire (Annexure 3) in consultation with ILO to collect data/information from the Dhaka based missions of selected labour importing countries on issues concerning demand for manpower in their countries. The Team proposed to send the questionnaire to the missions through the MoEW&OE. Due to their reluctance to intervene into the matter, a letter of introduction collected from the ILO project office was forwarded to the selected Missions along with the questionnaire and a cover note from the consultants. A list of these missions appears in Annexure 1. The missions, however, did not respond to our correspondence in spite of repeated telephonic reminders from the consultants' office apparently on account of preoccupation with their routine work and lack of appropriate database at their end.

Bureau of Manpower Employment and Training

The study team maintained constant liaison with the BMET to collect data and information on various topics relevant to the study. The Bureau's Director, Research, Monitoring and Computer of BMET and other officials in the Computer and Training Divisions extended their helping hands to the research team at all stages in preparation of this Report.

International Organization for Migration (IOM)

The team shared its views with Ms Samiha Huda, National Program Officer of International Organization for Migration (IOM). IOM supplied a soft copy of the entire copy of World Migration Report, 2008 which provided insight into the complex issues relevant to movement of people across national frontiers

Bangladesh Association of International Recruiting Agents (BAIRA)

The team visited the President, Secretary and other officials of Bangladesh Association of International Recruiting Agents (BAIRA) on several occasions to share their views on skill development and, its alignments and classifications of certification process to international standard. The President of BAIRA expressed his candid opinions on sensitive issues concerning export of manpower from Bangladesh. He laid special emphasis on strengthening BMET with adequate number of dedicated officials with a flair for professionalism and provides them with opportunity to rise through the hierarchical ladder.

BAIRA Secretariat provided necessary assistance to collect information and data from its selected members by issuing a letter of introduction. The team sent out the enumerators with structured questionnaires--Annexure 4 for BAIRA and 5 for 33 members of BAIRA. Feedbacks were received from 23 agencies. These feedbacks, however, turned out to be of little help to get a sense of skill migration from Bangladesh and the potential for demand for skilled and semi-skilled Bangladeshi workers. The recruiting agents, as they claim, do not maintain systematic records of people recruited for overseas employment. The world of recruiting agents, it appeared, is shrouded in mystery and secrecy. With suspicions lurking in their psyche regarding the intents of the survey and the fear of their privileged information getting into the hands of the competitors, they preferred to sign off with perfunctory responses. A list of recruiting agents appears in Annexure 1.

Technical and Vocational Education and Training (TVET) Reform project

The team maintained liaison with research team of the Technical and Vocational Education and Training (TVET) reform project especially with regard to classifications of certification process according to international standard; the team greatly benefited from a useful presentation made by Dr. Paul Comyn, International Expert, TVET Policy, Systems & Management, ILO, Bangladesh. All the while, the team maintained close liaison with Mr. Arthur Earl Shears, Chief Technical Advisor of TVET Reform project in Bangladesh to review the progress of the study.

1.4 Internet

Internet provided a rich source of data on nearly all aspects of labour migration. The consultants sifted through a maze of thousands of web pages to glean data and information relevant to the objectives of the study.

1.5 Survey of 889 Emigrants Leaving for Jobs Abroad

Due to inadequacy of data on skill migration and inappropriate, and often misleading classification of skill migration maintained by BMET, the team made special arrangement to generate a few sets of primary data on its own in cooperation with the BMET through interviews with 889 outgoing migrants with a structured questionnaire (Annexure 6) covering their skill levels, types of jobs they would be doing abroad, compensation packages, destinations etc. The data was collected during the month of October and November 2009 from the outgoing migrants who assembled at the BMET regular pre-departure briefing centers. Admittedly, the selection of samples was not fully scientific; the constraint of time and resources prevented the team to operate on a bigger canvas or a wider time frame. Nevertheless, it provided a quick insight into several interesting, and in many ways curious, aspects of the ongoing flow of migrants from Bangladesh.

CHAPTER 2

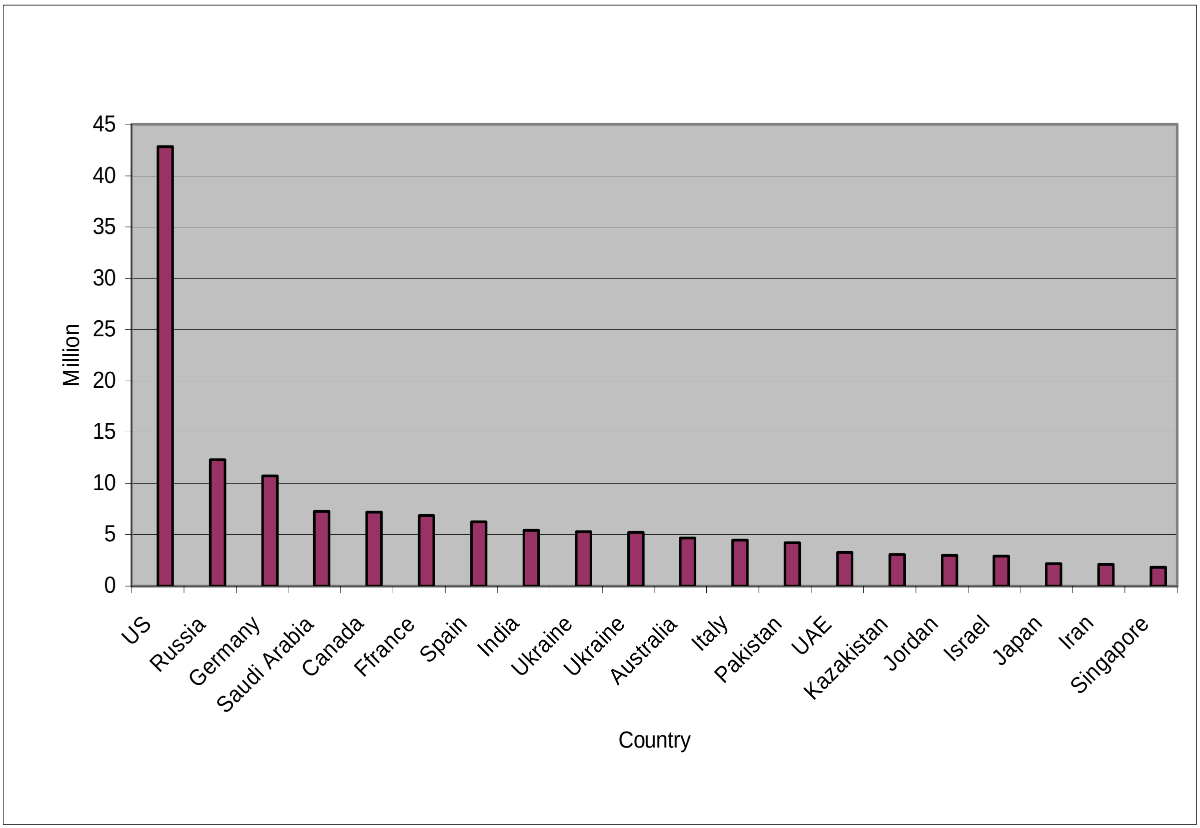
TRENDS OF INTERNATIONAL MIGRATION AND REMITTANCES

2.1 Current Stock and Pace of Migratory Movements

According to the United Nation's estimates, the current level of world migrant population is of about 215 million people representing 3.1% of the current population of the world. The pace of movement has accelerated in the last few decades—since 1965 the migrant population increased manifold outstripping the pace of increase of the global population growth rate. Annexure 7 provides a complete picture of international migrants by destination countries broken down by percentage of total population, ratio of female migrants, average annual rate of change and net migration.

US, known as the country of immigrants and a land of opportunities, with an immigrant population of more than 42 million, towers over other countries (see Figure 2.1). Some other important countries, though way behind the US, are Russia (12.27 million), Germany (10.76 million), Canada (7.2 million), France (6.69 million) etc.

Figure 2.1 Countries with Large Immigrant Population 2010

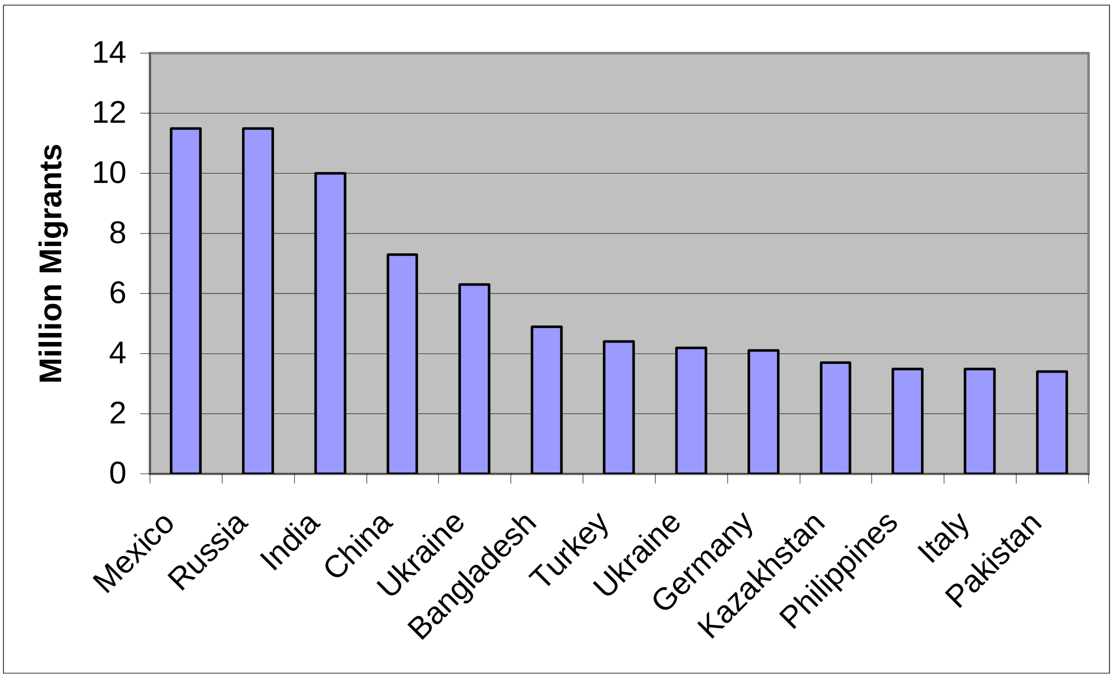


Source: UN Population Division

The proliferation of global migration in recent years is accompanied by dramatic diversifications in terms of origin of migrants and their distribution across countries and regions. The profiles of the migrants have also undergone a sea change. Migration is no longer seen as a permanent shift of residence to an alien land but includes short-term relocation, longer-term temporary assignments, permanent migration and even multi-stage migration itineraries leading back to the point of origin. Curiously, India and Pakistan, two of the major suppliers of international migrants, also feature as homes of a large number of immigrants. The phenomenon is attributed to the partition of the sub-continent in 1947, which saw mass exodus of population from one country to the other, based mostly on religious affiliations.

On the other side of the migration spectrum are the countries supplying workers to the world employment market. Prominent among them are Mexico, India, China, etc. (See Figure 2.2). Bangladesh, with an emigrant population of 4.9 million (current BMET estimates puts the number at 6.3 million), ranks 6th in the list of important source countries.

Figure 2.2: Countries with more than 3 million Emigrant Populations, 2005



Source: Development Prospects Group as cited by World Bank (http//siteresources.worldbank.org/introspects)

2.2 Why do People Migrate?

People move across borders for many reasons but principally in pursuit of economic opportunities. In a globalizing labour market, migrant workers seek out greener pastures in part because they have potentially competitive assets in terms of skills, wage expectations, and cultural attributes which allow them to establish footholds in alien lands. The United Nations Population Division estimates that from 2005 to 2050, nearly 100 million migrants will leave poor countries for rich nations (United Nations 2005). As modern transport and communication conquer physical distance, the mobility of migrants has been greatly facilitated by relatively inexpensive and reliable transportation and communication technologies.

The modern highly powerful global production dynamics dictate the patterns of labour supply and demand. The quest for increased productivity at lower costs provides powerful impetus to seek out cheaper and relatively better skilled manpower from across the borders. Another compelling factor is the growing need for human services in the developed economies now deluged with an ageing populations needing continuous personal care on a daily basis.

2.3 Migration—South Asian Perspective

The historic ties that link the various populations across the region, reinforced by modern day migration dynamics, have given rise to multiple forms of population movements ranging from voluntary to involuntary, internal to external and transitory to long term migrations. For south Asian migrants three regions are the most popular destinations for migration seekers: the English-speaking industrialized countries, in particular the UK, US, Canada and Australia; and, increasingly, since the 1970s, countries in the Middle East, chiefly Saudi Arabia, Kuwait and the United Arab Emirates (UAE) as temporary workers. Lately, South East Asia, predominantly Singapore, Korea and Malaysia that achieved spectacular economic growth in recent times have opened up opportunities for the aspiring overseas job seekers (IOM--2008). Due to geographical proximity, Malaysia has been a favorite destination for Bangladesh migrants, with some unhappy experiences in terms of low wages, lack of suitable jobs, harassment and even imprisonment, exacerbated by the dubious activities of a number of unscrupulous employment brokers.

The skill levels of the migrants vary on the basis of destinations. Temporary labour flows to industrialized countries are mainly in higher-skilled and professional occupations such as medicine, information technology, engineering and teaching.

Temporary labour flows to the Middle East are dominated by the lower-skilled occupational categories, in particular construction work, transport operations and domestic services: the proportion of professionals from the sub-continent is relatively small. Temporary migration to South East Asia is, again, a mix of skilled and lower-skilled occupations, including domestic services and plantation work as well as health and information technology (Chandra, R 2008).

2.4 Irregular Migratory Movements

Although great strides have been made to create a globalize economic system by freeing the movement of merchandise, technology and capital, nearly all the developed countries have erected barriers in one form or the other to block movement of prospective migrants to their protective domains. Barriers to the movement of people have been identified as a continuing impediment to further global economic gains from trade. Attempts to barricade borders have not, however, been entirely successful. Irregular migration is ubiquitous and pervasive.

2.5 Other important Features of Migrations

In recent years, circular or return migration is becoming more commonplace, as migratory patterns now include one or more countries of transit. While traditionally migration has been exclusively male, it is no longer the case. Women make up nearly 50 percent of international migration flows, and in some countries, such as the Philippines and Sri Lanka women migrants are the majority.

Although migration is primarily considered a south-to-north phenomenon--from poor to wealthier nations--other variations are emerging. In 2000, the south-south migration (both across and within developing regions) accounted for about 50 percent of all international migrants (Ratha and Shaw 2007).

Traditionally, international migration has had a regional bias; now, there is considerable migration across regions, making it a truly global phenomenon. For example, Europe has an estimated migrant population of 64 million. Although most of them are from within the intra-European region, a significant part of that migrant population originated from Asia and Africa.

Leaving out the newly defined migrants created by the dissolution of the former Soviet Union, about 56 percent of the world's international migrants were in the More Developed Regions (according to UN definitions) in 2000. However, large portions of migrants in the more Developed Regions are from other high-income countries. For instance, almost exactly half of the stock of migrants in the Organization for Economic Co-operation and Development (OECD) member states in 2000 was from other OECD states; more than one third of all migrants came from OECD members other than Mexico and Turkey (Lucas, Robert E. B. 2008).

2.6 Female Labour Migration and Gender Issues

As mentioned above, about half of world migrant workers are now women. They either accompany their male relatives or, more increasingly these days, migrate independently. Regardless of skill levels, female labour migration is concentrated in occupations associated with traditional gender roles-- education, social work and health, particularly nursing and, of course, household work. Demand is increasing for care services in less-skilled and under-valued jobs, such as domestic work and caring for children, the elderly and disabled persons. The female migrants in the Gulf region are concentrated mostly in domestic works. Table 2.1 provides an overview of female migrants across regions.

Table 2.1: Female Migrants as Percentage of all International Migrants

Major Area	Percentage of female migrants
More developed regions	52.2
Less developed regions	45.5
Least developed countries	46.5
Africa	47.4
Asia	44.7
Latin America and the Caribbean	50.3
Northern America	50.4
Europe	53.4
Oceania	51.3
World	49.6

Source: Trends in the Total Migrant Stock 5 Revision (United Nations), 200POP/DB/MIG/Rev.2005), data in digital form, 2006.

Bangladesh's share of female migrants is a minuscule percentage of the total stock of that genre working away from their countries of birth. According to BMET sources, female migrants Bangladesh constitute about 4.47 % of the people leaving for jobs abroad.

Globally, the ILO reports that the most frequently encountered issues regarding the working conditions of women migrant workers are low remunerations; heavy workloads with long working hours and inadequate rest periods, limited training facilities and poor career development. In some countries such workers also lack freedom of movement. Women migrant workers' jobs are normally located very low on the occupational ladder and are usually not, only inadequately, covered by labour legislation or other social security or welfare provisions (ILO, 1999). The best example is domestic work, where protection is flimsy and psychological, physical and sexual abuses have been noted frequently.

Countries like Bangladesh, obviously driven by altruistic motives, tried to block migration of females but the restriction quickly backfired (IOM, 2008). With promises of a bright future, a few unscrupulous traffickers shepherded many gullible women out of the country to an uncertain world of exploitation, deceits and oppression.

United Nations Fact sheet on International migration

- At the global level, international migrants numbered 191 million in 2005.
- Roughly one third live in a developing country and came from another developing country, while another third live in a developed country and originated in a developing country. That is, "South-to-South" migrants are about as numerous as "South-to-North" migrants.
- In 2005, Europe hosted 34 per cent of all migrants, Northern America, 23 per cent, and Asia, 28 per cent. Only 9 per cent were living in Africa, 3 per cent in Latin America and the Caribbean, and another 3 per cent in Oceania.
- Nearly six out of every ten international migrants (a total of 112 million) reside in countries designated as "high income". But these high-income nations include 22 developing countries, such as Bahrain, Brunei, Kuwait, Qatar, the Republic of Korea, Saudi Arabia, Singapore and the United Arab Emirates.
- Nearly half of all migrants worldwide are women. In the developed countries they are more numerous than male migrants.
- In 72 countries, the number of migrants decreased between 1990 and 2005. Seventeen nations accounted for 75 per cent of the increase in the migrant stock over that period -- the US gained 15 million migrants, with Germany and Spain adding more than 4 million each.
- Between 1990 and 2005, at least 35 programs were undertaken in both developed and developing countries to bring the status of migrants who were in an irregular situation into conformity with national regulations. Overall, these programs regularized the status of at least 5.3 million migrants.

2.7 Remittances – Global Perspective

2.7.1 Global Trends in Remittances

Worldwide flow of remittances, including those to high-income countries, is estimated to have grown to $433 billion in 2008 depicting an increase of $53 billion or 12% over the corresponding number of 2007-- $380 billion. If unrecorded flows through formal and informal channels are included, actual remittance figures are likely to be significantly larger by at least 50 percent higher (World Bank 2006). More pronounced is the flow of remittances to developing countries.

Recorded remittances by migrants from developing countries, which reflect only money transferred through official channels, are estimated to have reached $328 billion in 2008, up from $286 billion in 2007, and about three times of the level of $115 billion that flowed to the developing world in 2002. There had also been significant shifts in the regional distribution of remittances in 2008. East Asia and the Pacific region edged past Latin America and the Caribbean, which until 2007 was the highest remittance recipient region. Remittances to Latin America suffered a setback due to the weak growth of the US economy and its tighter enforcement of immigration laws. Closely behind East Asia and the Pacific is South Asia, which witnessed staggering growth by 34.55%. Remittances to all Asian regions remained robust because of strong growth in Asia and Europe. Annexure 8 provides a complete list of countries with the latest statistics (2008) on the flow of remittances.

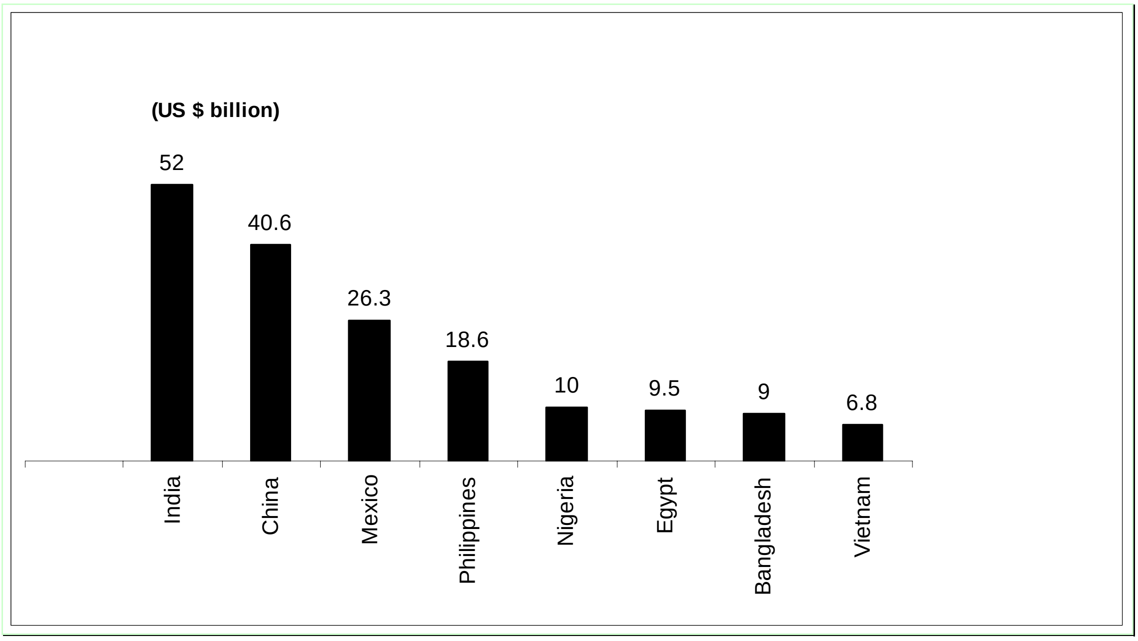
2.7.2 Highest Remittance Receiving Developing Countries

India, China, Mexico, and the Philippines were the four highest remittance-receiving developing countries (see Figure 2.3)

Bangladesh, with a remittance earning of $9.01 billion in 2008, was one of the highest remittance-receiving countries of the world. Morocco received the highest amount of remittances in Africa while Nigeria topped the list in Sub-Saharan Africa (Figure 2.2).

Among the Developing Countries Bangladesh ranked seventh in terms of the quantum of remittance money in 2008 (See Figure 2.3).

Figure 2.3: Top Recipients of Migrant Remittances among Developing Countries in 2008



2.7.3 Near Term Outlook for Remittances

A few months ago, the World Bank's migration and remittances team released its latest forecast of global remittance flows, indicating that even fewer migrants from developing East Asian and Pacific countries may be sending home money this year (2009) than they predicted in an earlier report. Remittances flowing to countries in the region are now forecast to fall by 5.7 - 8.8 percent in 2009, according to the report.

Interestingly, the forecast says that despite indicating falling remittance flows to the East Asia and Pacific region, the outlook for the South and East Asian countries have been relatively strong. There is, of course, a risk of a further slowing down, they predicted. Bangladesh also witnessed a slowdown in the growth rate towards the end of 2008, before picking up the momentum of growth from early 2009.

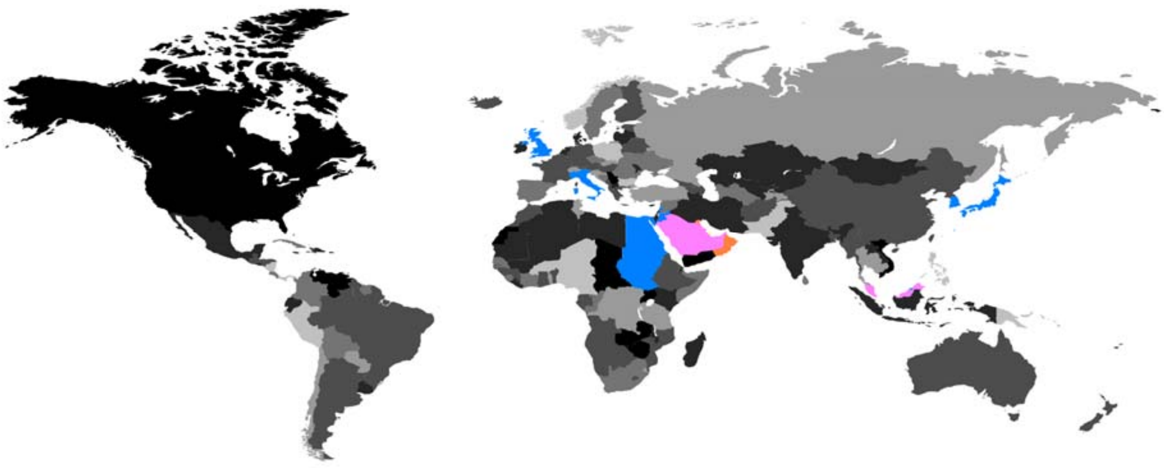
CHAPTER 3

LABOUR MIGRATION FROM AND REMITTANCES TO BANGLADESH

3.1 International migration from Bangladesh

According to the government estimates, the current stock of migrants from Bangladesh exceeds six million, or over four percent of the population. This estimate is no more than an educated guess. According to data from the Bureau of Manpower, Employment and Training (BMET), about 6.6 million people migrated during the period 1976 and 2009 (November). An equal number of people may have gone abroad on short-term contracts or who settled abroad; this flow is not recorded by BMET. BMET also does not normally record the migrants who leave for the US and Western Europe with immigration visa or through irregular channel. Based on information collected from Bangladesh embassies abroad, officials estimate that the current stock of Bangladesh migrants including the Bangladeshi Diaspora would be around 6.3 million. Annexure 9 shows the major destinations of Bangladeshi migrants since 1976, while Figure 3.1 provides a bird's eye view of destinations of Bangladesh migrants and Diasporas across the world.

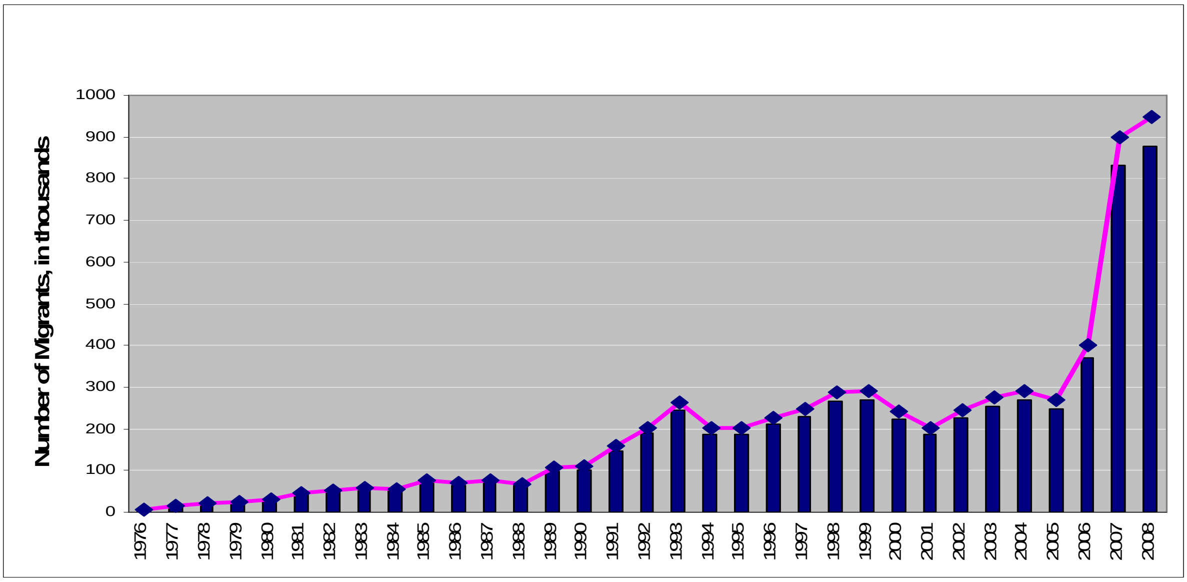
Figure 3.1: Major destinations of Bangladeshi migrants



Destination Countries, > 10%	(magenta)
Destination Countries, 5 – 10%	(orange)
Destination Countries, > 1 – 5%	(yellow)
Destination Countries, 0.1 – 1%	(blue)

In recent years, the annual outflow of migrants fluctuated between 200,000 and 300,000, a trend that exhibited a sharp increase in 2007 and 2008 when for two consecutive years the flow exceeded the 800,000 mark. From December 2008, however, the flow of migration exhibited a declining trend by nearly 40% but remained 50% higher than pre-2007 level.

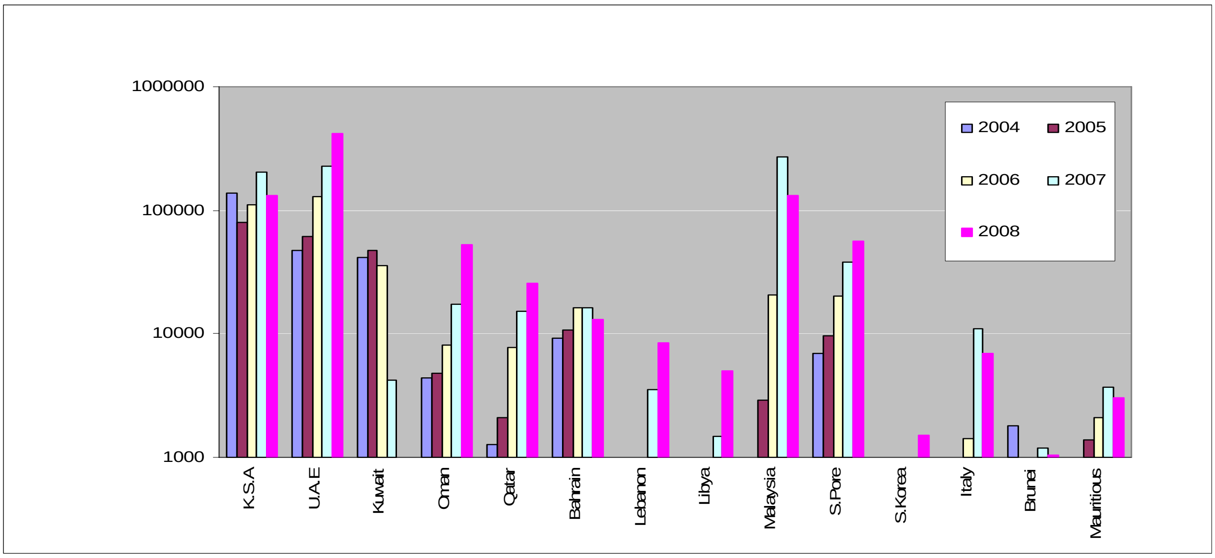
Figure 3.2 Flow of Migrants from Bangladesh 1976 to 2008



Source: BMET data base

Figure 3.2 show the outflow of migrants recorded by the Bureau of Manpower, Employment and Training since 1976. The principal destinations of the migrant workers are the oil-exporting Middle East countries such as Saudi Arabia, Kuwait, United Arab Emirates (UAE), Bahrain, and Oman. Around 80% of all migrants are located in oil-exporting countries, and a large component, or about 41 percent are based in the Kingdom of Saudi Arabia. Other major destinations among the Middle Eastern countries are United Arab Emirates and Kuwait, which host 21 and 8 percent of the migrants, respectively. Given this distribution of migrants across countries, the total flow of remittances is critically dependent on oil prices and the state of these economies. Other major destinations outside the Middle East include Malaysia, which account for a hefty 11 percent followed by Singapore with 4 percent. Recently, some western European countries such as Italy, Spain and Greece are also becoming attractive destinations for Bangladeshi migrant workers. Figure 3.3 shows country-wise flow of Bangladeshi migrant workers during 2004 to 2008.

Figure 3.3: Major Country/ Region-Wise Migrant Workers Since 2004



Source: Compiled by the study team from BMET data base

3.2 Distribution of Migrants by Origin and Sex

During the period of 2004-05 to 2008-09, a huge number of 2,663,065 people migrants left for jobs abroad—an average of 532,613 per annum. A majority of the migrants--96.50%, were males; women constituted a negligible 3.5%. Table 3.1 shows the flow of male and female migrants respectively from different divisions over the period of 5 years.

Table 3.1: Flow of male and female migrants by Divisions/Districts

District	2004-05		2005-06		2006-07		2007-08		2008-09		Total	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Dhaka Division	181009	11131	176485	10462	236559	12807	144556	13007	197720	16640	936329	64047
Sylhet Divison	37537	257	47235	349	30202	477	22608	520	29973	506	167555	2109
Chittagong Division	122495	1831	142222	2031	241611	2345	222414	2220	290730	2331	1019472	10758
Rajshahi Division	55418	514	25608	706	32608	771	25510	1029	40608	975	179752	3995
Khulna Division	46267	614	41386	732	37927	1124	24479	1346	39602	1222	189661	5038
Barishal Division	20460	939	11964	1025	18640	1145	16821	1096	22257	1381	90142	5586

Source: Compiled by the Study Team from BMET database.

Some interesting and, in many ways curious, features of the migration pattern are as follows.

Migration Pattern by sex and year: Table 3.2 shows the distribution of migration by financial year and sex.

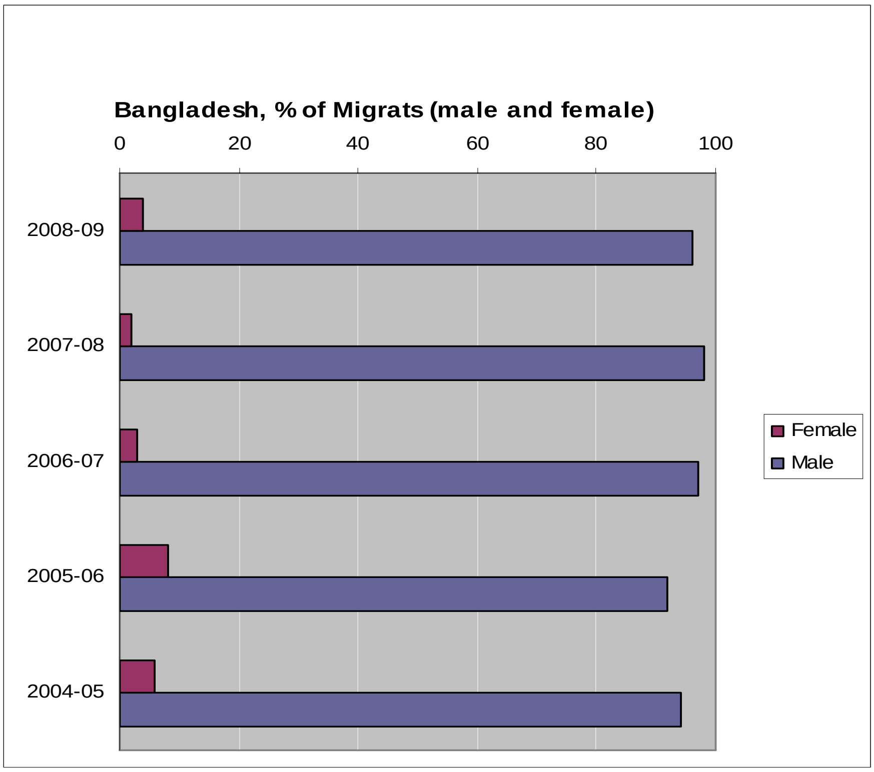
Table 3.2: Distribution of Migration by Sex 2004-05 to 2008-09

Financial Year	Male		Female		Total
	Number	Percent	Number	Percent	
2004-05	223,740	94	15,286	6	239,032
2005-06	257,128	92	15,597	8	272,725
2006-07	531,949	97	19,107	3	551,056
2007-08	940,558	98	19,632	2	960,190
2008-09	620,890	96	23,048	4	643,938
Total	**2,574,181**	**96**	**92,670**	**4**	**2,666,851**

Source: BMET and compiled by team members

The data shows the predominance of male migrants and an abysmally small proportion of their female counterparts. Social taboo reinforced by male chauvinism, lack of experience, governments apathy against migration of women on altruistic motives are the main reason for low proportion of female migrants compared to Sri Lanka, Philippines and even predominantly Muslim country like Indonesia and Tajikistan which have very high proportion of female migrants. Another reason for low ratio of female migration through official channel is the undocumented migration organized by traffickers to bypass official interferences. Figure 3.4 captures the lopsided ratio between male and female migrants.

Figure 3.4: Migrant Workers by Sex, 2004-05 to 2008-09



3.3 Distribution of Migrants by Divisions – FY 2008-09

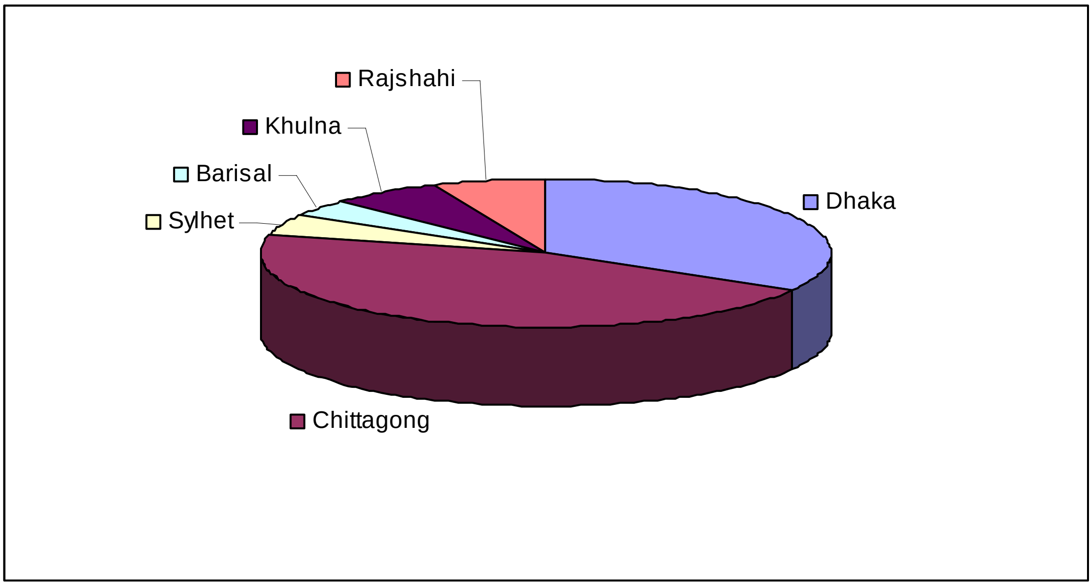
Table 3.3 shows the data on the origin of male and female migrants from different Divisions of Bangladesh. The data shows a skewed distribution of migrants across the country. The country's southern and eastern parts account for the lion's share of migrants going abroad on employment during the FY 2008-09

Table 3.3: Distribution of Migrant Workers by Divisions – FY 2008-09

Division	Males	Females	Total	As % of total
Dhaka	197,720	16,640	214,360	33.29
Chittagong	290,732	2,324	293,056	45.51
Sylhet	29,971	506	30,477	4.73
Barisal	22,257	1,381	23,638	3.67
Khulna	39,602	1,222	40,824	5.34
Rajshahi	40,608	975	41,583	6.46
Total	620,890	23,048	643,938	100

Source: BMET and compiled by team members

Figure 3.5: Bangladeshi Migrant Workers by Divisions, 2008-09



Some important and, in many ways, curious features of the origin of migrants:

- Dhaka and Chittagong Divisions comprising only 30 of the country's 64 districts account for the lion's share—78.20%-- of the migrants; the remaining 4 Divisions consisting of 34 districts chip in with only 21.20%.
- The poorest parts of the country have very small representation in the migration; the *manga* (seasonal famine) affected districts on the northwest fringe of the country are among the worst performers with insignificant migrant population.
- At the district level, Comilla stands out as the leading supplier of male manpower for employment abroad, along with 5 other traditional suppliers Table 3.4).

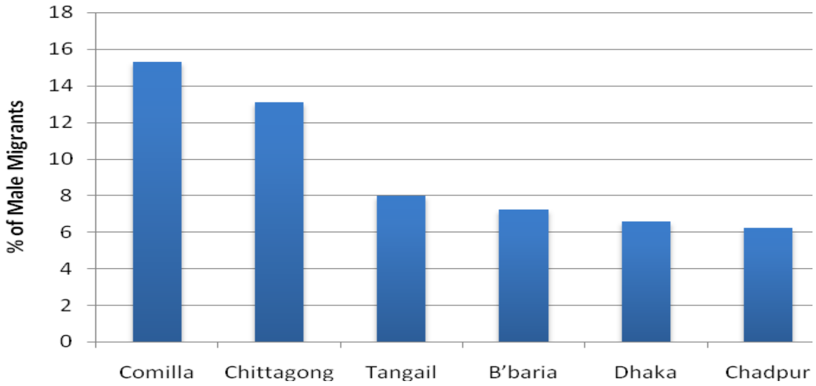
Table 3.4: Top 6 districts with Largest Male Migrants, 2008-09

District	No. Of male migrants	As % of total male migrants
Comilla	95,061	15.31
Chittagong	81,256	13.09
Tangail	49,664	7.99
B'baria	44,905	7.23
Dhaka	40,767	6.56
Chadpur	38,668	6.23
Total	350,321	56.41

Source: BMET and compiled by team members

Figure 3.6 provides a graphic representation of the origin of male migrants from some of the major source districts.

Figure 3.6: Districts with Largest Male Migrants (in percentage), 2008-09



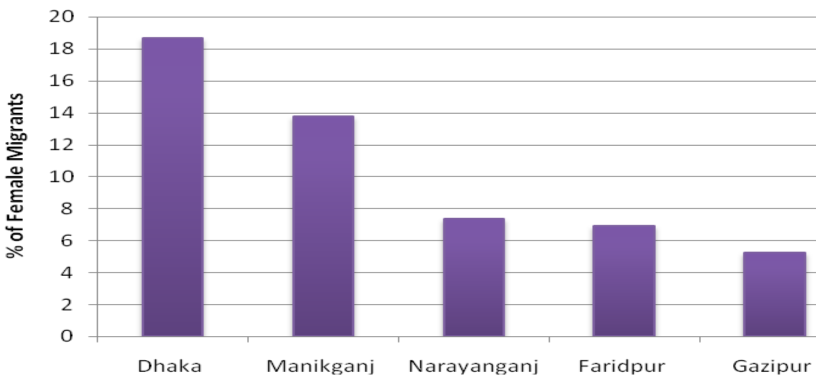
Female migration follows a pattern significantly different from their male counterparts. They seem to be concentrated in and around Dhaka (Table 3.5). The 5 districts, all under Dhaka Division, accounts for more than half – 52% to be exact--of the female migrants who made it to foreign lands for jobs with BMET clearance.

Table 3.5: Districts with Largest Female Migrants, 2008-09

District	No. Of female migrants	% Of female migrants
Dhaka	4304	18.67
Manikganj	3172	13.79
Narayanganj	1695	7.35
Faridpur	1588	6.90
Gazipur	1216	5.28
Total	11,975	52.29

Source: BMET and compiled by team members

Figure 3.7: Districts with largest female migrants (in percentage), 2008-09



3.4 Migrants' Remittances to Bangladesh

In tandem with the flow of migration, the size of workers' remittances has shown sustained increase following the oil boom of the early 1970s. Figure 3.8 shows the growth of remittances since 1976 in Bangladesh.

Figure 3.8: Growth of remittances to Bangladesh during the last 10 years

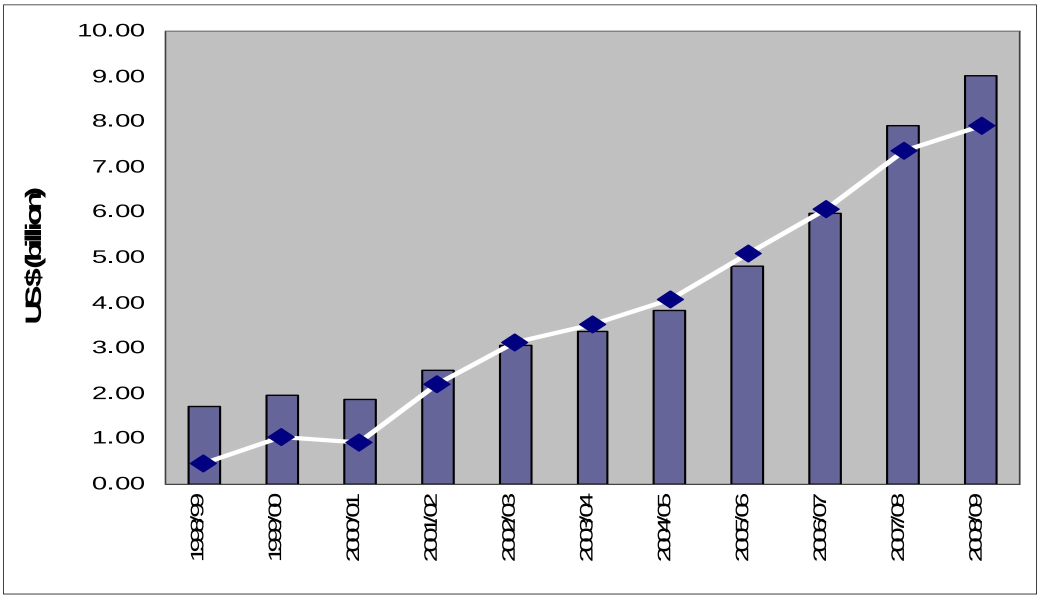


Table 3.6 indicates, Bangladesh maintained a hefty growth in remittances through the formal channel. The trend of remittance has accelerated in recent years—from $2.07 billion in 2001 to $9.69 billion in fiscal year2009, an average growth of 17 percent per annum. Remittances to Bangladesh slackened momentarily towards the end of 2008 amidst growing concerns about the possible impacts of global financial meltdown. However, the flow picked up momentum from the beginning of 2009 and continued to reach new heights. The acceleration is attributed to record outflow of migrants in 2007 and 2008.

Table 3.6 Flow of remittances to Bangladesh since 1976

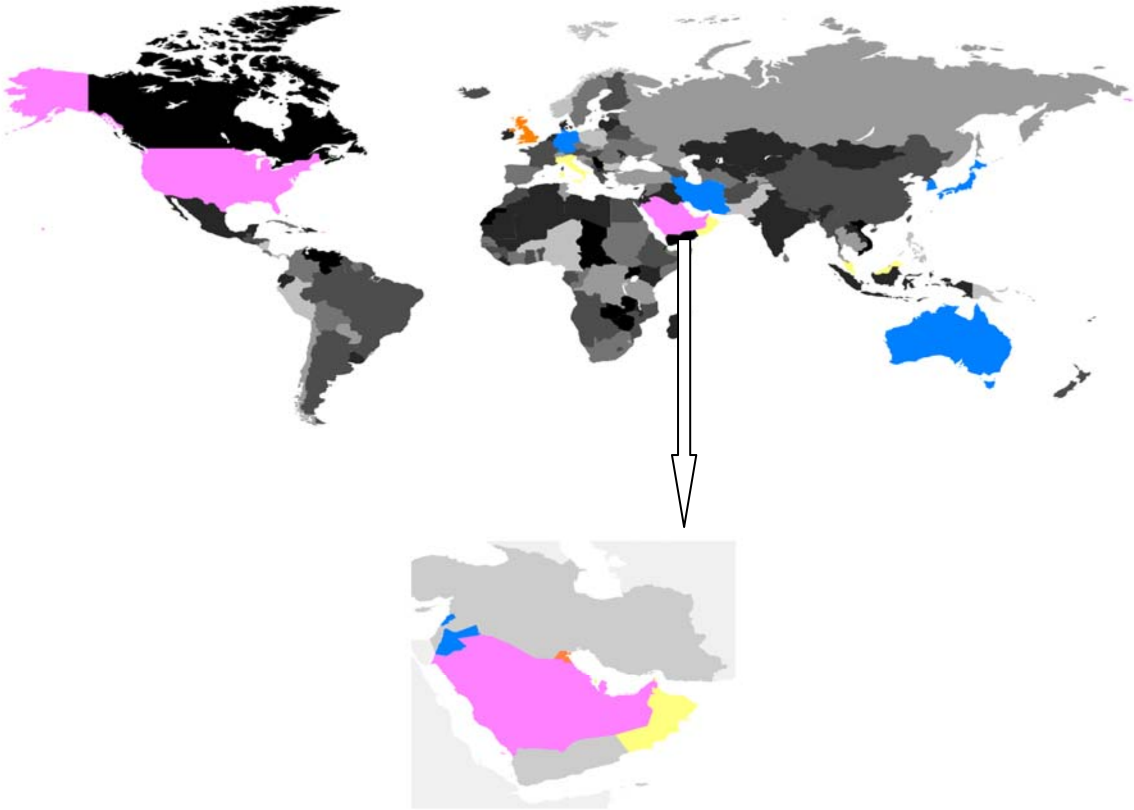
Year	US $ (million)	Taka (million)		Year	US $ (million)	Taka (million)
1976/77	23.71	358.50		1992/93	944.00	36,984.00
1977/78	82.79	1,251.50		1993/94	1,088.80	43,548.70
1978/79	106.90	1,655.90		1994/95	1,197.63	48,143.90
1979/80	172.06	2,669.50		1995/96	1,217.06	49,778.30
1980/81	378.74	6,197.40		1996/97	1,475.40	63,042.80
1981/82	412.38	8,396.50		1997/98	1,525.42	69,511.80
1982/83	617.28	14,801.50		1998/99	1,705.74	81,987.80
1983/84	596.40	14,910.00		1999/00	1,949.32	98,069.30
1984/85	439.10	11,465.40		2000/01	1,882.10	101,700.10
1985/86	555.10	16,611.10		2001/02	2,501.13	143,468.60
1986/87	696.40	21,362.50		2002/03	3,061.97	177,288.90
1987/88	737.00	23,039.00		2003/04	3,372.00	198,743.90
1988/89	771.00	24,774.30		2004/05	3,848.30	236,468.80
1989/90	760.53	24,961.00		2005/06	4,801.90	322,746.30
1990/91	764.00	27,256.00		2006/07	5,978.50	412,855.10
1991/92	848.00	32,415.00		2007/08	7,914.80	542,951.60
				2008/09	9,020.00	666,765.10

Source: Bangladesh Bank

3.5 Regional Pattern of Remittances

The oil-rich Middle East countries, with more than 80 percent of the total stock of Bangladesh migrants, accounts for a lion's share of remittances. The principal features of the remittance flows are as follows:

Figure 3.9: Share of remittances from countries in FY 2008-2009



Remittance received in total > 10%	
Remittance received in total 5– 10%	
Remittance received in total >1– 5%	
Remittance received in total, .1– 1%	

The Kingdom of Saudi Arabia is the most important source of remittances. Its share in 2008-09 was 29 percent of the aggregate remittances received in Bangladesh.

The US, which saw a large inflow of migrants in recent years, accounts for the second largest source with a remittance of $1,085.4 million during FY2009, or nearly 12 percent of the total.

CHAPTER 4

Skill MIGRATION AND REMITTANCES: Conceptual Issues

4.1 Introduction

The international mobility of High-Skills Individuals (HSI) entails the movement, across countries, of people with special talents, skills and specialized knowledge in the scientific, technological, managerial and cultural areas. These people often enjoy more favorable immigration policies than unskilled migrants as programs in industrial economies seek to encourage the immigration–or repatriation- of people with scarce skills. Globalization and new information technologies have led to an increase in the international mobility of skilled and highly educated people (Solimano A & Pollack M 2004).

4.2 Who are the Skilled or highly skilled Workers?

World migrants stock is often defined in terms of their skills. Some are rated highly skilled, some simply as skilled, while others as semi-skilled. The remaining segment bears the tag of unskilled or, more appropriately, low skilled.

No common yardstick has, however, been evolved to define the different levels of skills or to distinguish one kind of skill from another. In general, skill can be defined in terms of either education or occupational level. The main international classification based on education is called International Standard Classification of Education (ISCED) and the other, based on occupational level, is International Standard Classification of Occupation (ISCO). The education approach focuses on the supply side of human resources in terms of their skills and qualifications. The occupations approach looks at the demand side for high skills people.

In the context of international labour migration, definition of one particular group of people, namely high skilled individuals, has drawn special attention of the developed countries because their immigration policies are by and large oriented towards attracting people with high skill and special talents. OECD and European Union have recently developed a conceptual framework, known as the “Canberra Manual”, to measure “Human Resources devoted to Science and Technology (HRST)”. The “Manual” defines HRST as people that have successfully completed tertiary education, or are employed in a Science and Technology (S&T) occupation, where the above qualifications are normally required. It thus combines concepts of educational attainment and of occupation.

The S&T definition used is broad and includes, besides natural sciences, engineering and technology, medical sciences, social sciences and humanities. Although, it is a useful guide for comparative international statistics, its focus on Science and Technology limits its universal usefulness.

The lack of a generally accepted definition is reflected in the problems regarding the recognition of qualifications across countries. As the market for the highly skilled becomes even more global, the issue of international recognition of professional qualifications will become more pressing for countries like Bangladesh, which is currently working on alignment and certification of skill levels of Bangladeshi workers with the international standard.

Although there is no consensus on the definition of the highly skilled, an accepted definition is to assume that they posses a tertiary educational qualification. The definition is not free of problems either, as skills can also be acquired through experience and what is skilled or unskilled may vary from country to country and depends on the job being performed. For example, a migrant may be skilled in his country of origin but may perform an unskilled job in the country of destination; e.g. a migrant with a degree, say in mechanical engineer in the home country, may be a taxi-driver in the host country. Again many Bangladesh workers at home and abroad with weak academic backgrounds have acquired high skill on the job but do not have any formal certificates to show for their efforts to acquire this skill. TVET reform project will address this issue to formally recognize their innate talent and hands on experience through certification process. It will strengthen their bargaining position in the domestic and international employment market.

4.3 Reasons for Migration of skilled Individuals

The key factor that influences international migration is income differentials between the host and source countries. The income differentials encourage skilled individuals to cross borders in quest of better opportunities and compensation packages for work and/or study in another country, typically in a developed country (pulling factors) and by economic and political conditions at home (pushing factors) (Solimano, A. & Pollack M-2004). Many gifted individuals of Bangladesh leave for work abroad to escape the real or imaginary hazards of living in what they perceive as deteriorating law and order situation, poor health care facility or to provide opportunities for education of their children. Some well established skilled individuals also move abroad in quest of a dream they harbor for accumulating bigger wealth and happiness supposedly waiting for them in a distant land.

Immigration policies in the country of destination play a big part to induce skilled people to move to countries with favorable immigration policies. The existence of networks of relatives, friends and professional peers, influence the decision to move as well as the choice of the destination country as the presence of existing migrant networks in the host country help migrants in their adaptation to the host country.

Students are precursor to the mobility of highly qualified personnel. Students leave their home countries for the possibility of acquiring knowledge and first-rate education in the best centers of the world. Some countries encourage emigration of students by offering financial support for foreign students to pursue Masters Degrees, PhD or Post-Doctoral studies abroad.

In industrialized countries, the shortage of certain skilled professionals such as information technology experts and computer science specialists, nurses, medical doctors, etc. is an important factor behind the increase in demand for skilled manpower. Immigration incentive policies such as H-1 professional visas in the U.S and special visas for information technology experts in Germany and other countries are also a factor that have encouraged immigration of high skill people to OECD countries in recent years.

4.4 Determinants of Remittances

Many factors directly and indirectly influence the flow of remittances. Needless to say, remittances tend to increase when the size of the migrant population rises or their average income grows (Freund and Spatafora 2005). Remittances also increase as the exchange rate improves, cost of money-transfer declines, or when an economic crisis or natural calamities strike the home country.

There is a negative correlation between the time the migrants spend away from home and the amount of remittances they send home (particularly if migrants bring their families or when they form new families in the host country). According to a recent US study for Latino migrants (Bendixen and Associates 2004), citizens are less likely than non-naturalized immigrants to send money to the home country. Among more recent arrivals those with ten or fewer years in the US, 63 percent send remittances. That proportion declines to 48 percent among those with 20 to 29 years of residence. A hefty two-thirds of the migrants living in the US for 30 years or more do not send money to the relatives in their country of origin.

There are several studies including one by Nimo, Yoko (2008) sponsored by Asian Development Bank (ADB) which conclude that remittance level is inversely related to skill level; the higher the skill the lower the level of remittances. One important reason is that they tend to come from better off families whose demand for remittances is lower. Another is their ability to bring their families along with them, as they tend to enjoy more secure financial and legal status.

However, according to the BMET sources, skilled and semi-skilled migrants like masons, carpenters, rod binders, plumbers and pipe fitters who work on short term contracts in the Gulf Region and South East Asia at relatively higher wages compared to the unskilled workers send higher amount of remittances because they do not have opportunity to acquire citizenship or take their families with them.

4.5 Migration, Remittances, and Development

The benefits of migrations and remittances have become a hotly debated issue. Controversies surround the cost and benefits, the brain drain and its effects on the local economy and the disturbing effects of remittances on monetary management. Never the less, for many poor surplus-surplus economies, international migration and remittances have become the new mantra of development (Kapur 2004).

No doubt, migration can help relieve to some extent the acute pressure of underemployment and unemployment; it can also be a potent instrument for transferring skills, creating productive efficiency, and stimulating domestic investment. When international labour migration is accompanied by sufficient remittances, it can make a significant contribution to both economic growth and poverty reduction. According to recent estimates by the World Bank (2006), remittances accounted for significant poverty reduction in a number of poor countries: 11 percentage points for Uruguay, five percentage points for Ghana, and six percentage points for Bangladesh.

Remittances can make an important contribution in improving the social indicators of the poor (Fajnzylber and Lopez 2007). The individuals meet their basic needs by using these funds. Economic studies—for example, Adams (2005)—have shown that remittance recipients are more likely to send their children to school, have more access to health care, and start small businesses.

From the macroeconomic perspective, remittances, which are labeled as unrequited transfers in the *Balance of Payments Statistics*, are an attractive source of external finance because unlike other external sources of finance, they do not create any future debt obligations. They are more stable and less volatile, as remittances have a lower standard deviation around the trend than ODA and export revenues.

For many poorer countries, remittances are the largest source of external finance. Compared to other sources of external finance—in particular, private capital—remittances are much less volatile. For some countries, remittances constitute the largest single inflow of foreign capital and exceed the value of official development assistance (ODA) and export revenue combined. These countries include Albania, the Dominican Republic, El Salvador, India, Yemen, and Tonga. If the foreign exchange cost of imported inputs used by the export oriented apparel industry is adjusted against export earnings, migrants' remittances would far exceed the export receipts in Bangladesh too.

4.6 Do highly Skill migrants send more remittance?

There are several studies including one by Nimo, Yoko (2008) sponsored by Asian Development Bank (ADB) which concludes that remittance level is inversely related to skill level; the higher the skill the lower the level of remittances. One important reason is that they tend to come from better off families whose demand for remittances is lower. Another is their ability to bring their families along with them, as they tend to enjoy more secure financial and legal status.

CHAPTER 5

COUNTRY ANALYSIS ON PROSPECT OF EXPORTING MANPOWER

5.1 Country Prospects

The prospect of exporting manpower from Bangladesh will depend, *inter alia,* on the state of economy and its growth prospect, demographic features, immigration policies of labour importing countries. The following is a rundown on the policies and prospects of important labour importing countries where Bangladeshi workers —skilled as well as semi-skilled and low skilled—can expect to secure jobs. Annexure 10 looks at greater length the principal socio-economic features of main labour importing countries.

Gulf Cooperation Council (GCC) countries

The immigration policies of the GCC states are anchored on the principle of hiring workers on short-term contracts through work permits or residence permit called '*akama*'. It does not earn any claim for permanent residence or citizenship. Neither do these '*akamas*' give them protection from abuses and violation of human rights. The types and number of migrants and immigration policies are shaped by oil prices and state of the health of economy of the world in general and the Gulf region in particular.

Authorities in the labour supplying countries continue to encourage export of manpower to increase remittances and provide employment opportunities to their nationals. In pursuance of these objectives BMET has made a study of its own about the prospect of export of manpower including skilled and semi-skilled manpower to different regions of the world. The following is how BMET looks at the prospect of exporting manpower to the Middle East.

UAE:

BMET predicts that a large number of construction works will take place in the next few years in Dubai and Abu Dhabi. That will open the opportunities for Bangladeshi workers to secure jobs as rod binder, pipe lifter, mason, tile fixer etc

The UAE has planned to spend more than $500 billion in the construction sector for the next 5 years. As such this will create immense opportunity for professionals, skilled and semi-skilled workers especially for the following occupation:

Masonary	**Pipe fitter**	**Diploma engineers**
Electrician	**Crane operator**	**Draftsmen**
Plumber	**Oil and gas exploration**	**Surveyors technicians**
Tiles fitter	**Chemical and health**	**Foreman**
Carpenter	**Tourism**	**Doctors**
Painter	**Hospitality**	**Nurses**
Welder	**Engineers**	**Medical technicians**
Steel fixer	**Architects**	**Accountants**

In addition, oil and gas sector and hospitality industry will present opportunity to gain jobs as professionals.

Saudi Arabia:

The government of Saudi Arabia has taken a project of almost US $100 billion to build four mega economic cities. More than a million job opportunities in different categories will be opened. These are as follows:

King Abdullah Economic City: 100 kilometers from the north of Jeddah, this city will be established on the shore of the Red Sea covering an area of 68 square kilometers. This city will be divided into six zones. This project will provide opportunities for various kinds of jobs. The estimated number of the prospective job creation is as follows:

1. Small Enterprises 3,30,000
2. Research and Development 1,50,000
3. Administration 2,00,000
4. Service 1,15,000
5. Hospitality 60,000
6. Education and Health 1,45,000

Ha'il Economic City: The second economic city, with a budget of US $8 billion, will be created on the north-eastern side. There will be 12 different divisions including residential and commercial prospects. It is estimated that about a few hundred thousand workers will be required for implementing such a project.

Madina Economic City: The third economic city is known as "Knowledge Economic City". Around 20 thousand workers will be required for different aspects in the implementation of the project.

Jizan Economic City: This city will be situated 725 kilometres north of Jeddah. It will cover an area of 100 million square meters on the shore of the Red Sea. A seaport, industrial area, commercial area, residential area, hospital, school etc will be constructed over there. This will create immense opportunities in various aspects.

Appropriate preparation is required for targeting the aforementioned job areas. Other than the trades mentioned, training facilities can also be opened for hotel management and tourism, driving and nursing. In every case 'Arabic Language Learning' courses should always be included.

The government of Saudi Arabia has announced that 500 hospitals will be constructed in Rabeq Riyadh and Sakaka. It is estimated that electrician, plumber, mason, carpenter etc will be required. As a result Bangladesh may acquire skills in these types of jobs.

Overall, like the UAE, the trades and occupations for which there are tremendous demand in Saudi Arabia are as follows:

Mason	**Pipe fitter**	**Diploma engineers**
Electrician	**Crane operator**	**Draftsmen**
Plumber	**Oil and gas exploration**	**Surveyors technicians**
Tiles fitter	**Chemical and health**	**Foreman**
Carpenter	**Tourism**	**Doctors**
Painter	**Hospitality**	**Nurses**
Welder	**Engineers**	**Medical technicians**
Steel fixer	**Architects**	**Accountants**

Kuwait:

Oil rich Kuwait has plenty of employment opportunities for foreign workers. The following are the likely jobs:

Driver	**Health technician**
Electrician	**Pipe fitter**
AC mechanic	**Hotel management**
Vehicle mechanic	**Catering personnel**
Technician	**Engineer**
Nurse	**Computer programmer Driver**

Construction plan in immediate future:

1. The 21 kilometre long Ahmed Al Jaber Bridge will be constructed in north of Kuwait city.
2. Two islands will be established, one in the middle of Kuwait city called Bubiyan and one in the north of Kuwait city called Failaka.
3. A new seaport will be constructed on the island of Bubiyaan.
4. A new cargo terminal will be constructed in the Kuwait international airport.
5. A third railway will be constructed which will connect Bubiyaan with the 2 ports of Kuwait.
6. Many hospitals are being constructed and many more construction work has been planned in future.

New ventures planned in oil field:

1. For extraction of further oil, there is demand in drilling rigs, drilling mud, tubing and wellheads.
2. Construction of new piper building
3. Replacement of the old underground pipelines.
4. Building a new oil refinery
5. Building of Aeromatics and Olefins plant.

Electricity sector: There is plan for establishment of big electricity production centre as well as small electricity production plants. These ventures need more manpower in various trades relating to operation and maintenance.

The Kuwait government is considering recruiting highly educated doctors, trained nurses, health technician and etc. from Bangladesh. Nurses and technicians are two major professions in which there are good opportunities of employment if they are trained in English language.

Job opportunities are being created in the following sectors also:

Air conditioning	**Hotel and catering Sector**
Sales and Marketing Sector	**JCT sector**
Agricultural Sector	**Auto parts/ Services Sector**
Satellite technology	**Garments Sector**

Currently Kuwait has imposed embargo on import of manpower from Bangladesh on account of protests made by a section of Bangladeshi expatriates for no-payment of wages that the employers refused to pay for months. It is, however, expected that Bangladesh's Prime Minister's recent visit to Kuwait will reopen the opportunity for Bangladeshi workers to secure jobs in Kuwait.

Oman: Oman's socio-economic development and various new development projects have increased the demand for semi skilled and skilled workers, executives and professionals. In technical and IT professional sectors, workers from Bangladesh have a lot of job opportunities. Most Bangladeshi workers are currently in governmental, non-governmental and business organizations mainly in agriculture, fishing, car repair, domestic service, and metal workshop trade. In these trades there are more job opportunities for Bangladeshi workers.

To reduce unemployment and limit dependence on foreign labour, the government is encouraging the replacement of foreign expatriate workers with local workers. Training in information technology, business management, and English support this objective. Industrial development plans focus on gas resources, metal manufacturing, petrochemicals, and international transshipment ports. In 2005, Oman signed agreements with several foreign investors to boost oil reserves, build and operate a power plant, and develop a second mobile phone network in the country. Oman has been historically a country of destination for the South Asian economies, especially Bangladesh.

Construction work	**Domestic service**
Agriculture	**Metal workshop trade**
Fishing	**Information technology**
Car repair	**Business management**

Bahrain:

Bahrain is planning to develop the international airport as well as build a new airport. Bahrain is also constructing hotels and other real estate to improve tourism. All those effort will require skilled workers. Among the industries there are aluminium extraction, iron and steel, ship-building and repairing, information technology, health care and education sectors which are in the stage of development. Tele-communication and transport sector have also developed a wide infrastructure. Bahrain is planning to construct a new airport. In order to develop the tourism sector the government of Bahrain is building new hotels and is also working on improving the real estate industry.

Possible work sectors for Bangladeshi workers are:

Oil and gas	**Transport**
Manufacturing	**Ship-building and repairing,**
Service sector	**Information technology**
Construction	**Health care**
Tele-communication	**Education sectors**

Libya:

Now Libya government spends 36 million US dollars for residential building project in different areas of Libya. In the next five years it will build 4 power plants and 3 international airports. There are opportunities for Bangladeshi workers to work in manufacturing and agricultural sectors. Now workers are working in the following trades:

Welder/Fabricator	**Painting**
Tiles fitting	**Operator**
Technician	**Nurse**
Surveyor	**Mechanics**
Steel fixing	**Mason**
Steel Fixer	**Lineman**
Shuttering Carpenter	**Foreman**
Rod binding	**Fitter**
Road Equipment Technician	**Fisherman**
Rigger	**Engineer**
Plumbing	**Electrical Technician**
Plasterer	**Driver**
Pipe fitting	**Drainage-Nets technician**
Physician	**Cooking**

United States of America:

The US has been accepting growing numbers of skilled temporary workers. In November 2005, the United States Senate voted to increase numbers of skilled migrants from 65 000 to 95 000 per year. The immigration target in 2005-06 set an upper limit of 143,000 and 142,930 visas were issued under the program. The upper limit for the 2006-07 Migration Program was set at 144,000 places, which include 97,500 places in the Skill Stream and 46,000 in the Family Stream. The Program will continue to focus on the skills that business and industries are looking for but will also meet legitimate close family reunion needs. Therefore, there has been an increase in the size of the Family Stream with 3000 extra places becoming available, 1000 of these being for spouse visas. The increased demand for spouse visas is driven by two main factors – the increasing global mobility of young immigrants and the larger sponsorship base created by the increased skilled migration intake.

BMET has identified employment opportunity in America for professions like nursing, I.T, cooking, old age care service, etc. The salary structure is also good. However, for employment as a nurse, one needs to pass the CGFNS examination. To seize this opportunity arrangement should be made for training in nursing.

The following are the principal categories of jobs that are normally available for overseas workers:

Accounting	**Marketing**	**Real Estate**
Advertising, Marketing	**Homecare & Special Care**	**Reception, Service**
Banking, Insurance	**Hotel**	**Recruitment**
Caretakers & Handymen	**Housekeeping & Cleaning**	**Retail & Service**
Chefs, Cooks	**HR & Training**	**Sales**
Computer & IT	**Job Training, Open Days**	**Secretarial, PA & Office**
Construction	**Legal & Paralegal**	**Social Work**
Driving	**Management & Exec**	**Student & Graduate**
Education & Teaching	**Media, Design & Creative**	**Travel & Overseas**
Engineering	**Nanny & Babysitting**	**TV, Film & Musicians**
Farm, Landscaping	**Nursing**	**Voluntary Work**
Finance	**Health & Beauty**	**Part Time, Weekend**

Source: Google Jobs & Employment - FlipDog Job Search.htm

Australia:

Australia's General Skilled Migration Program is designed to attract people who have skills in particular occupations that are required in Australia. The emphasis of the program is on skilled migration (both temporary and permanent), particularly to labour starved regions.

The Department of Immigration and Multicultural Affairs (DIMA) allocates around 130 000 to 140 000 migration places each year with a firm focus on bringing in migrants with the relevant skills to complement Australia's labour market needs and skill shortages.

The government's migration program focus has also moved steadily since the 1980s from encouraging family migration to skilled migration. In order to encourage skilled migration to the regions where skill shortages are particularly acute, the government has created state and territory specific migration schemes that include the Skilled Independent Regional (Provisional) (SIR) Visa, the Regional Sponsored Migration Scheme and the State and Territory Nominated Independent Scheme. Business migrants are encouraged to migrate to the regions and there are various visas available for such migrants. Some business migrants may apply for a Business Talent visa to obtain direct permanent residence if they have high-level business attributes and are sponsored by a state or territory government agency.

Another change in focus to migration patterns over the last few years has been the change in emphasis from permanent settlement to temporary migration to Australia, particularly by business and skilled migrants. Many of these temporary migrants go on to settle permanently and add to Australia's 'brain gain'. In fact, there is a growing link between temporary migration and permanent migration, with a temporary visa often being the first step towards permanent migration. The following is a list of job opportunities available for migrants including Bangladeshi migrants subject to its immigration policy with regard to intake of workers from the sub-continent.

The job opportunities in Australia are as follows.

Accounting & Finance	**Farm, Landscaping**	**Nursing**
Advertising, Marketing	**Health & Beauty**	**Part Time, Weekend**
Banking, Insurance	**Homecare & Special Care**	**Reception, Service**
Caretakers & Handymen	**Hotel Jobs**	**Recruitment**
Chefs, Cooks & Kitchen	**Housekeeping & Cleaning**	**Retail & Service**
Computer & IT	**HR & Training, Job Training, Open Days**	**Sales**
Construction	**Legal & Paralegal**	**Secretarial, PA & Office**
Driving & Warehouse	**Management & Exec**	**Social Work**
Education & Teaching	**Media, Design & Creative**	**Student & Graduate**
Engineering	**Nanny & Babysitting**	**Travel & Overseas**

United Kingdom and European Union

The UK government has introduced points system favoring skilled migrants similar to the Australian system. The UK's existing Highly Skilled Migrant Program is designed to allow highly skilled people to migrate to the United Kingdom to look for work or self-employment opportunities, but there have been problems verifying skill levels and so the government is keen to more effectively target foreign workers with the skills in demand.

Other western countries in Europe have almost similar pattern of demand for high skill workers and professionals. The following is an indicative list of jobs available for Bangladesh workers:

Retail & Service	**Sales**	**HR & Training**
Banking, Insurance	**Engineering**	**Reception, Service**
Caretakers & Handymen	**Farming**	**Legal & Paralegal**
Chefs, Cooks & Kitchen	**Finance**	**Management & Exec**
Computer & IT	**Homecare & Special Care**	**Media, Design & Creative**
Construction	**Hotel Jobs**	**Nanny & Babysitting**
Driving	**Housekeeping & Cleaning**	**Nursing**

Source: Google Jobs & Employment - FlipDog Job Search.htm

New Zealand:

New Zealand maintains both an Immediate Skill Shortage List and a Long Term Skill Shortage List and conducts a regular review of occupational shortages. As part of each review, submissions are sought from industry groups about both the nature and extent of skill shortages in their area. The immigration policy and job prospects in New Zealand are almost similar to those of Australia.

Canada:

Canada has a Skilled Worker Visa with a 'points' selection system that assesses the applicant by work experience, language ability and education. This visa allows the successful applicant to migrate as a permanent resident and to apply for jobs available to any resident skilled worker. The details of the programme collected from the web site http://www.cic.gc.ca/english/immigrate/skilled/apply-who.asp are given in Annexure 10 under the caption Canada.

Annexure 14 provides statistical data on flow of foreign worker by country to Canada. During the period from 2003 to 2008 annual flow of workers from Bangladesh ranged from 1300 to 1700 per annum against a total number of nearly 363,494 foreign workers entered, re-entered and already staying in Canada in 2008. It does not provide an exciting prospect of sending large number of workers to Canada. Another batch of nearly 1,500 students proceeds to Canada for studies from Bangladesh against 178,000 foreign students in Canada.

The table below gives a complete picture of intake of foreign workers in Canada during the last 8 years:

Table 5.1: Intake of foreign workers in Canada during last 8 years

	2001	2002	2003	2004	2005	2006	2007	2008
Initial entry	79,867	72,856	66,637	74,027	81,759	94,419	115,137	134,784
Re-entry	39,847	38,059	36,602	38,526	40,964	44,684	49,768	57,735
Total entries	119,714	110,915	103,239	112,553	122,723	139,103	164,905	192,519
Still present	67,302	71,168	76,862	86,450	101,822	116,886	135,991	170,975
Foreign workers	187,016	182,083	180,101	199,003	224,545	255,989	300,896	363,494
Initial entry	73,546	68,660	61,173	56,444	57,849	62,240	64,598	70,370
Re-entry	7,373	8,288	8,539	9,677	10,028	9,546	9,440	9,139
Total entries	80,919	76,948	69,712	66,121	67,877	71,786	74,038	79,509
Still present	105,381	127,376	139,880	150,161	153,920	156,246	159,911	163,352
Foreign students	186,300	204,324	209,592	216,282	221,797	228,032	233,949	242,861

Source: Citizenship and Immigration Canada-www.cic.gc.ca

The table below shows foreign workers present on December 1st 2008 by occupational skill level.

Occupational skill level	2004	2005	2006	2007	2008
Level 0 – Managerial	4,192	4,440	4,884	5,370	5,918
Level A – Professional	23,303	24,845	27,006	26,128	24,630
Level B – Skilled and technical	14,082	16,174	18,721	23,295	25,798
Level C – Intermediate and clerical	22,141	24,008	25,542	29,421	32,719
Level D – Elemental and labourers	1,197	1,902	3,614	7,907	11,861
Level not stated	12,549	13,199	15,335	18,405	26,868
Total	**77,464**	**84,568**	**95,102**	**110,526**	**127,794**

Source: Citizenship and Immigration Canada-www.cic.gc.ca

The following is a list of job opportunities available for migrants including Bangladesh migrants subject of course to its immigration policy with regard to intake of workers from around the world.

Financial Managers	**Audiologists and Speech Language Pathologists**	**Contractors and Supervisors, Heavy Construction Equipment Crews**
Computer and Information Systems Managers	**Physiotherapists**	**Electricians (Except Industrial and Power System)**
Managers in Health Care	**Occupational Therapists**	**Industrial Electricians**
Restaurant and Food Service Managers	**Head Nurses and Supervisors**	**Plumbers**
Accommodation Service Managers	**Registered Nurses**	**Steamfitters, Pipefitters and Sprinkler System Installers**
Construction Managers	**Medical Radiation Technologists**	**Welders and Related Machine Operators**
Financial Auditors and Accountants	**Licensed Practical Nurses**	**Heavy-Duty Equipment Mechanics**
Geologists, Geochemists and Geophysicists	**University Professors**	**Crane Operators**
Mining Engineers	**College and Other Vocational Instructors**	**Drillers and Blasters – Surface Mining, Quarrying and Construction**
Geological Engineers	**Chefs**	**Supervisors, Mining and Quarrying**
Petroleum Engineers	**Cooks**	**Supervisors, Oil and Gas Drilling and Service**
Specialist Physicians	**Contractors and Supervisors, Pipefitting Trades**	**Supervisors, Petroleum, Gas and Chemical Processing and Utilities**
General Practitioners and Family Physicians	**Contractors and Supervisors, Carpentry Trades**	

Source: Citizenship and Immigration Canada- www.cic.gc.ca/english/immigrate/skilled/apply-who-instructions.asp#list

Malaysia:

BMET reports that recently many job opportunities have been created in Malaysia. Also Malaysia has shown interest in recruiting about 100,000 female workers from Bangladesh.

The following occupations have been identified as potential opportunities for Bangladesh workers.

Block Layer	**Electrician / Electrical Technician**
Cargo Handler	**Engineer**
Carpenter	**Executive Chief**
Chef/Cook	**Food Processing And Preservation,**
Computer Engineer	**Foreman**
Computer Programmer/ Software Developer	**Furniture Upholsterer**
Construction Installer	**Lab. Technician**
Construction Manager	**Machine Operator**
Crew	**Maintenance And System Support**
Cutter	**Manager**
Cutting Master	**Mechanics**
Designer	**Painter**
Electrical And Electronics Engineer	

Japan

According to the contract between Government of Bangladesh and Japan International Training Co-Operation Organization (JITCO) Bangladeshi workers are being recruited as interns after training in different trade courses. Recently, Bangladesh Embassy in Japan has indicated that there is a possibility that under JITCO work schedule 70,000 - 80,000 Bangladeshi workers will be employed in coming years.

The professions for which Bangladesh can expect to secure employment in Japan are:

English teachers
Engineers
ICT professionals

Singapore

In Singapore Bangladeshi workers usually work in the shipyard and infrastructure establishment sectors. There are a lot of job opportunities in hospitals, hotels and restaurants. But to attain the opportunities, Bangladeshi workers must be well trained. Hotel management and catering trades also have potential in the employment field.

Some training centres have been established and run jointly by the companies situated in Singapore. In these institutions workers take training in specific trades like: rod binding, shuterrar, carpentry, tiles fixture, welder, etc. The employer or its representatives come directly to the centres and choose workers by taking tests.

Healthcare	**Physiotherapy**
Bio-pharmaceutical	**Rod binding**
Manufacturing	**Shuttering**
ICT	**Carpentry**
Lab technicians	**Tiles fixture**
Nursing	**Welding**

5.2 Job Prospects in Selected Countries

Table 5.2 provides an insight into the job prospects in selected countries for skilled and semi-skilled workers identified by the Philippine Overseas Employment Administration.

Table 5.2: Prospective countries for skilled and semi-skilled workers

Region/ Country	Skills Required
Middle East	
Iraq	10-15 K jobs in oil, power, food services, communications, transport, waterworks, and health sectors
Kuwait, Bahrain, Qatar and United Arab Emirates	Workers for infrastructure development projects (gas, electricity, water, finance, communications, engineering design, retail, health services, construction, IT, hotel/ tourism
Israel	Tourism and skilled workers
Asia	
Japan	English teachers, engineers, ICT professionals
Taiwan	Workers in electronics, manufacturing and industries; IT workers, caretakers
Hong Kong	Domestic helpers
Singapore	Healthcare, bio-pharmaceutical manufacturing and ICT workers (programmers); lab technicians, nurses, physiotherapists
South Korea	Electronics workers
Kazakhstan	Technical and skilled workers in oil, construction, and energy sectors
Macau	Casino and gaming operators, hotel and restaurant, domestic help, nursing and care-giving, university instructors and security personnel
Americas	
United States of America	Teachers, nurses
Canada	Nurses, medical personnel, construction workers, caregivers
Europe	
United Kingdom	Medical and paramedical workers like nurses, midwives, medical technologists, caregivers; restaurant workers
Ireland	Hotel and catering jobs
Slovenia	Nurses
Croatia	Hotel and tourism workers

Source: This table is based on the labour market trends compiled by POEA and from the results of the Meeting on Training, Testing, and Certification for Overseas Filipino Workers. *MISG-Planning Office, July 2004.*

5.3 Country Attractiveness Index

Some authors on migration have tried to prepare indices to indicate the relative attractiveness of traditional labour important countries using such variables as ease of migration, economic development, demographic composition etc. Based on these parameters, the table 5.3 tries to rank the countries on the basis of relative attractiveness.

Table 5.3: Ranking of Countries on Country Attractiveness Index

Country	Ranks	Country	Rank
Luxembourg	1	France	37
United States of America	2	Austria	38
Singapore	3	El Salvador	39
Qatar	4	Thailand	40
United Arab Emirates	5	Japan	41
Ireland	6	Egypt	42
Saudi Arabia	7	Belgium	43
Malaysia	8	Iran	44
Hong Kong	9	Italy	45
Switzerland	10	Peru	46
Norway	11	Spain	47
Oman	12	Dominican Rep	48
Brunei Darussalam	13	Estonia	49
Kuwait	14	Tunisia	50
Canada	15	Germany	51
Taiwan	16	Paraguay	52
Guatemala	17	Albania	53
Australia	18	Uzbekistan	54
Korea, South	19	Turkey	55
New Zealand	20	Greece	56
Kazakhstan	21	Morocco	57
Denmark	22	Ecuador	58
Finland	23	Latvia	59
Cyprus	24	Russian Federation	60
Jordan	25	Portugal	61
Sweden	26	Trinidad and Tobago	62
Chile	27	Slovenia	63
Bahrain	28	Hungary	64
Botswana	29	Brazil	65
Mauritius	30	Panama	66
Costa Rica	31	Puerto Rico	67
Israel	32	Colombia	68
United Kingdom	33	Lithuania	69
Netherlands	34	Kyrgyz Republic	70
Mexico	35	Czech Rep	71
Syrian Arab Rep	36	Cuba	72

CHAPTER 6

LAWS AND CUSTOMS IN SELECTED LABOUR IMPORTING COUNTRIES

6.1 Domestic Workers in Arab Region

Most of the domestic helpers working in the Middle East, especially in the Gulf region (Saudi Arabia, Bahrain, UAE, Qatar, Oman) have no day-off. They are not allowed to go out except in the company of their employers. Most of them work long hours, many up to 20 hours a day.

In most Arab states, labour laws generally do not cover female domestic workers because they are not considered employees. They work in households, which are not considered workplaces, and they work for private persons, who are not considered employers. In addition, labour inspectors do not usually supervise private homes since labour inspectors are forbidden from visiting private households.

6.2 Special Prescriptions for Female Workers

Women migrant workers in Saudi Arabia are required to wear in public the "abaya" or the black long, sleeved dress covering from head to toe. Similarly, men are required to wear long sleeves; short pants are not allowed in public. This dictum, however, is not strictly observed in other Gulf countries.

Night-shift work done by women is prohibited in nearly all countries, with exemptions for special occupations such as hospital workers. Works harmful to morals are forbidden for women in Oman, Syria, UAE and PDRY. Saudi Arabia bans work in which women co-mingle with men.

6.3 Job Related Issues of the Migrants

Migrant workers in the industrial, construction and service sectors experience delayed salaries from 2 months to one year, especially during the financial crisis. An increasing number become "stranded workers" when they are terminated after complaints are filed with the Labour Ministry or Department.

It is considered unlawful if a worker leaves the present employer or leaves the country without proper release paper from the employer. The employers hold passports of all migrant workers in the Middle East. Instead, they are just issued "iqama" or work permit. Non-possession of the "iqama", especially when inspected by the "mutawa" or religious police is unlawful. When caught, they are sent to jail or deported.

The intensity and volume of problems faced by migrant workers in the Middle East vary. Most of the cases of abuses are not reported because of fear, difficulty to leave their employer’s house and lack of proper and comprehensive information in addressing their grievances.

All countries in the Middle East have laws pertaining to the entry and continued residence of foreign workers. Passports and visas are inspected for compliance with designated requirements. Personal qualifications are stipulated, such as good reputation and conduct (Bahrain, Kuwait, Qatar, YAR), physical fitness and freedom from contagious disease (Bahrain), sound morality (YAR), possession of needed vocational and educational skills (Oman, Saudi Arabia, UAE).

Work permits are required for employment of aliens in all the countries, and in the oil countries, contracts must be made with employers who guarantee the worker's compliance with the law. Employment priority is given to citizens (Bahrain, Kuwait, Oman, Qatar, UAE), second priority to Arab aliens, and a preferential quota to nationals (75% in Saudi Arabia, 90% in YAR).

A right to work is proclaimed by the constitutions of Bahrain, Iraq, Jordan, Kuwait, Qatar, Syria, YAR and the PDRY. Half of those states (Iraq, Jordan, Qatar, YAR) declare work a duty, and in Iraq, it is called an honor and a sacred duty. The nature of the work to be performed is conditioned by law, morality, or Islamic principles (Bahrain, Iran, UAE, and YAR) or by one's ability, qualifications and the social interest (PDRY). Labour codes mention the work right and duty only with respect to citizens (Iraq, Saudi Arabia, UAE, YAR, PDRY). Expatriate workers have not been endowed with the broad right to work.

Agricultural workers are also often disowned (Bahrain, Iran, Jordan, Lebanon, Oman, Saudi Arabia, UAE, YAR). Temporary workers (Bahrain, Iran, Qatar), casual workers (Bahrain, Iran, Qatar), the military (Bahrain, Oman, UAE), fishermen and dockworkers (Iran), and public security workers (Qatar) are also excluded. All employees in small business establishments (with fewer than 6 workers in Qatar, and under 10 in Iran, Kuwait, Oman, Saudi Arabia, UAE) are similarly kept out.

All countries have minimum wage provisions. However, Bahrain, Oman, and Saudi Arabia prohibit the payment of higher wages to foreign workers than to citizens.

Almost all Middle Eastern countries observe the 48-hour a week, except in Saudi Arabia, Jordan and YAR which allows a 9-hour day for those working in hotels and restaurants; a 10-hour day for workers in hospitals, day care centers and essential public institutions. Domestic helpers and agricultural workers, however, do not enjoy such standards. A Sabbath of rest is strictly observed every Friday in the Muslim countries and on Saturday in Israel. Some countries like Saudi Arabia, Bahrain, Qatar, UAE, Oman and Jordan observe half-day rest on Thursday. Periods of one-half hour rest during work hours are observed in Bahrain, Jordan, Saudi Arabia, and PDRY while YAR allows one hour. No work is allowed for both local and foreign workers during the daily prayer observance or "Salah" (held four times daily), except for domestic helpers.

While most countries apply their labour laws to both local and foreign workers, a lot of foreign or migrant workers are already excluded as a formal part of the labour force and therefore labour provisions and protection are not applied to them.

Fasting during Ramadan is strictly enforced on local workers and domestic helpers. However, this is not enforced on foreign workers in factories, service, military, and agricultural sectors.

The number of workless holidays vary: 7 in Kuwait, Syria, and UAE; 8 in Bahrain and Israel; 10 in Iran, Qatar, Saudi Arabia and YAR, whereas "all holidays" are days of rest in Iraq, Jordan, Oman and PDRY.

Annual vacations are provided at different lengths: 14 days in Kuwait, Qatar, and Israel; 15 days in Oman, Saudi Arabia and Lebanon; 20 in Iraq; 21 in Bahrain, Jordan and YAR; and 24 days in UAE. Moonlighting during rest days, holidays and vacation is strictly banned in Bahrain, Iraq, Israel, Saudi Arabia, Syria and UAE.

6.4 Formation of Associations and Unions

Although unions are afforded legal protection in half of the Middle East countries, there is quite a noticeable absence of such provisions in oil producing countries such as Oman, Qatar and Saudi Arabia. Freedom to form unions is expressed in some constitutions (Bahrain, Iraq, Kuwait, Syria, YAR, PDRY). It is conditioned in Bahrain and Kuwait on the organizations being lawful and peaceful. The Syria and PDRY constitutions spell out union functions more affirmatively, with a socialistic bend. Codes and statutes in these countries (Jordan and Lebanon) assert the freedom or right of workers to organize in order to defend their interests and improve their standards. However, prohibitions are imposed on: a) political activities in Iran, Kuwait, Jordan, Lebanon, Syria; b) on religious involvement in Jordan, Kuwait, Syria; and c) financial speculation in Jordan, Kuwait and Syria. In September 2002, Bahrain allowed 200,000 foreign workers to join the unions.

Strikes, as a form of industrial protest or economic pressure, are strictly prohibited in Saudi Arabia, Oman, and Qatar. Strikes or any act of aggression towards employers and non-striking employees, and lockouts are banned in these countries. However, these are given legal protection in only a few countries such as Syria, Jordan, Iraq, Israel and PDRY.

CHAPTER 7

COUNTRIES TO BE TARGETTED FOR EXPORT OF BANGLADESHI WORKERS

7.1 Issues to be considered

The quest for potential markets for export of Bangladeshi manpower including skilled, semi-skilled and low-skilled would begin with identifying (i) the countries that are dependent on imported manpower, (ii) countries that have large concentration of tertiary educated foreign born workers, and (iii) pattern and existing sources from which these workers are drawn. Also important is an analysis of, (i) occupations that are demanded across the regions and countries (ii) comparison of the number of Bangladeshi workers with those of its competitors, and (iv) immigration policies of destination countries to find out the degree of their attractiveness for foreign workers.

7.2 Main Migrant Dependent Countries

The quest for markets for exporting manpower should naturally begin with the countries that are heavily migrant dependent countries. Table 7.1 contains the list of countries showing the ratio of migrant population to the population.

Table 7.1: Important Migrant Dependent Countries (Figures indicate the percentage of population)

Europe		***Middle East***		***Africa***	
Luxembourg	35.2	Jordan	45.9	Libya	10.4
Netherlands	10.5	Kuwait	69.8	Botswana	5.8
Switzerland	23.2	Lebanon	17.8	Namibia	6.3
Denmark	8.8	Oman	28.4	Cote D'voire	11.2
Isle of Man	54.6	Qatar	86.6	Gambia	16.3
Ireland	19.6	Saudi Arabia	27.8	Ghana	8
Norway	10	Syria	9.8		
Sweden	14.1	UAE	70		
UK					
Greece	10.1	**Other Asia**		**Other Countries**	
Italy	7.4	Hong Kong	38	Australia	21.9
Spain	14.2	Macao	54.7	N'Zealand	22.4
Austria	15.5	Brunei	36.4	US	13.5
Belgium	9.1	S'pore	40.7	Canada	21.3
France	10.7	Cyprus	17.5		

Countries that are Dependent on Imported Skilled Manpower:

It is important at the outset to find out the popular destinations of skilled migrants, especially migrants of Asian origin, to assess the prospect of skilled migrants to establish a foothold in those regions or countries.

Unfortunately, data on skill migration are neither complete nor readily available. Source countries normally do not maintain systematic records of migrants by their levels of skill and academic attainments. Most destination countries also do not maintain data to reflect the levels of their skill and education of immigrants. Harder still is collecting data from the countries in the gulf region, the most popular destinations for Bangladeshi workers.

Whatever data about the profiles of emigrants trickle out from that region do not lend themselves to meaningful classification by education or occupation. Besides, official records of work permits issued to the emigrants in different skill or occupational categories in the Gulf region could be significantly different from what they are actually engaged in. Many employers abroad, particularly in the Gulf Region reportedly recruit low skilled workers in the guise of skilled hands to facilitate clearance from the immigration authorities.

Be that as it may, World Bank and the OECD have recently compiled data on the mobility of highly skilled individuals on the basis of national censuses. The data are based on assessment, more frequently estimates, of persons with tertiary education working in foreign lands.

Table 7.2: Distribution of the tertiary educated, foreign-born by country of present residence

	Region of Birth							
Country of residence	**Asia**	**Europe-EU25**	**Europe-Non EU**	**Africa**	**Latin America**	**North America**	**Oceania**	**Total**
Australia	35.00	39.00	5.00	6.00	2.00	3.00	10.00	100.00
Austria	13.00	57.00	21.00	4.00	2.00	3.00	-	100.00
Belgium	11.00	68.00	4.00	13.00	2.00	3.00	-	100.00
Canada	35.00	35.00	7.00	6.00	11.00	5.00	1.00	100.00
Czech Rep.	8.00	64.00	24.00	1.00	1.00	2.00	-	100.00
Denmark	28.00	37.00	19.00	8.00	3.00	5.00	1.00	100.00
Finland	11.00	65.00	13.00	6.00	2.00	4.00	1.00	100.00
France	17.00	35.00	7.00	34.00	4.00	4.00	-	100.00
Germany	25.00	43.00	20.00	4.00	3.00	5.00	-	100.00
Greece	11.00	44.00	19.00	11.00	1.00	14.00	1.00	100.00
Hungary	5.00	30.00	61.00	1.00	1.00	2.00	-	100.00
Ireland	6.00	72.00	3.00	6.00	1.00	9.00	3.00	100.00
Italy	16.00	32.00	22.00	14.00	10.00	6.00	1.00	100.00
Japan	77.00	2.00	-	1.00	16.00	4.00	1.00	100.00
South Korea	86.00	2.00	-	-	-	11.00	1.00	100.00
Luxembourg	-	95.00	4.00	-	-	1.00	-	100.00
Mexico	7.00	25.00	3.00	1.00	34.00	31.00	-	100.00
Netherlands	28.00	36.00	6.00	10.00	17.00	3.00	1.00	100.00
New Zealand	24.00	47.00	3.00	7.00	1.00	4.00	15.00	100.00
Norway	23.00	48.00	8.00	6.00	4.00	9.00	1.00	100.00
Poland	4.00	28.00	67.00	-	-	1.00	-	100.00
Portugal	-	16.00	-	79.00	4.00	-	-	100.00
Czech Rep.	3.00	79.00	17.00	1.00	-	1.00	-	100.00
Spain	6.00	39.00	8.00	8.00	35.00	4.00	-	100.00
Sweden	23.00	45.00	18.00	5.00	6.00	3.00	1.00	100.00
Switzerland	10.00	65.00	9.00	6.00	5.00	5.00	1.00	100.00
Turkey	6.00	56.00	33.00	-	-	5.00	-	100.00
U.K.	33.00	27.00	-	21.00	6.00	7.00	6.00	100.00
United States	41.00	16.00	5.00	4.00	29.00	4.00	1.00	100.00
Total OECD	35.00	27.00	7.00	7.00	18.00	5.00	2.00	100.00

Source: Docquier and Marfouk (2006)/ quoted in WORLD MIGRATION Report, IOM 2008

The analysis of the data from this table brings out the following important features.

- Asian-born skilled migrants are the largest contingent of the internationally mobile population, making up 35 per cent of the world total. It is not surprising that Asians predominate among the highly skilled migrants as they are mostly from developing countries and are, therefore, easily attracted by opportunities to improve their fate and fortunes. Asians are closely followed by European migrants, who make up 34 per cent of highly educated individuals living outside their countries of birth, the vast majority from the EU countries. High mobility of the Europeans is less driven by policies designed to attract migrants per se, than by a common history, geographical proximity, contiguous borders, cultural affinities and the most recent EU enlargement.

- Migrants from the Western Hemisphere, i.e. North America, Latin America and the Caribbean account for 23 percent of the highly skilled individuals. African migrants lag far behind and account for only about seven percent of the total.
- A large proportion of migration occurs within a particular region. For instance, the United States and Canada receive a substantial number of highly skilled individuals from within the western hemisphere; 33 per cent of highly skilled migrants moving to the U.S. from within the region, in particular from Canada and Mexico. Likewise, most European countries receive a large share of their highly skilled migrants from other European countries. It appears that employers in Europe have somewhat strong bias in favor of highly skilled job seekers from within the region.
- Former colonial or other historical ties also play an important role. Even though Australia is much closer to Asia and actively promotes policies to attract highly skilled migrants from that region, its most important source of highly skilled migrants is Europe. Similarly, 34 per cent of France's highly skilled migrants come from Africa, as do 79 percent of highly skilled migrants to Portugal. The migration of the skilled corresponds roughly to the global pattern of migration. The following are some interesting comparisons:
- The global stock of migrants is concentrated in a relatively small number of countries of destination. Over three-quarters of the stock in 2000 were found in just 28 countries that represented 12 percent of all countries in that year (Zlotnik 2005). It had been estimated that the OECD countries alone the stock of immigrants in 2000 was 59 million, of which some 20.4 million people or 34.6 percent were skilled migrants. Again, more than 85 per cent of migrants in OECD countries were to be found in just six countries, the United States (circa 50 per cent), Canada (13.5), Australia (7.5), the United Kingdom (6.2), Germany (4.9) and France (3.0) (Docquier and Marfouk 2005. It gives a preview of where highly educated individuals from Bangladesh expect to get a break into the international job market.

7.3 Where do the Skilled Migrants come from?

Table 7.3 shows the pattern of Skilled Emigration from source countries excepting smaller countries with a population of less than 5 million. Many of these smaller countries like small island countries of the Caribbean and the Pacific, which we left out of our present reckoning, have more than half of their educated individuals living abroad.

In terms of the absolute number of skilled migrants, the flows are dominated by developed countries such as the United Kingdom, Germany, Canada and the United States, together with a number of middle-income developing countries such as the Philippines, India, Mexico and China.

The data provided by Docquier and Marfouk show that of the 16 countries with more than one quarter of their educated population live outside their borders. Oddly, seven of them fall within the United Nations category of 'low human development'. Six of these seven are in the poorer region of sub-Saharan Africa.

Table 7.3: Patterns of Skilled Emigration from Source Countries 2000

Source Country	Educated labour force abroad	Source Country	% of educated labour force abroad	Source Country	Proportion of emigrant stock that is skilled
Korea	652,894	Angola	33.00	Saudi Arabia	64.60
Canada	516,471	Somalia	32.70	Japan	63.80
Vietnam	506,449	El Salvador	31.00	Oman	62.70
Poland	449,059	Sri Lanka	29.70	South Africa	62.60
United States	431,330	Nicaragua	29.60	Hong Kong SAR	61.90
Italy	408,287	Hong Kong SAR	28.80	Mongolia	61.10
Cuba	332,673	Cuba	28.70	India	60.50
France	312,494	Papua New Guinea	28.50	Canada	60.10
Iran	308,754	Vietnam	27.10	Venezuela	60.10
Jamaica	291,166	Rwanda	26.00	Uzbekistan n	59.50
Hong Kong SAR	290,482	Honduras	24.40	Brunei	59.30
Russia	289,090	Guatemala	24.20	Malaysia	59.20
Taiwan	275,251	Afghanistan	23.30	Egypt	58.90
Japan	268,925	Dominican Republic	21.60	Iran	58.50
Netherlands	256,762	Portugal	19.50	Liberia	58.50
Ukraine	246,218	Malawi	18.70	Panama	57.70
Colombia	233,536	Cambodia	18.30	Israel	57.60
Pakistan	222,372	Senegal	17.70	Singapore	57.10
Ireland	209,156	Cameroon	17.20	Burma	56.10
Romania	176,393	Morocco	17.00	Swaziland	56.10
Turkey	174,043	Zambia	16.80	Jordan	55.60
Brazil	168,308	Slovakia	16.70	United States	55.40
South Africa	168,083	United Kingdom	16.70	Macao SAR	55.20
Peru	163,750	Mexico	15.30	Palestine	55.00

A. Marfouk, International Migration by Educational Attainment (1990-2000) - Release 1.1, Washington, The World Bank & quoted by Skeldon. R, (2005) Globalization, Skilled Migration and Poverty Alleviation: Brain Drain in the Context, Issued by the Development Research Center on Globalization and Poverty.

7.4 What are the Occupations Demanded by Destination countries?

Annexure 11 shows the indicative list of demands for workers in different skill categories in different parts of the world. Bangladesh's migration policy and skill development programs should take into account these demands to promote export of skilled and semiskilled manpower.

United Nations FACTSHEET

International migration facts & figures

Skilled migration

In 2000, there were about 20 million migrants with tertiary education and aged 25 or over living in OECD countries, up from 12 million in 1990.

People with tertiary education accounted for nearly half the increase in migrants older than 25 years in the OECD countries during the 1990.

Nearly 6 out of every 10 highly educated migrants living in OECD countries in 2000 originated in developing countries.

Between 33 and 55 percent of the highly educated people of Angola, Burundi, Ghana, Kenya, Mauritius, Mozambique, Sierra Leone, Uganda and the United Republic of Tanzania live in OECD countries. That proportion is even higher, about 60 percent, for Guyana, Haiti, Fiji, Jamaica, and Trinidad and Tobago.

Chapter 8

Profiles of Recently Recruited Bangladesh Migrants

The study team collected data from 889 men and women who were on the verge of leaving for jobs abroad on group basis and gathered at the BMET's briefing center. The origin of the migrants and the ratio of men and women found out from the survey roughly correspond to the trends depicted by BMET data but differ significantly in respect to educational attainments, skill level and other traits. The relevant findings of the survey are presented in the accompanying tables. The survey revealed that 88% of the migrants surveyed are either illiterate or have low education level ranging from Class I to X; only 108 migrants have had SSC/HSC certificates, 99% did not have any technical education, only 5% of the emigrants had some training at different levels but only 14 persons had certificates of whom—5 from government run institutes.

Table 8.1: Level of education/ skill of the migrants and their corresponding occupations

Occupation	Illiterate	Class I-IV	Class V-X	SSC / HSC & equivalent	Degree and above	Total
General labour	25	20	53	5	-	103
Cleaner	2	9	21	4	-	36
Construction worker-Mason	23	23	115	6	-	167
Construction worker-Painter/Plaster technician	10	14	20	5	-	49
Construction worker-rod binder	1	2	14	2	-	19
Construction worker-shuttering	-	4	8	3	-	15
Other worker/ceramic labour	7	28	24	3	-	62
Welder	3	3	40	2	-	48
Electrician	3	3	20	10	-	36
Mechanic-Air conditioner	-	-	-	2	-	2
Plumber	1	-	6	1	-	8
Carpenter	3	6	14	8	-	31
Garment worker	12	33	125	2	-	172
Cook/chef	1	-	1	-	-	2
Helper/Technical helper	-	2	12	5	-	19
Steel fixture/fabricator	5	5	26	35	3	74
Pipe fitter	-	-	3	-	-	3
Tiles fitter	-	-	-	1	-	1
Nurse	-	-	-	1	-	1
A/c Duct	1	2	5	4	-	12
Crane operator/rig driver	-	-	1	-	-	1
Iron worker/motor worker/steel frame worker	-	7	14	7	-	28
Total	**97**	**161**	**522**	**106**	**3**	**889**

Figure 8.1: Level of education/ skill of departing migrants, 2009

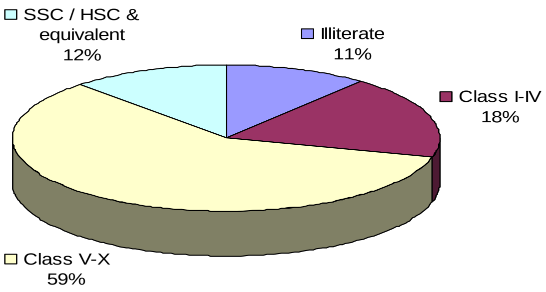


Table 8.2: Departing Migrants having technical education with certificate from TTC/ Training Institutions

	Having technical education by trade	No Technical Education	Total
Electrical engineering (diploma)	2		
Civil engineering (diploma)	1		
Welding	1		
Vocational education (sanitary/painting/mason)	3		
Electrician/electrical work	2		
Nursing (diploma)	1		
Total	**10 (1.2%)**	**879 (98.88%)**	**889 (100%)**

Table 8.3: Work Experience of the Departing migrants

Previous work experience (year)	First time job abroad	Second or more times	Total
No work experience	75	6	81
1	78	6	85
2	127	13	140
3	96	15	111
4	58	8	66
5	84	11	95
6	44	14	58
7	39	10	49
8	48	15	63
9	10	2	12
10+	86	43	129
Total	**746**	**143**	**889**

Figure 8.2: Work Experience of Departing Migrants by times worked abroad

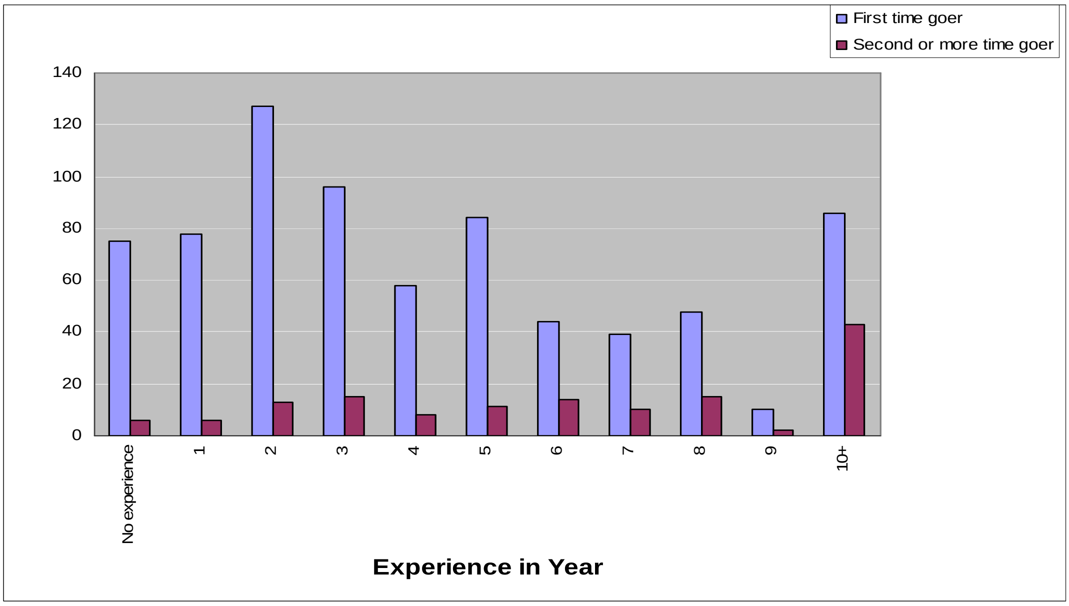


Table 8.4: Previous work experience of the migrants by occupation

Previous work experience	At home	Abroad	Total
General labour	90	13	103
Cleaner	33	3	36
Construction worker-Mason	152	15	167
Construction worker-Painter/Plaster technician	31	18	49
Construction worker-rod binder	16	3	19
Construction worker-shattering	11	4	15
Other worker/ceramic labour	56	6	62
Welder/welding	40	8	48
Electrician	30	6	36
Mechanic-Air conditioner	1	1	2
Plumber/plumbing	6	2	8
Carpentry/carpenter	17	14	31
Garment worker	149	23	172
Cook/chef	-	2	2
Helper/Technical helper	17	2	19
Steel fixture/fabricator	59	15	74
Pipe fitter	3	-	3
Tiles fitter	1	-	1
Nurse	1	-	1
A/c Duct/C	12	-	12
Crane operator/rig driver	-	1	1
Iron worker/motor worker/steel frame worker	21	7	28
Total	**746**	**143**	**889**

Table 8.5: Flow of Migrants by occupations and their jobs

	Occupation	Country of destination									
		Total	Libya	Iraq	Singapore	KSA	Qatar	Bahrain	UAE	Mauritius	Jordan
1	General labour	103	21	12	-	8	2	-	60	-	-
2	Cleaner	36	5	-	-	26	1	-	4	-	-
3	Construction worker-Mason	167	166	-	-	1	-	-	-	-	-
4	Construction worker-Painter/Plaster technician	49	49	-	-	-	-	-	-	-	-
5	Construction worker-rod binder	19	-	-	-	1	-	-	18	-	-
7	Construction worker-shuttering	15	15	-	-	-	-	-	-	-	-
8	Other worker/ceramic labour	62	13	-	-	-	-	-	49	-	-
9	Welder	48	29	-	17	-	1	-	1	-	-
10	Electrician	36	12	-	-	1	-	-	23	-	-
12	Mechanic-Air conditioner	2	2	-	-	-	-	-	-	-	-
13	Plumber	8	7	-	-	-	-	-	1	-	-
14	Carpenter	31	29	-	-	-	2	-	-	-	-
15	Garment worker	172	-	-	-	-	-	19	9	144	-
18	Cook/chef	2	2	-	-	-	-	-	-	-	-
20	Helper/Technical helper	19	15	-	-	-	4	-	-	-	-
21	Steel fixture/fabricator	74	35	-	34	5	-	-	-	-	-
22	Pipe fitter	3	3	-	-	-	-	-	-	-	-
23	Tiles fitter	1	1	-	-	-	-	-	-	-	-
24	Nurse	1	1	-	-	-	-	-	-	-	-
25	A/c Duct/C	12	-	-	-	-	-	-	12	-	-
26	Crane operator/rigs driver	1	-	-	-	-	-	-	-	-	1
27	Iron worker/ motor worker/ steel frame worker	28	26	-	-		2	-	-	-	-
	Total	**889**	**431**	**12**	**51**	**42**	**12**	**19**	**177**	**144**	**1**

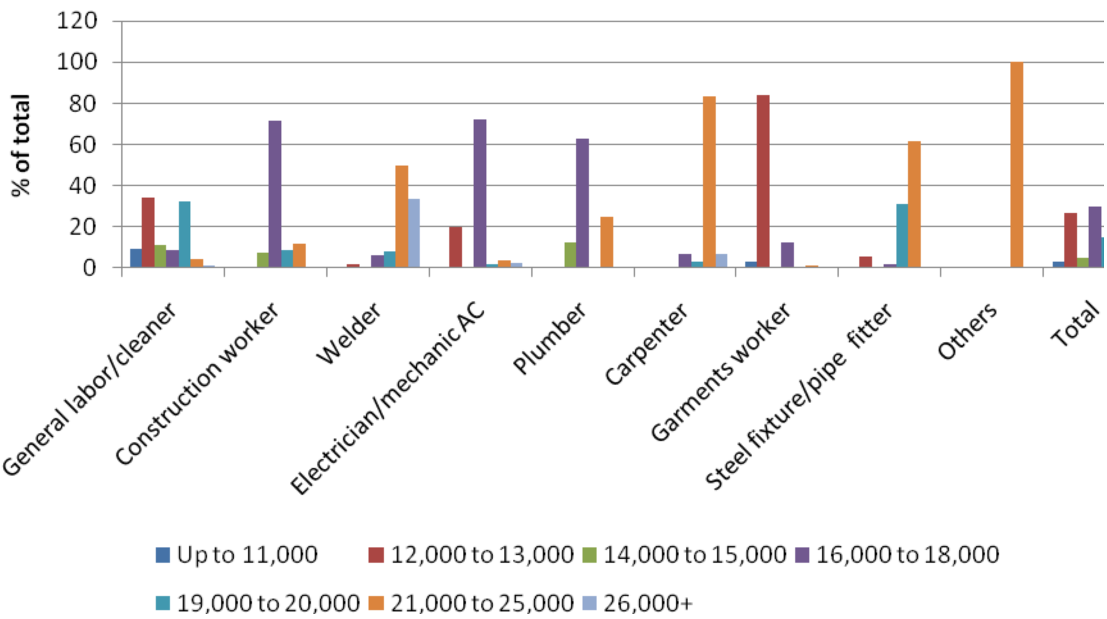
An overwhelming number of 746 migrants did not have any previous work experience but are going for work that obviously needs experience; examples include: rod binder, air-condition mechanic, steel fixer/fabricator.

Table 8.6 Wage level of departing migrants by occupation

Occupation	Up to 11,000	12,000 to 13,000	14,000 to 15,000	16,000 to 18,000	19,000 to 20,000	21,000 to 25,000	26,000+	Total
General labour/cleaner	20	75	24	19	71	9	2	220
Construction worker			19	180	22	29	1	251
Welder		1		3	4	24	16	48
Electrician/mechanic AC		10		36	1	2	1	50
Plumber			1	5		2		8
Carpenter				2	1	25	2	30
Garments worker	5	144		21		2		172
Steel fixture/pipe fitter		6		2	33	65		106
Others						4		4
Total	**25**	**236**	**44**	**268**	**132**	**162**	**22**	**889**

Source: Special survey

Figure 8.3: Wage level of departing migrants by occupation (in % of total)



Among the lowest paid are, as expected, mostly ordinary labours, cleaners, garment workers, with wages up to Tk13, 000. For some curious reasons, however, some of them, as reported by the respondents, will get wages well up to as high as between TK 21 to 25 thousands. Masons, electricians, plaster technicians and a small proportion of garment workers are among the better-paid workers with wages ranging from TK 14 to20 thousands. Among the highest paid are steel frame workers/ fabricators, welders, carpenters, ceramic workers, plaster technicians, iron workers and steel frame workers. Welders are the largest of the better-paid group comprising 16 workers with wage level of Tk 26, 000+.

CHAPTER 9

SKILL MIGRATION FROM BANGLADESH

9.1 BMET Database on Skill Migration

The BMET maintains an important database on the skill levels of the migrants. The migrants are classified into four skill categories: professional, skilled, semi-skilled, and low skilled. Table 9.1 provides a complete dossier on the skill categories of the migrants since 1976. According to this classification, professional workers include doctors, engineers, teachers, nurses etc.; skilled workers include garment workers, drivers, electricians etc.; semi-skilled workers include tailors, gardeners etc.; finally, low skilled workers are hotel boys, cleaners, cart loaders, carton pickers, etc.

Table 9.1 Flow of migrants by the skill categories since 1976

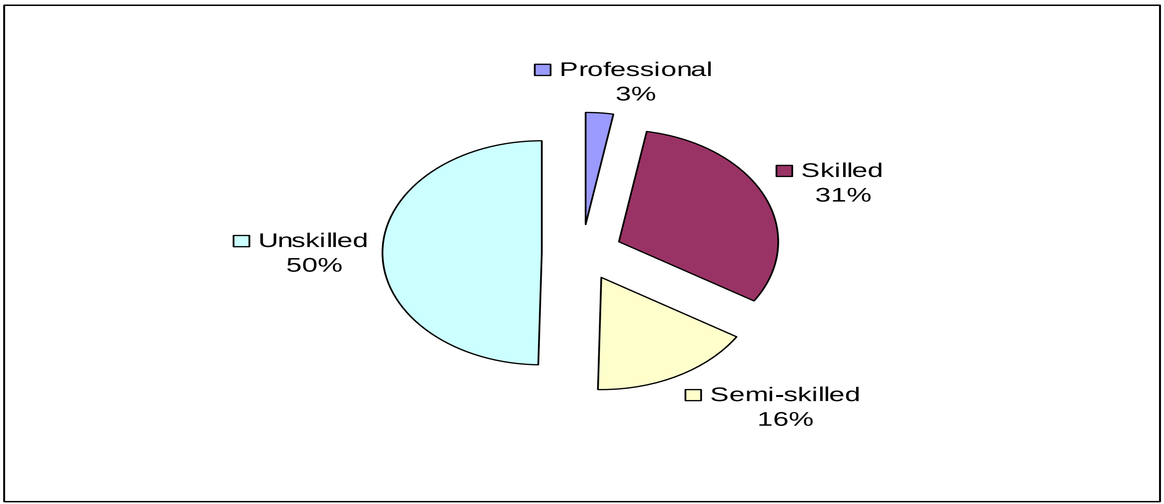
Year	Skill category				Total
	Professional	Skilled	Semi-skilled	Less-skilled	
1976	568	1,775	543	3,201	6,087
1977	1,766	6,447	490	7,022	15,725
1978	3,455	8,190	1,050	10,114	22,809
1979	3,494	7,005	1,685	12,311	24,495
1980	1,983	12,209	2,343	13,538	30,073
1981	3,892	22,432	2,449	27,014	55,787
1982	3,898	20,611	3,272	34,981	62,762
1983	1,822	18,939	5,098	33,361	59,220
1984	2,642	17,183	5,484	31,405	56,714
1985	2,568	28,225	7,823	39,078	77,694
1986	2,210	26,294	9,265	30,889	68,658
1987	2,223	23,839	9,619	38,336	74,017
1988	2,670	25,286	10,809	29,356	68,121
1989	5,325	38,820	17,659	39,920	101,724
1990	6,004	35,613	20,792	41,405	103,814
1991	9,024	46,887	32,605	58,615	147,131
1992	11,375	50,689	30,977	95,083	188,124
1993	11,112	71,662	66,168	95,566	244,508
1994	8,390	61,040	46,519	70,377	186,326
1995	6,352	59,907	32,055	89,229	187,543
1996	3,188	64,301	34,689	109,536	211,714
1997	3,797	65,211	43,558	118,511	231,077
1998	9,574	74,718	51,590	131,785	267,667
1999	8,045	98,449	44,947	116,741	268,182
2000	10,669	99,606	26,461	85,950	222,686
2001	5,940	42,742	30,702	109,581	188,965

Year	Skill category				Total
	Professional	Skilled	Semi-skilled	Less-skilled	
2002	14,450	56,265	36,025	118,516	225,256
2003	15,862	74,530	29,236	134,562	254,190
2004	12,202	110,177	28,327	122,252	272,958
2005	1,945	113,655	24,546	112,556	252,702
2006	925	115,468	33,965	231,158	381,516
2007	676	165,338	183,673	482,922	832,609
2008	1,864	281,450	132,825	458,916	875,055
2009	1,032	96,807	59,204	131,882	288,925
Total	**180,942**	**2,041,770**	**1,066,453**	**3,265,669**	**6,554,834**

Source: BMET

According to this definition, during the period between 1990 and 2009, about 2.76% of the migrants were professional, 31.32% percent skilled and 16.27% semi-skilled. The remaining, nearly half – 49.65% – are, according to BMET data are unskilled. This classification is based on a more liberal definition of skills categories and provides an overly optimistic picture of skill level of migrants. Moreover, the classification looks too far removed from the International Labour Organization's (ILO) Standard Classification for Occupation 2008 (ISCO-08).

Figure 9.1: Bangladesh migrant workers by skill category, 1990-2009



In a recent paper, Ahmed and Das (2008) used the ISCO-08 to get a more realistic picture. Based on the ISCO-08 classification scheme, they found that the country's migrant labour force was much less skill-intensive than the current government statistics seem to portray. Moreover, the skill-content seemed to be declining, as their calculations indicate (see Table 9.2). In particular, although there is not much change in the shares of the professional and skilled categories, there has been a seismic shift in the shares between the unskilled and semi-skilled in favor of the former, a trend that has important policy implications.

Table 9.2: Classification of Migrants by Skill Categories

	Professional	Skilled	Semi-skilled	Unskilled
BMET data for 1990–2009	2.76	31.32	16.27	49.65
Ahmed and Das data for 2005	0.28	1.30	62.72	35.70
Ahmed and Das data for 2006	0.16	1.27	24.09	74.48

Sources: Ahmed and Das data for 2005 and 2006 are from Ahmed and Das (2008); BMET data were calculated from skills data available at: http://probashi.gov.bd/publication/doc/OVERSEAS%20EMPLOYMENT%20BY%20SKILL% 20 CATEGORY.doc.

9.2 Revised Data on Skill Migration

The present study team also tried to recalculate the skill composition of the Bangladeshi migrants roughly on the basis of criteria set under ISCO-08. The result of this exercise is reflected in Chapter 11 in order to develop the benchmark for projecting demand, by skill category, for Bangladeshi workers in the next 5 years.

9.3 Bangladesh's Share of Emigrant Population in Selected Countries vis-à-vis its Competitors

In making a projection of demand for Bangladeshi skilled and semi-skilled as well as low-skilled workers, it is important to realize that Bangladesh has to reckon with it competitors. From Bangladesh's perspective, the most important 'battle grounds' are the Gulf region and South East and the main contestants are its immediate neighbors in the sub-continent as well as Philippines, Vietnam, Indonesia and Myanmar. Table 9.3 tries to capture the share of Bangladeshi migrants in selected countries as compared to the major labour exporting countries.

Table 9.3: Bangladesh's Competitors in the Human Resources market

(The numbers in parentheses in column 1 indicate the year to which the data relate, except that for Bangladesh, which relates to 2008).

Host Country	Source Countries
United States (2004)	Mexico (175, 364); India (79,116); Philippines (50,827); China (61,156); Vietnam (31,154); EL Salvador (29,795); Colombia (18,678); Guatemala (17,999); Canada (15,567) (ESTIMATED BANGLADESH MIGRANT POPULATION IN March 2008, 500,000)
Saudi Arabia (2004)	India (1,300,000); Pakistan (900,000); Egypt (900,000); Yemen (800,000); Philippines (500,000); Bangladesh (400,000 in 2004); Sri Lanka (350,000); Jordan/Palestine (260,000); Indonesia (250,000); Sudan (250,000) (ESTIMATED BANGLADESH MIGRANT POPULATION IN March 2008 500,000.1,797,000)
Switzerland (2001)	Germany (14534); Former Yugoslavia (12622); France (6494); Italy (5434); United Kingdom (3938); Portugal (3705); United States (3289); Turkey (3130); Austria (2412); Spain (1629); Canada (1335); Netherlands (1316)
Germany (2003)	Poland (88,020); Turkey (48,207); Russian Federation (31,009); Romania (23,456); Serbia and Montenegro (21,442); Italy (21,171); Ukraine (17,441); (ESTIMATED BANGLADESH MIGRANT POPULATION IN March 2008 500,000.7,000) China (15,801); United States (15,547); Hungary (14,256)

Host Country	Source Countries
Spain (2005)	Romania (108,294); Morocco (82,519); Bolivia (44,985); United Kingdom (44,700); Colombia (24,945); Argentina (24,659); Brazil (24,575); Peru (19,946); China (18,406) (ESTIMATED BANGLADESH MIGRANT POPULATION in March 2008,17,000)
Russian Federation (2001)	Kazakhstan (65,226); Ukraine (36,503); Uzbekistan (24,873); Kyrgyzstan (10,740); Georgia (9,674); Moldova (7,569); Tajikistan (6,742); Belarus (6,520); Armenia (5,814); Azerbaijan (5,587)
Luxembourg (2001)	France (2123); Portugal (2293); Belgium (1490); Germany (657); Italy (602); United States (163); Netherlands (201); Spain (152)
Italy (2005)	Albania (348,813); Morocco (319,537); Rumania (297,570); China (127,822); Ukraine (107,118); Philippines (89,668); Tunisia (83,564); Serbia & Montenegro (64,070); Macedonia (63,245); Ecuador (61,953)
Netherlands (2002)	Turkey (6,181); Netherlands Antilles and Aruba (5,992); Morocco (5,192); Germany (4,933); United Kingdom (4,476); Soviet Union (former) (4,029); China excluding Taiwan (3,948); Angola (3,514); Suriname (3,413); United States (3,181) (Estimated B'desh migrant population in 2008 was 70,000).
Malaysia (2004)	Indonesia (697,916); Philippines (81,423) (Estimated B'desh migrant population in 2008 was 444,000)
France (2004)	Algeria (27,629); Morocco (22,176); Turkey (9,047); Tunisia (8,766); Congo (4,104); Cameroon (3,987); Côte d'Ivoire (3,924); Haiti (3,010); Russia (2,922); China (2,897); United States (2,616)
South Korea. (2002)	Chinese (85,429) including Korean-Chinese; Mongolia (12,155); Philippines (11,850); Thailand (11,309); Pakistan (5,179); Uzbekistan (4,059) (Estimated B'desh migrant population in 2008 was 14,000)
United Kingdom (2004)	India (11,870); Pakistan (10,225); Poland (10700); Serbia and Montenegro (9,605); Philippines (8,250); South Africa (7,805); Turkey (6,105); Sri Lanka (4,920); Nigeria (4,845); United States (4,285); Somalia (3,825); Zimbabwe (3,800) (Estimated B'desh migrant population in 2008 was 500,000).
Belgium (2003)	Great Britain (2,496); United States (2,483);Italy (2,293); Poland (2,086); China (1,575); Spain (1,545); Congo (1,134);India (1,101); Romania (998); Japan (938)
Austria (2001)	Turkey (7,764); Yugoslavia (6,314); Croatia (6,087); Bosnia & Herzegovina (5,994); Poland (3,497); Hungary (3,039); Slovakia (2,473); Romania (2,393); Italy (1,658)
Kuwait (2003)	India (320,000); Egypt (260,000); Sri Lanka (170,000); Pakistan (100,000); Syria (100,000); Iran (80,000); Bidun (80,000); Philippines (70,000); Jordan/Palestine (50,000) (Estimated B'desh migrant population in 2008 was 315,000)
Oman (2005)	India (330,000); Sri Lanka (30,000), Pakistan (70,000); Egypt (30,000); (Estimated B'desh migrant population in 2008 was 176,000)
Czech Republic (2004)	Slovak Republic (24385); Russian federation (1834); Poland (1653) Ukraine (15692) Viet Nam (3583)
Australia (2005)	United Kingdom (18,220); New Zealand (17,345); China (11,095); India (9,414); Sudan (5,654); South Africa (4,594); Philippines (4,239); Singapore (3,036); Malaysia (2,936); Sri Lanka (2,312); Viet Nam (2,203); Iraq (1,936); Indonesia (1,930) (Estimated B'desh migrant population in 2008 was 5000)

Host Country	Source Countries
Japan (2005)	Korea (1,419,786); Chinese Taipei (1,051,022); USA (695,337); Mainland China (411,124); Hong Kong, China (222,866); U.K (190,346); Philippines (147,817); Canada (127,308); Thailand (97,797); Germany (96,941) (Estimated B'desh migrant population in 2008 was 22,000)
Denmark (2002)	Germany (1,921); Norway (1,812); Iceland (1,498); United States (1,490); China, excluding Taiwan (1,330); Turkey (1,116); Sweden (1,110); Iraq (994); United Kingdom (934); Poland (821)
Portugal (2003)	Brazil (2137); Cape Verde (2018); United Kingdom (963) Angola (1067);Guinea-Bissau (1029);
Bahrain (2004)	India (120000); Pakistan (50000); Egypt (30,000); Jordan/Palestine (20000) Iran (30000); Philippines 25,000 (Estimated B'desh migrant population in 2008 was 112,000)
New Zealand (2005)	United Kingdom (17,078); China (5,629); South Africa (4,484); India (3,490); Samoa (2,656); Fiji (2,628); USA (2,061); Korea (2,058); Tonga (1,122); Philippines (1,107)
Norway (2005)	Serbia (9783); Turkey (9042);Iraq (9038); Denmark (9015); Russia (8613); Poland (8096); Sri Lanka (8067); Pakistan (7918); Somalia (7102); Philippines (6915)
Greece (2005)	Albania (448152); Bulgaria (33469); Romania (17546); Ukraine (13249); Georgia (10431); Pakistan (9945); India (7583); Russian Federation (7132); Moldova (7111); Egypt (6199); Bangladesh (4118)
Sweden (2005)	Poland (3166); Turkey (1027); Iraq (2198);Iran (1016); Thailand (2120); Serbia (1905); Denmark (1667);
Poland (2003)	Germany (2335); USA (1137); Ukraine (350); Italy (251); France (247)
Hong Kong (2004)	Philippines (132,770); Indonesia (95,460); USA (31,130); Canada (29,260); Thailand (28,820); India (21,760); UK (19,900); Australia (19,600); Nepal (17,650); Japan (13,390)
Cyprus (2004)	Greece (4938); United Kingdom (2425); Russian Federation (1594); Sri Lanka (654); Philippines (504)

Source: Compiled by the Project Team of Indian Institute of Management in 2007 for a project entitled Making Bangladesh a Leading Manpower Exporter. The data for Bangladesh has been up dated to 2008 that makes the comparison a little hazy.

9.4 Bangladesh's Share of Immigrant Populations in Selected Countries, 2008

Bangladesh has very strong presence in the Gulf region and Malaysia. Particularly significant is its strong contingents of migrant workers in Saudi Arabia, Kuwait, Oman and Bahrain. In Malaysia, Bangladesh's contingent accounts for nearly 19% of the country's migrant labour force. Bangladeshi migrants constitute a hefty 38% of the country's small migrant work force. Table 9.4 provides a complete list of countries with Bangladeshi migrant population of over 5,000. Bangladesh should pay special attention to promote and sustain export of manpower to these destinations along side its quest for locating new markets.

Table 9.4: Bangladesh's Share of Immigrant Populations in Selected Countries, 2008

Country	Total Migrants In Thousands	No. of B'desh	% of B'desh Migrants
	UN Estimate 2010		Migrants in thousands
1	2	3	4
Saudi Arabia	7,289	1797	24.65
UAE	3,293	810	24.6
USA	42,389	500	1.18
UK	6,452	500	7.75
Malaysia	2,358	444	18.83
Kuwait	2,098	315	15.01
Oman	826	176	21.31
Bahrain	315	112	35.56
Qatar	1305	93	7.13
Italy	4,463	70	0.16
Canada	7,202	35	0.49
Jordan	2,973	25	0.84
Japan	2,176	22	1.01
Spain	6,277	17	0.27
Libya	682	16	2.35
Lebanon	758	15	1.98
South Korea	37	14	37.84
Hong Kong	2,721	11	0.4
Greece	1,133	10	0.086
Mauritius	43	9	20.93
Germany	10,758	7	0.07
Sudan	753	5	0.66
Australia	4,711	5	0.11
TOTAL	51,848	3113	6

Source: BMET and United Nation's database

9.5 Profiles of the migrants

There is little systematic information available either on the demographics or on the educational attainments, technical knowledge, experience and training status of the migrants. BMET, however, maintains a separate and a more useful data on the occupations of the migrants, the kinds of jobs the migrants are declared to have gone during the period from 2004-05 to 2008-09 (Annexure 11). However, classification of occupations could have been done more rationally to reflect the broad categories of occupations in which Bangladesh workers are employed abroad. Same kind of occupations seemed to have been classified under different titles resulting in overlapping of occupational groups. Also a few occupations attributed to some of the migrants appear not to be realistic. It is perhaps because sometimes unskilled workers are imported by employers in the host countries in the guise of cook, drivers, and painters etc only to facilitate collection of work permits from their immigration authorities. Error in tabulation of data is another reason.

Nevertheless, BMET is about the only comprehensive source of migrants by skill categories. The occupational levels of these migrants, captured by BMET, would serve as a starting point and can be used as a benchmark for estimating the future trends and for organizing skill-training programs.

9.6 Unsatisfied Demand for Bangladeshi Workers

There is not much information on unsatisfied demands for Bangladesh workers. BMET does not maintain any data on this issue. The recruiting agents whom the study team interviewed could not provide any statistics on the number or kind of workers which they could not supply due to unavailability of such workers in Bangladesh. What they could provide a general impression about demands that are received from overseas employers and how they try to fill in these demands.

Normally, foreign employers, especially from the Gulf region and Malaysia, send requisitions for construction workers, domestic workers and ordinary low skilled workers. It is only rarely that they would be asking Bangladeshi agents to supply high profile professionals and highly skilled workers from Bangladesh. Generally speaking, Bangladesh does not have anything substantial in the nature of unsatisfied demands.

However, Bangladesh recruiting agents receive substantial demands for low or semi-skilled workers like masons, rod binders, carpenters, brick layers, welders etc mainly because (i) they are cheap; (ii) they are willing to perform lowly or even hazardous work; (iii) they are docile; and most importantly (iv) the agents in Bangladesh, in their anxiety to secure orders, are prepared to very high premium for job orders compared to competing nations (the current rate of premium is of the order of TK 1,20,000 to 2,00,000 per worker). In 2007 and 2008 when there was an avalanche of orders from countries like UAE, Saudi Arabia, Malaysia for recruitment of construction workers, many recruiting agents, faced with shortage of supply of masons, rod binders, welders quickly set up their own ad hoc training outfits to cater to the demands through crash training programmes.

The conclusion that can be drawn from this exercise is that demands are mostly met, one way or the other, by the recruiting agents. One disquieting feature, however, is that quite often artificial demands are created through collusions between unscrupulous overseas employers and the Bangladesh agents just only to dupe the unsuspecting job seekers. News paper articles and numerous studies chronicle the distress of workers from Bangladesh and other third world labour exporting countries stranded in the airports because no body turns up to clear them from the airport or, even if some body does, they do not get any job and quickly turns into destitute.

The demands that cannot be satisfied are normally those for which there is worldwide shortage—nurses, trained chefs, trained household workers with fair degree proficiency in the language of the destination countries. Bangladesh government and the manpower brokers have organised training programmes to address the problem but have achieved only limited success. Special attention may be given to organising programmes to promote these types of skill under the umbrella of TVET programme.

CHAPTER 10

NEAR TERM OUTLOOK FOR EXPORT OF HUMAN RESOURCES FROM BANGLADESH

10.1 Introduction

The demand for workers from Bangladesh in the coming years will depend on many factors. Among these is the state of economic health of the labour receiving countries, especially in the gulf region, the principal destination of short term Bangladeshi workers. The fortunes of the Gulf people fluctuate with the oil prices; the higher the price goes, there begins a spree for hiring people from abroad to work at construction sites to build roads and other infrastructures. Malaysia, another favorite destination for Bangladeshi workers, does not have any stable immigration policy especially for workers from Bangladesh. They allow entry of migrant workers when there is a boom in the economy but start driving away the foreign workers or haul them up for imprisonment and deportation when the chips are down.

The countries in the Far East—Korea and Japan—are fairly restrictive in recruiting people from the sub-continent. However, they favor highly skilled migrants to cope with shortage of their own skilled manpower. Canada, Australia and New Zealand have very structured immigration policies with points system. They have an eye on attracting, on permanent basis, immigrants with skills to cushion the manpower gaps in designated economic, health and social sectors. Australia's policy is often tailored to meet shortages in certain regions of the country. Other OECD countries follow diverse policies to attract highly skilled foreign workers for critical sectors like health, education, science and technology, in particular ICT, research and development. One important aspect of their policies is to attract talented students, often with scholarships and fellowships, in their best colleges and universities. On completion of the studies, most of the students end up with a job there and work feverishly for collecting the much coveted residence permit or citizenship.

10.2 Factors Likely to Influence Export of Manpower from Bangladesh

Demand for Bangladeshi workers in abroad are likely to be influenced by several important factors. These are chiefly the following:

- **State of economy of the world:** Following an unprecedented and almost uninterrupted growth of the world economy over a decade in a globalized economic order; it plunged into an abyss of world wide recession triggered by financial meltdown in 2008. In spite of the hefty bailout packages and occasional optimistic forecasts heard from one quarter or the other, the fall outs from the maelstrom will continue to plague the world economy well into 2010. The flow of Bangladeshi workers, which literally grew by leaps and bounds, has slowed down in recent months. The process of deceleration, which began from December 2008, continued well up to October 2009 leading to reduction of the flow into half of the level achieved in much of 2008 and 2009. So, one can reasonably anticipate continuation of the sluggish trend deep into 2010 at the current rate of around 300,000 workers per year. There would also be a proportionate decline in the emigration of skilled and semi-skilled workers.
- **Price of Crude Oil:** The price of oil is one of the key indicators of the state of economy of the GCC countries, the most important destinations for Bangladeshi workers; rising oil prices in 2007 and part of 2008 provided great stimulus to them to undertake gigantic projects. The receding oil prices have halted many projects and put a damper on undertaking new ones. Some countries are even reeling under mounting debts to finance the projects in the pipe line. A recent news item, for instance, indicates that Dubai is

worried about servicing a debt burden of over $50 billion These factors also rules out the possibility of sustaining a larger migration flow in the near future, not at least at the level achieved in 2007 or 2008. With crude prices picking up normal level, however, further slowdown of the flow may be halted and may even pick up a little renewed momentum towards the end of 2010.

- **Erosion of Competitive Edge:** The long term prospect of sending workers will depend on the availability of cheap manpower from Bangladesh. Ironically, Bangladesh's success in exporting manpower as well as apparel (ready made garments) to the affluent nations is attributed to pervading penury accentuated by skewed income distribution that makes people at the lower strata to work hard at lower wages both at home and abroad. Many former labour exporting countries like Korea, Malaysia and Thailand, which succeeded to turn around their economy, have themselves transformed into destination countries. Once Bangladesh reaches the threshold of a middle-income country, as anticipated by the Government, it will lose the competitive edge due to rising wage level. That will slow down, for better or worse, the emigration flow in, say, about 5 years from now.
- **Reputation of Bangladeshi Workers:** On the other end of the spectrum is the prospect of sustaining a healthy flow of emigration due to demand for Bangladesh workers. In spite of occasional reports of transgression attributed to migrant population in some countries, mostly due to adverse propaganda often sponsored by competing nations, they enjoy good reputation on account of discipline, obeisance and willingness to perform jobs that are shunned by workers of most other countries.
- **Bangladesh's Skill Development programs:** The government emphasis on developing the skill level of potential migrants under various schemes, in particular under the TVET reform project. There are 38 Government Technical Training Centers (TTC), and a good number of technical institutions in the private sector which are imparting training in more than 47 different trades. Strengthening of Bangladesh's missions abroad in addition to diplomatic overtures initiated by the government at the highest level will have positive impacts on export of manpower, especially skilled and semi-skilled workers.
- **Immigration Policies of the Destination Countries:** Equally important is the immigration policies of the authorities in the destination countries, often characterized by uncertainties and whims. For instance, Kuwait has stopped fresh recruitment of Bangladeshi workers following a row with a group of agitating workers who had not been paid their wages for months. Malaysia clamped a ban on recruitment of thousands of workers who had already been selected.

CHAPTER 11

PROJECTION OF DEMAND FOR BANGLADESHI WORKERS BY SKILL CATEGORIES

There could be several ways for making a projection but the one that looks credible is analyzing the demand for skilled and semi-skilled workers and build on it to get a sense of how the flow will shape up in the coming years. Accordingly the study team dug into the database of the BMET, which is the only comprehensive source of information on the migration flows in different skill categories. This data extracted from BMET records would form the starting point for the projection of demand for Bangladeshi by skill level, occupations and country. Annexure 11 provides a complete list of the Bangladeshi migrants by different skill categories from 2004-05 to 2008-09.

Unfortunately, BMET database contains some incongruities, and obvious inaccuracies with regard to nomenclature and numbers. One example is migration of carpenters to UAE. According to these data, an astounding number of 24,841 carpenters were sent to UAE in 2007-08 followed by another 17,661 in 2008-09 although in the previous 3 years the intakes ranged from 2000 to 4000. So is the case with masons who numbered l 26,516 in 2008-09 and painter (18,096). The study team, therefore, compiled the required data from the BMET database using some degree of rationalization, modification and moderation and correction of obvious inaccuracies. The revised consolidated data on important skill categories are shown in Table 11.1

Table 11.1: Flow of Migrants by Skill Categories

Occupations	2004-05	2005-06	2006-07	2007-08	Total
Driver	26939	17940	7987	1679	54545
Carpenter &Joiner	4324	6579	5235	27208	43346
Electrician/Elect Mechanic	4278	4079	2920	22201	33478
Mason & Joiner	5326	6627	7323	8116	27392
Operator/Mechanic & Technician	5834	9459	7047	4697	27037
Welder	2854	3559	2858	4354	13625
Plumber & Pipe Fitter/Fixer/Pipe Fitter	2834	3852	3278	3281	13245
Steel Fixer/Rod Binder/Shuttering carpenter	2239	2996	3362	4631	13228
Painter	3143	3026	3199	2495	11863
Tailor	2774	2733	2294	1328	9129
Shop keepers	1511	1769	793	292	4365
A/C & Refrigeration Tech	219	6	35	3329	3589
Tiles Fixer	978	557	792	630	2957
Bee Care Taker	284	264	201	180	929
Cutter	38	126	48	195	407
Nurse	19	20	16	233	288
Supervisor	40	42	32	18	132
Planter	0	0	70	60	130
Engineering. Professional	13	21	45	47	126
Mobile Plant Operator	12	5	64	27	108
Production Manager	5	1	50	20	76
Manager	3	13	4	1	21
Total	**63667**	**63674**	**47653**	**85022**	**260016**

Source: Compiled from BMET data base

Another issue of concern emanates from the uncertainty, volatility and erratic trend of emigrants and poses a big problem to forecast the demand for Bangladeshi workers in the foreseeable future. The available option to predict growth prospect are linear growth rate of labour migration during the past few years with due consideration given to country specific situation. Attempt has also been made to come up with a realistic method of forecasting demand of Bangladeshi skilled workers. The 'Occupation Demand Model' is one of the methods for occupation demand forecast. The occupation demand forecasts are product of several information sources such as –

- Quarterly or annual labour survey
- National occupation classification statistics
- Bangladeshi standard industrial classification (BSIC)
- Impact of Annual Development Programs (ADP) on employment

If these four information sources are effectively merged, then it could produce the occupation demand forecast.

Bangladesh Bureau of Statistics (BBS) conducts labour force survey (LFS) in ¾ years intervals. And there is no national occupation statistics. Also, there is no readily available data on employment generation by implementation of annual development programs over time. As a result, the study team could not exercise the occupation demand model. However, there are a number of limitations that need to be considered when using the occupation demand outputs.

Furthermore, based on NILS report the study team have tried to use the suggested method for projecting the demand for skilled workers. This method needs the following types of data by industry:

- Occupational Composition of industry.
- Qualifications Composition of Industry
- Industry growth rates.
- Replacement demand (The rate at which employees are lost from industry due to retirement or illness)

To use this method, for projecting demand of skills, the study team have tried to collect necessary data set from various organizations. Industry wise growth rates and occupational compositions at aggregated level data are available with the BBS. Projection of growth rates by industry could be done easily but data on occupational composition by industry (based on labour force survey of BBS) are not available or accessible. So, occupation wise employment for each industry could not be estimated. The other two elements viz. Qualification composition of industry and relevant data for determining replacement demand are not available at all with any sources. Thus we have failed to exercise this method.

Another is regression model that is often used for such calculations. In regression model, a reasonable time series data (10 Years or so) are necessary for good fit. Some other relevant data are also needed as auxiliary variables. In this case, investment, economic growth rates, private consumption expenditure etc. have impacts on employment generation vis a vis creation of labour demand in the labour market. We have collected GDP growth rates and investment GDP ratio data for selected Bangladeshi Labour importing countries (World Bank Report) and these data are used in the regression model. But we found that the projection of demand by skilled category and occupation does not reflect any significant trend. Also in some cases projection by country and occupations are misleading too. In spite of complexities in pinning down the parameters and assigning weights to the variables the team opted to use a simple regression model on the basis of past trends, economic growth prospect of different labour importing countries, crude birth rate and few other parameters.

In projection of international demand of skilled and semi-skilled Bangladeshi workers, the occupation-wise migrant workers have been classified into skilled and semi-skilled categories mainly based on the proposed Bangladesh TVQF with job classification, TVQF levels and other supplementary information. Supplementary information obtained from other sources such as survey of migrant workers (889 workers), curriculums of TTC and DTE etc. have been used. TVQF levels 4-6 have been considered as skilled workers, TVQF 2 is treated as semi-skilled and the remaining are considered as unskilled workers. Forecast of demand for selected occupations, the BMET occupation data of migrant workers have been reclassified using International Standard Classification of occupation (ISCO) 2008. The projected demand for selected occupations by specific region / countries has also been worked out for the policy planners. The results of this exercise are shown in Table 11.2.

Table 11.2: Estimated Demand for skilled Bangladesh migrant workers by key occupation, 2009-10 to 2013-14

Occupations	2004-05	2005-06	2006-07	2007-08	2008-09	Avg.	2009-10	2010-11	2011-12	2012-13	2013-14
Operator/Mechanic & Technician/Machine Operator/Foreman	5834	9459	7047	4697	10441	7496	6,340	6,660	6,979	7,299	7,618
Mobile Plant Operator	12	5	64	27	27	27	43	48	53	58	63
Manager	3	13	4	1	47	14	11	13	15	17	19
Production Manager	5	1	50	20	19	19	33	38	43	47	52
Engg. Professional	13	21	45	47	485	122	104	129	153	177	202
Nurse	19	20	16	233	18	61	417	488	558	629	700
Supervisor	40	42	32	18	134	53	41	47	54	60	67
Shop keepers	1511	1769	793	292	5366	1946	1,384	1,610	1,836	2,062	2,288
Planter	0	0	70	60	65	39	58	69	80	92	103
Bee Care Taker	284	264	201	180	150	216	159	108	57	27	18
Mason & Joiner	5326	6627	7323	8116	36366	12752	11,158	13,387	15,616	17,845	20,074
Cutter	38	126	48	195	282	138	149	176	203	231	258
Carpenter &Joiner	4324	6579	5235	27208	23114	13292	17,686	21,033	24,381	27,728	31,075
Steel Fixer/Rod Binder/Shuttering carpenter	2239	2996	3362	4631	3049	3255	4,518	4,866	5,213	5,561	5,909

Occupations	2004-05	2005-06	2006-07	2007-08	2008-09	Avg.	2009-10	2010-11	2011-12	2012-13	2013-14
Tiles Fixer	978	557	792	630	2150	1021	830	945	1,059	1,174	1,289
Plumber & Pipe Fitter/Fixer/Pipe Fitter/Black Smith	2834	3852	3278	3281	16160	5881	4,988	5,937	6,886	7,835	8,784
A/C & Refrigeration Tech	219	6	35	3329	251	768	5,459	6,495	7,532	8,568	9,604
Painter	3143	3026	3199	2495	20023	6377	5,206	6,264	7,323	8,381	9,439
Welder	2854	3559	2858	4354	6406	4006	3,987	4,481	4,975	5,469	5,963
Electrician/Elect Mechanic	4278	4079	2920	22201	14068	9509	14,073	16,621	19,170	21,718	24,267
Tailor	2774	2733	2294	1328	4548	2735	2,032	2,161	2,290	2,419	2,547
Driver	26939	17940	7987	1679	7359	12381	8,491	7,963	7,435	6,906	6,378
Total	63667	63674	47653	85022	150529	82109	87165	99538	111912	124305	136720

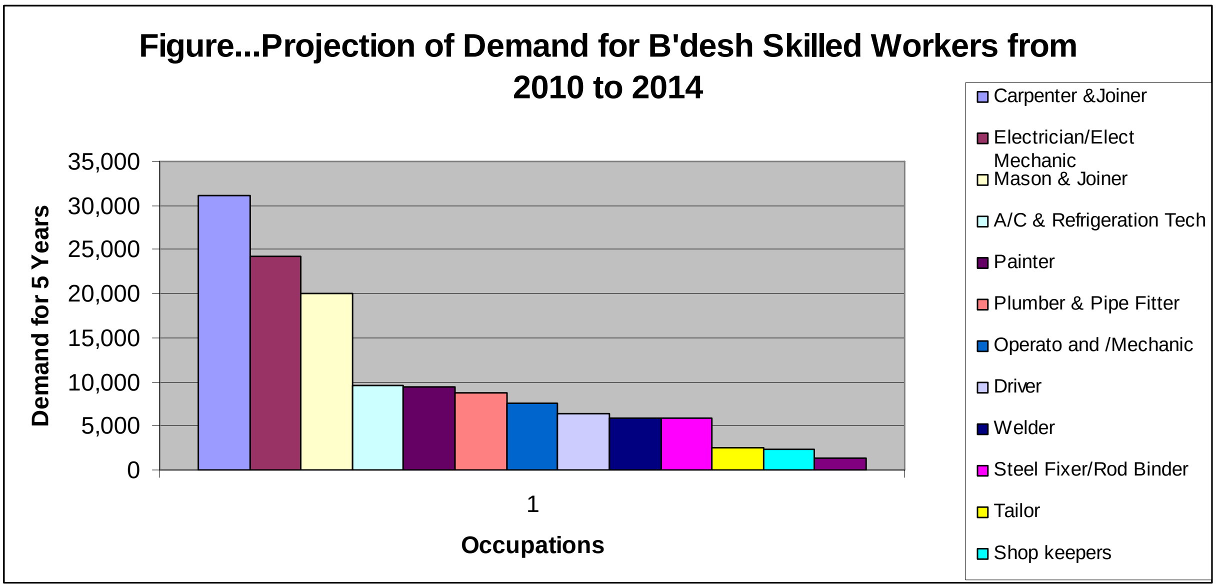
Note: Simple regression is used from benchmark estimate which are derived based on average of the BMET data from various occupation from 2004-05 to 2008-09

Table 11.3 provides the list of occupations in order of importance while Figure 11.1 gives a bird's eye view of the relatively more important occupations.

Table 11.3: Projection of Demand for Bangladeshi Workers by Skill Categories 2009-10 to 2013-14

ISCO 2O08	Occupation	2009-10	2010-11	2011-12	2012-13	2013-14
7115	Carpenter &Joiner	17,686	21,033	24,381	27,728	31,075
7411	Electrician/Elect Mechanic	14,073	16,621	19,170	21,718	24,267
7112	Mason & Joiner	11,158	13,387	15,616	17,845	20,074
7127	A/C & Refrigeration Tech	5,459	6,495	7,532	8,568	9,604
7131	Painter	5,206	6,264	7,323	8,381	9,439
7126	Plumber & Pipe Fitter	4,988	5,937	6,886	7,835	8,784
723	Operator and /Mechanic	6,340	6,660	6,979	7,299	7,618
8322	Driver	8,491	7,963	7,435	6,906	6,378
7212	Welder	3,987	4,481	4,975	5,469	5,963
7119	Steel Fixer/Rod Binder	4,518	4,866	5,213	5,561	5,909
8153	Tailor	2,032	2,161	2,290	2,419	2,547
5221	Shop keepers	1,384	1,610	1,836	2,062	2,288
7122	Tiles Fixer	830	945	1,059	1,174	1,289
2221	Nurse	417	488	558	629	700
7113	Cutter	149	176	203	231	258
2149	Engg. Professional	104	129	153	177	202
6210	Planter	58	69	80	92	103
3123	Supervisor	41	47	54	60	67
834	Mobile Plant Operator	43	48	53	58	63
1311	Production Manager	33	38	43	47	52
1221	Manager	11	13	15	17	19
6340	Bee Care Taker	159	108	57	27	18
		87165	**99538**	**111912**	**124305**	**136720**

Figure 11.1: Projection of Demand for Bangladesh Workers



Projection of Demand for Bangladesh workers by Countries

Annexure 15 traces the flow of Bangladeshi workers to various destinations during the period fro 2004-05 to 2007-09 and provides an estimate of likely flow during the next 5 years in respect of both skilled and semi-skilled workers to selected countries.

CHAPTER 12

CAPACITY BUILDING OF BMET TO DETERMINE INTERNATIONAL LABOUR DEMAND o

12.1 Introduction

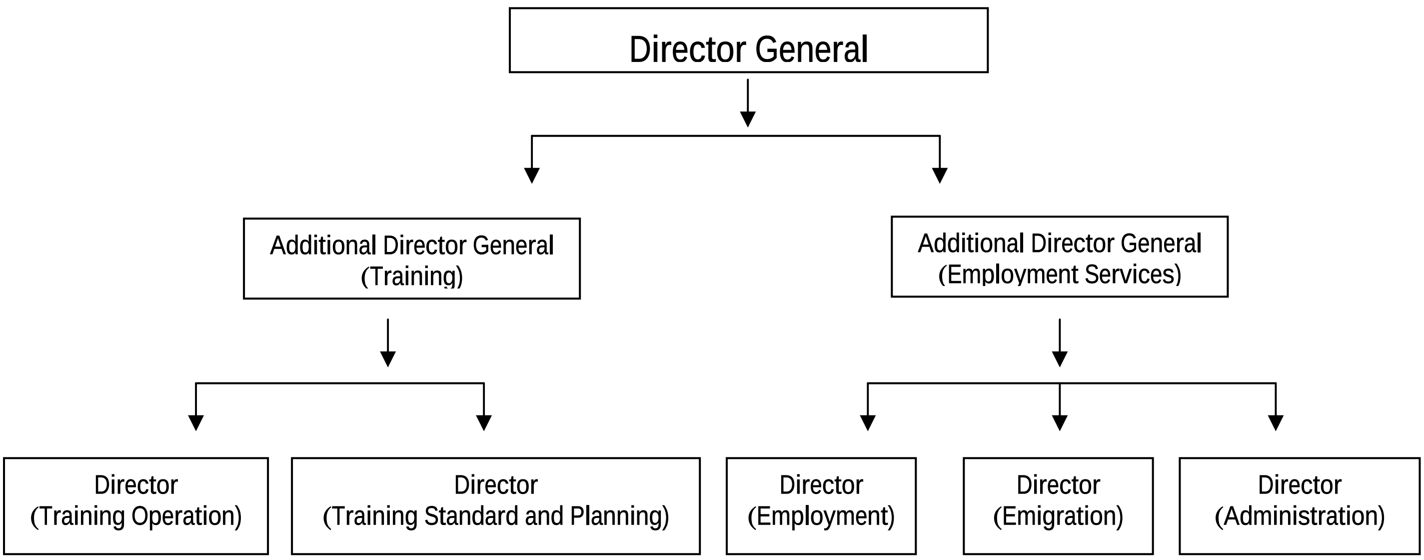
BMET was established in 1976 with the following major functions:

1. Managing overseas employment process
2. Providing skill development training by undertaking appropriate programmes to meet the demand of local and overseas market.
3. Planning and implementation of development projects for skill development training and promoting overseas employment.
4. Ensuring welfare and protecting rights of the migrant workers both home and abroad.
5. Collection of Labour Market Information

Bureau of Manpower Employment and Training (BMET) is presently operating under the administrative control of the Ministry of Expatriates' Welfare and Overseas Employment. With an unusual arrangement BMET has implemented a few projects under the budget provision from Ministry of Labour and Employment. These projects have completed the activities and now under the process of transferring from development to the revenue budget. 26 new Technical Training Centres have been established under four projects, which comprises around 2200 numbers of newly recruited manpower.

12.2 Organogram of BMET

Present organogram of BMET is as follow:



Assistant Directors and other supporting staff constitute about 2200 manpower. 0ffices under BMET are as follows:

a) Institute of Marine Technology (BIMT)	: 1
b) Technical Training Centres (TTC)	: 11 (revenue budget)
c) Technical Training Centres (TTC)	: 26 (development budget)
d) District Employment and Manpower Office (DEMO)	: 42
e) Apprenticeship Training Office	: 3

12.3 Major Functions of BMET

Vision:

1. Establishment of good governance in the recruitment of overseas employment.
2. Creation of skilled manpower in line with demand of local and global labour market.
3. Ensuring the overall welfare of the migrant workers.

Functions:

1. Managing overseas employment process: Starting from Registration of job-seekers to issuance of emigration clearance.
2. Management of Recruiting Agencies: Issuance of licence, renewal and monitoring.
3. Providing skill development training by undertaking appropriate programmes to meet the demand of local and overseas market.
4. Planning and implementation of development projects for skill development training and promoting overseas employment.
5. Ensuring welfare and protecting rights of the migrant workers both home and abroad.
6. Collection of Labour Market Information

12.4 Problems faced in delivering services

It is observed that BMET is facing an enormous impediment in delivering services towards the migration management and welfare to the migrant workers. As per provisions of the allocation of business of BMET there is serious shortage of required manpower in every section. Presently about 28% of the sanctioned posts are lying vacant.

After establishment in 1976 the volume of work of BMET has been expanded many times. Number of District Employment and Manpower offices has been increased to 42 from only 4. Technical Training Centres also enhanced to 38 from 5. New 35 training centres are to be established within next 5 years. Other services on emigration clearance for the outgoing migrant workers, complaint mechanism for the migrants in problem both home and abroad, regulation of licenses and activities of the recruiting agencies and welfare activities to the migrant workers both at the stage of pre-departure and in the countries of destination, death cases of migrants need a reasonable balance of manpower. A computer database network has been set up in BMET with the latest application of Information and Communication Technology (ICT). Presently the following services are being provided through computer and networks:

1. Registration of overseas job seekers in the database through DEMO and BAIRA;
2. Storing of fingerprint of the migrant workers;
3. Online registration of potential migrants;
4. BMET emigration clearance through computerized system;
5. Providing smart card with computer memory chips of 32kb;
6. Auto printing of embarkation card at airport;
7. Various kinds of forms for registration, emigration clearance and welfare services can be downloaded from website;
8. Checking of emigration clearance through card reader at airports.
9. Online complaints for any problem faced in the migration process either in home country or country of destination.

Complete operation of this system needs appropriate set up of qualified technical personnel, which is presently running with temporary based manpower.

Another important aspect is research and study on future demand of manpower in the overseas market and development of manpower through skill development training. Presently there is no such section to conduct research on a regular basis. Collection of relevant information from various potential countries of employment, present and future situation and trend analysis of overseas employment should be done continuously to monitor the market and suggest the designing of training program for skill development accordingly.

A welfare wing is working under BMET to deal with receiving the money from different sources, incurring expenditure and disbursement of money under Wage Earners' Welfare Fund (WEWF). This section is providing the secretarial services to the Board for operation of WEWF. The death compensation money received from the missions abroad are distributed to the families of deceased migrants through DEMO offices. Although the manpower working under this section is paid from the WEWF, the functions are very much essential for the welfare of the expatriate workers. This section needs to be well-structured and strengthened with required manpower and logistics.

District Employment and manpower Offices are entrusted with a specific responsibility of Career counselling and Vocational guidance for the school level students and unemployed youths, which would be very much beneficial for the migrant worker to choose their occupation and career in the overseas employment market. Presently this activity is seldom performed due to shortage of manpower and lack of proper instruction from head quarters. This function should be re-activated to extend services towards the migrant workers.

Training wing of BMET constitutes major portion (75%) of total manpower. To ensure more involvement of skilled migration to the overseas employment market emphasize in developing human resources is essential. It has significant importance to strengthen the training wing to ensure the effective administration of present 38 training institutes and proposed more 35 new centres. It also requires proper monitoring, evaluation and feedback on employment of trained graduates from training institutes.

The standard of training and the instructors engaged in training system need to be improved to match the required skill in the overseas employment. A separate institute is required under BMET to cater to the needs of upgrading the skill of instructional and managerial capability of the instructors and other staff engaged in training system.

Accreditation of the present training institution is very much essential to prove the equivalence to the international standard of vocational qualification. So affiliation with internationally reputed accreditation body may be done to ensure exchange of training standard and mutual recognition of technical training levels.

Awareness program for the aspirant and potential migrants is a major issue in the field of safe migration process. BMET has adopted the awareness raising and program for information dissemination to the grass root level to ensure safe migration particularly for women migrants. Inadequate facility and shortage of manpower seriously hinders the activities for proper implementation. It needs also strengthening of logistics. A separate institution may be set up to provide the systematic pre-decision, pre-employment and pre-departure briefing and orientation to the migrant workers. A one-stop center is being constructed at Eskaton to provide all sorts of services required for a migrant worker including passport, pre-departure briefing, emigration clearance, ticketing, medical testing, etc. This centre may be established with full-fledged facilities to offer these services.

A common problem in the migration sector is the compliant lodged by the migrant workers those who face problems at different stages of migration starting from the decision making to finally at workplace in the destination country. Presently BMET is dealing these issues in a compliant cell, which is overloaded with a huge number of applications. This section may be strengthened and provision of legal assistance may be introduced for the distressed workers.

12.5 Capacity Building of BMET

The Table 12.1 shows that nearly one-fourth of the sanctioned posts are lying vacant. Most of the vacant posts of in-charges at the district level are being run by lower level officers who face problems to maintain liaison with the district administration or to solve emerging problems. As a first step for strengthening the Bureau it is important that these posts are filled up urgently while, at the same time, number of posts sanctioned at lower level (Class 3 and 4), may be rationalized in the context of reduced flow of manpower since 2009.

Needless to say, the Bureau may be strengthened not only in terms of manpower but also other issues that seem to plague the operation of this agency and determine international labour demand. These are

12.5.1 Monitoring of Demand for Bangladeshi Workers Abroad

Monitoring of demand for Bangladeshi workers, including skilled and semi skilled workers is important for promoting export of manpower. Apparently, there is no system to collect and analyze the data. The overseas Bangladesh Missions that have labour wings do not have enough manpower or orientation to look into this aspect; they are bogged down with everyday routine work. Bureau itself does not have any special unit or manpower to carry on research and monitoring of demand for manpower from various corners of the world.

The task of monitoring involves the following:

- A close watch on the flow of manpower in the host countries from source countries;
- Promotional measures taken in various manpower exporting countries,

- Prospect of economic growth in different sectors of the host countries,
- Examination of the host countries' census data to ascertain the trend and changes in the demographic structure and other features.
- Immigration policies of the host countries;
- Study of articles, news etc appearing in the web sites;
- Keeping truck of studies done by international and regional agencies.

Ideally, this work can be done centrally in Bangladesh with inputs from the Missions, published data and analysis done by international and regional agencies, news media etc. There are several possibilities to entrust this responsibility—MoEW&OE, the NSDC and BMET. It appears that BMET, as a hub of migration process, would be better suited to handle this work. The team would recommend creation of a special cell to handle this work. Research oriented staff with adequate compensation may be hired to man the cell under the super vision of Director of Research/ Statistics. The following staff may be recruited for the in the initial stages.

- One Officer of the rank of Deputy Director having a Master Degree in Economics or Business Administration having experience in research work for at least 5 years in a reputable corporate house or Government/ Semi Government Organization;
- One IT Specialist of the rank of Deputy Director;
- Two Research Assistant in the rank of Assistant Director;
- One computer operator;
- One messenger;
- Sufficient infrastructural facility and logistics including, in particular, IT facility may be provided to the research cell.

12.5.2 Improvement of BMET Database

The database of the BMET is not compiled properly. Basic data on migration and skill levels are compiled essentially from registration and emigration clearance forms filled in by the migrants or untrained staff of the recruiting agents. The registration form is too lengthy with columns that are mostly left blank or carelessly filled in. Naturally, the picture they produce could be highly misleading as pointed out in chapters 5 and 6. Apart from revision of the form to make it simple, arrangement could be made to ensure accuracy of information. The special cell proposed above may be given this task.

12.5.3 Capacity Building and Training Program for Skill Development

The following additional suggestions are made for skill development programmes:

- Due to importance of skill development for promotion of manpower export the Bureau would need to play a more pro-active role. In addition to the existing 37 TTCs, another 30 to 35 centers may be established in phases with trade testing facilities.
- The Bureau may be strengthened to ensure effective administration of present 37 training institutes and the proposed new centers, including monitoring, evaluation of performance and analysis of feedbacks on employment of trained graduates from training institutes.
- The standard of training and the instructors of engaged in training system need to be improved to match the required skill in the overseas employment. A separate

institute may be set up to the needs of upgrading the skill of instructional and managerial capability of the instructors and other staff engaged in training process.

- Accreditation of the present training institutions is essential to establish the equivalence to the international standard of vocational qualification. So affiliation with internationally reputed accreditation body may be done to ensure exchange of training standard and mutual recognition of technical training levels.
- All the vacant posts are to be filled in both at head quarters and at the district level officers and Technical Training Centers.
- An information desk is to set up in BMET and at the DEMO to provide necessary information to the aspirant migrant and trainers.
- DEMO offices should be equipped with modern office equipment and all the vacant posts should be filled in particularly the head of office.
- Welfare and computer desks at international airports needs to be strengthened with manpower and logistic facility.
- Some functions of the head quarters e.g pre-departure briefing, awareness campaign, receiving the application of compensation of death and areas dues, complaint settlement, etc may be delegated to DEMO.
- The welfare section may be structured to make it competent to deal with the disbursement of death compensation money and other affairs in a shortcut possible time frame.
- 2 to 3 posts of Directors and an equal number of posts of Deputy and Assistant Directors may be created to deal the research, monitoring and planning functions.
- Some regional level offices may be established to decentralize the services of BMET and to ensure the closer supervision of the field level offices like TTCs and DEMOs.

The task of organizing training programs for the huge number of migrating reaching up to 2000 workers on some days would be a wieldy job for the Bureau. Given the financial, management and other constraints, substantial increase of the number of government run training centers does not look like a viable option. The government may, therefore, work with the private entities including big recruiting agents to organize a common curricula and certification system as envisaged under the TVET project. To provide incentives to the private initiatives the government may provide some elements of subsidy preferably lining up contributions from donors.

It is pertinent to mention that due to inadequate number of government as well as privately run training outfits, some 50 large recruiting agents themselves set up set up 50+ training centres to provide basic construction skills training in response to huge demand for construction workers especially from the UAE in 2007 and 2008 when the demand for construction workers rose dramatically. Training consisted of just some 3 – 4 weeks in construction, e.g. steel bending and cutting for reinforced concrete. Basic trade tests were conducted and successful workers were hired. According to BAIRRA, these centres were sometimes operating 24 hours a day and in three years close to 500,000 workers were sent abroad.

These training centers, however, were not regulated, had no standard curriculum and were of varying standards. However, according to the BAIRA Chairman there were very few complaints on the quality of these workers.

Welding is another area in which the recruiting agents stepped in to provide training especially in the wake of accelerated demand welders from Bangladesh. In response to these demand numerous small scale training centres focusing on training in welding were set up by them. These centres provided very basic skills to workers who were then tested. Skills were apparently sufficient for the companies to hire them as entry level workers (welders) at shipyards.

12.5.4 Competency and Linguistic Requirement

Given the global labour 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. With this point of view, BMET arranges training on different languages. Language lab has been set up BMET in Chittagong to train English, Korean and Arabic languages. English and Japanese language learning training is arranged at language lab of BMET head office[1].To ensure that the workers are properly equipped with the requisite skills and knowledge, the trainers should be properly trained with the international standard skills to deliver linguistic and cultural acquaintance to the candidates going abroad with employment. This will gradually increase the credibility and extend the demand of Bangladeshi worker in recipient countries.

12.5.5 Trade Testing

Trade tests can be organized at private training centres, Technical Training Centres (under BMET) or at other locations. About 12 companies owned by Singaporean has established training centres in Saver and Ashulia area of Dhaka and conduct testing for employment in Singapore. There test Centres experiences tremendous demand from Bangladeshi workers who want to go abroad. Earlier TTCs were not much involved but this trend is changing so more TTCs are providing such services. MAWTS has traditionally been a popular centre for such testing. There is usually a fee paid for the testing.

12.5.6 Ladderization[2]

There is an opportunity to establish a system of ladderization 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 (or part thereof) before returning abroad. A similar model is currently practicing in Philippines. Traditionally Bangladesh is enriched in imparting skills in different trades on the basis of work place learning which include trades in carpentry, masonry, pottery, and agricultural works. In recent time workplace learning are broadened to readymade garments factory, Pharmaceutical industries, textile industries, jute industries, etc. The trainees in these modern industries basically joined as helpers/ assist the machine operators. There is huge scope to bring them under the ladderization system and certify them in respect to their skills. The process can be repeated in several cycles until after some years the skilled worker is able to move into supervisory positions. Modular training comprising skills and other employment related training, the BNTVQF, and local training and testing facilities are elements in such a system. (See Figure 12.1). With proper implementation of this ladderization system many work place learning workers can be certified as skilled and semi-skilled. Equipped with internationally recognized certificates, chances are increased to go abroad with a proper job with enhanced remuneration.

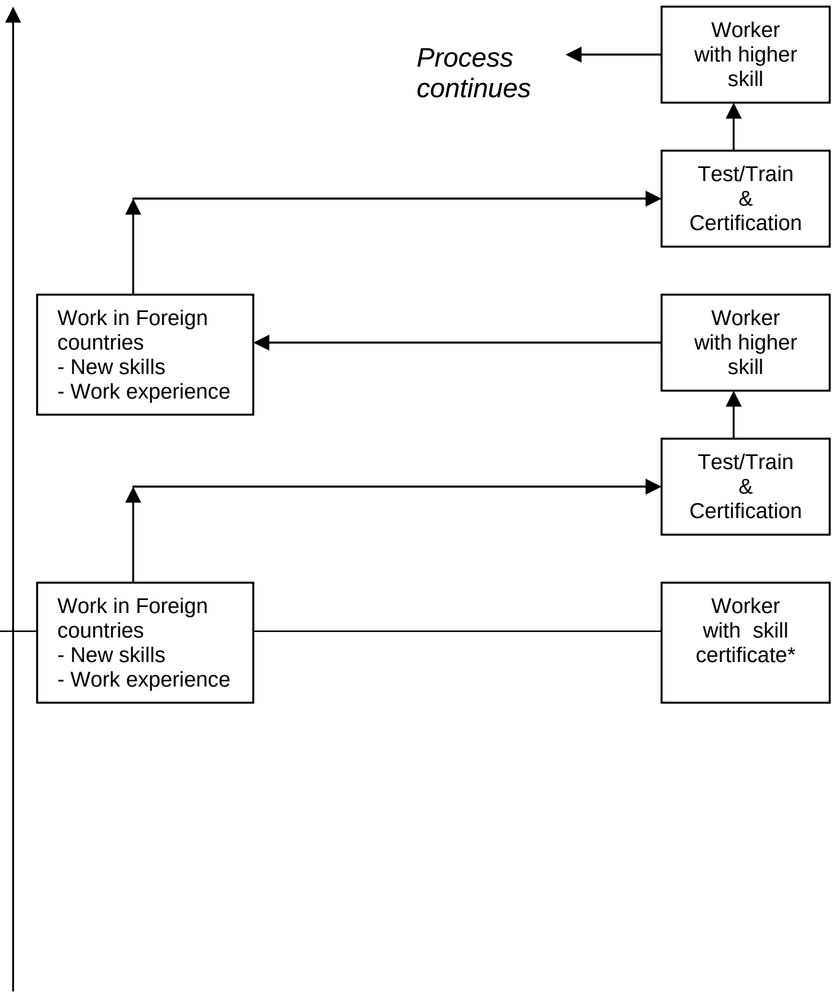
Figure 12.1 [3]Proposed Ladderization Scheme

[1] Md. Abdul Malek, Training of Employment Overseas, Published by BMET

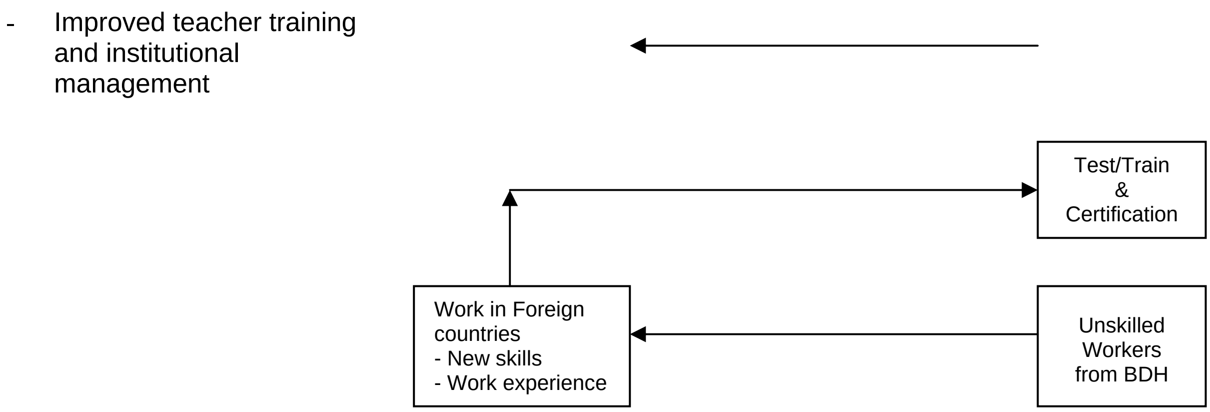
[2] The idea of Ladderization scheme has been formulated by Technical and Vocational Education and Training (TVET) Reform Project

Key elements:

- Skills standards available; developed by industry and recognized by foreign employers
- Modular training; Modules can be banked and used towards higher trade or technical level qualification
- Testing centers available
- BNTVQF in place
- Recognition of prior learning (RPL) in place
- Accreditation system for courses and institutions operating



[3] The figure of Ladderization scheme has been formulated by Technical and Vocational Education and Training (TVET) Reform Project



* Certificate offered will depend on skill level of worker. A full NTVQ level certificate or certificates for component modules within that level could be offered. For example, a Level 1 certificate might require complete of 4 modules or equivalent. The worker who completes only two modules would get two unit certificates to “bank” until he/she wanted to complete the other modules; get further testing and get the full certificate.

Introduction of Smart cards

BMET has introduced computer chip-enabled Smart cards on February 7, 2010 for overseas jobseekers to ease the immigration process and help the BMET welfare desk preserve data of a worker's departure and arrival. This system will also help the government preserve the actual figures of Bangladeshis working and living abroad, while strengthening the ability of Bangladeshi overseas missions to track migrants. These cards have certain categories of data that are of interest e.g. education level, and will be possible to change at a later time to include additional items like NVQ skill level.

Data Collection System

BMET may improve data collection system at BMET to encompass importance aspects concerning skill levels of not only the workers leaving for jobs abroad but also for the workers returning from abroad. The Bureau may raw on the modality and the indicators mentioned in the current TVET data system report currently being drafted by National Institute of Labour Studies in Australia.

12.5.7 Reorganization of BMET’s services

BMET also need to address important issues and provide services necessary to turn the migration process a truly dynamic and welfare oriented outfit. Sri Lanka is generally considered a model organization for promotion of migration from that country.

CHAPTER 13

IMPROVING THE SKILL DEVELOPMENT PROGRAMMES IN BANGLADESH

13.1 Principal Actors in the Migration Process and Skill Development

The Ministries and agencies of the GOB, international agencies, civil society, NGOs and the country's think tanks have undertaken or commissioned studies and research work on several aspects of labour migration. Main thrusts of these studies are on migrants' remittances, gender issues, trafficking of women, protecting the rights of migrant workers etc.

The skill development and technical training are provided by 19 Ministries through their departments, Private training institutes and NGOs. Formal training is provided by the vocational and technical training institutes and informal training is imparted through on the job training. Technical education and training are being imparted mainly by the following institutions:

1. Polytechnic Institute
2. Technical School and Colleges (TSC)
3. Technical Training Centres (TIC)
4. Institute of Marine Technology
5. Mono-technique Institutes
6. Youth Development Institutes
7. Vocational Textile Institutes

In Bangladesh, the organizations involved in skill training are as follows:

a) The National Council for Skill Development and Training (NCSDT).
b) Bangladesh Technical Education Board (BTEB).
c) Bureau of Manpower, Employment and Training (BMET).
d) Directorate General of Technical Education (DTE).
e) 19 Ministries and departments
f) Non Government Organization (NGO) and Voluntary organizations

Among the government sector of TVET providers, the roles of the Ministry of Education, Ministry of Labour and Employment, Ministry of Expatriates' Welfare and Overseas Employment, Ministry of Youth and Sports, Ministry of Woman and Children Affairs, Ministry of Social Welfare are prominent. The main TVET providers are as follows:

Major Skill development training facilities under various ministries

Administrative authority	Institutions
Bureau of Manpower, Employment and Training	Technical Training Centre
	Bangladesh Institute of Marine Technology
Directorate of Technical Education (under MOE)	Technical School and College (TSC)
	Polytechnic Institute
Directorate of Youth Development (under Ministry of Youth and Sports)	Youth Development Training Centre
Directorate of Women's Affairs (under the Ministry of Women and Children Affairs)	Women's Training Centre
Textile Directorate (under Ministry of Textile)	Textile Vocational Institute

Source: Md. Abdul Malek, Training of Employment Overseas, Published by BMET

A section of the returnee migrants have developed their own organizations mainly as pressure groups with diverse agenda. Women Migrants Association (BWMA) is engaged in a campaign for lifting the ban on women migrants.

Among the UN bodies and affiliates, ILO and IOM are the major organizations that have mandates on migration. Over the years, ILO has commissioned several important studies in Bangladesh regarding migration.

In spite of the long array of agencies and stake holders, until recently, not enough thoughts had been given on skill development of workers seeking overseas employment.

13.2 National Skill Development Policy

Skill development in Bangladesh is characterized by inadequate coordination among the government and non-government bodies, private training organizations, NGOs and donors in delivering both formal and informal skills training. Some big recruiting agencies also impart training, mostly on ad-hoc basis, dedicated to meet the specific requirement of the overseas employers.

To address the important issues concerning skill development Bangladesh is in the process of instituting a comprehensive national skill development policy for the period 2010-2015. The policy aims at establishment of a common platform for skill development and coordination of the activities of the important players delivering skills based education and training.

The national skill development policy encompasses the full range of formal and no-formal vocational, technical and skills based education and training pre-employment and livelihood skills training, including TVET and apprenticeships, education and training for employed workers, including workplace training; and employment oriented and job-related short courses, for both domestic and international markets. The policy, however, leaves out general education programs as well as non-formal education delivered by NGOs and government agencies that do not have technical livelihood skills in their curricula or agenda.

The objectives of the skills development policy include reorientation of the skill development initiatives to synchronize with changing technologies and labour market demands, improving the productivity and profitability of enterprises, strengthening national competitiveness and reducing poverty, improve the quality and relevance of skills development in Bangladesh, increase participation in skills development by employers, workers and the community.

In particular, the government will also promote access to education, training and lifelong learning for people with nationally identified special needs, such as youth, low-skilled people, people with disabilities, migrants, older workers, indigenous people, ethnic minority groups and the socially excluded; and for workers in small and Medium-sized enterprises, the informal economy, in the rural sector and in self employment.

13.3 National Skills Development Council (NSDC)

To translate the objectives of the skill development policy the government and its industry partners have established the National Skills Development Council. (NSDC)

NSDC is an important tripartite forum comprising of representatives of government, employers, workers and civil society. The following are the principal roles assigned to NSDC:

- Approval and implementation of all governance, regulatory and legislative provisions related to human resource development and training.

- Coordination of the skills development delivered by public and private providers under guidance of different government ministries.
- Introduction of specific mechanisms to improve district level coordination.
- Establishment of new training centers on evaluation of demographic and industry demand projections and the distribution and effectiveness of existing institutions.

13.4 Bangladesh Technical Education Board (BTEB)

Another key institution central to the reform of skills development in Bangladesh is the Bangladesh Technical Education Board (BTEB). The new skill development policy envisages the following steps to widen and strengthen its role in skill development program:

- Provision of adequate resources and expertise and empowering it to hire contract casual staff to immediately strengthen quality assurance arrangements.
- Changes in the public service recruitment rules so that BTEB staffs are not posted on secondment from other departments and to enable it to appoint fulltime employees.
- Restructuring the Board of BTEB to include additional representatives from industry, professional bodies, NSDC, civil society and other key government Ministries;
- Strengthening the curriculum and inspection cells within BTEB to enable it to assume its national mandate within the skill development system.

13.5 Bangladesh Skills Development Framework

The Bangladesh Skills Development Framework will consist of:

- Competency Based Training & Assessment
- Industry Sector Standards & Qualifications;
- National Technical & Vocational Qualifications Framework (NTVQF);
- Bangladesh Skills Quality Assurance System.

Competency Based Training & Assessment: The CBT&A system will be based on the following principles:

a. Progression through a competency based training program will be determined by the achievement of the trainee in terms of industry standards through a process of ladderization.

b. Measurement of a learner's achievement in relation to competency standards instead of achievement of their peer.

13.6 Industry Sector Standards and Qualifications Structure

The government with its industry partners will implement a new system of industry competency standards and qualifications. The competency standards will be developed by each industry sector and then grouped into clusters that reflect occupations or key skill sets prioritized by employers and workers in that sector. This new system will be known as the Industry Sector Standards and Qualifications Structure.

13.7 Nationally Recognized Qualifications

Main features of this policy are the following:

- Introduction of a new National Technical and Vocational Qualifications Framework (NTVQF) to expand the number of qualifications available in the country to reflect the changing occupational and skill profiles in domestic and international labour markets.
- Integration of skills training in community organizations, schools, training institutions and the workplace, by providing a common national benchmark for the naming and achievement of qualifications, up to but not including, university degrees.
- Setting a new benchmark for the international recognition of the skills and knowledge of Bangladeshi workers.
- Formal recognition of workplace skills obtained in both the formal and informal sectors;
- Improvement and alignment of formal training programs with industry requirements;
- Introduction of dual certification system so that students who satisfactorily achieve the skills component of vocational education programs such as the SSC (VOC), HSC (VOC) and HSC (BM), will receive a NTVQF qualification in addition to the school qualification.

13.8 Bangladesh Skills Quality Assurance System

The quality assurance system will introduce new national quality standards to ensure nationally consistent and high quality training and assessment services for learners.

The new quality assurance system will apply to the nation's skills development system and address issues concerning accreditation of public and private training providers, endorsement of units of competency and qualifications, endorsement of learning and assessment package etc.

13.9 Industry Skill Committees (ISCs)

ISCs bring together major enterprises and industry bodies in an industry sector to deliberate on issues relating to skill development. Among the objectives set out for ISC are developing industry specific skills development policies and practices and supporting the delivery of industry relevant training and/or professional development programs for instructors and trainers;

13.10 Recognition of Prior Learning

In order to recognize this learning and provide enhanced pathways into further education and training, the Government of Bangladesh is in the process of introducing a system for the Recognition of Prior Learning (RPL) so that individuals can enter or re-enter formal training institutions to hone their skill to strengthen their employability. The RPL system will also, where ever possible, be linked to the National Technical & Vocational Quality Framework (NTVQF) for recognition of skill.

Proposed NTVQF

The proposed framework is shown in the following table, along with general job classifications relevant to each level of the NTVQF. The table also shows the relationship of the proposed TVQF to the existing qualification structure.

National Technical & Vocational Qualifications Framework

NTVQF Levels	Pre-Vocation Education	Vocational Education	Technical Education	Job Classification
NTVQF 6			Diploma in engineering or equivalent	Middle Level Manager /Sub Assistant Engr. etc.
NTVQF 5		National Skill Certificate 5 (NSC 5)		Highly Skilled Worker / Supervisor
NTVQF 4		National Skill Certificate 4 (NSC 4)		Skilled Worker
NTVQF 3		National Skill Certificate 3 (NSC3)		Semi-Skilled Worker
NTVQF 2		National Skill Certificate 2 (NSC 2)		Basic-Skilled Worker
NTVQF 1		National Skill Certificate 1 (NSC 1)		Basic Worker
Pre-Voc 2	National Pre-Vocation Certificate NPVC 2			Pre-Vocation Trainee
Pre-Voc 1	National Pre-Vocation Certificate 1 NPVC 1			Pre-Vocation Trainee

Source: Bangladesh Skill Development Policy, Final Draft, December, 2009

Key Features of the NTVQF

The proposed framework has 8 levels as shown in the table above. A more detail descriptions of the main features are shown in the following table.

NTVQF level Descriptions

NTVQF Level	Knowledge	Skill	Responsibility	Job Class.
6	• Comprehensive actual and theoretical knowledge within a specific study area with an awareness of the limits of that knowledge.	• Specialised and restricted range of cognitive and practical skills required to provide leadership in the development of creative solutions to defined problems	• Mange a team or teams in workplace activities where there is unpredictable change • Identify and design learning programs to develop performance of team members	Supervisor / Middle Level Manager /Sub Assistant Engr. etc.
5	• Very broad knowledge of the underlying, concepts, principles, and processes in a specific study area	• Very broad range of cognitive and practical skills required to generate solutions to specific problems in one or more study areas.	• Take overall responsibility for completion of tasks in work or study • Apply past experiences in solving similar problems	Highly Skilled Worker / Supervisor
4	• Broad knowledge of the underlying, concepts, principles, and processes in a specific study area	• Range of cognitive and practical skills required to accomplish tasks and solve problems by selecting and applying the full range of methods, tools, materials and information	• Take responsibility, within reason, for completion of tasks in work or study • Apply past experiences in solving similar problems	Skilled Worker
3	• Moderately broad knowledge in a specific study area.	• Basic cognitive and practical skills required to use relevant information in order to carry out tasks and to solve routine problems using simple rules and tools	• Work or study under supervision with some autonomy	Semi-Skilled Worker
2	• Basic underpinning knowledge in a specific study area.	• Basic skills required to carry out simple tasks	• Work or study under indirect supervision in a structured context	Medium Skilled Worker
1	• Elementary understanding of the underpinning knowledge in a specific study area.	• Limited range of skills required to carry out simple tasks	• Work or study under direct supervision in a structured context	Basic Skilled Worker

NTVQF Level	Knowledge	Skill	Responsibility	Job Class.
Pre-Voc 2	• Limited general knowledge	• Very limited range of skills and use of tools required to carry out simple tasks	• Work or study under direct supervision in a well-defined, structured context.	Pre-Vocation Trainee
Pre-Voc 1	• Extremely limited general knowledge	• Minimal range of skills required to carry out simple tasks	• Simple work or study exercises, under direct supervision in a clear, well defined structured context	Pre-Vocation Trainee

Source: NTVQF Submission Paper, prepared by Technical and Vocational Education and Training (TVET) Reform Project

The NTVQF system will facilitate alignment of qualifications gained in Bangladesh to the qualification structure of the labour importing counties. It will facilitate identification of the kinds of skilled workers while sending the requisition to the recruiting agents. Simply stated, it would be easier for the agents in Bangladesh to refer to the appropriate skill levels, in the destination country, of the workers they are able to supply.

CHAPTER 14

RECOMMENDATIONS

Based on discussions in the preceding chapters, the following offers a set of policy recommendations for enhancing a pool of skilled manpower for overseas employment. The recommendations are organized thematically, although given that the themes are closely related, some of the recommendations might have overlapped.

1. Migration Policy

Labour migration from Bangladesh has helped the country to build up healthy foreign exchange reserve while opening job opportunities for the vast number of unemployed people. However, migration cannot be looked upon as a panacea to address economic ills that afflicts the nation. The idea of accelerating migrants' remittances by sending skilled people to work abroad is also not borne out by empirical evidence. Instead of seeing off its talented people nurtured with tax payers' money, the government may reorient the country's human resources development policy to create highly skill manpower to meet such critical domestic sectors as education, health services, and information technology.

However, as an interim measure, the skill development program for the potential migrants may aim at promoting skills that does not involve heavy outlay of public money. Certain occupations that need special attention are welders, rod binders, fitters, painters, plumbers, and other types of construction and maintenance workers as well as cooks, nurses, care givers etc. Skilled migration ensures better wages and thus better remittances. Skilled workers face fewer problems also, regarding their wages and rights. Demands of skilled workers are increasing in the international market, on the other hand that of unskilled decreases. Bangladesh needs to adopt a comprehensive program for skill development to accrue these benefits.

2. Improving Skill Mix of Migrants

Improving human resource content of migrant work requires time and investment and entails important policy and institutional changes. The following identifies some areas that require attention.

- The government should provide incentives, financial and non-financial, to the private sector including reputable recruiting agents to set up educational and training institutions, particularly in the technical and vocational areas, for training of overseas job seekers.
- The technical training centers of BMET have provided training to many workers for overseas employment. However, these centers need to be strengthened in terms of qualified staff, sufficient equipment, and effective training curricula. Given its resource constraints, the government can consider outsourcing such services to qualified non-government organizations that are capable of providing such training services.
- There should be greater emphasis on foreign language skills for the prospective migrants. The ad hoc English language training provided by BMET for semi-skilled workers requires further strengthening; one possible way to do so is to outsource this service also to competent external service providers.

3. Alignment of Skill Level with International Standard Classifications

In order to improve the demand for skilled Bangladeshi workers it is important to quickly put in a system of classification of skill and occupations in conformity with international standard like ISCO—08 so that prospective employers abroad can have a sense of what kind of skills they can procure from Bangladesh.

Many Bangladeshi workers at home and abroad have acquired high skill on the job but do not have any formal certificates to show for their efforts. It weakens their demand and bargaining strength in the international labour market. It is important to arrange issue of certificates to them after proper assessment of their skill levels, if necessary, by organizing short courses to strengthen their theoretical skill base.

4. Female Migration

The arrangements for skill development of female migrants are inadequate. BMET has made arrangement for training of female workers in only 7 of their 37 TTCs. Of these seven training is imparted for household work in the TTCs at Keraniganj, Savar and 2 TTCs at Dhaka. These are obviously too inadequate to cope with the huge number of women going for work abroad. Standard of instructions and the orientation of the instructors are poor. The 3 TTCs outside Dhaka are in poor shape; Faridpur TTC has a women hostel but has not been commissioned.

The training period is normally only 21 days; it too is often shortened to one week on the insistence of the sponsoring recruitment agents. In countries like Philippines, extensive training programmes run for as long as 6 months. That accounts for the preponderance of Filipino domestic workers in Japan, Korea, Singapore and the Gulf.

The government may initiate training and orientation programmes at more centers and chalk out region/country specific curricula for women workers. Trainers may be recruited from suitable persons who have ha the opportunity to work abroad in these kinds of jobs. The private recruiting agents may be encouraged to provide training facilities for prospective female migrants.

5. Capacity Building of BMET

For monitoring of demand for Bangladeshi workers abroad BMET, as a hub of migration process, may be entrusted with this work. A special cell may be created to handle this work. Research oriented staff with adequate compensation may be hired to man the cell under the supervision of Director of Research/ Statistics. The cell may be established with initial manpower strength as follows:

- One Officer of the rank of Deputy Director
- One IT Specialist of the rank of Deputy Director;
- Two Research Assistant in the rank of Assistant Director;
- One computer operator;
- One messenger.

The following additional suggestions are made for skill development programmes:

- In addition to the existing 37 TTCs another 30 to 35 centers may be established in phases.
- The Bureau may be strengthened to ensure effective administration of present 38 training institutes

- The standard of training and the instructors of engaged in training system need to be improved to match the required skill in the overseas employment.
- A separate institute may be set up to upgrade the skill of instructional and managerial capability of the instructors.
- Affiliation of TTCs with internationally reputed accreditation body may be done to ensure exchange of training standard and mutual recognition of technical training levels.
- All the vacant posts are to be filled in both at head quarters and at the district level officers and Technical Training Centers.
- An information desk is to set up in BMET and at the DEMO to provide necessary information to the aspirant migrant and trainers.
- DEMO offices should be equipped with modern office equipment and all the vacant posts should be filled in particularly the head of office.
- Welfare and computer desks at international airports needs to be strengthened with manpower and logistic facility.
- Some functions of the head quarters e.g pre-departure briefing, awareness campaign, receiving the application of compensation of death and areas dues, complaint settlement, etc may be delegated to DEMO.
- The welfare section may be structured to make it competent to deal with the disbursement of death compensation money and other affairs in a shortcut possible time frame.
- 2 to 3 posts of Directors and an equal number of posts of Deputy and Assistant Directors my be created to deal the research, monitoring and planning functions.
- Some regional level offices may be established to decentralize the services of BMET and to ensure the closer supervision of the field level offices like TTCs and DEMOs.

Incentives for Privately run Private Training Institutes

The government may, therefore, work with the private entities including big recruiting agents to organize a common curricula and certification system as envisaged under the TVET project. To provide incentives to the private initiatives the government may provide some elements of subsidy preferably lining up contributions from donors.

Competency and Linguistic Requirement

Given the global labour 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.

Ladderization

There is an opportunity to establish a system of ladderization 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 (or part thereof) before returning abroad. A similar model is currently practicing in Philipinnes.

ANNEXURE 1

Sources of Data

1. BMET
2. ILO
3. IOM
4. BOESL
5. BAIRA
6. Internet
7. Departing Migrants

Annexure 1.1: Foreign Missions in Bangladesh

Sl.No	Embassy Name/ Country Name
1	Kuwait
2	Japan
3	Brunei
4	Australia
5	United States of America (USA)
6	Italy
7	Morocco
8	Britain (UK)
9	United Arab Emirates (UAE)
10	Sweden
11	Netherlands
12	Libya
13	Korea
14	Germany
15	Qatar
16	Singapore
17	Saudi Arabia
18	Iraq
19	Malaysia
20	Canada
21	Turkey

Annexure 1.2: Name of the Recruiting Agency Surveyed

Sl. No	Name of the Recruiting Agency Surveyed
1	M/S. Sharif & Sons
2	M/S. Famous International Ltd.
3	M/S. Hoque Overseas Ltd.
4	M/S. Azure Bengal Ltd.
5	M/S. Unique Eastern (Pvt.) Ltd.
6	M/S. Protik Travels & Tourism
7	M/S. Bengal Tigers Overseas Ltd.
8	M/S. Manispower Corporation
9	M/S. Raj Overseas Ltd
10	M/S. Morning Sun Enterprise
11	M/S. Datco
12	M/S. Rifa International
13	M/S. Akash Bhraman Ltd.
14	M/S. Kiswa Enterprise Ltd.
15	M/S. Overseas Promoters Ltd.
16	M/S. Daffodil International Ltd.
17	M/S. Deshari International Ltd.
18	M/S. Micro Export House
19	M/S. Maas Trade International Ltd.
20	M/S. Manpower Asia
21	M/S. Dahmashi Corporation Ltd.
22	M/S.Green Land Overseas
23	M/S. MCO Trade International (Pvt.) Ltd.
24	M/S. Madani Travels
25	M/S. Aviate International
26	M/S. Al-Abbas International
27	M/S. Al-Shafi International Ltd.
28	M/S. Odity International
29	M/S. Shanjari International
30	M/S. Haidory Trade International
31	M/S. N.C.L. Overseas
32	M/S. Al-Jajira International
33	M/S. Akhwan Trade International Ltd.

ANNEXURE 2

Survey Questionnaire for Labour Attaché of Bangladesh Mission abroad

Review of international demand for skilled and semi-skilled Bangladeshi workers

Survey questionnaire-2009

(Through Labour Attaché of Bangladesh Mission in abroad)

Identification of Sample

Name of the Mission	:	
Address		
House No	:	
Road / street #	:	
Zip code	:	
E-mail Address	:	
City name	:	
Country	:	
Name of Respondent / Labour Attaché	:	

Study conducted by:

MAXWELL STAMP LTD

HOUSE # 333

ROAD # 113

GULSHAN - 2

DHAKA – 1212

BANGLADESH

Note:

Background and objectives of the study: In cooperation with the Government of Bangladesh, ILO, Dhaka has taken up a project to reduce poverty through reforms to the technical and vocational education and training (TVET) system for producing adequate member of skilled manpower to mitigate the demand in the labour markets. The TVET reforms will enable more people to acquire employable skills and this generates income through wage-earning job or self-employment at home and abroad. Skill development has become an important issue in a country, which earns the lion share of its foreign income from the remittances of overseas Bangladeshi workers. With this end in view, the Maxwell stamp Ltd (MSL) is being undertaken a study on international demand for skilled and semi-skilled Bangladeshi workers on behalf and with financial assistance of ILO, Dhaka. The main objective of this study is to assess the demand for skilled and semi-skilled workers in country, which typically recruit such type of workers. This study is being conducted in cooperation with Probasi Kallyan and Ministry of Labour and Employment, Government of the People's Republic of Bangladesh.

Instructions for filling of the questionnaire: There are 16 questions in the questionnaire. Please read the questions and full up the questions by appropriate information, please specify if the desired information are not available for in any particular question or information available otherwise, Information to be provided for the country or countries under your jurisdiction. Please fill up separate questionnaire for each country.

Section 1: Structure of Bangladeshi workers.

Q1. Number of Bangladeshi workers employed in the country by skill levels during last 10 years

Year	Skilled worker		Semi-skilled worker		Unskilled worker		Total workers	
	Male	Female	Male	Female	Male	Female	Male	Female
2000								
2001								
2002								
2003								
2004								
2005								
2006								
2007								
2008								

Note: Skilled means those workers having educational qualification ……………………….

Q2. Number of Bangladeshi workers employed in the country by major occupation during last 10 years

Years	Major occupation					
	Professional, technical &	Administrative and managerial worker	Service worker	Sales worker	Transport labours	Production Workers and others
2000						
2001						
2002						
2003						
2004						
2005						
2006						
2007						
2008						

Q3. Number of Bangladeshi workers employed in the country by major sector during last 10 years.

Years	Major sector						
	Agriculture	Manufacturing sector	Construction sector	Transport sector	Trade sector	Education & Health	Other social. Sector
2000							
2001							
2002							
2003							
2004							
2005							
2006							
2007							
2008							

Q4. Does the country have any recruitment policy for employment of foreign workers?

1 - yes, 2 - No, 3 – Do not know

Q5. Is the country follow any quota for recruitment / employment of foreign workers?

1 - yes, 2 - No, 3 – Do not known

Q6. If yes, what is quota for the following SAARAC and Asian countries?

Country	**Quota (%)**
Bangladesh	
India	
Pakistan	
Sri Lanka	
Bhutan	
Nepal	
Philippines	
Thailand	
Indonesia Other countries	

Q7. Does the country has changed recruitment / employment policy for foreign workers in recent years?

1 - yes, 2 - No, 3 – Do not know

Q8. Do you think that employment of Bangladeshi workers will increase in this country in coming years?

1 - yes, 2 - No, 3 – Do not know

Q9. If yes, please mention the sector (Please tick)

Infrastructure /	Manufacturing
Construction	Social sector(Health & Edu.)
Agriculture	to public utility
	Other service sector

Q10. Is there any opportunity for employment of skilled and semi-skilled Bangladeshi workers in this country ?

1 - yes, 2 - No, 3 – Do not know

Q11. If yes, what would be the possible annual demand of skilled and semi-skilled Bangladeshi workers in next 5 years in the country ?

years	Professional	Skilled	Semi-skilled	Un skilled	Total
2009					
2010					
2011					
20012					
2013					

Q12. Would you please mention the anticipated demand of Bangladeshi workers in the following trade / sector by gender?

Sector	Make	Female	Total
Engineers			
Doctor			
Technician			
Construction workers			
Nurses			
Household workers			
Light engineering worker			
Manufacturing/ production worker			

Section 2: Employment of foreign workers from various countries

Q13. What was the total number of employed foreign workers in this country by county of origin during the last 10 years ?

Years	Bangladesh	Pakistan	India	Nepal	Sri Lanka	Philippines	Thailand	Indonesia
2000								
2001								
2002								
2003								
2004								
2005								
2006								
2007								
2008								

Q14.What were the number of employed foreign workers by skill levels from various countries during last 5 years ?

Country	2004		2005		2006		2007		2008	
	Skilled	Semi-Skilled	Skilled	Semi-skilled	Skilled	Semi-skilled	Skilled	Semi-skilled	Skilled	Semi-skilled
Bangladesh										
India										
Pakistan										
Sri Lanka										
Bhutan										
Nepal										
Philippines										
Thailand										
Indonesia										
Other countries										

Q15. What is the potential demand of Bangladeshi skilled and semi-skilled workers in near future in this country ?

1-Has enough demand

2-It will take time to create demand

3-Country has to change policies for Bangladeshi workers

4-No demand in near future ?

5-No comment

Q16. What is the role of your office to create opportunities for employment of skilled and semi-skilled Bangladeshi worker in the country under your jurisdiction

Please mention ………………………………………………………………………….

Mailing address	Name and designation of the officer with date
Managing Director	
Maxwell Stamp Ltd	
House # 333	
Road # 113	
Gulshan	
Dhaka	
Bangladesh	
Email	

ANNEXURE 3

Questionnaire for Foreign Missions in Bangladesh

Review of International Demand for Skilled ad Semi-Skilled Bangladeshi Workers

- 1. Name of the Mission:…………………………………….
- 2. Please provide the latest data, by skill categories, on the current stock of foreign workers in your country of top 10 labour supplying countries including Bangladesh as per the following table:

Figures in thousands

Sl No.	Name of the labour supplying country	Skill categories				
		Professional	Skilled	Semi-skilled	Unskilled	Total
1	Bangladesh					
2						
3						
4						
5						
6						
7						
8						
8						
10						
Total						

Source of Data;…………………………

Data pertain to the period up to………..

Note:

Professional category includes doctors, engineers, teachers, accountants, managers, bankers etc.

Skilled Workers include garment workers, drivers and electricians

Semi-skilled workers include tailors and masons

Unskilled workers are hotel boys, cleaners, cart loaders, carton pickers, domestic helps etc.

- 3. Please provide data on intake of Bangladeshi workers in your country by major Sectors during the last 5 years: (Figures in thousands)

Year	Major Sectors							
	Agriculture	Manufacturing	Construction	Transport	Trade and commerce	Education and Health	Others	Total
2004								
2005								
2006								
2007								
2008								

Source of Data;………………………..

Data pertain to the period up to………..

- 4. Please provide data on intake of Bangladeshi workers in the your country by major occupations during the last 5 years: (Figures in thousands)

Year	Major occupation categories							
	Professional	Administrative and managerial workers	Service workers	Sales workers	Transport workers	Production workers	Others	Total
2004								
2005								
2006								
2007								
2008								

Source of Data;………………………..

Data pertain to the period up to………..

- 5. Please provide data on intake of foreign female workers in your country by major occupations during the last 5 years: (Figures in thousands)

Year	Domestic help		Others		Total	
	All countries	Bangladesh	All countries	Bangladesh	All countries	Bangladesh
2004						
2005						
2006						
2007						
2008						

Source of Data;………………………..

Data pertain to the period up to………..

6. Projected demand for foreign workers in different skill categories during the next 5 years Figures in thousands

Sl No.	Year	Skill categories					
		Professional	Skilled	Semi-skilled	Unskilled	Female workers	Total
1	2010						
2	2011						
3	2012						
4	2013						
5	2014						
Total							

Source of Data;……………………….

- 7. Please provide the main features of your country's policy for employment of foreign workers.
- 8. Special requirement/ restriction like minimum or maximum age, minimum educational qualification/ skill level, health requirement (e.g. HIV test) etc that apply to recruitment of foreign workers.
- 9. Approximate wage levels for workers in different categories of skill:
- 10. Please provide a brief account of the recent changes in the pattern of demand for foreign workers in different job categories due to world wide financial meltdown, shift of priorities in the development plans, say from construction of infrastructure to industry, commerce and business, banking and finance.

ANNEXURE 4

Survey questionnaire for BAIRA

International Demand for Skilled and Semi-Skilled Bangladeshi Workers

Questionnaire on Demand Survey for Skilled and Semi-Skilled Bangladeshi Workers

(Multi-type Stakeholders Survey)

1. Name of Organization/ agency
2. Mailing Address: ____

   With telephone No. ____
3. Respondent's name: ____

   And Designation ____

MAXWELL STAMP LTD.

House No. 333

Road No. 113

Gulshan-2

Dhaka-1212

Bangladesh

Information to be collected from BAIRA

Q1 What is the role of BAIRA regarding overseas employment for Bangladeshi skilled and semi-skilled workers?

Please mention: ____

____

Q2 Does BAIRA explore the possibility of getting new overseas labour markets for Bangladeshi workers in general and for skilled and semi-skilled workers in particular during last 5 years?

1 - YES 2 - NO

Q3 If yes, which are those countries and how many Bangladeshi workers were migrated?

Name of Country	Number of workers migrated				
	2004	2005	2006	2007	2008
1.					
2.					
3.					
4.					

Q4 Do you think that there is a good demand for skilled & semi-skilled Bangladeshi workers in abroad/overseas labour market?

1 YES 2 NO 3 NOT SURE 4 DO NOT KNOW

Q5 If yes, would you please mention the increasing demand of those occupations and trade?

(a) Please mention possible occupation ____

____

(b) Please mention trade categories ____

____

Q6 Would you please mention the names of those countries where there is good opportunity for employment of skilled and semi-skilled workers?

Please mention names of the countries: ____

____

Q7 What is your anticipated additional employment of skilled and semi-skilled Bangladeshi workers by country in next three years?

Country	2009-10				2010-11				2011-12			
	SK	SSK	USK	Total	SK	SSK	USK	Total	SK	SSK	USK	Total

Note: SK - Skilled, SSK - Semi-skilled, USK - Unskilled

Q8 Would you please tell us the name(s) of the potential countries/region (relatively very small number of Bangladeshi workers compared to other country) for employment of skilled and semi-skilled Bangladeshi workers?

Please mention ____

____

Q9 Would you please tell us how many Bangladeshi workers were migrated for employment by skilled category during last 5 years?

Year	Skilled	Semi-skilled	Under-skilled	Total
2004				
2005				
2006				
2007				
2008				

Q10 Does your organization maintain any database for migrant Bangladeshi workers?

1 – YES 2 - NO

Q11 If yes, have you created the database independently or based on BMET source?

1 – Based on independent source 2- Based on BMET source 3- Based on both sources

Q12 What do you think about the opportunity of getting employment for more Bangladeshi female workers in abroad?

(a) For skilled female workers:

1 – Has more opportunity

2 – Less opportunity

3 – Do not know

4 – No comment

(b) For semi-skilled female workers:

1 – Has more opportunity

2 – Less opportunity

3 – Do not know

4 – No comment

(c) For un-skilled female workers:

1 – Has more opportunity

2 – Less opportunity

3 – Do not know

4 – No comment

Q13 Do you have any regular plan and programs for exploring employment market particularly for skilled worker in abroad?

1 - YES 2 – NO 3 – No comment

Q14 Did your organization ever put any suggestion or recommendation to the government for producing quality skilled manpower particularly for overseas labour markets?

1 YES 2 - NO

Q15 If yes, what are those suggestions/recommendations?

1 – Learning of foreign language

2 – Improvement of skill levels

3 – Introduce some courses on specific trade

4 – Issuing proper certification as per BTVQ

5 – Others

Q16 Has your organization or any recruiting agency experienced inability to supply Bangladeshi workers to a particular country as per demanded occupations and skill levels?

1 – YES 2 – NO 3 – Do not know 4 – No comment

Q17 If yes, what were those occupations and country?

(a) Please mention country name(s) ______________________________________

____

(b) Please mention occupation ______________________________________

____

Q18 Would you please tell us the special requirements of Bangladeshi workers have to satisfy the receiving countries?

Country Special Requirement

(1) ______________ (i) HIV/AID test report

(2) ______________ (ii) Foreign Language certification

(3) ________________ (iii) others

Q19 What type of problem your organization is generally facing to recruit Bangladeshi workers particularly skilled and semi-skilled workers for overseas employment?

Please mention

____

____

ANNEXURE 5

Survey questionnaire for Recruiting Agencies

International Demand for Skilled and Semi-Skilled Bangladeshi Workers

Questionnaire on Demand Survey for Skilled and Semi-Skilled Bangladeshi Workers

(Multi-type Stakeholders Survey)

Identification of Sample

1. Name of Organization/agency
2. Mailing Address:

____

With telephone No.

____

3. Respondent's name:

____

And Designation

____

MAXWELL STAMP LTD.

House No. 333

Road No. 113

Gulshan-2

Dhaka-1212

Bangladesh

Information to be collected from Sample Recruiting Agencies

Q1 Name and address of the sample recruiting Agency:

Name of recruiting agencies____

Name of Owner/Proprietor ____

Office Address ____

Telephone No. ____________________ E-mail Address: ____________________

Q2 Number of regular employees: Male ______________

Female ____________

Total ______________

Q3 How long your organization in this business?

Years ______________

Q4 Is your Agency a member of BAIRA?

1 – YES 2 – NO

Q5 Do you have a valid license from the government?

1 – YES 2 – NO

Q6 How many workers you have sent for employment in abroad during last 5 years?

Year	Skilled	Semi-skilled	Unskilled	Total
2004-2005				
2005-2006				
2006-2007				
2007-2008				
2008-2009				

Q7 How many female workers you have sent for employment in abroad during last 5 years?

Year	Skilled	Semi-skilled	Un-skilled	Total
2004-2005				
2005-2006				
2006-2007				
2007-2008				
2008-2009				

Q8 What is the proportion of skilled and unskilled migrant workers during last 5 years?

Year	Proportion (%) of total migrant workers			Total
	Skilled	Semi-skilled	Unskilled	
2004-05				100.00
2005-06				100.00
2006-07				100.00
2007-08				100.00
2008-09				100.00

Q9 How many workers you have sent in abroad for employment by various occupation during last 5 years?

Major Occupation	2004-05	2005-06	2006-07	2007-08	2008-09
Construction Worker/Carpenter					
Plumbers					
Welders					
Technician					
Doctors					
Engineers					
Nurses					
Production Workers					
Cleaners					
Labourers					
Others					

Q10 Which were those countries you have sent the workers during last 5 years?

Years	KSA	UAE	Malaysia	Kuwait	Qatar	Other Gulf countries	EU	Other
2004-05								
2005-06								
2006-07								
2007-08								
2008-09								

Q 11 What were the proportions of skilled and semi-skilled migrated workers had certification from the recognized TVET institutes or general educational institutions?

Skilled level	TVET Institution	General education institution	Nothing	Total
Skilled				
Semi-Skilled				
Un-skilled				

Q 12 What is the basic requirement of certification for skilled and semi-skilled workers by occupation for employment in abroad?

(a) Skilled workers ____

____

(b) Semi-skilled workers____

____

(c) Occupation/Skilled ____

Semi-skilled____

Q13 Do you collect yourself or receive demand for supplying of workers from receiving countries

1 – YES 2 - NO

Q14 Did you able to supply the required number of workers as per needs of the receiving countries?

Year	Number demanded			Number supplied			Total
	Skilled	Semi-Skilled	Un-skilled Total	Skilled	Semi-Skilled	Unskilled Total	
2004-05							
2008-09							

Q15 Has your organization experienced inability to supply Bangladeshi workers to a particular country as per demanded occupations and skill levels?

1 – YES 2 – NO 3 – Do not know 4 – No comment

Q16 If yes, what were those occupations and country?

(a) Please mention country name(s) ________________________________

____

(b) Please mention occupation ________________________________

____

Q17 Would you please mention the names of those countries where there is good opportunity for employment of skilled and semi-skilled workers?

Please mention names of the countries: ____

____

Q18 Would you please mention the names of those countries where there is good opportunity for employment of skilled and semi-skilled workers?

Please mention names of the countries: ____

____

Q19 What is your anticipated additional employment of skilled and semi-skilled Bangladeshi workers by country in next three years?

Country	2009-10				2010-11				2011-12			
	SK	SSK	USK	Total	SK	SSK	USK	Total	SK	SSK	USK	Total

Q20 Would you please tell us the name(s) of the potential countries/region (relatively very small number of Bangladeshi compared to other country) for employment of skilled and semi-skilled Bangladeshi workers?

Please mention ____

____

Q21 Do you think that there is a good demand for skilled & semi-skilled Bangladeshi workers in abroad/overseas labour market?

1 YES 2 NO 3 NOT SURE 4 DO NOT KNOW

Q22 If yes, would you please mention the increasing demand of those occupations and trade?

(a) Please mention possible occupation ____

____

(b) Please mention trade categories ____

____

Q23 Would you please tell us the special requirements of Bangladeshi workers have to satisfy the receiving countries?

Country Special Requirement

(1) _________________ (i) HIV/AID test report

(2) _________________ (ii) Foreign Language certification

(3) _________________ (iii) Others

Q24 What type of problem your organization is generally facing to recruit Bangladeshi workers particularly skilled and semi-skilled workers for overseas employment?

Please mention ____

____

Q25 What do you think that how many people are annually leaving the country for jobs in abroad through legal and illegal ways?

(1) Number in legal ways: _________________

(2) Number in illegal ways: ________________

Q45 How long your country has been recruiting Bangladeshi workers for employment?

________ Years

Q46 Are you primarily recruiting skilled and semi-skilled workers from Bangladesh?

1 – YES 2 – NO

Q47 Would you please tell us how many Bangladeshi workers have migrated to your country for jobs during last 5 years?

Years	Skilled	Semi-Skilled	Unskilled	Total
2004-05				
2005-06				
2006-07				
2007-08				
2008-09				

Q48 What is opportunity of getting jobs for skilled and semi-skilled Bangladeshi workers in your country?

1 – Have enough opportunity

ANNEXURE 6

Survey Questionnaire for 889 Emigrants Leaving for Jobs in Abroad

Survey of Demand for Skilled Semi-skilled Bangladeshi Worker Under the GOB/ILO Project -2009 Questionnaire for outgoing migrants (Please tick off the reliant box)

1. Name & Permanent address:..
2. Age & Sex: a) Age............................ b) Sex: Male ☐ Female ☐
3. Educational Qualification: Illiterate ☐ Up to class five ☐ Class five to ten
   SSC / HSC or eqv. ☐ Graduate & above ☐ Other....................
4. Description of technical education certificate (if any): a) Description of education:
   b) Certificate: Yes ☐ No ☐
5. Description of training (if any):
   a) Subject of training: ....
   b) Duration of training: ....
   c) Certificate of training: Yes ☐ No ☐
   d) Name of the Institute & location: ....
   e) Nature of the Institute: Public ☐ Private ☐
6. Previous job experience (if any): Year ☐ Month ☐
7. Foreign Employment: First job ☐ Worked abroad carrier ☐
8. Job description for overseas employment:
   a) Destination of country: ....
   b) Employer: Public ☐ Sami-public ☐ Private ☐
   c) Duration of the contract: ....
   d) Name of the post: ....
   e) Nature of work/Profession: ....
9. Monthly pay & benefits:
   a) Monthly pay (TK eqv.): ....
   b) Others benefits: Yes ☐ No ☐

Name of Enumerator: Signature & Date

ANNEXURE 7

Country/ Region wise Share of International Migrants, 2010

Country or area		Total (thousands)	Percentage of total population	Percentage female migrants	Average annual rate of change (percentage)	
		2010	2010	2010	2005-2010	2005-2010
		(2)	(3)	(4)	(5)	(7)
World		**213 944**	**3.1**	**49.0**	**1.8**	**24 359.8**
More developed regions		127 711	10.3	51.5	1.7	14 715.3
Less developed regions		86 232	1.5	45.3	2.0	9 644.5
Least developed countries		11 531	1.3	47.4	1.1	1 089.9
Sub-Saharan Africa		18 007	2.1	47.2	1.7	2 245.2
Africa		**19 263**	**1.9**	**46.8**	**1.7**	**2 326.8**
Eastern Africa		5 034	1.5	49.6	-0.4	151.7
Burundi		61	0.7	54.6	-5.9	-16.6
Comoros		14	2.0	53.3	-0.2	0.2
Djibouti		114	13.0	45.9	0.7	8.3
Eritrea		16	0.3	45.9	2.4	2.3
Ethiopia		548	0.6	47.1	-0.2	18.4
Kenya		818	2.0	50.8	0.7	61.8
Madagascar		38	0.2	46.1	-1.0	-0.6
Malawi		276	1.8	51.6	-0.2	9.8
Mauritius [1]		43	3.3	63.3	1.0	3.1
Mayotte		72	36.0	49.9	4.6	15.4
Mozambique		450	1.9	52.1	2.1	67.8
Réunion		175	20.9	50.2	4.0	34.6
Rwanda		465	4.5	53.9	1.3	53.1
Seychelles		11	12.8	42.5	5.0	2.6
Somalia		23	0.2	45.9	1.4	2.8
Uganda		647	1.9	49.9	-0.2	25.0
United Republic of Tanzania		659	1.5	50.4	-3.8	-104.7
Zambia		233	1.8	49.6	-4.2	-35.8
Zimbabwe		372	2.9	37.8	-1.0	4.0
Middle Africa		1 615	1.3	48.5	0.6	135.7
Angola		65	0.3	53.0	3.1	12.8
Cameroon		197	1.0	45.7	-1.5	-4.2
Central African Republic		80	1.8	46.6	1.2	9.6
Chad		388	3.4	48.0	1.6	51.9
Congo		143	3.8	49.4	2.1	20.5
Democratic Republic of the Congo		445	0.7	53.1	-1.5	-5.4

Country or area		Total (thousands)	Percentage of total population	Percentage female migrants	Average annual rate of change (percentage)	
		2010	2010	2010	2005-2010	2005-2010
		(2)	(3)	(4)	(5)	(7)
Equatorial Guinea		7	1.1	47.0	5.0	2.0
Gabon		284	18.9	43.0	3.0	48.5
Sao Tome and Principe		5	3.2	48.0	-0.5	0.0
Northern Africa		2 010	0.9	43.4	1.8	219.8
Algeria		242	0.7	45.2	0.0	4.3
Egypt		245	0.3	46.6	-0.2	3.4
Libyan Arab Jamahiriya		682	10.4	35.5	2.0	74.7
Morocco		49	0.2	49.7	-0.8	-0.8
Sudan		753	1.7	48.2	3.3	138.2
Tunisia		34	0.3	49.3	-0.8	-0.5
Western Sahara		4	0.8	43.1	2.1	0.5
Southern Africa		2 163	3.7	43.3	7.3	738.1
Botswana		115	5.8	46.3	7.2	38.1
Lesotho		6	0.3	45.5	0.3	0.5
Namibia		139	6.3	47.6	1.1	11.4
South Africa		1 863	3.7	42.7	8.0	684.0
Swaziland		40	3.4	47.7	0.9	4.0
Western Africa		8 440	2.8	46.5	1.8	1 081.6
Benin		232	2.5	45.5	4.3	50.9
Burkina Faso		1 043	6.4	50.8	6.0	307.5
Cape Verde		12	2.4	50.4	1.5	1.1
Côte d'Ivoire		2 407	11.2	45.1	0.3	131.4
Gambia		290	16.6	50.5	4.5	68.1
Ghana		1 852	7.6	41.8	2.1	251.5
Guinea		395	3.8	53.1	-0.3	9.8
Guinea-Bissau		19	1.2	50.0	0.0	1.2
Liberia		96	2.3	45.1	-0.1	3.3
Mali		163	1.2	47.6	-0.3	6.9
Mauritania		99	2.9	42.2	8.1	35.7
Niger		202	1.3	53.9	2.0	29.4
Nigeria		1 128	0.7	47.4	3.0	214.2
Saint Helena [2]		0	9.7	49.4	0.5	0.0
Senegal		210	1.6	51.2	-0.9	-1.3
Sierra Leone		107	1.8	45.7	-7.1	-36.4
Togo		185	2.7	50.2	0.3	8.1
Asia		**61 324**	**1.5**	**44.6**	**2.1**	**6 768.6**
Central Asia		4 970	8.1	55.2	-0.4	84.5
Kazakhstan		3 079	19.5	54.0	0.7	228.4
Kyrgyzstan		223	4.0	58.2	-5.1	-57.6
Tajikistan		284	4.0	57.1	-1.5	-14.9

Country or area		Total (thousands)	Percentage of total population	Percentage female migrants	Average annual rate of change (percentage)	
		2010	2010	2010	2005-2010	2005-2010
		(2)	(3)	(4)	(5)	(7)
Turkmenistan		208	4.0	57.1	-1.5	-9.8
Uzbekistan		1 176	4.2	57.1	-1.5	-61.7
Eastern Asia		6 485	0.4	55.0	0.9	460.5
China [3]		686	0.1	50.0	3.0	110.8
China, Hong Kong SAR [4]		2 742	38.8	57.0	0.2	81.1
China, Macao SAR [5]		300	54.7	51.7	1.5	26.2
Democratic People's Republic of Korea		37	0.2	53.1	0.2	1.7
Japan		2 176	1.7	55.0	1.7	244.6
Mongolia		10	0.4	54.0	2.0	1.2
Republic of Korea		535	1.1	52.7	-0.6	-5.2
South-Eastern Asia		6 715	1.1	49.6	3.5	1 212.2
Brunei Darussalam		148	36.4	45.5	3.5	25.3
Cambodia		336	2.2	51.7	2.0	41.4
Indonesia		123	0.1	44.5	-2.0	-9.5
Lao People's Democratic Republic		19	0.3	48.0	-1.4	-0.8
Malaysia		2 358	8.4	45.2	3.0	362.6
Myanmar		89	0.2	48.7	-1.0	-1.1
Philippines		435	0.5	51.1	3.0	67.4
Singapore		1 967	40.7	56.0	5.5	501.0
Thailand		1 157	1.7	48.4	3.3	207.9
Timor-Leste		14	1.2	52.6	3.0	2.3
Viet Nam		69	0.1	36.6	4.8	15.9
Southern Asia		14 304	0.8	44.6	0.6	841.2
Afghanistan		91	0.3	43.6	1.0	10.6
Bangladesh		1 085	0.7	13.9	1.0	79.8
Bhutan		40	5.7	18.5	1.5	3.9
India		5 436	0.4	48.7	-1.6	-265.8
Iran (Islamic Republic of)		2 129	2.8	38.8	0.6	111.4
Maldives		3	1.0	44.7	0.8	0.2
Nepal		946	3.2	68.2	2.9	146.8
Pakistan		4 234	2.3	44.7	3.5	771.9
Sri Lanka		340	1.7	49.8	-1.5	-17.6
Western Asia		28 850	12.4	39.3	3.3	4 170.2
Armenia		324	10.5	58.9	-8.4	-152.7
Azerbaijan		264	3.0	57.1	0.7	15.8
Bahrain		315	39.1	32.9	2.5	40.0
Cyprus		154	17.5	57.2	5.7	41.1
Georgia		167	4.0	57.1	-2.7	-15.6
Iraq		83	0.3	31.1	-8.6	-41.7

Country or area		Total (thousands)	Percentage of total population	Percentage female migrants	Average annual rate of change (percentage)	
		2010	2010	2010	2005-2010	2005-2010
		(2)	(3)	(4)	(5)	(7)
Israel		2 940	40.4	55.9	2.0	333.3
Jordan		2 973	45.9	49.2	4.7	405.2
Kuwait		2 098	68.8	30.0	2.3	245.7
Lebanon		758	17.8	49.2	1.0	19.1
Occupied Palestinian Territory		1 924	43.6	49.2	2.9	—
Oman		826	28.4	20.8	4.3	166.8
Qatar		1 305	86.5	25.8	12.1	598.0
Saudi Arabia		7 289	27.8	30.1	2.8	1 042.0
Syrian Arab Republic		2 206	9.8	49.0	10.2	839.7
Turkey		1 411	1.9	52.0	1.1	106.4
United Arab Emirates		3 293	70.0	27.4	2.8	451.8
Yemen		518	2.1	38.3	2.6	75.3
Europe		**69 819**	**9.5**	**52.3**	**1.6**	**8 097.5**
Eastern Europe		21 046	7.2	57.3	0.1	1 193.6
Belarus		1 090	11.4	54.2	-0.3	43.0
Bulgaria		107	1.4	57.9	0.6	8.7
Czech Republic		453	4.4	53.2	0.0	17.7
Hungary		368	3.7	56.4	2.0	51.4
Poland		827	2.2	59.0	0.0	32.1
Republic of Moldova		408	11.4	56.0	-1.5	-10.9
Romania		133	0.6	51.3	-0.1	5.3
Russian Federation		12 270	8.7	57.8	0.3	853.9
Slovakia		131	2.4	56.0	1.0	10.8
Ukraine		5 258	11.6	57.2	-0.5	181.7
Northern Europe		10 657	10.8	53.0	2.5	1 588.8
Channel Islands [6]		75	49.8	53.0	1.8	8.8
Denmark		484	8.8	51.0	2.8	78.9
Estonia		182	13.6	59.6	-2.0	-9.7
Faeroe Islands		3	6.5	43.8	1.5	0.3
Finland [7]		226	4.2	50.5	5.5	60.2
Iceland		37	11.3	49.4	10.0	15.2
Ireland		899	19.6	49.6	7.5	295.8
Isle of Man		44	54.6	50.6	1.1	4.0
Latvia		335	15.0	59.3	-2.5	-25.4
Lithuania		129	4.0	56.6	-5.0	-28.6
Norway [8]		485	10.0	51.2	5.4	126.8
Sweden		1 306	14.1	52.2	3.2	234.4
United Kingdom		6 452	10.4	53.5	2.0	828.2
Southern Europe		14 664	9.5	50.1	5.2	3 771.4
Albania		89	2.8	53.1	1.5	8.3
Andorra		56	64.4	47.3	2.1	6.8

Country or area	Total (thousands)	Percentage of total population	Percentage female migrants	Average annual rate of change (percentage)	
	2010	2010	2010	2005-2010	2005-2010
	(2)	(3)	(4)	(5)	(7)
Bosnia and Herzegovina	28	0.7	50.3	-4.7	-6.1
Croatia	700	15.9	53.0	1.1	66.6
Gibraltar	9	29.8	51.5	0.1	0.4
Greece	1 133	10.1	44.6	3.0	194.6
Holy See [9]	1	100.0	52.5	0.1	0.1
Italy	4 463	7.4	53.1	7.5	1 508.1
Malta	15	3.8	51.6	5.6	4.1
Montenegro	43	6.8	61.5	-5.0	-10.0
Portugal	919	8.6	50.3	3.7	183.5
San Marino	12	37.0	53.5	0.5	0.6
Serbia	525	5.3	56.7	-5.0	-120.5
Slovenia	164	8.1	46.6	-0.4	2.4
Spain	6 378	14.1	47.9	6.5	1 918.9
TFYR Macedonia [10]	130	6.3	58.3	1.5	13.4
Western Europe	23 453	12.4	49.0	0.7	1 543.7
Austria	1 310	15.6	50.5	2.5	193.5
Belgium	975	9.1	49.4	2.0	124.5
France	6 685	10.7	51.3	0.6	412.0
Germany	10 758	13.1	46.7	0.3	563.7
Liechtenstein	13	34.6	48.3	1.1	1.0
Luxembourg	173	35.2	50.2	2.1	21.8
Monaco	24	71.6	50.6	0.8	1.9
Netherlands	1 753	10.5	52.1	0.2	71.3
Switzerland	1 763	23.2	49.7	1.2	153.9
Latin America and the Caribbean	**7 480**	**1.3**	**50.1**	**1.7**	**769.1**
Caribbean	1 379	3.3	48.7	0.9	94.9
Anguilla	6	39.2	55.0	3.5	1.1
Antigua and Barbuda	21	23.6	56.2	2.8	3.2
Aruba	34	31.9	55.4	0.5	1.7
Bahamas	33	9.7	48.5	1.1	2.5
Barbados	28	10.9	60.7	1.4	2.6
British Virgin Islands	9	36.6	48.6	0.1	0.2
Cayman Islands	36	63.0	48.4	1.0	2.3
Cuba	15	0.1	28.9	-0.1	0.3
Dominica	6	8.3	45.6	3.9	1.1
Dominican Republic	434	4.2	41.0	2.0	50.2
Grenada	13	12.1	54.2	3.0	2.0
Guadeloupe	105	22.5	52.7	2.3	14.2
Haiti	35	0.3	43.2	3.0	5.9
Jamaica	30	1.1	49.4	2.0	3.5

Country or area		Total (thousands)	Percentage of total population	Percentage female migrants	Average annual rate of change (percentage)	
		2010	2010	2010	2005-2010	2005-2010
		(2)	(3)	(4)	(5)	(7)
Martinique		71	17.6	54.4	2.0	8.7
Montserrat		0	1.8	46.3	-0.4	0.0
Netherlands Antilles		53	26.4	56.8	2.6	7.7
Puerto Rico		324	8.1	52.7	-1.7	-18.3
Saint Kitts and Nevis		5	9.6	46.3	2.2	0.6
Saint Lucia		10	5.9	51.3	3.2	1.7
Saint Vincent and the Grenadines		9	7.9	51.9	3.0	1.4
Trinidad and Tobago		34	2.6	54.0	-1.9	-2.4
Turks and Caicos Islands		6	19.0	48.6	1.0	0.4
United States Virgin Islands		62	56.5	53.3	0.9	4.1
Central America		1 547	1.0	50.0	2.9	229.2
Belize		47	15.0	52.1	2.8	6.7
Costa Rica		489	10.5	50.0	2.0	53.3
El Salvador		40	0.7	52.5	2.3	5.4
Guatemala		59	0.4	54.4	2.1	7.1
Honduras		24	0.3	48.4	-1.6	-1.5
Mexico		726	0.7	49.4	3.6	131.7
Nicaragua		40	0.7	48.3	2.8	5.8
Panama		121	3.4	51.3	3.4	20.7
South America		4 554	1.2	50.5	1.6	445.0
Argentina		1 449	3.6	53.4	-0.6	-1.9
Bolivia (Plurinational State of)		146	1.5	47.7	4.9	35.1
Brazil		688	0.4	46.3	0.0	18.2
Chile		320	1.9	53.5	6.5	93.5
Colombia		110	0.2	47.9	0.1	2.6
Ecuador		394	2.9	48.4	23.2	272.4
Falkland Islands (Malvinas)		2	57.0	40.4	1.0	0.1
French Guiana		108	46.5	50.0	1.5	9.3
Guyana		12	1.5	46.5	3.0	1.9
Paraguay		161	2.5	48.3	-0.8	-3.4
Peru		38	0.1	52.4	-2.0	-3.1
Suriname		39	7.5	45.4	3.0	6.5
Uruguay		80	2.4	54.0	-1.0	-1.3
Venezuela (Bolivarian Republic of)		1 007	3.5	50.1	-0.1	15.2
Northern America		**50 042**	**14.2**	**50.1**	**1.9**	**5 760.4**
Bermuda		20	30.7	51.7	1.2	1.8
Canada		7 202	21.3	52.2	2.7	1 071.3
Greenland		6	10.2	32.9	-2.8	-0.7

Country or area		Total (thousands)	Percentage of total population	Percentage female migrants	Average annual rate of change (percentage)	
		2010	2010	2010	2005-2010	2005-2010
		(2)	(3)	(4)	(5)	(7)
Saint Pierre and Miquelon		1	16.9	47.2	-2.0	-0.1
United States of America		42 813	13.5	49.8	1.7	4 688.0
Oceania		**6 015**	**16.8**	**51.2**	**1.7**	**637.3**
Australia and New Zealand		5 674	22.0	51.6	1.8	612.7
Australia [11]		4 711	21.9	51.4	1.7	485.8
New Zealand		962	22.4	52.4	2.3	126.9
Melanesia		**111**	**1.3**	**44.6**	**1.1**	**8.5**
Fiji		19	2.2	47.8	1.5	1.8
New Caledonia		60	23.6	46.6	1.9	6.4
Papua New Guinea		25	0.4	37.4	-0.8	-0.2
Solomon Islands		7	1.3	43.9	1.5	0.7
Vanuatu		1	0.3	46.8	-4.9	-0.2
Micronesia		**151**	**26.4**	**45.0**	**0.9**	**8.7**
Guam		79	43.9	43.6	0.6	4.0
Kiribati		2	2.0	48.8	-0.2	0.0
Marshall Islands		2	2.7	41.0	0.5	0.1
Micronesia (Fed. States of)		3	2.4	46.4	-1.5	-0.1
Nauru		5	51.8	45.0	1.5	0.5
Northern Mariana Islands		55	62.0	47.4	1.5	4.4
Palau		6	28.1	40.2	-0.9	-0.1
Polynesia		**79**	**11.8**	**46.8**	**1.6**	**7.4**
American Samoa		28	41.4	49.0	1.3	2.2
Cook Islands		3	14.1	44.3	0.1	0.1
French Polynesia		35	12.8	45.4	1.4	2.9
Niue		0	25.6	45.9	-1.1	0.0
Pitcairn		0	12.0	33.3	0.0	0.0
Samoa		9	5.0	44.7	4.5	2.0
Tokelau		0	21.5	52.9	0.1	0.0
Tonga		1	0.8	48.7	-6.3	-0.3
Tuvalu		0	1.5	45.7	-3.8	0.0
Wallis and Futuna Islands		3	18.1	49.5	3.3	0.5

ANNEXURE 8

Remittances inflow:

Workers' remittances, compensation of employees, and migrant transfers, credit (US$ million)	2005	2006	2007	2008	2009e
Afghanistan	..	..	..	..	..
Albania	1,290	1,359	1,468	1,495	1,495
Algeria	2,060	1,610	2,120	2,202	2,193
American Samoa	..	..	..	..	..
Andorra	..	..	..	..	..
Angola	..	..	..	82	..
Antigua and Barbuda	22	23	24	26	25
Argentina	432	541	607	691	671
Armenia	498	658	846	1,062	743
Aruba	12	12	14	15	14
Australia	2,990	3,131	3,828	4,638	4,509
Austria	2,941	2,639	2,965	3,237	3,169
Azerbaijan	693	813	1,287	1,554	1,087
Bahamas, The	..	..	..	..	..
Bahrain	..	..	..	..	..
Bangladesh	4,314	5,428	6,562	8,995	10,431
Barbados	140	140	140	168	161
Belarus	255	340	354	448	339
Belgium	7,242	7,488	8,557	9,280	9,134
Belize	46	65	75	78	74
Benin	173	224	224	271	266
Bermuda	..	..	..	..	..
Bhutan	..	..	..	..	..
Bolivia	346	612	1,065	1,144	1,109
Bosnia and Herzegovina	2,043	2,157	2,700	2,735	2,627
Botswana	125	117	141	148	158
Brazil	3,540	4,253	4,382	5,089	4,910
Brunei Darussalam	..	..	..	..	..
Bulgaria	1,613	1,716	2,132	2,634	2,503
Burkina Faso	50	50	50	50	49
Burundi	0	0	0	4	4
Cambodia	200	297	353	325	312
Cameroon	77	130	167	167	162
Canada	..	..	..	..	..
Cape Verde	137	137	139	155	152

Workers' remittances, compensation of employees, and migrant transfers, credit (US$ million)	2005	2006	2007	2008	2009e
Cayman Islands	..	..	..	..	..
Central African Republic	..	..	..	..	..
Chad	..	..	..	..	..
Channel Islands	..	..	..	..	..
Chile	13	3	3	3	2
China	24,102	27,954	38,791	48,524	46,989
Colombia	3,346	3,928	4,523	4,884	4,273
Comoros	12	12	12	12	12
Congo, Dem. Rep.	..	..	..	..	..
Congo, Rep.	11	13	15	15	15
Costa Rica	420	513	618	605	574
Côte d'Ivoire	163	167	185	195	193
Croatia	1,222	1,234	1,394	1,602	1,572
Cuba	..	..	..	..	..
Cyprus	190	169	172	279	274
Czech Republic	1,026	1,190	1,332	1,415	1,395
Denmark	867	983	1,028	890	859
Djibouti	26	28	29	30	30
Dominica	25	25	26	30	29
Dominican Republic	2,719	3,084	3,414	3,487	3,344
Ecuador	2,460	2,934	3,094	3,200	3,078
Egypt, Arab Rep.	5,017	5,330	7,656	8,694	7,800
El Salvador	3,030	3,485	3,711	3,804	3,460
Equatorial Guinea	..	..	..	..	..
Eritrea	..	..	..	..	..
Estonia	264	402	426	398	350
Ethiopia	174	172	358	387	383
Faeroe Islands	..	..	..	..	..
Fiji	184	165	165	175	169
Finland	693	698	772	772	756
France	11,945	13,031	14,513	15,908	15,603
French Polynesia	557	622	689	751	761
Gabon	11	11	11	11	11
Gambia, The	57	64	47	64	62
Georgia	346	485	695	732	534
Germany	6,933	7,585	9,839	11,064	10,762
Ghana	99	105	117	128	125
Greece	1,220	1,543	2,484	2,687	2,619
Greenland	..	..	..	..	..

Workers' remittances, compensation of employees, and migrant transfers, credit (US$ million)	2005	2006	2007	2008	2009e
Grenada	52	54	55	64	61
Guam	..	..	..	..	..
Guatemala	3,067	3,700	4,236	4,451	4,065
Guinea	42	42	151	72	71
Guinea-Bissau	28	28	29	30	30
Guyana	201	218	283	278	266
Haiti	985	1,063	1,222	1,300	1,220
Honduras	1,821	2,391	2,625	2,824	2,525
Hong Kong, China	297	294	317	355	..
Hungary	1,931	2,079	2,530	2,946	2,872
Iceland	88	87	41	35	34
India	22,125	28,334	37,217	51,581	47,000
Indonesia	5,420	5,722	6,174	6,795	6,639
Iran, Islamic Rep.	1,032	1,032	1,115	1,115	1,072
Iraq	711	389	3	3	..
Ireland	513	532	580	643	624
Isle of Man	..	..	..	..	..
Israel	850	944	1,042	1,422	1,363
Italy	2,395	2,625	3,165	3,136	3,065
Jamaica	1,784	1,946	2,144	2,180	1,921
Japan	1,080	1,380	1,577	1,929	1,853
Jordan	2,500	2,883	3,434	3,794	3,650
Kazakhstan	178	187	223	192	131
Kenya	805	1,128	1,588	1,692	1,572
Kiribati	7	7	7	9	9
Korea, Dem. Rep.	..	..	..	..	..
Korea, Rep.	848	994	1,128	3,062	2,924
Kosovo	..	..	..	..	..
Kuwait	..	..	..	..	..
Kyrgyz Republic	322	481	715	1,232	1,011
Lao PDR	1	1	1	1	1
Latvia	381	482	552	601	510
Lebanon	4,924	5,202	5,769	7,180	7,000
Lesotho	327	361	443	443	496
Liberia	32	79	62	61	58
Libya	15	16	16	16	16
Liechtenstein	..	..	..	..	..
Lithuania	534	994	1,433	1,460	1,339
Luxembourg	1,269	1,372	1,565	1,737	1,716

Workers' remittances, compensation of employees, and migrant transfers, credit (US$ million)	2005	2006	2007	2008	2009e
Macao, China	588	511	399	398	383
Macedonia, FYR	227	267	345	407	401
Madagascar	11	11	11	11	11
Malawi	1	1	1	1	1
Malaysia	1,281	1,550	1,803	1,920	1,900
Maldives	2	3	3	3	3
Mali	177	212	344	344	339
Malta	34	35	43	50	49
Mauritania	2	2	2	2	2
Mauritius	215	215	215	215	211
Mexico	23,062	26,877	27,136	26,304	22,870
Micronesia, Fed. Sts.	..	..	..	..	..
Moldova	920	1,182	1,498	1,897	1,491
Monaco	..	..	..	..	..
Mongolia	180	181	194	200	194
Morocco	4,590	5,451	6,730	6,891	5,720
Mozambique	57	80	99	116	124
Myanmar	131	116	125	150	148
Namibia	18	17	16	16	16
Nepal	1,212	1,453	1,734	2,727	3,010
Netherlands	2,197	2,475	2,548	3,006	2,934
Netherlands Antilles	8	19	32	32	32
New Caledonia	512	537	685	624	612
New Zealand	739	650	650	626	615
Nicaragua	616	698	740	818	784
Niger	66	78	79	79	79
Nigeria	3,329	5,435	9,221	9,980	9,585
Northern Mariana Islands	..	..	..	..	..
Norway	505	524	613	685	666
Oman	39	39	39	39	38
Pakistan	4,280	5,121	5,998	7,039	8,619
Panama	130	157	180	196	186
Papua New Guinea	13	13	13	13	13
Paraguay	269	463	484	503	493
Peru	1,440	1,837	2,131	2,437	2,328
Philippines	13,566	15,251	16,302	18,643	19,411
Poland	6,482	8,496	10,496	10,727	8,500
Portugal	3,101	3,334	3,941	4,057	3,997
Qatar	..	..	..	..	..

Workers' remittances, compensation of employees, and migrant transfers, credit (US$ million)	2005	2006	2007	2008	2009e
Romania	4,733	6,718	8,539	9,380	8,000
Russian Federation	3,012	3,344	4,713	6,033	5,506
Rwanda	21	21	51	51	53
Samoa	110	108	120	135	131
São Tomé and Principe	2	2	2	2	2
Saudi Arabia	94	106	124	217	..
Senegal	789	925	1,192	1,288	1,276
Serbia	4,650	4,703	5,377	5,538	5,438
Seychelles	12	14	11	12	12
Sierra Leone	2	50	148	150	144
Singapore	..	..	..	..	..
Slovak Republic	946	1,088	1,483	1,500	1,500
Slovenia	264	282	284	331	323
Solomon Islands	7	20	20	20	20
South Africa	658	734	834	823	805
Spain	7,961	8,890	10,739	11,776	11,664
Sri Lanka	1,991	2,185	2,527	2,947	2,892
St. Kitts and Nevis	34	36	37	37	..
St. Lucia	29	30	31	31	..
St. Vincent and the Grenadines	26	30	31	31	..
Sudan	1,016	1,179	1,769	3,100	3,059
Suriname	4	2	140	2	2
Swaziland	95	99	100	100	111
Sweden	612	595	775	822	793
Switzerland	1,828	1,903	1,979	2,200	2,155
Syrian Arab Republic	823	795	824	850	827
Tajikistan	467	1,019	1,691	2,544	1,815
Tanzania	18	15	14	19	18
Thailand	1,187	1,333	1,635	1,898	1,845
Togo	193	232	284	284	278
Tonga	66	72	100	100	96
Trinidad and Tobago	92	91	109	109	103
Tunisia	1,393	1,510	1,716	1,870	1,860
Turkey	851	1,111	1,209	1,360	1,336
Uganda	322	411	452	489	514
Ukraine	595	829	4,503	5,769	4,472
United Arab Emirates	..	..	..	..	..
United Kingdom	6,302	6,754	7,877	7,836	7,602
United States	2,890	2,880	2,972	3,049	2,993

Workers' remittances, compensation of employees, and migrant transfers, credit (US$ million)	2005	2006	2007	2008	2009e
Uruguay	77	89	96	108	105
Vanuatu	5	5	6	7	7
Venezuela, RB	148	165	151	137	132
Vietnam	4,000	4,800	5,500	7,200	6,901
Virgin Islands (U.S.)	..	..	..	..	..
West Bank and Gaza	585	583	630	630	630
Yemen, Rep.	1,283	1,283	1,322	1,420	1,413
Zambia	53	58	59	68	68
All developing countries	198,932	235,403	289,376	337,761	317,237
Low-income countries	16,097	19,940	24,600	31,567	31,799
Middle-income	182,835	215,463	264,775	306,193	285,438
Lower MICs	111,092	131,726	169,895	205,645	194,908
Upper MICs	71,742	83,737	94,881	100,549	90,530
East Asia and Pacific	50,460	57,598	71,309	86,115	84,785
Europe and Central Asia	30,089	37,341	50,777	57,801	49,279
Latin America and Caribbean	50,122	59,199	63,239	64,717	58,481
Middle-East and North Africa	24,958	26,112	31,364	34,696	32,212

Source: World Bank staff estimates based on the International Monetary Fund's Balance of Payments Statistics Yearbook 2008.

Notes: * See Notes sheet for the country group classifications.

/1 Sum of remittances divided by sum of GDP when remittances data are available.

ANNEXURE 9

Flow of migrants from 1976 to 2008 recorded by BMET

Year	Kingdom of Saudi Arabia	United Arab Emirates	Kuwait	Oman	Qatar	Bahrain	Libya	Malaysia	Singapore	Others	Total
1976	217	1,989	643	113	1.221	335	173			1,396	6,087
1977	1,379	5,819	1,315	1,492	2,262	870	718			1,870	15,725
1978	3,212	7,512	2,243	2,877	1,303	762	2,394	23		2,483	22,809
1979	6,476	5,069	2,298	3,777	1,383	827	1,969		110	2,586	24,495
1980	8,695	4,847	3,687	4,745	1,445	1,351	2,976	3	385	1,929	30,073
1981	13,384	6,418	5,464	7,352	2,268	1,392	4,162		1,083	14,264	55,787
1982	16,294	6,863	7,244	8,248	6,252	2,037	2,071		331	13,422	62,762
1983	12,298	6,615	10,283	11,110	7,556	2,473	2,209	23	178	5,845	59,220
1984	20,399	5,185	5,627	10,448	2,726	2,300	3,386		718	5,925	56,714
1985	37,133	8,336	7,384	9,218	4,751	2,965	1,514		792	5,601	77,694
1986	27,235	8,790	10,286	6,255	4,847	2,597	3,111	530	25	4,982	86,658
1987	39,292	9,953	9,559	440	5,889	2,055	2,271			4,558	74,017
1988	27,622	13,437	6,524	2,219	7,390	3,268	2,759	2		4,900	68,121
1989	39,949	15,184	12,204	15,429	8,462	4,830	1,609	401	229	3,227	101,724
1990	57,486	8,307	5,957	13,980	7,672	4,563	471	1,385	776	3,217	103,814
1991	75,656	8,583	28,574	23,087	3,772	3,480	1,124	1,628	642	585	174,131
1992	93,132	12,975	34,377	25,825	3,251	5,804	1,617	10,537	313	293	188,124
1993	106,387	15,810	26,407	15,866	2,441	5,396	1,800	67,938	1,739	724	244,508
1994	91,385	15,051	14,912	5,470	624	4,233	1,864	47,826	391	3516	186,326
1995	84,009	14,686	17,492	20,949	71	3,004	1,106	35,174	3,762	7190	187,543
1996	72,734	23,812	21,042	8,691	112	3,759	1,966	66,631	5,304	8015	211,714
1997	106,534	54,719	21,126	5,985	1,873	5,010	1,934	2,844	27,401	3615	231,077
1998	158,715	38,796	25,444	4,779	6,806	7,014	1,254	551	21,728	2572	267,667
1999	185,739	32,344	22,400	4,045	5,611	4,639	1,744		9,596	2057	268,182
2000	144,618	34,034	594	5,258	1,433	4,637	1,010	17,237	11,095	2770	222,686
2001	137,248	16,252	5,341	4,561	223	4,371	450	4,921	9,615	5983	188,965
2002	163,269	25,462	15,769	3,854	552	5,421	1,754	85	6,856	2414	225,256
2003	162,131	37,346	26,722	4,029	94	7,482	2,855	28	5,304	13491	254,190
2004	139,031	47,012	41,108	4,435	1,268	9,194	605	224	6,948	14549	272,952
2005	80,425	61,978	47,029	8,082	2,114	10,716	972	2,911	9,651	19839	252,702
2006	109,513	130,204	35,775	17,478	7,691	16,355	104	20,469	20,139	22462	381,516
2007	204,112	226,392	4,212	17,478	15,130	15,433	1,480	273,201	38,324	25615	832,609
2008	132,124	419,355	319	52,896	25,548	13,182	5067	131,762	56,581	43118	879,952

Source: BMET unpublished data (available: http://www.bangladesh-bank.org).

ANNEXURE 10

Country Analysis

1 AUSTRALIA

Australia hosts 500,000 of the world's total migrant population, principally to meet its labour shortage. On an average there is a net exodus of skilled Australian labour force, which creates the necessary resource gaps for the international migrants to fill in every year. The net migration rate for Australia over the five year period from 2000 -2005 was over 5 percent indicating that out of every 1000 number of people living in Australia, you are likely to find 5 international migrants indicating the very single fact that current policies towards immigration are more reform oriented economy. Australia's lifestyle reflects its mainly traditional Western origins, but Australia is also a multicultural society, which has been enriched by over six million settlers from almost 200 nations. Four out of ten Australians are migrants or the first-generation children of migrants, half of them from non-English speaking backgrounds. Within Australia, Sydney remains the preferred destination, although it now attracts slightly less than 40 percent of all settlers annually. With 35.3 percent of its population foreign-born, it embodies the newer non-European diversity, with the major mother tongues after English being Chinese and Arabic. This is in contrast to Melbourne, where Italian and Greek, the languages of the longer-established European groups, remain dominant after English. This is complemented by the fact that the average Remittance Potential for Australia in the long run comes around to USD 808.39. The remittance potential for Australia is a negative terminology for the Australian Government since it also reflects the Balance of Payment scenario, in which Australian Major Inflow of immigrants by country of origin: United Kingdom, New Zealand, China (excl. Hong Kong & Taiwan), India, Sudan, South Africa, Philippines, Singapore, Malaysia, Sri Lanka. According to BMET, number of Bangladesh stock in Australia as of march 2008 had been of the order of 5,060. The real value of goods and services produced within a financial year i.e. the long run average GDP growth rate has been fairly constant and cyclical in nature. This is also reflected by the fact that the average GDP growth rate of 3.3%. From a development viewpoint, one has also to look whether or not the economic growth is equitable or not. The average GINI Index for Australia comes to around 0.35 %, implies that growth has been more of less equitable in nature.

Economic Cost of Migration – Airfare – Geographical proximity

A number of airlines operate from Bangladesh and offer competitive price. The airfare indicates the cost of international transportation and is also reflective of the fact that a large number of airlines operate from Bangladesh to Australia via Singapore and Bangkok and Kualampur is large and it would be conveniently easy to immigrate to Australia compared to other developed economies. The airfare also reflects that the geographical distance between BD and Australia is comparatively shorter and it would help the immigrant to return easily if future decisions to return from Australia are considered. In addition, it gives the migrant a choice of changing to alternative destinations close by to Australia like New Zealand, which is also committed on the development forefronts of migration and remittance. Historical averages conclude that the average population of Australia is 21.31 millions coupled with the fact that the population growth rate being equal to a 1% rise in annual population figures. The fact that Australia has been traditionally a country of immigration, the population growth rate thus being on the higher side because of its ability to contain almost 20% of its population every year as immigrants, asylum seekers, refugees and illegal migrants, thus making the official figure high. The average growth rate of labour force i.e. the average number of people aging in between 15-64 years of age has shown a negligible increase of 0.01 percent. This implies that there is negligible correlation between population growth and labour force growth.

GDP Sectoral Growth by Industry

Overall looking at the share of industry by GDP, the tertiary or the services sector in the long run has provided the cushion for growth reforms to the economy. The largest service industry is finance, property and business services (which contributes 17.5% of GDP). Other major services industries include retail and wholesale trade (10.2% of GDP), transport and communications (7.7% of GDP), and construction (6.3% of GDP). The most rapidly growing service industry over the past years has been communications (with average annual growth of 6.4%), while the construction sector has shown the greatest volatility. Australia is transforming from being an agriculture based economy to a more services oriented industrial structure. The above fact shows that career and job prospects in Australia for the services sector are really competitive. It is in this sector that most of the skilled migration is happening. However, the agricultural sector which shows a growth of 2.9% over the years is one key sector in which the Australian Government is trying to bring the unemployment levels down, since it is the farm sector and the mining sector that's providing them with income from exports. Social Inclusion and Economic Freedom – The role of diasporas, Language Problem, Racism.

Major ethnic groups in Australia: Caucasian 92%, Asian 7%, aboriginal and other 1%. Looking at the composition of ethnic groups, Asian representatives form a small but substantial amount of a probable Diaspora support for the Asian migrants.

Australian English is the form of English language used in Australia. The difference has historically come from a so-called "Americanization" of English language during World War II. However, Asian Diaspora's have little trouble in coming to terms with Australian English pronunciations.

Islamophobia in Australia is not something suddenly appeared over the horizon because of the weather. To the contrary, racism against Muslims has always been part of Australia's psyche. Whether it is against neighboring Indonesia, Malaysia or Muslim Australians; the pall of racism is permanently hovering over Australia. Government policies, including the criminal war against Iraq and the introduction of the so-called "anti-terrorism" laws have legitimized racism against Arab and Muslim Australians. Riots, anti-war protests have historically hampered Australia's image as a "White Skin" nation. However, this doesn't take away the fact that Australia is an ethically divided society.

The job opportunities in Australia are as follows.

1) Accounting & Finance
2) Advertising, Marketing
3) Banking, Insurance
4) Caretakers & Handymen
5) Chefs, Cooks & Kitchen
6) Computer & IT
7) Construction
8) Driving & Warehouse
9) Education & Teaching
10) Engineering
11) Farm, Landscaping
12) Health & Beauty
13) Homecare & Special Care
14) Hotel Jobs
15) Housekeeping & Cleaning
16) HR & Training
17) Job Training, Open Days
18) Legal & Paralegal
19) Management & Exec
20) Media, Design & Creative
21) Nanny & Babysitting
22) Nursing
23) Part Time, Weekend
24) Reception, Service
25) Recruitment
26) Retail & Service
27) Sales
28) Secretarial, PA & Office
29) Social Work
30) Student & Graduate
31) Travel & Overseas
32) TV, Film & Musicians

2. BRUNEI DARUSSALAM

An average net migration rate of 2 per 1000 people is the second highest among South Eastern economies, leading with an average migrant holding capacity of 33.2% of total population in 2005. Overall migrant flows to the economy in the long run averages to 4 thousand annually. However, comparing this with the figure in 2005 is a substantially lower figure of 1000 persons per year. In addition, domestic population grows annually at 1.93% over the preceding years with average total population being 418 thousands. The country is densely populated implied by the high population density of 793 persons per sq. km., indicative of an unbalanced demographic system, with CBR being 20.5 and a death rate of 0.5 per 1000 population, reflecting an ageing population structure with the unemployment rate being representative of the regional average. In addition domestic labour growth is a minimum negligible rate of 0.02% annually, implying the economy has been historically inshoring jobs to international workforce. According to BMET, number of Bangladesh stock in Brunei as of march 2008 had been of the order of12,861.

Growth wise, average GDP size from 1991-2004 has been 4.83 million USD, with no observed cyclical trend in the long run. Similar observations are for per capita GDP figures of 15460857.4 USD. Analyzing the sectoral share in GDP, services accounts for the highest percentage of 7.17% followed by an industry share of 6.85% and agriculture contributing to 5.33% of GDP on an annual average basis. A GINI index of 71, favors inequitable growth in family income, with the wealthier income groups relatively better off than their poor or low-income counterparts. The trickle down effect of the growth development process has not happened.

Costs & Benefits of Migration

Average Airfare Cost per head = 81000 BD Taka. On the benefits side, the lack of statistical data has hampered the analysis. Historically, the presence of ethnic groups of workers from South Asian countries can intuitively thought to be present. The major ordinal gains of migration from Bangladesh is the fact that the prevalent religion is Muslim and the fact of use of Islamic languages cuts down the cost of communicating in English.

3. CANADA

As an affluent, high-tech industrial society in the trillion dollar class, Canada resembles the US in its market-oriented economic system, pattern of production, and affluent living standards. Since World War II, the impressive growth of the manufacturing, mining, and service sectors has transformed the nation from a largely rural economy into one primarily industrial and urban. The 1989 US-Canada Free Trade Agreement (FTA) and the 1994 North American Free Trade Agreement (NAFTA) (which includes Mexico) touched off a dramatic increase in trade and economic integration with the US. Given its great natural resources, skilled labour force, and modern capital plant, Canada enjoys solid economic prospects. Top-notch fiscal management has produced consecutive balanced budgets since 1997, although public debate continues over how to manage the rising cost of the publicly funded healthcare system. Exports account for roughly a third of GDP. Canada enjoys a substantial trade surplus with its principal trading partner, the US, which absorbs more than 85% of Canadian exports. Canada is the US' largest foreign supplier of energy, including oil, gas, uranium, and electric power. Average GDP growth in the long run comes to 3.41% annually, making it one of the best growing economies around the world. Analyzing the period 1991- 2004, the growth rate of GDP has been seen to demonstrate a cyclical trend, with the average size of the GDP during the 14 year period being 6.7 trillion USD. The per capita GDP figures to an average of 23191 million USD, with the average total population being 23191 thousands. A GINI index of 33.10 shows that growth has been equitably distributed. The sectoral shares of GDP reveal that the services share of GDP is the backbone of the economy, with industry share of GDP scoring the second spot while the agricultural sector has taken a backseat. The major industries include transportation equipment, chemicals, processed and unprocessed minerals, food products, wood and paper products, fish products, petroleum and natural gas.

Demographic Pressures, Labour Market & International Migration

Average population growth in the long run is 0.83% of total population per annum, suggests a controlled demographic structure. The average CBR and CDR are 10 and 0.45 respectively leading to a low dependency ratio. A population density of 37.20 suggests that the country is not as densely populated as other North American countries. Net Migration rate per 1000 population is 2.96 in the long run is indicative of Canada being a migration economy. Labour market statistics show that that the average growth of domestic labour force in run is marginal of 0.01% per annum with domestic unemployment rate being a high of 7.52% of the total labour force. This indicates that with growth of labour force pegged at marginal values, unemployment rate being high, Canada has historically inshored jobs to international migrants.

Labour force–by occupational status: agriculture 2%, manufacturing 14%, and construction,5%, services 75%, other 3% (2004)

Top 10 sending countries in 2004

According to the latest available data flow of migrants Canada from different parts of the world in 2004 is shown below:

Origin country	Number
Total	235,824
China (excluding Taiwan)	37,280
India	28,183
Philippines	13,900
Pakistan	13,011
Iran	6,491
United States	6,470
Romania	5,816
United Kingdom	5,353
Republic of Korea	5,351
Colombia	4,600
All other countries	109,369

Source: http://www.migrationinformation.org/GlobalData/countrydata/data.cfm

Stock of Bangladeshi Population in Canada up to March 2008 was about 30,000.

Economic Cost & Benefit of Migration

Average Airfare Cost per head = 81786 BD Taka – Comparatively much cheaper

Average GNS of 24.2 implies that with low inflation rate, the cost of living in Canada is relatively expensive.

Marginal Propensity to Save = 0.24

Convertibility factor for BD= 23191 x 0.24 x 2 = 11132 USD per capita.

Diaspora Support & Socioeconomic profile

Bangladeshi migrants are expected to find probable Diaspora support in their community in Canada, as the total Bangladeshi population in 2001 was about 30,000.

Government – Migration Policy on Immigration in Canada

The following are the details of Canadian immigration policies with regard the skilled workers based on web site

http://www.cic.gc.ca/english/immigrate/skilled/apply-who.asp

Skilled workers and professionals: Who can apply

Skilled workers are people who are selected as permanent residents based on their ability to become economically established in Canada.

Federal skilled worker applications received on or after February 27, 2008 are now assessed for eligibility according to a set of criteria issued by the Minister of Citizenship, Immigration and Multiculturalism.

1. According to the eligibility criteria, your application is eligible for processing if:

- you have an offer of arranged employment, **OR**
- you are a foreign national who has been living legally in Canada for one year as a temporary foreign worker or an international student, **OR**
- you are a skilled worker who has at least one year of experience* in one or more of the occupations listed here.

*Experience is defined as continuous full-time or equivalent part-time paid work experience.

2. If your application is eligible for processing, you must also meet the following minimum requirements to qualify as a skilled worker:

- you have at least one year of continuous full-time paid work experience or the equivalent in part-time continuous employment, **AND**
- your work experience must be Skill Type 0 (managerial occupations) or Skill Level A (professional occupations) or B (technical occupations and skilled trades) on the Canadian National Occupational Classification list, **AND**
- you must have had this experience within the last 10 years.

3. If you meet these minimum requirements, your application will then be processed according to the six selection factors in the skilled worker points grid. The six selection factors are:

- your education
- your abilities in English and/or French, Canada's two official languages
- your work experience
- your age
- whether you have arranged employment in Canada, and
- your adaptability.

You must also show that you have enough money to support yourself and your dependants after you arrive in Canada.

If you are not sure if you should apply as a skilled worker, you can:

- use the eligibility tool to get an idea of whether your application would be eligible for processing, then
- try a self-assessment test to see if you might earn enough points to qualify.

There are many ways to immigrate to Canada. If you do not meet the criteria to apply under the Federal Skilled Worker Program, you may qualify under another category.

Who can apply—Six selection factors and pass mark

Will you qualify?

If you are eligible to apply as a skilled worker, you will be assessed on six selection factors and a point system. Learn more about each factor by clicking on it.

Selection Factor	Points
Education	Maximum 25 points
Ability in English and/or French	Maximum 24 points
Experience	Maximum 21 points
Age	Maximum 10 points
Arranged employment in Canada	Maximum 10 points
Adaptability	Maximum 10 points
Total	Maximum 100 points
Pass mark	67 points

You can assess your qualifications using the skilled worker self-assessment test from Citizenship and Immigration Canada. If your score is the same or higher than the pass mark, then you may qualify to immigrate to Canada as a skilled worker. Review the information about immigrating to Canada as a skilled worker and decide if you want to apply.

If your score is lower than the pass mark, you are not likely to qualify to immigrate to Canada as a skilled worker. We recommend that you do not apply at this time.

However, you can still apply if you believe other factors would show that you are able to establish yourself in Canada and support your dependants. Send a detailed letter with your application explaining why you think you are able to become economically established in Canada. Include any documents that support your claim.

Principal applicant

If you are married or living with a common-law partner, either you or your spouse can apply as the principal applicant. Use the self-assessment test to help you determine which person is likely to earn the most points. The person who would earn the most points should apply as the principal applicant. The other person would be considered as a dependant in the applications.

Note: A common-law partner is a person who has lived with you in a conjugal relationship for at least one year. Common-law partner refers to both opposite-sex and same-sex couples.

4. HONG KONG

Hong Kong has a free market, center port economy, highly dependent on international trade. Natural resources are limited, and food and raw materials must be imported. Gross imports and exports (i.e., including re-exports to and from third countries) each exceed GDP in dollar value. Even before Hong Kong reverted to Chinese administration on 1 July 1997, it had extensive trade and investment ties with China. Hong Kong has been further integrating its economy with China because China's growing openness to the world economy has made manufacturing in China much more cost effective. Hong Kong's reexport business to and from China is a major driver of growth. Per capita GDP is comparable to that of the four big economies of Western Europe. The total size of GDP increased from 0.87 millions to 1.74 million USD from 1991-1997, with an increasing average trend and thereafter has consolidated its position till 2004, with negative growth rates from 1997. The total value of GDP in 2004 stood at 1.65 million USD, giving the average size of GDP during the thirteen years period a value of 1.57 million USD. Per capita GDP growth has experienced similar trend to that of GDP, with negative growth rates from 1998 till 2004. The average per capita GDP in the long run amounts to 3872.3 USD, indicating that income per head of the population is close to 4000 USD. Although the Severe Acute Respiratory Syndrome (SARS) outbreak in 2003 also battered Hong Kong's economy, a solid rise in exports, a boom in tourism from the mainland because of China's easing of travel restrictions, and a return of consumer confidence resulted in the resumption of strong growth from late 2003 through 2005. On the equity part, a GINI index of 43.4 indicates that the development process has trickled down to most of the lower income groups. Development has been highly equitable. An outward flow of remittances in average from Hong Kong equals to 2288.2 million USD, indicating the average percentage ratio of remittance to per capita GDP of 59.1.

Economic Cost & Benefit of Migration

Average airfare per capita in Bangladeshi Taka amounts to a comparatively lower figure of 87849. Again the airfare costs are normally high, considering the geographical distance between BD and Hong Kong or China is relatively low, indicating the fact that the use of informal channels to transfer migrants from BD has been used.

An average GNS of 31.6 implies that the per capita consumption levels have been comparatively lower or alternatively the conversion factor of remittance outflow in the future is optimistically high for BD, on the assumption of positive outlook on growth and development in this major Asian business hub.

Marginal Propensity to Save = 0.32

Conversion factor for BD = 4000 x 0.3 x 2 = 2400 USD per head

Demographic Pressures and International Migration

The average total population of 27714 with a growth average of 1.55 is indicative of high internal population growth. The economy is densely populated considering the average population density to be as high as 844 people per square km of area. Average net migration during the period 2000-2005 has been equal to 8.8 migrants per 1000 population, highest among Eastern Asia. In addition, refugee seekers of 2000 annually, mostly from Burma and China have added to demographic pressures and the frequency of informal routes used by refugee seekers to cross international borders have accentuated the population holding capacity. According to BMET, number of Bangladesh stock in Hong Kong as of March 2008 had been only 14.

Labour market indicators infer that with a high domestic unemployment rate of 5.6% in the long run and labour growth being a minimum of .01% of the total population i.e. on account of high dependency ratio; most of the jobs have been outsourced to cheap labour from LDC’s. Analyzing the period 1991-2004, the average supply of labour has increased at a trend average of 0.02% per year with the growth decreasing from 1996 to 2004 at a marginally lower rate of 0.01% on average. The labour force stood at 3.61 million in October 2005. Migration for employment convention has generally happened in the services sectors with the industry and the services sector being the major driver of economic growth in Hong Kong. Looking at the labour force by occupational status, most of the labour forces are occupied in the hotel and tourism industry followed by community and social services.

Labour force - by occupational status:

Manufacturing 7.5%, construction 2.9%, wholesale and retail trade, restaurants, and hotels 43.9%, financing, insurance, and real estate 19.6%, transport and communications 7.1%, community and social services 18.8% note: above data exclude public sector (2005 est.)

5. IRELAND

The island of Ireland is divided into two countries - the south which is officially known as The Republic of Ireland and Northern Ireland, which is part of the United Kingdom, on the northern end of the island. The entire island of Ireland is divided into four provinces and 32 counties of which 26 belong to the republic and six make up the country of Northern Ireland. Throughout history the Irish have had a thirst for knowledge and have made major contributions to the world. Their education system reflects this and is probably one of the best in the world. The 26 counties that make up the Republic are as varied as individual countries. Each has its own spectacular features and a rich history that, woven together, form the fabric of the country we know as Ireland. Ireland's economic boom during the 1990s brought unprecedented levels of prosperity and helped transform it into a "country of immigration." For the first time in its history, Ireland experienced a significant inflow of migrants - both workers and asylum seekers - from outside the European Union (EU). To respond to this new and rapidly growing phenomenon, immigration policies had to be developed in a very short period of time. Average Remittance Potential i.e. the outflow of remittance to all countries during 2000- 2004 has been comparatively lower at 455.6 Million USD. The outflow of remittance in 2004 stood at 358 millions of USD, a negative deviation of 97.6 million USD from the average value.

Major Inflows by Broad Country of Origin

EU 10 (new members as of May 2004) – 26.4%

Rest of the World – 9%

United Kingdom - 7%

Rest of EU – 6.9%

Estimates of average Net Migration rate in the long run comes to 2.25 per 1000 population, indicates that the overall level of immigration into Ireland has been historically high compared to other Northern European countries. The expatriate rate to the total population in Ireland in 2002 was 17.5, revealing the fact on an average, 77805 Irish citizens emigrate to other countries in search for better opportunities. According to BMET, number of Bangladesh stock in Ireland as of March 2008 had been only 444.

Economic Cost & Benefit of Migration – Airfare, GNS

Airfare to reach Northern European countries vary within the average range from 85000 BD Taka – 1, 00,000 BD Taka where the average cost of airfare to Ireland is approximately about 88, 752 BD Taka, comparatively lower than the airfares to other European countries. Given, the fact that Ireland is strategically located on major air and sea routes between North America and Northern Europe, it gives the migrant a good choice for changing destinations if circumstances prove deterrent to the migrant. Long run average GNS is 30.1 indicating the propensity to save for Irishmen is 0.3 or alternatively the propensity to consume goods and services is 0.7. Considering the income tax rates for individuals, the rate of taxation generally varies from the range of 20% - 42% of gross income earned per individual. The VAT is at a maximum of 21%. Considering the rate of taxation is relative very high, the average rate of GNS is a competitive figure.

Demographic Pressures and International Migration

The surface in square kilometer of Ireland comes to 70.3 thousands, which gives us a population density of 645 people per sq. km. on an average, indicating that the country is densely populated. A population growth of 1.2% annually is reflective in the crude birth rate of 14.5 per 1000 population and a very crude death rate of 0.4 per 1000 people. Intra regional migration has also contributed to demographic pressures, with the United Kingdom and other North European countries being adjacent to Ireland. In contrast, domestic labour market indicators show a very marginal increment of 0.01% in the long run, coupled with a high domestic unemployment rate of 5.14% per annum, clearly pointing out the fact that the labour mobility towards Ireland has increased, post EU enlargement, to fill in the labour demand gaps. Analyzing the average sectoral shares of GDP, Ireland has followed the path of globalization to transform itself from an agrarian economy to a high technology industry and services oriented economy, with industrial share of GDP scoring marginally higher than the services share of GDP by 1% approximately. The most important industries in Ireland, which have had the most contribution to government revenues are steel, lead, zinc, silver, aluminum, barite, and gypsum mining processing; food products, brewing, textiles, clothing; chemicals, pharmaceuticals; machinery, rail transportation equipment, passenger and commercial vehicles, ship construction and refurbishment; glass and crystal; software and tourism. The evolution of Ireland's immigration policies since the late 1990s, and their impact on the immigration and employment of non-nationals has been remarkable in many ways. A Supreme Court judgment in January 2003 removed the automatic right to permanent residence for non-national parents of Irish-born children. This ruling followed a rapidly increasing number of applications for asylum, some of which were thought to be unfounded and in abuse of Ireland's asylum system and citizenship laws. More recently, the government proposed a national "citizenship referendum" to eliminate an Irish-born child's automatic right to citizenship when the parents are not Irish nationals. The public overwhelmingly passed this referendum in June 2004. With regard to labour immigration, Ireland has maintained policies that are among the most liberal in Europe. In the absence of quotas, the number of work permits issued to non-Irish migrant workers exploded from less than 6,000 in 1999 to about 50,000 in 2003. Moreover, the great majority of migrant workers have been legally employed in relatively low-skilled occupations. This is in contrast to many other European countries' labour immigration programs, which are regulated by quotas and often exclude low-skilled occupations. As another reflection of its relative openness to economic immigration, Ireland granted citizens of the 10 new EU member states, free access to the Irish labour market immediately upon EU enlargement on May 1, 2004. Only the UK and Sweden shared this policy; all other countries of the pre-enlarged EU (EU-15) decided to continue employment restrictions for accession state nationals.

6. KUWAIT

Economic Growth & Development

Kuwait is a small, rich, relatively open economy with self-reported crude oil reserves of about 96 billion barrels - 10% of world reserves. Petroleum accounts for nearly half of GDP, 95% of export revenues, and 80% of government income. Kuwait's climate limits agricultural development. Consequently, with the exception of fish, it depends almost wholly on food imports. About 75% of potable water must be distilled or imported. Kuwait continues its discussions with foreign oil companies to develop fields in the northern part of the country. Average size of GDP from 1991-2004 is 3.3 billion USD, with a cyclical growth chart of 1.79 on an annual average basis. The average total population is 3078 thousands, which give a descriptive per capita GDP value of 15297 million USD, equal to that of New Zealand. The per capita GDP growth rate on average is a negative value of 1.5, assuming a positive growth outlook, would lead to an uncontrolled demography in Kuwait. Similar trends in the growth chart of per capita GDP is observed to that of the GDP growth rate, with the cyclical process observed from 1995 to 2003. On the question of equitable development, a GINI index of 71 implies highly inequitable growth process, with the low income groups of the population suffering the most. The total value of remittance outflows to all countries is 1998 million USD, accruing to almost 13% of PCGDP on an average. Kuwait has been a major remittance source country for Bangladesh with the value increasing from 27.3 million USD in 1991 to 651 million USD in 2008-09. It is worthwhile to note that the agricultural share of GDP is the highest of 10.41, while services and industry follow up with values of 7.21 and 6.15 respectively.

Demographic & Labour Market Features

A population density of 1727 people per sq. km is the highest compared to other Middle Eastern countries, showing that the country is highly populated with intense concentration. A population total of 3078 thousands with population growth rate of 2.32% per annum indicate a relatively high population growth rate, with a moderately higher CBR of 18 and a very low death rate of 0.21 per 1000 population. It also indicates that with the population aging on behalf of a low death rate, the dependency ratio seems to be high. A net migration of 19.6 people per 1000 population is reflective of the fact that Kuwait has the capacity to absorb international migrant workers to meet their domestic vehicles of production and ranks the third among Western Asian countries with an average migrant holding capacity of 62.1% of the total population as in 2005. Labour market indicators reveal that with the average growth of labour force being a marginal low of 0.02% per annum of the total labour force coupled with a relatively low unemployment rate of 0.67%, most of the work are contracted out to international labour suppliers. This is further amplified by the fact from 1991-2004, the flow of migrant workers from Bangladesh to Kuwait has generally shown an increasing trend in the growth rate with a major dip in the growth rate registered during 1999-2000, with the trend of negative growth rates once again seen in the year 2006. According to BMET sources total number of Bangladeshi migrant stock in Kuwait up to March 2008 was 314,668.

7. MALAYSIA

Malaysia, a middle-income country and one of the Asian tigers, transformed itself from 1971 through the late 1990s from a producer of raw materials into an emerging multisector economy. Growth was almost exclusively driven by exports - particularly of electronics. As a result, Malaysia was hard hit by the global economic downturn and the slump in the information technology (IT) sector in 2001 and 2002. GDP in 2001 grew only 0.5% because of an estimated 11% contraction in exports, but a substantial fiscal stimulus package equal to US $1.9 billion mitigated the worst of the recession, and the economy rebounded in 2002 with a 4.1% increase. The economy grew 4.9% in 2003, notwithstanding a difficult first half, when external pressures from Severe Acute Respiratory Syndrome (SARS) and the Iraq War led to caution in the business community. Growth topped 7% in 2004 and 5% in 2005. As an oil and gas exporter, Malaysia has profited from higher world energy prices, although the cost of government subsidies for domestic gasoline and diesel fuel has risen and offset some of the benefit. Malaysia "unpegged" the ringgit from the US dollar in 2005, but so far there has been little movement in the exchange rate. Healthy foreign exchange reserves, low inflation, and a small external debt are all strengths that make it unlikely that Malaysia will experience a financial crisis over the near term similar to the one in 1997. The economy remains dependent on continued growth in the US, China, and Japan - top export destinations and key sources of foreign investment. The total size of GDP increased over a linear increasing trend till 1991-1997, with electronic product exports and FDI from allied countries making rapid progress in the economy, until global hike in oil prices by the OPEC member states to the G8 nations shook the growth process, with the value of GDP falling from 1.08 million USD to 0.73 million USD. The economy along with the 5 Asian tigers, on account of liberalized policies motivating globalization, went into a huge recession until the flow of foreign aid from key exporting partners helped revive the nation with growth again following a rising trend from 1999 to 2004. The GDP growth rate has been following circular paths with economic booms and recessions accompanying the growth process. The value of GDP as it stood on 2004 is 1.18 million, showing that economic reforms have bolstered the economy in the right track. Overall, the average size of the per capita GDP amounts to 3872.3 million USD, comparatively on the lower side than the average GDP figure of 9121 million USD. This reveals that migration has been the key factor underpinning economic growth during the last decade in Malaysia. Average Remittance Potential of 2288.21 million USD in the long run i.e. the outflow of remittances from Malaysia to all countries have been an average amount of 2288.21 annually. The remittance flows to Bangladesh from 1993-2004, has followed a peculiar trend with the remittance sharply jumping in 1994 from 1993, with further rise till 2009. The economic booms and recessions in the migration economy have been on account of various human rights problems in Malaysia, with trafficking and use of informal channels to migrate have been the current policy focus presently. The average percentage of the ratio of remittances to per capita GDP in the long run comes to 0.6, comparatively high. According to BMET record, total number of Bangladeshi migrant stock in Malaysia in march 2008 ha been of the order of 444,236.

Demographic Pressures and International Migration

A total population of 27714 thousands with net migration of 75000 thousand per year coupled with international refugees of 25 thousands as on 2004, makes Malaysia, historically descriptive of an important migration economy. Looking through the demographic changes as indicated by the population growth accompanying the years - 1991-2004, the average trend of 0.3 till 1995 and 0.2 percentage changes in the next years till 2004 is observed. The total size of the population at the end of 2004 amounts to 24894, a negative deviation of 10.2% from the average figure of 27714. The average growth of domestic population is in turn supported by a high average CBR of 19.5 and a marginally lower death rate of 0.57 on an annual average basis. Labour market participation as indicated by the supply of manpower vis-à-vis labour force, is an average total of 14320 from 1991- 2004, almost half the amount of total domestic population. On an average basis, long term trend in the growth of labour indicates a marginal increment of 0.02% over previous years, making the dependency ratio higher for Malaysia. This clearly spells out the fact, that majority of the business processes and the liberalization of the services sector with the help of external economic aid has been offshored to international productive labour pools. The performance of income in various sectors as measured by the shares of GDP in agriculture, industry and services, shows that post liberalization, industry & services share of GDP has catalyzed the growth process with figures of 9.35 and 8.66 percentage of GDP followed by the share of agriculture of 3.65% of GDP. This implies most of the service oriented business processes have been contracted out to labour surplus developing economies with the motive of maximizing revenue by cost cutting. The major industries are rubber and oil palm processing and manufacturing, light manufacturing industry, electronics, tin mining and smelting, logging, timber processing; Sabah - logging, petroleum production; Sarawak - agriculture processing, petroleum production and refining, logging.

8. OMAN

Oman is a middle-income economy in the Middle East with notable oil and gas resources, a substantial trade surplus, and low inflation. Work on a new liquefied natural gas (LNG) facility progressed in 2005 and will contribute to slightly higher oil and gas exports in 2006. Oman continues to liberalize its markets and joined the World Trade Organization (WTO) in November 2000. To reduce unemployment and limit dependence on foreign labour, the government is encouraging the replacement of foreign expatriate workers with local workers. Training in information technology, business management, and English support this objective. Industrial development plans focus on gas resources, metal manufacturing, petrochemicals, and international transshipment ports. In 2005, Oman signed agreements with several foreign investors to boost oil reserves, build and operate a power plant, and develop a second mobile phone network in the country. Oman has been historically a country of destination for the South Asian economies, especially Bangladesh. The total flow of remittance to BD from 1991-2004 has increased over an increasing trend with the total value of remittance in 2008-09 being 166 million USD. On an average, remittance outflows to all countries from Oman comes to an average of 1590.4 million USD, which, in turn, gives the remittance per capita value of 0.22 million USD. On the growth of income, a per capita GDP value of 7224.6 million USD is relatively high, considering the average total population in the long run to be a comparatively lower figure of 2892 thousands. Growth of PCGDP from 1991-2004 shows that the economy is vulnerable to external shocks, with the economy plunging into recession and boom periods in the long run. Such vulnerability in the growth process is substantiated by a very high GINI index of 71, showing that the development process has been inequitable and skewed towards wealthier income groups. Looking at the sectoral components of GDP, liberalization of the economy has been on the platform of services share of GDP leading the race with a value of 16.2, followed by industry share of GDP – 9.6 and agriculture being the least of all with a negative value of 0.48. Major export intensive industries have been crude oil production and refining, natural and liquefied natural gas (LNG) production; construction, cement, copper, steel, chemicals, optic fiber.

Demographic Features

Population pressures are not as high as other Middle Eastern countries. A population density of 93.6 is reflective of a spread out population within domestic borders with a high population growth rate of 2.1% on an annual average. This shows that policy measures to correct the demographic imbalances, further substantiated by an extremely high crude birth rate of 23.5 per 1000 population and an extremely low death rate of 0.77 per 1000 population, has been ineffective. However on the migration forefront, lack of correct statistical data, has failed to capture Oman as a country of immigration. The total migrant stock in 2005 was 628 thousands, representing 24.4% of total population of 2567 thousands in 1995. In the five year period from 2000-2005, net migration rate per 1000 people is a negative figure of 12.8, implying that Oman has been a net country of emigration. According to BMET record, total number of Bangladeshi migrant stock in Oman in March 2008 has been of the order of 176,855.

9. QATAR

Ruled by the al-Thani family since the mid-1800s, Qatar transformed itself from a poor British protectorate noted mainly for pearling into an independent state with significant oil and natural gas revenues. During the late 1980s and early 1990s, the Qatari economy was crippled by a continuous siphoning off of petroleum revenues by the Amir, who had ruled the country since 1972. His son, the current Amir Hamaf bin Khalifa al-Thani, overthrew him in a bloodless coup in 1995. In 2001, Qatar resolved its longstanding border disputes with both Bahrain and Saudi Arabia. Oil and natural gas revenues enable Qatar to have one of the highest average per capita incomes in the world of 28050.64 million USD, with the Unites Sates of America and Netherlands, making them the top rankers in the global economy. Analyzing the remittance flows from Qatar to Bangladesh from 1991-2004, the flow of remittance since 2001 has doubled its value on account of Qatar's resources on oil and natural gas industries and on the policy of the Government of Qatar to recruit low medium skilled workforce to generate financial revenues, thus fuelling economic growth. The value of remittance to BD as it stood in 2008-09 was 223 Million USD. Hence, historically Qatar has been an important source of remittance for Bangladesh. Considering, the average remittance flows from 1991-2004 to all countries from Qatar, the amount equals to 14420604395.61 Million USD. This is supported by the fact that the average net migration rate is 20 per 1000 people i.e. the economy's policy have been historically migration oriented. National Accounts archives reveal that average GDP growth has been on an increasing trend over the years at the rate of 1%. Time series analysis yields us that from 1991-2004, the value of GDP increased by 313%. Average total population for the same period was 904 thousands, making the per capita GDP figures 28050.64 Million USD, making it one of the top three economies around the world.

Demographic Pressures & International Migration

The population density is relatively on the higher side of 822 people per square kilometer of land area, indicating a densely populated country. The average population in the long run amounts to 904 thousand with growth per annum averaging to 1.8%. This is supported by the fact that the crude birth rate of Qatar is 16 and a death rate of 0.37 per 1000 population on an average. Qatar's labour force consists primarily of expatriate workers. With a total estimated population of 744,000 and Qatari's constituting no more than one fourth of this number, the roleof expatriates in the economy is very important. The Ministry of Interior and the Ministry of Civil Service and Housing Affairs' Department of Labour regulate recruitment of expatriate labour. The largest groups of foreign workers come from South Asia. Recently, the Government has begun to diversify the sources of expatriate labour, increasing the percentage of workers from outside this region. Qatar's plan to develop its own manpower resources continues to receive attention at all government levels. According to BMET record, total number of Bangladeshi migrant stock in Qatar in March 2008 had been of the order of 93,294.

Average Sectoral Composition of GDP

Looking at the labour market indicators, the average growth of economically active persons i.e. the growth of domestic labour force have been incrementing at a rate of 0.2% per annum, with unemployment rate being negative at an average of 0.95% of active labour force, reflecting the very fact that the economy is a labour surplus economy. The supply of labour as it stood on 2004 totals to 594 thousands, reflecting 7.3% change over the supply of labour in 1991. This once again reinstates the fact that besides natural gas and oil exports, which provides the Qatar Government most of the revenues, migration has been historically fuelling economic growth over the last decade or so. The average long run industrial share of GDP is 20.74 followed by services share of GDP of 1.11% and a negative share of agriculture amounting to 13.2%. The major industries are crude oil production and refining, ammonia, fertilizers, petrochemicals, steel reinforcing bars, cement, commercial ship repair, which has provided the Government with positive trade balance, since 2001. In fact, Government policies have realigned themselves to attract foreign investment.

10. SAUDI ARABIA

The Remittance Potential from Saudi Arabia in the long run is estimated to be an average of 14940.36 million USD. Dividing it by the average long run population of 27992 thousands, gives us a value of 15.7 million USD remittances per capita. Looking at the historical time series data from 1991-2004, the outflow of remittances has generally increased, with an almost 100% rise in the size of remittance from 1998-1999 to 2003- 2004. This is on part of the GCC country members to have opened up its gas & natural oil reserves to the world, with the maximum employment taking from the Least Developed Countries. In fact, the average total value of remittance sent to Bangladesh from 1998 – 2000 was the highest source of foreign exchange earnings for the BD Government, with the value being 1723 million USD inn 2008-09. Average annual net migration of 2.2 per 1000 people for the 200-2005 period is indicative, that there has been a net influx of 2 or more people per 1000 population on average, giving the total migration quantum of 50 thousand people during the above mentioned years. According to BMET record, total number of Bangladeshi migrant stock in Saudi Arabia March 2008 ha been of the order of 1,796,953. On the income side, average GDP growth in the long run has increased at the rate of 2.92 % per annum. Time series analysis from 1991-2004, reveals that the growth process has been fairly cyclical with the economy experiencing economic booms associated with recessions, every couple of years till 1998, with the highest growth of .23% reflected in 1995. Post millennium, the growth process has been fairly solid with growth forecast to rise positively post 2004. The size of the GDP, according to UN records in 2004 stood at 224541 million USD. Per capita GDP on average has been growing at almost half of the rate of GDP, with the value being 1.41% annually, owing to the fact that the social and demographic structure has been mostly uncontrolled with Saudi Arabia serving as a refugee country of Palestinians and situated at the strategic position for the US Defense Forces for the war in Afghanistan and Iraq, Lebanon and the long historic battle between the Israel and the Palestinians and a crucial transit point for transit of illicit drugs in the Arab countries. Economy wise, Saudi Arabia has been an economic aid donor for the Muslim countries. The distribution of family income and as an overall measurement of sustainable and equitable growth is concerned, a GINI index of 71 shows that growth has not been equitable and is heavily skewed towards higher income groups.

Demographic Pressures – Labour Market - International Migration

27,992 thousands is the average total population for Saudi Arabia with growth being at 2.3% in the long run. Trend analysis from 1991-2004 reveals that population growth has increased at a constant rate of 0.3% annually, with the total size of population increasing from 16912 thousands in 1991 to 23950 on 2004, a 41% growth over the 13 years. A population density of 130 people per square kilometer of arable land reflects that the concentration of people living in Saudi Arabia is spread out comfortably. In addition, Saudi Arabia has been a country of refuge of Palestinians, with the estimated number of refugees at 241 thousands in 2004, adding to demographic pressures. This is also reflected in the fact that the average CBR is substantially high of 25 and an usually low death rate of 0.71, making it one of the top most immigrating populated economy in the Middle East. The country also faces a demographic tidal wave, with 56 per cent of the population aged below 20. These cohorts will place a severe strain on the labour market in the next two decades, requiring for their absorption the creation of about 100,000 new jobs every year. An important part of the population is the labour market scenario among the GCC member states, which houses the maximum number of low-medium skilled workers from South Asian countries and the policies prevalent in the region is indicative of the migratory trends for employment convention. The supply of low to medium skilled workers in the Gulf region from the South Asian countries shows an increasing trend with growth being marginally low of 0.3% on an annual average. The domestic labour market unemployment rate of 4.5 is by far the highest in the region, with the average growth of labour force being marginal at 0.3% of the total labour force from 1991- 2004. The unwillingness of the Saudi domestic workforce to engage in low-medium skilled jobs has necessitated the Government of Saudi Arabia to import labour from South Asian countries especially Bangladeshi workers, to fill in the demand gap arising out of the domestic workforce situation among the GCC member states. It is also worthwhile to note that the gender dimension of labour migration to the Middle East has had serious negative implications on the overall image regarding the process of migration in the countries of origin, with trafficking and exploitation of female migrants and child labour used for the tourism economy receiving special attention in this case. Services share of GDP is the highest of 9.45 followed by an industry share of 6.12

and agricultural share of 2.21 percentage of total GDP in the long run. This is descriptive of the labour migratory trends as mentioned above with the non-oil producing countries supplying mass labour to meet the demand arising out of domestic unemployment. The major industries in Saudi Arabia are crude oil production, petroleum refining, basic petrochemicals; ammonia, industrial gases, sodium hydroxide (caustic soda), cement, fertilizer, plastics; metals, commercial ship repair, commercial aircraft repair, construction, while the main agricultural products being wheat, barley, tomatoes, melons, dates, citrus; mutton, chickens, eggs, milk.

Social Inclusion and Economic Freedom – Ethnic Groups, Language Problem

Female exploitation, human trafficking, child racketing have been historically part and parcel of this Muslim country. Cases of sexual harassment, humiliation, severe beatings and delayed salaries have driven a number of housemaids to escape from their employers. In December 2002, the King Fahd General Hospital in Jeddah received several cases of housemaids with serious fractures caused by falls sustained in attempts to flee employers by jumping out of windows in high-rise apartments. The press also reported cases of housemaids attempting suicide in the same year. The demand for female migrants in the Middle East has increased, particularly in the service industries, through the creation of low and unskilled jobs that migrant women are willing to take, while the local population is reluctant to do so. These jobs are filled by women from the developing countries of Asia, principally Sri Lanka, the Philippines, Indonesia, Thailand, Bangladesh, Pakistan and India. The majority tend to work in private households as domestic workers, but also in the hotel and entertainment industries, the latter being the source of the presence of a profiting sex industry.

Major Ethnic Groups: Arab 90%, Afro-Asian 10%; **Major Religion**: Muslim 100%

Major Language: Arabic

A HDI of 0.77 in 2003 indicates medium development of the human population.

11. SINGAPORE

Singapore was founded as a British trading colony in 1819. It joined the Malaysian Federation in 1963 but separated two years later and became independent. Singapore subsequently became one of the world's most prosperous countries with strong international trading links (its port is one of the worlds busiest in terms of tonnage handled) and with per capita GDP equal to that of the leading nations of Western Europe. Singapore offers a multicultural mosaic of immigrants from all over the world and is the most progressive among the Asian economies. Singapore, a highly-developed and successful free-market economy, enjoys a remarkably open and corruption-free environment, stable prices, and a per capita GDP equal to that of the four largest West European countries. The economy depends heavily on exports, particularly in electronics and manufacturing. It was hard hit in 2001-03 by the global recession, by the slump in the technology sector, and by an outbreak of Severe Acute Respiratory Syndrome (SARS) in 2003, which curbed tourism and consumer spending. The government hopes to establish a new growth path that will be less vulnerable to the external business cycle and will continue efforts to establish Singapore as Southeast Asia's financial and high-tech hub. Fiscal stimulus, low interest rates, a surge in exports, and internal flexibility led to vigorous growth in 2004, with real GDP rising by 8% - by far the economy's best performance since millennium. Reliable statistical data on international migration in Singapore is mostly unavailable. The net migration in thousands is 187.50 in the long run. This indicates that the economy is migration oriented economy i.e. there is a net influx of 188 immigrants annually. The net migration rate per 1000 people for the years 2000-2005 is 9.6, the highest among the Asian economies. The average long run

GDP growth rate of 2.5% is one of the best performing economies in Asia. The value of the GDP as in 2004 was 106822253798 billion USD. The total population in thousands as on 2004 was 4273, with population growth rates showing minimal increment over the time horizon from 1991-2004. Hence, with GDP being the most progressive and demography showing constancy, average per capita GDP for Singapore being 21363.7 has matched the progress path of growth and development. An average GINI index of 42.50 supports the above statement and reinstates that distribution of growth in income has been equitable, considering the fact 45 is theaverage for the developed countries.

Economic Benefit of Migration – GNS – Outflow of Remittance

The average long run GNS is 46.7, indicates the very fact that marginal propensity to save is almost 0.5 out of unity. This in turn provides us an intuitive sketch of the value of remittance outflow, since it is out of personal savings that international migrants send their remittances to the country of origin. This also provides us the fact that the cost of living in Singapore is pretty low, when compared globally. Hence, the economic incentive to migrate to Singapore from Bangladesh is high, since by assumption, the marginal propensity to save for Bangladeshi's is double than their foreign counterparts. Hence, the convertibility factor of generating remittance from Singapore to Bangladesh is potentially high.

Demographic Pressures and International Migration

The average total population is 4608 thousands people coupled with the fact that average population growth rate is 1.1% implies that domestic demographic pressures are comparatively lower. However, an average population density of 68774 per square km. indicates that the concentration of peoples living in one square kilometer of area is really high. Looking at the labour market indicators, the growth of domestic labour force has been negligible with an average unemployment rate of almost 4.2% respectively. Integrating, the above facts, leads us to conclude that with unemployment rate, deterring the economic growth and population showing a marginal increment over time, the intensity to outsource jobs to international migrants have been propelling the economic growth. Looking at the contribution of sectoral shares of GDP, on an average long run time frame, services sector contributes 87% with agriculture and industry shares being marginally equal. The most important factor behind services occupying the majority is the fact that current regulatory reforms and the ease of doing business make it easy to operate business in Malaysia.

Social Inclusion and Economic Freedom – The role of diasporas, Language Problem, Racism

Singapore is a cosmopolitan society where people live harmoniously and interactions among different races are commonly seen. The pattern of Singapore stems from the inherent cultural diversity of the island. The immigrants of the past have given the place a mixture of Malay, Chinese, Indian, and European influences, all of which have intermingled. According to BMET record, total number of Bangladeshi migrant stock in Singapore in March 2008 ha been of the order of 4600. Remittances to Bangladesh from Singapore in 2008-09 amounted to US$120 million. It indicates that Singapore has a much bigger Bangladeshi migrant population than that recorded by BMET. Behind the facade of a modern city, these ethnic races are still evident. The areas for the different races, which were designated to them by Sir Stamford Raffles, still remain although the bulk of Singaporeans do think of themselves as Singaporeans, regardless of race or culture. Each still bears its own unique character. The old streets of Chinatown can still be seen; the Muslim characteristics are still conspicuous in Arab Street; and Little India along Serangoon Road still has its distinct ambience. Furthermore, there are marks of the British colonial influence in the Neo- Classical buildings all around the city. The Malays in Singapore are Muslims. A few of the Indians are also Muslims, but even more uncommon are the Chinese

Muslims. Islam has a fundamental influence in the lives of those who follow the Prophet of Allah, Muhammad. The religion involves praying five times a day, eating only "halal" food, fasting during Ramadan, and going to Mecca on the Haj (pilgrimage). Each racial group has its own distinctive religion and there are colorful festivals of special significance all year round. Although the festivals are special to certain races, it is nonetheless enjoyed by all. Major Ethnic Groups: Chinese 76.8%, Malay 13.9%, Indian 7.9%, other 1.4% (2000census)

Major Religions: Buddhist 42.5%, **Muslim 14.9%,** Taoist 8.5%, Hindu 4%, Catholic

4.8%, other Christian 9.8%, other 0.7%. (2000 census)

Major Languages: Mandarin 35%, **English 23%**, Malay 14.1%, Hokkien 11.4%,

Cantonese 5.7%, Teochew 4.9%, Tamil 3.2%, other Chinese dialects 1.8% (2000 census)

Government – Transnational Issues – Migration Policy – Good Governance Indicator

Government Type: Parliamentary Republic

Transnational Issues: Disputes persist with Malaysia over deliveries of fresh water to

Singapore, Singapore's extensive land reclamation works, bridge construction, maritime boundaries, and Pedra Branca Island/Pulau Batu Putih - parties agree to ICJ arbitration on island dispute within three years; Indonesia and Singapore pledged in 2005 to finalize their 1973 maritime boundary agreement by defining unresolved areas north of Batam Island; piracy remains a problem in the Malacca Strait.

12. UNITED ARAB EMIRATES

The Trucial States of the Persian Gulf coast granted the UK control of their defense and foreign affairs in 19th century treaties. In 1971, six of these states - Abu Zaby, 'Ajman, Al Fujayrah, Ash Shariqah, Dubayy, and Umm al Qaywayn - merged to form the United Arab Emirates (UAE). They were joined in 1972 by Ra's al Khaymah. The UAE's per capita GDP is on par with those of leading West European nations. Its generosity with oil revenues and its moderate foreign policy stance have allowed the UAE to play a vital role in the affairs of the region. The UAE has an open economy with a high per capita income and a sizable annual trade surplus. Its wealth is based on oil and gas output (about 30% of GDP), and the fortunes of the economy fluctuate with the prices of those commodities. Since the discovery of oil in the UAE more than 30 years ago, the UAE has undergone a profound transformation from an impoverished region of small desert principalities to a modern state with a high standard of living. At present levels of production, oil and gas reserves should last for more than 100 years. The government has increased spending on job creation and infrastructure expansion and is opening up its utilities to greater private sector involvement. Higher oil revenue, strong liquidity, and cheap credit in 2005 led to a surge in asset prices (shares and real estate) and consumer inflation. In April 2004, the UAE signed a Trade and Investment Framework Agreement (TIFA) with Washington and in November 2004 agreed to undertake negotiations toward a Free Trade Agreement (FTA) with the US. Remittance flows to all country of origin from UAE are not available internationally. Instead, we have used the remittance flows from UAE to BD over the time horizon from 1991- 2004. The total flow of remittance to BD as on the year 2009-09 stood at 1019 million USD, with a sharp rise in total value of remittance since 2001, on account of the GCC countries to start exporting oil and natural gas products to the world market. It is on this account that the mass migration of low-medium skilled workers from BD to Arab countries started to rise. In fact, taking the average of remittance flows from 1991-2004 to BD to the average value of GDP during the same period; the remittance to GDP ratio, remittance represents a total of 28.5% to the total average value of GDP of UAE. According to BMET record, total number of Bangladeshi migrant stock in UAE March 2008 had been of the order of 810,736. An average net migration rate of 3.92 per 1000 people ranks UAE on the 5th spot of the top 50 migration destination economies by Country Attractiveness Index (CAI). It is indicative that per 1000 heads of the population, using formal migration channels, one is likely to find 4 international migrants. Although, correct measurement of informal statistics haven't been taken into account, the net migration rate per 1000 heads of the domestic population during the five year time period from 2000 to 2005 has been almost 50, indicating the very fact that UAE has been historically a migration fuelled economy. Average GDP growth rate of 6.1% in the long run is representative of the fact that domestic income growth has been fairly substantial over the years. Time series trend over the years 1991-2004 reveals that the growth process over the years have been fluctuating wildly, with highest GDP growth registered in the year 2000. Overall, the growth pattern has been cyclical in nature, with a minor dip registered in the growth rate during 2004. A GINI index of 71 indicates that the distribution of income has been skewed and inequitable. Average population growth in the long run has been 2.2% per annum, indicating that per capita GDP growth has been comparatively lower than its neighbor Qatar, which leads the rankings in terms of per capita GDP. The long run average per capita GDP of 23,513 million USD is the second highest among the GCC countries. Time series analysis from 1991-2004 shows that the growth path has followed cyclical trends with the economy registering economic booms and recessions alternatively till 2004. Average per capita GDP growth rate of 5.65 % per annum lower than the GDP growth rate, shows that demographic pressures are not managed by the Government.

Economic Benefit of Migration – GNS – Outflow of Remittance

Average long run GNS for UAE has been 25% of national income, indicating that the marginal propensity to save is 0.25 for the total economy. Looking at the consumption side of GDP, final consumption expenditure had increase from the value of 4613736263.73626 USD in 1991 to 8412507151.6 in 2004, almost doubling the expenditure. Hence, the Government has been unable to check inflation among optimum limits. However, glancing at the remittance outflows to BD, it provides us with an optimistic scenario for Bangladesh for the future source of remittance.

Demographic Pressures and International Migration

Long run average total population is 5108 thousands with an average growth rate of 2.2 % reveals that domestic population growth has not been controlled. The total population in 1991 was 1970 thousands which increased to 3247 thousands in 2000 at an average rate of 0.05 % and further increasing the total population to 4284 thousands growing at the average rate of 0.7% , marginally higher than the last nine year period. Average population density of 611 people per square km. of arable land indicates that it is a densely concentrated economy. Considering, the CBR of 15 is really high compared to any developed economy and coupled with a very low death rate of 0.37 reveals that demographic pressures are very much at the forefront of development in UAE. Unemployment rate in the long run has been pegged to an average rate of 2.3% with domestic labour force growing marginally at the rate of 0.02 on an average indicates that the country is initiated on migration and human development front. Considering it as a Muslim country, recruiting labour from Bangladesh and other Muslim countries, have provided them with the manpower to run the oil and petroleum industry, which contributes towards the exports of oil and petroleum industries of UAE. The average sectoral shares of GDP by industry explains us, in which industry, historically mximum jobs have been into. The average share of industry receives the highest percentage of 46 followed by services, 40% and agriculture being only 40%. The major industries in UAE are petroleum and petrochemicals; fishing, aluminum, cement, fertilizers, commercial ship repair, construction materials, some boat building, handicrafts, textiles, which has provided the maximum jobs.

The industry share of GDP as value amounts to 13.6%, followed by services of 12% and agriculture being the least of 4.1% on an average.

Social Inclusion and Economic Freedom – The role of diasporas, Language Problem

The tribe has been the principal building block of UAE society since successive waves of migrations, beginning in the middle of the first millennium BC, brought Arab tribes to the region. The varied terrain which these tribes inhabited, i.e. desert, oasis, mountains and coast, dictated the traditional lifestyles that evolved over the centuries but the common thread was the resourcefulness which the people displayed in exploiting to the limit their harsh environment. This was assisted by the age-old social structure in which each family was traditionally bound by obligations of mutual assistance to his immediate relatives and to the tribe as a whole. Among the tribe an individual’s selfless hospitality was the source of his honor and pride. A common religion, Islam, also provided the cement which held the people together. Most of the tribes spent some of their time engaged in fishing and pearling, which were just another means of exploiting all available resources. As pearling flourished, an increasing number of the able-bodied men participated in the dive during four months in the summer. Eventually, the pearling boom brought increased urbanization with a great mix of tribal people settling in coastal towns and villages. This process was hugely accelerated by the discovery and export of oil. So much so that life in the UAE today bears little resemblance to that of 30 or 40 years ago. Nevertheless, there is a deep awareness at all levels that the preservation of such a hard-won heritage provides a necessary bridge to the past and a solid basis to meet the challenges of the future.

Major Ethnic Groups: Emirati 19%, other Arab and Iranian 23%, South Asian 50%, other expatriates (includes Westerners and East Asians) 8% (1982)

Religions: Muslim 96% (Shia 16%), Christian, Hindu, and other 4%

Languages: Arabic (official), Persian, English, Hindi, Urdu

Human Development Index: 0.85 is representative of high development, considering the fact that the socio economic structure is multicultural

Government – Transnational Issues – Migration Policy – Good Governance Indicator

Government Type: Federation with specified powers delegated to the UAE federal government and other powers reserved to member emirates

13. UNITED STATES OF AMERICA

The mosaic palate of peoples and cultures, which represent today’s America, heightens the intensity international migration. Discoveries made by various anthropologists of human remains over the past few decades provide evidence that long before Ellis Island opened its doors to welcome those seeking political and religious freedom as well as the "adventurer, the wanderer, the persecuted, the fortune seekers, and others" America was a kaleidoscope of ethnic and cultural groups! The history of US immigration spans a long period of migration of many different peoples from various parts of the world. The intrinsic beauty of American US immigration today is that it allows freedom and opportunity to all. US immigration policy does not discriminate based on race, religion, creed and color. In fact, the multicultural and multiracial fibers woven into the fabric of present day America is the direct result of US immigration policies, practices, and U.S. Government legislation. However, transnational issues like the so-called Islamic terrorism after the September 2001 - 9/11 attacks on the twin towers, epidemic diseases like bird flu, illegal migration, human smuggling have been a constant problem for the Government policy makers, making the current migration statistics weaker and competition for visa’s higher for South Asian countries. The outflow of remittance from USA, historically has increased over the period

1991- 2004, giving the average Remittance Potential to be at 32181 Million USD, the second highest compared internationally. Considering the cross tabulation of Remittance Potential to per capita GDP for 2004, gives us a value of 12.76 %. Remittance flows to Bangladesh in 2008-09 amounted to US$1,085 Million. According to BMET record, total number of Bangladeshi migrant stock in the USA in March 2008 had been of the order of 250,253. This number is obviously an underestimation of the actual number because of high incidence of emigration without intervention of the BMET. Demographic pressures added with internal migration in USA have posed severe competition for international migrants, making the visa policies more liberal to the UN member countries and tough for Fundamentalist driven economies. Looking at the National Accounts of USA for the 13 year time frame from 1991-2004, the Gross Domestic Product standardized to PPP in billion USD, shows a positive and steady growth trend over the years. Historically, the post millennium years have been detrimental to the US economy and growth because of transnational issues and conflicts with terror branded nations, the fear of contagious diseases like HIV/AIDs from LDC's, war in Afghanistan, the September 9/11 attacks on the twin WTC towers, and environmental disasters like Hurricane Katrina have overall contributed a marginal change in the GDP showing that the economy is a war economy. Similar trends are associated with per capita GDP growth over the same time horizon. Moreover, growth has been marginally cyclical in nature with average range from 0.4-0.6. On an average the GDP growth and per capita GDP growth are 2.6 and 2.7 percentage respectively. This reflects the very fact that external government affairs have taken a tough and managed stance at the detrimental issues against growth and development. Hence, the current policies towards international migration are selective towards more liberalized countries. On the equity forefront, A GINI index of 40.6 reflects that growth has been positive and equitable.

Economic Benefit of Migration – GNS – Outflow of Remittance

The long run GNS is 16.56 indicating that the marginal propensity to save out of total gross national product 16.5 %. This is supportive of the fact that the average consumer spending in the US have increased over the past years. Hence, the cost of living in the USA is pretty expensive, considering it as the nation of the dollar dreams. This is also reflective of the fact that inflation has not been maintained at the optimum levels. Hence, factors contributing to the remittance source of personal income i.e the GNS of the locals are comparatively low to similar economies. Hence, the financial motivation to migrate to USA is medium-low for Bangladesh.

Demographic Pressures and International Migration

The domestic population growth rate has been constant at the rate of 0.1% for the time period 1991-2004. This means that with an economy with positive growth rates and domestic population being maintained at 0.1%, per capita GDP growth rates have risen over time. The average population density is 342.5 indicating the fact inhabitant per square km of area is 342.5. A higher population density is indicative of the fact that there are internal domestic competitions among the population for basic human needs, like housing whereby the cost of living becomes high. The population of age range 15+ to 64 reflects the labour market and the working population of USA. The growth of labour force has been maintained at exactly 0.1% over the time scale from 1991-2004 and an average unemployment rate of 4.64 % indicates that the intensity to outsource jobs is really high i.e. the economy supports liberalized migration policy approaches for growth and development. The average sectoral shares in GDP are represented in the figure above, whereby services share in GDP is the highest of 4.1 % followed by an industry share of 4 % respectively. Although, the agricultural share of GDP is 2.6%, a liberal Government policy of subsidy to agriculture has provided the backbone of economic growth. In fact, high skilled migration has historically have been on the industrial and service clusters of the economy. The most important service sectors have been mostly distributive trades, real estate, transport, finance, healthcare and business services. The impact of new technology has also been felt in the services sector, especially in the delivery of many services over the Internet. Social Inclusion and Economic Freedom – The role of diasporas, Language Problem, Racism

The estimated number of BD migrants in USA as on 2002 was 500,000. Statistical data on the long term BD migration to USA have been unavailable. The first wave of Expatriate Bangladeshi's in the US located itself mainly in Detroit and Michigan. By the time the 1980 census took place, the Bangladeshis were geographically dispersed throughout the United States. They were found in all states of the US except seven. New York received the largest clusters of EBs i.e. 29%. In the 1991 census, the geographic location of the EBs changed significantly. Over 64% of the new immigrants chose to live in New York. Currently in the US, the largest concentration of Bangladeshis is in New York and in surrounding areas. These include New Jersey, Connecticut, Massachusetts, Pennsylvania, Maine, Washington DC, and Delaware. Ali estimates that in 1996, 50 percent of the total EB's were living in New York alone. The second concentration is in Florida and Texas, while the third largest concentration is around Los Angeles, Arizona, Oregon and Colorado.

Religions:

Protestant 52%, Roman Catholic 24%, Mormon 2%, Jewish 1%, Muslim 1%, other 10% (2002 est.)

Languages:

English 82.1%, Spanish 10.7%, other Indo-European 3.8%, Asian and Pacific island 2.7%, other 0.7% (2000 census). American English is the common form of local communiqué. Although Spanish and Chinese are also widely used.

Human Development Index

The HDI for USA is 0.94 represent high socioeconomic development. USA is the highest spender internationally on human resources. This reflects that the fact that on the three prime areas of human rights i.e. a long and healthy life as measured by the life expectancy at birth, knowledge as measured by education and a decent standard of living, USA is among the top five economies among developed nations.

Government Type: Constitution-based federal republic; strong democratic tradition.

Transnational Issues: Prolonged drought, population growth, and outmoded practices and infrastructure in the border region strain water-sharing arrangements with Mexico; the US has stepped up efforts to stem nationals from Mexico, Central America, and other parts of the world from crossing illegally into the US from Mexico; illegal immigrants from the Caribbean, notably Haiti and the Dominican Republic, attempt to enter the US through Florida by sea; 1990 Maritime Boundary Agreement in the Bering Sea still awaits Russian Duma ratification; managed maritime boundary disputes with Canada at Dixon Entrance, Beaufort Sea, Strait of Juan de Fuca, and around the disputed Machias Seal Island and North Rock; US and Canada seek greater cooperation in monitoring people and commodities crossing the border; The Bahamas and US have not been able to agree on a maritime boundary; US Naval Base at Guantanamo Bay is leased from Cuba and only mutual agreement or US abandonment of the area can terminate the lease; Haiti claims US-administered Navassa Island; US has made no territorial claim in Antarctica (but has reserved the right to do so) and does not recognize the claims of any other state; Marshall Islands claims Wake Island.

Migration Policy Issues

Over the last two decades USA has been radically altered by globalization and technological advancements. In response to this new environment, Congress has made dramatic changes to our policies on telecommunication, trade, and banking, but so far Congress has not made a concerted effort to modernize our immigration policies. In fact, it seems to be moving in the opposite direction. While more and more countries invest billions of dollars to attract foreign students and highly skilled immigrants, the United States is making it more difficult for foreign students to enroll in U.S. universities and more difficult for highly skilled immigrants to get visas. At the other end of the skill spectrum, current immigration policies fail to provide effective channels of legal immigration for less-skilled workers. Moreover, the backlogs in visas for family-based immigration are now so long that immigrants are forced to wait 5 to 7 years before they can be legally reunited with a spouse or child. It is the failure of immigration policy on these two issues, less-skilled immigration and family-based immigration, which is the primary reason we have high levels of undocumented immigration today.

ANNEXURE 11

Skill category of Bangladesh Migrants to major destinations 2004-05 to 2008-09

Italy

Occupation	2004-5	2005-6	2006-7	2007-8	2008-9	National Skill level
Agriculture Labour				1	14	0
Cashier	1					4
Cleaning Labour		2			1	0
Construction Worker					1	0
Cook	7	4	5	6	38	0
Driver		1			1	2
Electrician / Electrical Technician		1		1	2	6
Farmer				1	1	0
Fitter		1				3
House worker		1			2	0
Industrial	1					0
Kitchen Worker		1				0
Labour	750	1147	4067	11699	4901	0
Machine Operator		1				2
Manager	1					6
Mason				1	3	2
Mechanics	1		2			3
Nurse	19		15			4
Office Assistant			1			2
Operator	9	2				2
Painter				1	5	3
Photographer					1	3
Plumber			1			3
Private Service	16	17	9	18	34	0
Salesman	2	1	3	1	8	2
Sales Representative			1			2
Servant	1			2	2	0
Supervisor		1				4
Tailor				50	1	2
Waiter	1	1			1	0

Welder/Fabricator		1			2	4
Worker	15	16	25	50	160	0
Total	**825**	**1198**	**4129**	**11831**	**5180**	

Kuwait

Occupation	2004-5	2005-6	2006-7	2007-8	2008-9	Skill Level
Accountant					1	4
Agriculture Labour	140					0
Cleaning Labour	1037	3229	215			0
Cook	3826	2842	288	1	3	0
Driver	12182	9251	1495	9	2	2
Electrician / Electrical Technician	145			1		6
Farmer	768	417				0
Female Labour		109	17			0
Guard		173				0
House Boy	6966	5019	413			0
House Keeper	104					0
Janitor	139					0
Khadem/Cleaner		175				0
Labour	14932	16114	22911	1142	303	0
Salesman	292	136	21			2
Servant	344	141			1	0
Shepherd	493		35			0
Tailor	254	232	38			2
Technician	252	116	20			3
Waiter			66			0
Worker			27	1	1	0
Total	**41874**	**37954**	**25546**	**1155**	**311**	

Oman

Occupation	2004-5	2005-6	2006-7	2007-8	2008-9	Skill Level
Accountant	1					4
Agriculture Labour	1206	987	362	109	1389	0
Aluminum Technician		1		1		3

Backer				7	84	2
Banker			3			5
Barbra	1		2	2		2
Black Smith				23	392	3
Car Painter	1					3
Carpenter	3	1	5	70	1374	3
Chamber Man				1		0
Civil Engineer				1		6
Cleaning Labour	4	13	7	31	376	0
Clerk			1			4
Computer Operator			5			4
Construction Worker		18			63	0
Cook	15	9	27	8	78	0
Cutter				2		2
Denter	1	1	1	3		2
Dentist		2				6
Dish Cleaner				1		0
Doctor (Female)			4			6
Door Maker				2		3
Driver	3	27	68	13	91	2
Electrician / Electrical Technician	1		4	80	1675	6
Engineer	1		3	4	109	6
Farmer	2192	1988	1593	428	1898	0
Fisherman			55	37		0
Fitter		1		18	922	3
Fixer			2			3
Foreman	1					4
Gardener	406	336	246	61	737	0
Guard	1					0
Helper				18	57	0
House Boy	13	44	58			0
House Keeper	7	23	9			0
House Worker	11	22	199	89		0
Iron man				3		0
Labour	520	1509	10399	34482	16789	0
Machine Operator	13	3	3			2
Machinist			2	1		3
Maker			7	30	508	0

Manager		4	2	1		6
Mason		2	6	284	6211	2
Mechanics		1	3	38	743	3
Metal Door Fixer				3		3
Moulding Maker				6	141	0
Nurse			1			4
Officer	1					4
Operator	2		7	2		2
Oxygen Welder				1		3
Painter	3	2	5	78		3
Physician	1					6
Pipe Fitter				2		3
Plumber		2		23		3
Presser General				17	347	0
Private Service	18	14	21	8	654	0
Reinforcing				10		0
Salesman	2	1	3	6	293	2
Seaman			1			0
Servant	53	143	328	64	109	0
Shuttering Carpenter				18		3
Steel Fixer		1		20	51	3
Supervisor				7		4
Tailor	1	5	3	1		2
Tamer		1				0
Teacher	1	3				6
Technician	2	2	4	6	122	3
Tiles Fixer				9	85	3
Turner				2		0
Upholsterer				4	368	3
Waiter	2	4	4	32	909	0
Washer				1	56	0
Welder Grade-A				9		4
Welder/Fabricator	3	2	1	4	282	4
Wiring Electrician				1	517	3
Wood Worker				6	236	3
Worker	287	463	579	269	7039	0
Total	**4777**	**5635**	**14033**	**36457**	**44705**	

Malaysia

Occupation	2004-5	2005-6	2006-7	2007-8	2008-9	Skill Level
Agriculture Labour			2019	4523	2447	0
Auto Mechanic	2					3
Block Layer				55		3
Cargo Handler			70	181		0
Carpenter	4	15				3
Chef/Cook	2	1				4
Cleaning Labour	1	19		5743	935	0
Computer Engineer		1				6
Computer Programmer/ Software Developer			1			6
Construction Installer				160		4
Construction Manager					18	5
Construction Worker		168	9385	38943	9323	0
Cook				23	32	0
Crew				267	549	0
Cutter				193		2
Cutting Master			1			3
Designer		4				4
Electrical And Electronics Engineer,	1					6
Electrician / Electrical Technician		1				3
Engineer	3	15	3	17	30	6
Executive Chief		1	2			3
Factory Worker	140	629	15892	28584	14165	0
Farmer			880	121		0
Food Processing And Preservation,	4	1				3
Foreman					92	4
Furniture Upholsterer					50	3
Gardener		6	54	100		0
Garments Worker	1		40	50		2
General/ Semi Skill			192		40	0
Helper			50	135	71	0
House Keeper				18		0
Kitchen Worker				15		0
Lab. Technician	2					3

Labour	46	379	463	254	296	0
Laundry Man				51		0
Loading Unloading Labour		15			30	0
Machine Operator	56	137	629	903	603	2
Machinist	1	3				3
Maintenance And System Support			150			0
Manager	2	9	2		23	6
Manufacturing			741	300	445	0
Mason	6					2
Mechanics	1	18				3
Metal Stamping			27			0
Microbiology	3					5
Mixer Man	1		1			0
Nursery Labour			100	281		0
Operator		5355	3540	2334	993	2
Painter				42		3
Planter			60	60		0
Private Service	1	23	107	22	48	0
Production Manager	5	1	50	20		6
Production Operator			23148	23474	10299	3
Production Operator (Female)				160	213	3
Production Worker			3434	3489	2512	0
Programmer	2	1				6
Quality Controller	2	1		30		4
Radiologist		3				4
Restaurant Labour			2000	1398	110	0
Salesman		1	1			2
Screen Maker			1			0
Service Assistant					51	0
Sewer			401	249		2
Steel Fixer		4	46			3
Store Keeper					44	3
Supervisor	1	3				4
Swear			1			0
Sweet Maker	1					0
Tailor				50		2
Teacher	1					6
Technician	3	43	4			3

Waiter	1	2		258	137	0
Warehouse Worker			52			0
Washer			52			0
Welder Grade-A			8			4
Welder/Fabricator	1	48	40	341		4
Wood Worker		5				3
Worker		2519	51767	113854	41605	0
Workshop Labour				15		0
Total	**294**	**9431**	**115414**	**226713**	**85161**	

UK

Occupation	2004-5	2005-6	2006-7	2007-8	2008-9	Skill Level
Assistant Cook	5					2
Bar Bender				4		2
Bar Man	20	58	9	1	12	3
Chef/Cook	136	119	31		17	4
Cleaning Labour	134	438	23	2		0
Cook	135	227	56	23	118	0
Cutter	5	67	21			2
Engineer				1		6
Fish Cutter	5	15	15			0
Fisherman		10	7			0
Fitter			5			3
Food Server	21	54	5			0
Helper		6			5	0
Kitchen Worker	355	939	112	13	32	0
Labour	55	313	955	702	783	0
Manager		13		4	7	6
Meat Fryer	12	22	15	2		0
Officer					5	4
Operator	7	36	6	1		2
Painter					41	3
Porter	9	49				0
Private Service	17	137	40	4	144	0
Salesman			13	4	51	2
Servant					5	0
Technician		5		1		3

Waiter	67	166	26	4	21	0
Worker	11	27	27	5	147	0
Total	**994**	**2701**	**1366**	**771**	**1388**	

UAE

Occupation	2004-5	2005-6	2006-7	2007-8	2008-9	Skill Level
A/C and Refrigerator Electrician					251	3
Agriculture Labour	1453	976	744		1040	0
Baby Sitter	305	286	209		546	0
Barbra		345			751	2
Black Smith					325	3
Camel men	330				677	0
Carpenter	2114	3986	2147	24841	17661	3
Cleaning Labour(Female)				1299	346	0
Cleaning Labour	2640	3094	954		6585	0
Clerk					755	4
Construction Worker				445	840	0
Cook	4656	3455	1816	445	5235	0
Driver	1900	2075	1041	666	5719	2
Electrician / Electrical Technician	1464	2209	1658	1200	7153	6
Electronic Technician				19464		3
Embroidery Labour		550			1047	0
Engineer					308	6
Farmer	3688	3103	1845	479	4937	0
Female Labour			219	247	224	0
Fisherman	235				299	0
Fitter	297	964	606	475	10982	3
Fixer					320	3
Gardener					205	0
Guard		543			1343	0
Helper	967	3255	3132	4828	6715	0
Installer					310	0
Labour	14437	37495	127655	259178	152378	0
Layer Man					2182	0
Machine Labour					575	0
Machine Operator	730	580	262		366	2

Maker					2869	0
Mason	2188	3848	3455	4240	26516	2
Mechanics	399	665	231		2758	3
Messenger					702	0
Moulding Maker	202	278			942	0
Officer					315	4
Operator	528	514	364		1189	2
Painter	1582	2109	1530	1306	18096	3
Pipe Fitter	294	789	514	407	1039	3
Plumber	226	522	455	493	490	3
Presser General					229	0
Private Service	444	608			2414	0
Reinforcing					442	0
Salesman	1215	1623	754	279	5065	2
Servant	3412	2394	1113	842	5612	0
Shepherd	1281	819	401		1747	0
Shuttering Carpenter				938	220	3
Steel Fixer	293	987	768	1392	1404	3
Tailor	718	1308	940	354	4236	2
Tamer					291	0
Technician	348	242			368	3
Tiles Fixer					1620	3
Turner					287	0
Waiter	371	492			1325	0
Washer					762	0
Welder Grade-A					246	4
Welder/Fabricator	734	1167	890	291	3706	4
Welder Supervisor				21010		4
Wiring Electrician					3253	3
Wood Worker		248			1175	3
Worker	1267	2345	2137	1770	14988	0
Total	**50718**	**83874**	**155840**	**346889**	**334381**	

South Korea

Occupation	**2004-5**	**2005-6**	**2006-7**	**2007-8**	**2008-9**	**Skill Level**
Carpenter	1					3
Construction Worker					1	0

Cook			1		2	0
Electrical Engineer					1	6
Electrician / Electrical Technician					1	6
Engineer	1					6
Factory Worker				125	1800	0
Labour	10	29	2	2	136	0
Machine Operator					1	2
Operator		2				2
Painter					1	3
Private Service			1		1	0
Teacher			2		1	6
Trainer		236	4			4
Worker		65	900		33	0
Total	**12**	**332**	**910**	**127**	**1978**	

Singapore

Occupation	2004-5	2005-6	2006-7	2007-8	2008-9	Skill Level
A/C and Refrigerator Electrician				3329		3
Carpenter	41	29	30		138	3
Checker			10			0
Construction Worker	2095	2481	1010	4028	14115	0
Cook					35	0
Crew	52	25				0
Cutter	38	126	47		282	2
Electrician / Electrical Technician	204	198	66	52	522	6
Engineer			11		38	6
Fabricator				18		2
Fitter	50	202	183	88	301	3
Flight Attendant	43					4
Foreman					51	4
Gardener					28	0
General Labour				18		0
Grinder					29	3
Helper	20					0
Installer					27	0

Instructor	19					0
Labour	1783	4791	23166	36962	11697	0
Machine Operator		17				2
Machinist			14			3
Manager					24	6
Marine Engineer		31				6
Mechanical Fitter			20	25		3
Mechanics		34	36	31	54	3
Operator	24	31			51	2
Painter	40	74	46	20	666	3
Pipe Fitter	149	123	87	28	163	3
Planter			10			0
Plasterer			10			3
Plumber	99	149	91	45	339	3
Private Service	112	138	24		159	0
Rigger	23				20	2
Scaffolder Grade-A					54	4
Scaffolding Labour					22	0
Scarf Folder		37	27		48	0
Ship Breaker	67	47	55			0
Ship Fitter					33	3
Steel Fixer	98	46	17	26	27	3
Supervisor	37	33	18		134	4
Technician	20	18			21	3
Waiter	28	21				0
Welder Grade-A		116	133	2673	181	4
Welder/Fabricator	1588	1814	1232	436	2022	4
Worker	1783	2289	2687	1223	1660	0
Total	**8413**	**12870**	**29030**	**49002**	**32941**	

Saudi Arabia

Occupation	2004-5	2005-6	2006-7	2007-8	2008-9	Skill Level
Agriculture Labour	5875	4625	4508	1801	516	0
Air Conditioning Technician	203					3
Aluminum Technician	218					3
Architecture Labour	279	309	404	473		0
Auto Mechanics	196					3

Barbra	864	477	509	236		2
Bee Care Taker	284	264	201			0
Building Painter	201		225			4
Butcher	261					0
Care Taker			311			0
Carpenter	2061	1953	2438	1828	368	3
Cleaning Labour(Female)	16273	570	1205	1566	217	0
Cleaning Labour	16273	17369	24083	18809	3218	0
Construction Worker	2228	2461	4402	5535	1349	0
Cook	957	628	1287	324		0
Denter	512		357	244		2
Dish Cleaner	602	272				0
Driver	12742	6259	4892	860	481	2
Electrician / Electrical Technician	2378	1596	1075	1321	374	3
Farmer	2707	2140	1307	957	204	0
Female Labour	1192	6374	4733	5142	317	0
Fisherman	52	428				0
Fitter		239				3
Food Server	949	445	401			0
Gardener	578	262	337	387		0
General Labour			430	2497	584	0
Heavy Driver	391	385	959	816		3
Helper		237	259			0
Hospital Cleaning Labour			520	2001		0
House Worker	918	471	208			0
Iron man	559	246	212			0
Janitor			662		251	0
Juice Maker	301					0
Kitchen Worker		203	344			0
Labour	21309	16024	69415	159000	18861	0
Laundry Man	293	444		223		0
Loading Unloading Labour	2531	2282	1981	2117	433	0
Mason	1789	1599	2306	2137	474	2
Mechanics	471	320	405	222		3
Mixer Man	211					0
Operator	292	235	258	201		2
Painter	1279	784	1344	952	395	3
Pipe Fitter				350		3

Plasterer	1090	787	986	937	327	3
Plumber	1608	740	1225	1172	221	3
Porter		257	2115	237		0
Restaurant Labour	358					0
Rigger			360			2
Rod Binder	851	328	477	365		3
Salesman	313					2
Sandwich Maker	387	321				0
Shuttering Carpenter			227	380		3
Steel Fixer	956	1430	1662	1192		3
Tailor	1796	1174	1295	847	311	2
Technician	1421	734	663	392	204	3
Tiles Fixer	978	551	764	609	291	3
Waiter	311	468	709	388	289	0
Welder/Fabricator	514	398	513	533	213	4
Window Cleaner			324	704		0
Window Cleaning Labour	1910	519	1161	1307	267	0
Worker	211	258	377	811		0
Workshop Labour	745	231				0
Total	**111678**	**78097**	**144836**	**219873**	**30165**	

Qatar

Occupation	2004-5	2005-6	2006-7	2007-8	2008-9	Skill Level
Accountant			4	8		4
Air Conditioning Technician			30			3
Air Host		5				4
Barbra			4	4		2
Bar Bender	16	24				2
Batch Plant Operator				5		4
Black Smith			6	26	159	3
Block Man				12		3
Bobcats/JCb Operator				3		3
Carpenter	85	272	115	121	804	3
Civil Engineer	3					6
Cleaning Labour	6	5	5	4		0
Common Labour					220	0
Construction Worker				26		0

Cook	37	106	37	19	227	0
Crane Operator			10	3		3
Drafts Man			10			4
Driver	112	327	491	131	1065	2
Duct Man	15	4				0
Electrician / Electrical Technician	55	26	111	81	426	6
Engineer			20	25		6
Excavator Operator				15		0
Fabricator			29			2
Farmer		34	37	13	168	0
Fitter			12	6	219	3
Foreman	4	16	31	23	322	4
Gardener	3					0
General Labour					100	0
Grader Operator				3		3
Guard		3	3			0
Heavy Driver	12	5	64	18		3
Helper	72		218	129	114	0
House Boy	35	66	11			0
Instrument Fitter				20		3
Insulator	16	6	5			3
Labour	722	1375	8899	21520	8564	0
Loading Unloading Labour	4					0
Machine Operator				7		2
Machinist			3			3
Maker				6	214	0
Mason	253	372	452	200	788	2
Mechanical Supervisor				4		0
Mechanical Technician(Maintenance)			7	12		3
Mechanics	4	3	5	15	195	3
Operator	24	22	37	85		2
Painter	18	51	29	42	711	3
Pipe Fitter		5		4		3
Plasterer			30	46	198	3
Plumber	41	20	83	32	126	3
Private Service	11	11	10	3	463	0
Rainforcing				7		0

Rigger		5		26		2
Rod Binder		8	11			3
Roller Operator				4		2
Room Boy			38			0
Salesman		7	11	6		2
Scaffolder Grade-A			7	18		4
Scarf Folder			268	22		0
Scaffolder			150			0
Seaman				7		0
Secretary			5			4
Servant	8	11	25	9	153	0
Shepherd	5	10	15	10	116	0
Shovel Operator				5		0
Shuttering Carpenter				104		3
Smith / Black Smith				20		3
Staff Locker Attendant			10	10		0
Steel Fixer	41	192	92	154	132	3
Store Keeper		3				3
Supervisor(Operation)		5	9	11		4
Surveyor			23	15		4
Tailor	5	14	18	26		2
Teacher	4	3				6
Technician	24	35	74	83	595	3
Tiles Fixer		6	25	12		3
Time Keeper		5				2
Tower Crane Operator				5		3
Waiter	5					0
Welder Grade-A				3		4
Welder/Fabricator		4	37	63		4
Worker	5	5	101	65	732	0
Total	**1645**	**3071**	**11727**	**23356**	**16811**	

Libya

Occupation	2004-5	2005-6	2006-7	2007-8	2008-9	Skill Level
Accountant						4
Administrator	1					6
Agriculture Labour						0

Architecture Labour	87	10		277		0
Artificial Kidney Technician		1				3
Biochemistry Specialist		1				5
Carpenter		6	6	95	821	3
Cashier						4
Cleaning Labour						0
Civil Engineer		3	3			6
Construction Worker				47	486	0
Cook	4	2	2			0
Crane Operator			3			3
Doctor	2	1				6
Drainage Nets technician			5			0
Driver	2					2
Electrician / Electrical Engineer	2					6
Electrician / Electrical Technician	30	48	6		144	6
Engineer	5	3	5			6
Farmer						0
Female Labour						0
Fisherman		88	3			0
Fitter	46	40	13	55		3
Fixer					102	3
Foreman	11	5	10		392	4
Guard	6	4				0
Heavy Equipment Mechanic			5			3
Helper	45	65			141	0
Hotel Boy	2					0
Labour	210	93	86	557	1237	0
Lineman			15			0
Machine Operator	2					2
Machine Technician			1			2
Mason		13	75	117	823	2
Mechanics	13	2				3
Nurse		20		233		4
Office Assistant						2
Operator		25	2			2
Painter	20	6	20	54	149	3
Pipe Fitter	24	41				3

Photographer						3
Physician		26				6
Physiologist		1				6
Physiotherapist		1				4
Plasterer		6	3	70	584	3
Plumber		14	12		278	3
Rigger		29				2
Road Equipment Technician			4			3
Rod Binder			1			3
Shuttering Carpenter			42	146	435	3
Steel Fixer			61	42	705	3
Supervisor	2		5			4
Surveyor		10	10			4
Technician	4	19	61	85	708	3
Tiles Fixer			3		154	3
Welder/Fabricator	14	9	4			4
Wood worker				59		3
Worker	30			278	2226	0
Total	**577**	**629**	**473**	**2218**	**10421**	

ANNEXURE 12

Sri Lanka Bureau of Foreign Employment:

The Sri Lanka Bureau of Foreign Employment (SLBFE), the foremost organisation looking after the welfare aspects of Sri Lanka's migrant workers and their families was established in 1985 under the Act No. 21 and amended by Act No. 4 of 1994, the primary legislation that deals with foreign employment.

From the outset, the SLBFE operated under the supervision of the Ministry of Labour and in the year 2007 it was transferred to the newly created Ministry of Foreign Employment Promotion & Welfare (MFEPW) and was given tasks that include the formulation and implementation of foreign employment policies & promotion programs. Most of the MFEPW programs are administered by the SLBFE.

Today, the SLBFE is a public corporation with over 800 employees in seven major departments and is governed by a Board of Directors. The Bureau also has 24 branches throughout the country and receives its power, duties and obligations from the Act of Foreign Employment. Its mandate encompasses promotion and protection of migrants by setting standards and approving or rejecting the contracts provided by foreign employers to Sri Lankan migrants, licensing recruiting agents, and operating programs to protect Sri Lankan migrants and their families.

The SLBFE's main means of protecting migrants include;

- Maintaining comprehensive databases of migrants, foreign employers, and Sri Lankan recruiters;
- Developing standard contracts, and operating 29 training centers that provide pre-departure orientation for migrants;
- Negotiating a Memorandum of Understanding (MOU) with labour receiving countries and registers migrants going abroad;
- Operating pre-departure training centers that offer 15 (Middle East) and 25-day (non-Middle East) pre-departure training for mostly female domestic workers going abroad for the first time, with family members attending the final day of the training. This training consists of 12 modules for domestic workers going to Middle Eastern countries. This includes Arabic, use of household appliances, traditions and customs of the Gulf States, and counseling on medical issues;

Over the past two decades, the SLBFE has given the highest priority to prompting foreign employment. Hence, the SLBFE maintains a database that lists jobs available by country and by local recruiting agent. Labour attaches abroad are SLBFE employees, and the SLBFE covers the cost of operation of labour missions, safe houses etc. Labour attaches arrange necessary legal services for migrant workers at no charge, and arrange for their safe return to Sri Lanka.

Key departments of the SLBFE

The Sri Lanka Bureau of Foreign Employment consists of 7 main departments over looking into the welfare of all migrant workers leaving Sri Lanka. Each of these departments play a vital role in the smooth functioning of the SLBFE.

The Key Departments of the SLBFE and their main duties are as follows:

- Information Technology and Planning
- Maintaining of ICT infrastructure
- Involving in corporate and Strategic planning
- Recruitment and Approvals
- Involving in the recruitment of Sri Lankans for foreign jobs
- Monitoring of the registration process
- Finance: Involving in financial planning
- Supervising records of payments, receipts and expenditures and all financial statements.
- Controlling of the budget and audit procedures.
- Administration, Human Resources, Foreign Relations and Publicity
- ·Involving in administration and staff development
- ·Administering / monitoring the activities of labour sections of Sri Lanka missions abroad
- Making the general public aware on formal migration

Skilled Manpower

For many employers and recruitment agencies the world over, the main issue that they are faced with is the fact that good workers are hard to find, while skilled workers are even harder to find. Through the years however, Sri Lanka has been able to build a strong reputation of being a prime source of trainable, reliable, loyal and cost effective manpower to a number of industries. The liberalisation of trade along with the open economic policies pursued by Sri Lanka's government has greatly encouraged our youth to learn and develop industrial skills. The close monitoring of industrial trends and the usage of modern technology and training methods have ensured that Sri Lankan workers are well-equipped to face any challenge that may come their way. These training programmes also help prospective migrant workers to develop positive work attitudes and behavioural patterns. In addition, trainees are apprenticed to work with large industries in order to gain on the job experience and to master the high standards needed for placement in foreign countries.

The available manpower from Sri Lanka covers a wide spectrum of skills and disciplines that include Engineers, Accountants, Architects, Doctors, Teachers, Lawyers, Bankers, Hotel / Restaurant personnel, Receptionists, Nurses, Paramedics, Computer Operators, Programmers and System Analysts. Other grades include Machine Operators, Factory Workers, Welders, Fitters, Motor Mechanics, Heavy-Duty Vehicle Drivers, Dockyard Workers, Telecommunication Technicians, Seamen, Labourers and Domestic Workers.

Manpower export in Sri Lanka has become the stream of highest earned income of foreign exchange as well as a solution for unemployment problem. When considering the demand for foreign employment it is understood that malpractices in large scale have also been increased comparably. To avoid those malpractices such as frauds, trafficking of women, the recent amendments to the Sri Lanka Bureau of Foreign Employment Act No. 21 of 1985 have been passed by the Parliament on 24/09/2009. By these amendments violation of provisions of the aforesaid Act has been controlled by increasing punishment and fines imposed by courts. It has also been introduced a method of recovery of cess from foreign employment agents.

Clause 2: This clause amends section 16 of the Sri Lanka bureau of Foreign Employment Act, No. 21 of 1985 (hereinafter referred to as the “principal enactment”) and the legal effect of the section as amended will be to enable the Bureau of Foreign Employment to examine any document in the possession of persons going abroad at ports of embarkation and enable it to receive social security levies from employers abroad.

Clause 3: This clause amends section 27 of the principal enactment and the legal effect of the section as amended will be to restrict the issue of an additional licence to a person already holding a license.

Clause 4: This clause inserts a new section 37A in the principal enactment and the new section imposes restrictions on persons printing or publishing Advertisements or Notices calling for employment abroad in any media without satisfying himself that the approval of the Bureau for such printing or publication has been obtained.

Clause 5: This clause amends section 51 of the principal enactment and the legal effect of the section as mended will be to ensure the payment of levy and charges by persons leaving Sri Lanka for employment abroad.

Clause 6: This clause inserts a new section 51A in the principal enactment and the new section provides for the charging of commission and other payments by the licensees from the recruits in a fair manner and requires the licencees to issue receipts for such payments to the recruits.

Clause 7: This clause amends section 52 of the principal enactment and the legal effect of the section as amended will be to use prescribed rates of commission for the purpose of assessment of cess where the commission disclosed as received by the Licensees is not reasonable and below that amount what ought to have been received as commission. The default of payment of the cess is deemed to be an offence and the law makes provision for the payment of a penalty for such default and for a mechanism for the recovery of the cess.

Clause 8: This clause amends section 54 of the principal enactment and the legal effect of the section as amended will be to make it optional for a licencee to become a member of the Association of Licensed Foreign Employment Agencies.

Clause 9: This clause amends section 60 of the principal enactment and the legal effect of the section as amended will be to enable the Bureau to inspect and take any documents relating to foreign employment kept in premises where the business of Foreign Employment Agency is carried out.

Clause 10: This clause inserts a new sections 60B, 60C and 60D in the principal enactment and the new sections -(i) 60B provides that officers and servants of the Bureau to be deemed to be peace officers and public officers within the meaning of the Code of Criminal Procedure Act, No. 16 of 1979;(ii) 60C provides that officers and servants of the Bureau to be deemed to be public officers within the meaning of the Penal Code; and(iii) 60D provides immunity against suit or prosecution to the Bureau or officers and servants of the Bureau.

Clause 11: This clause amends section 62 of the principal enactment and the legal effect of the section as amended will be to enhance the penalties and sentences for offences under that section.

Clause 12: This clause amends section 63 of the principal enactment and the legal effect of the section as amended will be to enhance the upper limit the penalty imposed under that section to twenty five thousand rupees.

Clause 13: This clause amends section 64 of the principal enactment and the legal effect of the section as the amended will be to enhance the upper limit of the penalty imposed under that section to fifty thousand rupees.

Clause 14: This clause amends section 65 of the principal enactment and the legal effect of the section as the amended will be enhance the upper limit of the penalty imposed under that section to five thousand rupees.

Clause 15: This clause amends section 66 of the principal enactment and the legal effect of the section as the amended will be to enhance the upper limit of penalty imposed under that section to five thousand rupees.

Clause 16: This clause amends section 67 of the principal enactment and the legal effect of the section as the amended will be to enhance the lower limit and upper limit of the penalty imposed under that section to twenty five thousand rupees and fifty thousand rupees, respectively.

Clause 17: This clause amends section 67 A of the principal enactment and the legal effect of the section as the amended will be to enhance the upper limit of that penalty imposed under that section to twenty five thousand rupees.

Clause 18: This clause inserts a new section 67 B in the principal enactment and the new section provide that aiding and abetting in the commission of an offence under the Act be an offence.

Clause 19: This clause inserts two new sections 69A and 69B in the principal enactment and –(i) section 69A enables police officers and employees of the Bureau to arrest persons committing offences under the Act without warrants; and(ii) section 69B provides that seventy five per centum of fines imposed and recovered for offences under the Act to be remitted to the Workers' Welfare Fund of the Bureau.

Services Provided by the SLBFE to Migrant Workers

The Sri Lanka Bureau of Foreign Employment (SLBFE) is committed to providing you with the necessary job security as well as taking care of your family's welfare through a variety of ways.

All applications for compensation should be submitted directly to the Welfare Division of the SLBFE or through a Regional Centre. These applications should be checked for registration along with the following documents.

- Passport
- Air Ticket
- Medical Bills and Reports (for medical claims)
- Bank Account Book
- Special Medical Reports (If disabled)
- Letter of Appeal

You must also remember that:The application forms are issued only by the Welfare Division of the SLBFE. Only the applications forms issued by the Welfare Division after checking of registration, could be used. You must submit copies of documents as required for death claims.

Repatriation of Migrant Workers

This scheme is intended for migrant workers returning back to Sri Lanka and looks after their social welfare and development. Migrant workers coming back are given the proper guidance and advice on how to spend, save and invest the money that they have earned through their hard work overseas in a manner which is beneficial to themselves as well as the country. The insurance scheme provided to all migrant workers who register with the SLBFE also falls under this category. The necessary compensation and related welfare services of the insurance scheme are also provided through this programme. A special unit to provide for the needs of the children of migrant worker parents. This 24-hour service coordinates and provides for the protection and welfare of the children of migrant worker parents and also handles a variety of issues related to them. Providing housing loans for those who fall in to permanent disability during their overseas employment.

For Sri Lankan migrant workers who fall in to permanent disability during their registered period of employment overseas a housing loan of around Rs. 400,000 will be provided (for those without a house for themselves)

Sesatha Retirement Benefit

For migrant workers who return back, this scheme provides a wonderful opportunity to relax and enjoy their twilight years in retirement. This scheme which helps them to live in retirement without being a burden to anyone is coordinated by the Welfare Division of the SLBFE.

Medical treatments for migrant workers returning to Sri Lanka due to illness

Under this scheme, the ill migrant workers can expect free medical treatments at the Sri Jayawardenapura General Hospital while an ambulance is also offered free of charge.

Sahana Piyasa Welfare Service Centre

The SLBFE provides a welfare centre located near the Katunayake International Airport to assist migrant workers who fall in to trouble due to various issues and hardships and return back to Sri Lanka. This centre offers a host of services to migrant workers prior to their departure as well.

Dispute Settlement Services

If a migrant worker faces any problem / hardships while they are in employment overseas, the SLBFE will take instant steps to adequately settle the issue. If a complaint is received about a particular employer, the SLBFE will liaise with the Embassy / High Commission of that particular country in an efficient manner to sort out the issue.

International Relation Services

The SLBFE has excellent relationships with the comprehensive network of Embassies / High Commissions in countries where foreign employment is offered to Sri Lankans. This enables the SLBFE to take instant steps to settle any issue that may arise.

Social, Insurance Service Facilities

This scheme provides a variety of social and insurance services to the family members of migrant workers. To help the families of these migrant workers, the SLBFE conducts medical clinics, advisory service conferences and discussions throughout the island.

Decentralisation of SLBFE tasks

Through this initiative, the services provided by the SLBFE are taken from village to village throughout the island. This ensures that migrant workers or their family members do not have to come all the way to Colombo to get their tasks done but could get them attended to at the district sub offices of the SLBFE.

Special Informative Programmes

The SLBFE, through the divisional secretariats conducts a variety of informative and educational programmes for migrant workers, their family members and the general public on the importance of foreign employment and its related topics. One of the main subjects of discussion is the warning issued to the public against the many fraudulent foreign employment agencies that are in operation at present.

Development Programmes

This programme is aimed at meeting the ever-increasing demand for skilled workers from Sri Lanka. The demand especially for skilled males is on the rise and the SLBFE is very keen on sending skilled males overseas on employment as opposed to sending unskilled female workers overseas. Through this programme the SLBFE hopes to increase the revenues that flow in to the country as well as squelch the various social issues faced by sending females overseas for employment.

Foreign Employment Approval Services

Sending workers overseas cannot be done in an ad-hoc manner; it has to be done through the proper channels after receiving the proper approvals. The SLBFE has taken steps to provide these approval services in a highly efficient manner. The job vacancies offered by the foreign employment agencies are carefully scrutinised and checked through the Embassies / High Commissions in those respective countries before being given the final approval. The foreign employment agency should not break any clauses, pertaining to employees, mentioned on the agreement. The SLBFE is strictly committed to upholding and fight for the rights of migrant workers.

Registration Services

Quite a few divisions and units have been set up to register migrant workers leaving Sri Lanka for overseas employment. Individuals leaving on their own or through an agency can obtain these services without much fuss. This could be done through the SLBFE head office or any of the regional centers located throughout the island.

The Official Website of the Sri Lanka Bureau of Foreign Employment

Accessible online on www.slbfe.lk, this website offers a plethora of services that include obtaining information on job opportunities, finding out accurate information on foreign employment agencies and finding out the necessary procedures followed at the SLBFE and so much more.

Granting of Recruitment Licenses

Honest, clever and people of good standing can apply for licenses to send workers overseas on employment. The SLBFE carefully investigates and follows strict guidelines in issuing licenses to foreign employment agencies.

Grooming of Skilled Workers

In order to meet the ever-increasing demand for skilled migrant workers, the SLBFE conducts various training programmes to develop the skills of prospective migrant workers in the industries that have the most demand. These are efficiently done through the SLBFE's comprehensive island wide network.

Signing of Service Agreements

Previously, migrant workers used to face many difficulties in their overseas jobs previously mainly because they did not properly understand the conditions stipulated on their service agreements. To negate this, all prospective employees will have to read and understand every word of their service agreements in the presence of an SLBFE officer before signing it.

Opening of Non-Resident Foreign Currency Savings Accounts

It is very important that the hard-earned monies of the migrant workers are directed back to the country through proper channels. The SLBFE has made it compulsory for all workers to open up these accounts and have made a variety of bank booths (of all the major banks in Sri Lanka) available at the head office to facilitate this.

Obtaining of Police Clearance Reports

The SLBFE houses a Police unit at the head office to speed up the obtaining of Police Reports of candidates hoping to go overseas for employment.

Special Investigative Services

This unit has been setup to protect migrant workers against illegitimate and dishonest foreign employment agency operators. The SLBFE will act quickly if any such issues are brought to its notice and will see to it that these errant agency operators are brought to justice. Arresting these errant agency operators is one of the main tasks of this unit.

Information Technology Services

All services provided at the SLBFE have been computerised on a central network to ensure the efficient functioning of the Bureau. Providing various services through Embassies and High Commissions has really been made efficient through this and complaints too can now be addressed very quickly through the use of modern technology.

Research and Library Services

Latest trends and developments in the foreign employment industry are being closely monitored and reported on by this unit of the SLBFE. For those who wish to gain more knowledge on the industry the SLBFE also has a library provided for them.

Recruitment Agencies in Sri Lanka

The recruitment for employment overseas in Sri Lanka is handled by the Sri Lanka Foreign Employment Agency (Pvt) Ltd., a subsidiary of the Sri Lanka Bureau of Foreign Employment (SLBFE), and many other private sector recruitment agencies. The credentials of these agencies have been carefully scrutinized, approved and processed by the SLBFE which regulates the business of foreign employment in Sri Lanka.

Recruitment Agencies in Sri Lanka are reliable, highly competent organisations that maintain cordial relationships with their principals and conduct business at high levels of efficiency. All these Licensed Foreign Employment Agencies are members of the Association of Licensed Foreign Employment Agencies (ALFEA) and are subjected to supervision by the SLBFE which monitors their activities at all times.

Overseas recruitment by these registered foreign employment agencies totalled 146,515 during 2007 covering over 40 countries across the globe. All prospective job applicants are carefully interviewed to verify their suitability for the job and to determine compliance with the employer's requirements. Trade tests are conducted (on request) by independent organisations who have been pre-selected for their competence to conduct such tests and issue acceptable certificates. Prospective candidates are then subjected to a medical examination to determine their physical and mental fitness and a background check on their character is also done by the Sri Lanka Police. Assistance is given to obtain passports, visas and tickets to enable the successful candidates to be ready for departure without any undue delay. The Sri Lanka Bureau of Foreign Employment (SLBFE) requests all those leaving for overseas jobs to sign a Job Agreement in order to get registered with the Bureau prior to your departure.

If you are a Male worker, domestic worker for non Middle Eastern countries or a skilled female worker you should sign an agreement with the local recruitment agent. Domestic workers leaving to Middle Eastern countries must sign an agreement at the Embassy of that particular country.

You can request for compensation at the Welfare Division of the SLBFE if you have returned prior to completing the contract due to;

- Illness
- Accident
- Any disability
- Repatriation due to harassment or physical abuse

In the unfortunate event of a death of a migrant worker, the heir or immediate relative of the deceased can apply for compensation from the Sri Lanka Bureau of Foreign Employment (SLBFE) in accordance with the insurance policy agreed upon prior to their departure.

Given below is the procedure to be followed.

- The family of the deceased should contact the Consular Affairs Division of the Ministry of Foreign Affairs to bring down the body and obtain relevant documents
- Once the body has been received, you can report the matter to the Foreign Relations Division and obtain a grant of Rs. 10,000/= being funeral expenses, by submitting the following documents;
- Documents issued by the Ministry of Foreign Affairs to prove the death of the deceased
- Documents to prove the relationship of the heir of the deceased
- A Grama Sevaka certificate
- After the funeral and related rituals have been completed, the heir of the deceased could apply for compensation by reporting about the matter to the Welfare Division of the SLBFE

Model Employment Contract - Sri Lanka Bureau of Foreign Employment

Regulates the conditions of an employment contract (excluding domestic workers). The employer is required to pay the travel expenses (by air) of the employee upon taking up service. He must also pay the return fare upon expiration of the contract, upon termination of the Contract by the employer without just cause, if the employee is unable to continue work due to sickness or accident, in case of force majeure and when the contract is terminated through no fault of the employee. The employee is also entitled to free food, accommodation, and emergency medical care. The employer is required to assist the employee in the remittance of his monthly salary to Sri Lanka. Regulates the conditions of terminating the contract on both sides. On certain conditions the employee is entitled to an end of service indemnity. An employee may terminate the contract without notice in case of inhuman treatment.

These Regulations prescribe the detailed conditions for obtaining a license to carry out the business of a foreign employment agency. They also determine the fees payable to the Sri Lanka Bureau of Foreign Employment by every worker due to work abroad. To the Regulations is annexed, inter alia, a model employment agreement to govern domestic sector employees recruited to Kuwait, UAE, Saudi Arabia and "other countries". Pursuant thereto the employer is required to pay the travel expenses of the employee upon assuming service. Upon the end of the contract, the employer must pay the employee, in addition to the return travel expenses, an end of service gratuity of not less than one month salary. The employer is also required to provide free accommodation, food and medical care as well as insurance coverage against accident, sickness or permanent disablement.

ANNEXURE 13

Courses Conducted By Bureau of Man Power Employment and Training

SYLLABUS

Course Name : Mason

Name of the course	Duration of the course		Entry Qualification
Mason	8 weeks = 120 Hours Theoretical = 20 Hours Practical = 100 Hours	5 days per week Per day = 3 Hours Theoretical = 0.5 Hour Practical = 2.5 Hours	Age- 17 yrs Eight Pass, S.S.C Pass preferred

Course Description- Students will learn masonry works using the proper tools and equipment.

Course Outline- Study and practicing the use of masonry works and layout design Written exam, Hands on exam.

Learner Outcomes-

After completing the course, students will exhibit the following competencies:

- Identify basic hand tools and equipments used in masonry works.
- Function of different hand tools and equipments used in masonry works
- Identify mason related materials like brick, sand, cement, chips, mortar etc. and its use. Practicing masonry works.

. Practice & Study working drawing of civil construction

- Demonstrate leadership skills.
- Demonstrate ethical skills.
- Demonstrate safety.
- Demonstrate responsibility.

Course Name : Rod Binder

Name of the course	Duration of the course		Entry Qualification
Rod Binder	6weeks = 90 Hours Theoretical = 15 Hours Practical = 75Hours	5 days per week Per day = 3 Hours Theoretical = 0.5 Hour Practical = 2.5 Hours	Age- 17 yrs Eight Pass, S.S.C Pass preferred

Course Description- Students will learn rod binding works using the proper tools and equipment.

Course Outline- Study and practicing the use of rod binding works and layout design Written exam, Hands on exam.

Learner Outcomes-

After completing the course, students will exhibit the following competencies:
- Identify basic hand tools and equipments used in rod binding works.
- Function of different hand tools and equipments used in rod binding works
- Identify rod binding works related materials like iron rod, wire etc. and its use. Practicing rod binding works. Practice & Study working drawing of civil construction
- Demonstrate leadership skills.
- Demonstrate ethical skills.
- Demonstrate safety.
- Demonstrate responsibility.

Course Name : Tiles Fixture

Name of the course	Duration of the course		Entry Qualification
Tiles Fixture	8 weeks = 120 Hours Theoretical = 20 Hours Practical = 100 Hours	5 days per week Per day = 3 Hours Theoretical = 0.5 Hour Practical = 2.5 Hours	Age- 17 yrs Eight Pass, S.S.C Pass preferred

Course Description- Students will learn tiles fixing works using the proper tools and equipment.

Course Outline- Study and practicing the use of tiles fixing and layout design. Written exam, Hands on exam.

Learner Outcomes-

After completing the course, students will exhibit the following competencies:
- Identify basic hand tools and equipments used in tiles fixing
- Function of different hand tools and equipments used in tiles fixing
- Identify tiles fixing related materials like brick, sand, cement, mortar, tiles etc. and its use. Practicing tiles fixing. Practice & Study working drawing of civil construction
- Demonstrate leadership skills.
- Demonstrate ethical skills.
- Demonstrate safety.
- Demonstrate responsibility.

Course Name : Shuttering

Name of the course	Duration of the course		Entry Qualification
Shuttering	8 weeks = 120 Hours Theoretical = 20 Hours Practical = 100 Hours	5 days per week Per day = 3 Hours Theoretical = 0.5 Hour Practical = 2.5 Hours	Age- 17 yrs Eight Pass, S.S.C Pass preferred

Course Description- Students will learn shuttering works using the proper tools and equipment.

Course Outline- Study and practicing the use of shuttering (wood & steel) and layout design Written exam, Hands on exam.

Learner Outcomes-

After completing the course, students will exhibit the following competencies:

- Identify basic hand tools and equipments used in shuttering
- Function of different hand tools and equipments used in shuttering
- Identify shuttering related materials like wood, steel sheet, nail etc. and its use. Practicing shuttering works. Practice & Study working drawing of civil construction
- Demonstrate leadership skills.
- Demonstrate ethical skills.
- Demonstrate safety.
- Demonstrate responsibility

Course Name : Welding & Fabrication

Name of the course	Duration of the course		Entry Qualification
Welding & Fabrication	24 weeks = 600 Hours Theoretical = 120 Hours Practical = 480 Hours	5 days per week Per day = 5 Hours Theoretical = 1 Hour Practical = 4 Hours	Age- 17 yrs Eight Pass, S.S.C Pass preferred

Course Description- Students will learn welding & fabrication works using the proper tools and equipment.

Course Outline- Study and practicing the welding & fabrication and its working drawing.

Written exam, Hands on exam.

Learner Outcomes-

After completing the course, students will exhibit the following competencies:

- Identify basic hand tools and equipments used in welding & fabrication
- Function of different hand tools and equipments used in welding & fabrication
- Identify welding & fabrication related materials like MS plate, electrode etc. and its use. Practicing welding & fabrication. Practice & Study working drawing of welding & fabrication
- Demonstrate leadership skills.
- Demonstrate ethical skills.
- Demonstrate safety.
- Demonstrate responsibility.

Course Name: 6G Welding

Name of the course	Duration of the course		Entry Qualification
6G Welding	12 weeks = 300 Hours Theoretical = 60 Hours Practical = 240 Hours	5 days per week Per day = 5 Hours Theoretical = 1 Hour Practical = 4 Hours	Age- 17 yrs Eight Pass, S.S.C Pass preferred

Course Description- Students will learn 6G welding works using the proper tools and equipment.

Course Outline- Study and practicing the 6G welding, identifying its defects and remedy. working drawing of 6G welding. Written exam, Hands on exam.

Learner Outcomes-

After completing the course, students will exhibit the following competencies:

- Identify basic hand tools and equipments used in 6G welding
- Function of different hand tools and equipments used in 6G welding
- Identify 6G welding related materials like MS plate, MS pipe etc. and its use. Practicing 6G welding.

. Practice & Study working drawing of 6G welding

- Demonstrate leadership skills.
- Demonstrate ethical skills.
- Demonstrate safety.
- Demonstrate responsibility.

Course Name : Electrical Machine Maintenance

Name of the course	Duration of the course		Entry Qualification
Electrical Machine Maintenance	24 weeks = 480 Hours Theoretical = 96 Hours Practical = 384 Hours	5 days per week Per day = 4 Hours Theoretical = 1 Hour Practical = 3 Hours	Age- 17 yrs Eight Pass, S.S.C Pass preferred

Course Description- Students will learn electrical machine maintenance works using the proper tools and equipment.

Course Outline- Study and practicing the electrical machine maintenance and repairing works.

Different types of ckt. Written exam, Hands on exam.

Learner Outcomes-

After completing the course, students will exhibit the following competencies:

- Identify basic hand tools and equipments used in electrical machine maintenance
- Function of different hand tools and equipments used in electrical machine maintenance.
-. Practicing electrical machine maintenance and repairing works. Practice & Study of electrical drawing.
- Demonstrate leadership skills.
- Demonstrate ethical skills.
- Demonstrate safety.
-Demonstrate responsibility.

Course Name: Industrial Carpentry

Name of the course	Duration of the course		Entry Qualification
Industrial Carpentry	12 weeks = 240 Hours Theoretical = 48 Hours Practical = 192Hours	5 days per week Per day = 4 Hours Theoretical = 1 Hour Practical = 3 Hours	Age- 17 yrs Eight Pass, S.S.C Pass preferred

Course Description- Students will learn industrial carpentry works using the proper tools and equipment.

Course Outline- Study and practicing the industrial carpentry works and working drawing. Written exam, Hands on exam.

Learner Outcomes-

After completing the course, students will exhibit the following competencies:

- Identify basic hand tools and equipments used in industrial carpentry works
- Function of different hand tools and equipments used in industrial carpentry works
- Identify industrial carpentry works related materials like wood, nail, special jointer etc. and its use. Practicing industrial carpentry works. . Practice & Study working drawing of industrial carpentry works
- Demonstrate leadership skills.
- Demonstrate ethical skills.
- Demonstrate safety.
- Demonstrate responsibility.

Course Name : Auto Mechanics

Name of the course	**Duration of the course**		**Entry Qualification**
Auto Mechanics	24 weeks = 480 Hours Theoretical = 96 Hours Practical = 384 Hours	5 days per week Per day = 4 Hours Theoretical = 1 Hour Practical = 3 Hours	Age- 17 yrs Eight Pass, S.S.C Pass preferred

Course Description- Students will learn auto mechanic works using the proper tools and equipment.

Course Outline- Study and practicing the auto mechanic works and using the proper tools and equipment.
Study the different system used in auto-mobile and repairing works. Written exam, Hands on exam.

Learner Outcomes-

After completing the course, students will exhibit the following competencies:

- Identify basic hand tools and equipments used in auto mechanic works
- Function of different hand tools and equipments used in auto mechanic works
-. Practicing auto mechanic works. . Practice & Study of different system used in auto-mobile and repairing works.
- Demonstrate leadership skills.
- Demonstrate ethical skills.
- Demonstrate safety.
- Demonstrate responsibility.

Course Name : CNC Machine Operator

Name of the course	Duration of the course		Entry Qualification
CNC Machine Operator	24 weeks = 480 Hours Theoretical = 96 Hours Practical = 384 Hours	5 days per week Per day = 4 Hours Theoretical = 1 Hour Practical = 3 Hours	Age- 17 yrs Eight Pass, S.S.C Pass preferred

Course Description- Students will learn the operation of CNC machine and machining practice.

Course Outline- Study and practicing the CNC machine operation.
Practicing of different types of machining operation using the CNC machine. Written exam, Hands on exam.

Learner Outcomes-

After completing the course, students will exhibit the following competencies:

- Identify basic hand tools and equipments used in CNC machine operation works
  Function of different hand tools and equipments used in CNC machine operation works.
-Programming practice of CNC machine operation.
-Practicing of different types of machining operation using the CNC machine
- Demonstrate leadership skills.
- Demonstrate ethical skills.
- Demonstrate safety.
-Demonstrate responsibility.

Course Name : Heavy Equipment Operator

Name of the course	Duration of the course		Entry Qualification
Heavy Equipment Operator	12 weeks = 180 Hours Theoretical = 30 Hours Practical = 150 Hours	5 days per week Per day = 3 Hours Theoretical = 0.5 Hour Practical = 2.5 Hours	Age- 17 yrs Eight Pass, S.S.C Pass preferred

Course Description- Students will learn heavy equipment and its operation. Practicing of different types of heavy equipment operation.

Course Outline- Study and practicing the Heavy Equipment operation.
Learn about different types of heavy equipment operation.
Developing skillness using heavy equipment. Written exam, Hands on exam.

Learner Outcomes-

After completing the course, students will exhibit the following competencies:

- Identify equipments used in heavy equipment operation
- Function of equipments used in heavy equipment operation.
-Practicing heavy equipment operation.
- Demonstrate leadership skills.
- Demonstrate ethical skills.
- Demonstrate safety.
-Demonstrate responsibility.

Course Name : Mechanical Fitter

Name of the course	Duration of the course		Entry Qualification
Mechanical Fitter	24 weeks = 480 Hours Theoretical = 96 Hours Practical = 384 Hours	5 days per week Per day = 4 Hours Theoretical = 1 Hour Practical = 3 Hours	Age- 17 yrs Eight Pass, S.S.C Pass preferred

Course Description- Students will learn mechanical fitting works.
Practicing the operation of different types of machine tools.

Course Outline- Study and practicing the operation of different types of machine tools.
. Learn about different types of machine tools. Developing skillness using machine tools.
Written exam, Hands on exam.

Learner Outcomes-

After completing the course, students will exhibit the following competencies:

- Identify equipments used in machine tools
- Function of different types of machine tools
-Practicing different types of machine tools.
- Demonstrate leadership skills.
- Demonstrate ethical skills.
- Demonstrate safety.
-Demonstrate responsibility.

Course Name : Auto-CAD (2D-3D)

Name of the course	Duration of the course		Entry Qualification
Auto-CAD (2D-3D)	16 weeks = 480 Hours Theoretical = 40 Hours Practical = 360 Hours	5 days per week Per day = 5 Hours Theoretical = 1 Hour Practical = 4 Hours	Age- 17 yrs Eight Pass, S.S.C Pass preferred

Course Description- Students will learn auto-CAD (2D-3D) software.
Practicing of drawing using auto-CAD (2D-3D) software.

Course Outline- Study and practicing the auto-CAD (2D-3D) software.
Learn about different types of drawing auto-CAD (2D-3D) software.
Drawing skillness developed using auto-CAD (2D-3D. Written exam,
Hands on exam.

Learner Outcomes-

After completing the course, students will exhibit the following competencies:

- Identify different tools used in auto-CAD (2D-3D) software
- Function of tools used in auto-CAD (2D-3D) software.
- Practicing drawing using auto-CAD (2D-3D) software.
- Demonstrate leadership skills.
- Demonstrate ethical skills.
- Demonstrate safety.
- Demonstrate responsibility.

Course Name : Marine Fitter

Name of the course	Duration of the course		Entry Qualification
Marine Fitter	12 weeks = 240 Hours Theoretical = 50 Hours Practical = 190 Hours	5 days per week Per day = 5 Hours Theoretical = 1 Hour Practical = 3 Hours	Age- 17 yrs Eight Pass, S.S.C Pass preferred

Course Description- Students will learn marine engine works.
Practicing of repair and maintenance works of marine engine.

Course Outline- Study and practicing the marine engine works.
Learn about different types of marine engine and its component.
Practicing of repair and maintenance works of marine engine. Written exam,
Hands on exam.

Learner Outcomes-

After completing the course, students will exhibit the following competencies:

- Identify different tools used in marine engine works.
- Function of tools used in marine engine works.
- Practicing dismantling of marine engine.
- Practicing of repair and maintenance works of marine engine.
- Demonstrate leadership skills.
- Demonstrate ethical skills.
- Demonstrate safety.
- Demonstrate responsibility.

Course Name : Refrigeration & Air Conditioning

Name of the course	Duration of the course		Entry Qualification
Refrigeration & Air Conditioning	24 weeks = 480 Hours Theoretical = 120 Hours Practical = 360 Hours	5 days per week Per day = 4 Hours Theoretical = 1 Hour Practical = 4 Hours	Age- 17 yrs Eight Pass, S.S.C Pass preferred

Course Description- Students will learn refrigeration & air conditioning works. Practicing of repair and maintenance works of refrigeration & air conditioning.

Course Outline- Study and practicing refrigeration & air conditioning works.
Learn about different types of refrigeration & air conditioning system.
Practicing of repair and maintenance works of refrigeration & air conditioning. Written exam,
Hands on exam.

Learner Outcomes-

After completing the course, students will exhibit the following competencies:

- Identify different tools used in refrigeration & air conditioning works.
- Function of tools used in refrigeration & air conditioning works.
- Practicing operation of refrigeration & air conditioning system.
- Practicing of repair and maintenance works of refrigeration & air conditioning.
- Demonstrate leadership skills.
- Demonstrate ethical skills.
- Demonstrate safety.

-Demonstrate responsibility.

Course Name : Electrician

Name of the course	Duration of the course		Entry Qualification
Electrician	24 weeks = 480 Hours Theoretical = 96 Hours Practical = 384 Hours	5 days per week Per day = 4 Hours Theoretical = 1 Hour Practical = 3 Hours	Age- 17 yrs Eight Pass, S.S.C Pass preferred

Course Description- Students will learn electrical works.
Practicing wiring, repairing works of electrical system.

Course Outline- Study and practicing of different electrical works. Learn about different types of electrical items.
Practicing electrical wiring according to drawing.
Practicing of repair and maintenance works of electrical goods.
Written exam, Hands on exam.

Learner Outcomes-

After completing the course, students will exhibit the following competencies:

- Identify different tools used in electrical works.
- Function of tools used in electrical works.
-Practicing different electrical circuit
- Practicing of repair and maintenance of electrical works.
- Demonstrate leadership skills.
- Demonstrate ethical skills.
- Demonstrate safety.

Course Name : Pipe Fitting

Name of the course	Duration of the course		Entry Qualification
Pipe Fitting	12 weeks = 300 Hours Theoretical = 60 Hours Practical = 240 Hours	5 days per week Per day = 4 Hours Theoretical = 1 Hour Practical = 4 Hours	Age- 17 yrs Eight Pass, S.S.C Pass preferred

Course Description- Students will learn pipe fitting works. Practicing of different pipe fitting works.

Course Outline- Study and practicing of different pipe fitting works.
Learn about different types of pipe fitting. Practicing working drawing of pipe fitting works. Written exam, Hands on exam.

Learner Outcomes-

After completing the course, students will exhibit the following competencies:

- Identify different tools used in pipe fitting works.
- Function of tools used in pipe fitting works.
- Practicing different pipe fitting.
- Practicing working drawing of pipe fitting works.
- Practicing layout drawing of pipe fitting works.
- Demonstrate leadership skills.
- Demonstrate ethical skills.
- Demonstrate safety.

Course Name : Duct Fabrication Insulating & Erection

Name of the course	Duration of the course		Entry Qualification
Duct Fabrication Insulating & Erection	12 weeks = 300 Hours Theoretical = 60 Hours Practical = 240 Hours	5 days per week Per day = 5 Hours Theoretical = 1 Hour Practical = 4 Hours	Age- 17 yrs Eight Pass, S.S.C Pass preferred

Course Description- Students will learn duct fabrication insulating & erecting using the proper tools and equipment.

Course Outline- Study and practicing of duct fabrication insulating & erecting.
Learn about different types of air distribution.
Practicing working drawing of duct fabrication insulating & erecting.
Written exam, Hands on exam.

Learner Outcomes-

After completing the course, students will exhibit the following competencies:

- Identify different tools used in duct fabrication insulating & erecting.
- Function of tools used in duct fabrication insulating & erecting.
- Practicing different duct fabrication.
- Practicing working drawing of duct fabrication.
- Practicing layout drawing of sheet metal
- Practicing jointing of metal sheet in duct fabrication

- Demonstrate leadership skills.
- Demonstrate ethical skills.
- Demonstrate safety.

Course Name : House Keeping

Name of the course	Duration of the course		Entry Qualification
House Keeping	15 days Theoretical = 10 Hours Practical = 88 Hours	6 days per week Per day = 6.3 Hours Theoretical = 0.30 Hour Practical = 6 Hours	Age- 17 yrs Eight Pass, S.S.C Pass preferred

Course Description- Students will learn the use of house keeping tools and equipment. Practicing the use of different types of house keeping equipments

Course Outline- Study and practicing of house keeping.
Learn about different types of house keeping equipments Knowledge about health and hygiene.
Practicing of house keeping works. Written exam, Hands on exam.

Learner Outcomes-

After completing the course, students will exhibit the following competencies:

- Identify different tools and equipment used in house keeping works.
- Function of tools and equipment used in house keeping works.
- Practicing house keeping work.
- Demonstrate leadership skills.
- Demonstrate ethical skills.
- Demonstrate safety.

Course Name: Pattern Making

Name of the course	Duration of the course		Entry Qualification
Pattern Making	6 weeks = 216 Hours Theoretical = 54 Hours Practical = 162 Hours	6 days per week Per day = 6 Hours Theoretical = 1.5 Hour Practical = 4.5 Hours	Age- 17 yrs Eight Pass, S.S.C Pass preferred

Course Description- Students will learn pattern making using the proper tools and equipment.

Course Outline- Study and practicing of pattern making. Learn about different types of pattern making.
Practicing working drawing of pattern making. Written exam, Hands on exam.

Learner Outcomes-

After completing the course, students will exhibit the following competencies:

- Identify different tools used in pattern making.
- Function of tools used in pattern making.
- Practicing different pattern making.
- Practicing working drawing of pattern making.
- Demonstrate leadership skills.
- Demonstrate ethical skills.
- Demonstrate safety.

Course Name : Sewing Machine Operator

Name of the course	Duration of the course		Entry Qualification
Sewing Machine Operator	10 weeks = 360 Hours Theoretical = 72 Hours Practical = 288 Hours	6 days per week Per day = 6 Hours Theoretical = 1.2 Hour Practical = 4.8 Hours	Age- 17 yrs Eight Pass, S.S.C Pass preferred

Course Description- Students will learn sewing machine operation.

Course Outline- Study and practicing of sewing machine operation..
Learn about different component sewing machine. Written exam, Hands on exam.

Learner Outcomes-

After completing the course, students will exhibit the following competencies:

- Identify different sewing machine.
- Function of sewing machine operation.
- Practicing sewing machine operation.
- Practicing threading and thread tension.
- Practicing special sewing machine operation.
- Demonstrate leadership skills.
- Demonstrate ethical skills.
- Demonstrate safety.

Course Name: Mid level Garments Supervisor

Name of the course	Duration of the course		Entry Qualification
Mid level Garments Supervisor	12 weeks = 432 Hours Theoretical = 216 Hours Practical = 216 Hours	6 days per week Per day = 6 Hours Theoretical = 3 Hour Practical = 3 Hours	Age- 17 yrs Eight Pass, S.S.C Pass preferred

Course Description- Students will learn mid level garments supervisor management.

Course Outline- Study and practicing of mid level garments supervisor management.
Written exam, Hands on exam.

Learner Outcomes-

After completing the course, students will exhibit the following competencies:

- Identify basic management policy for mid level garments supervisor.
- Function of different sewing machine operation.
- Demonstrate leadership skills.
- Demonstrate ethical skills.
- Demonstrate safety.

Course Name: Sewing Machinery Maintenance

Name of the course	Duration of the course		Entry Qualification
Sewing machinery maintenance	6 weeks = 216 Hours Theoretical = 54 Hours Practical = 162 Hours	6 days per week Per day = 6 Hours Theoretical = 1.5 Hour Practical = 4.5 Hours	Age- 17 yrs Eight Pass, S.S.C Pass preferred

Course Description- Students will learn sewing machinery maintenance using proper tools and equipment.

Course Outline- Study and practicing of sewing machinery maintenance using proper tools and equipment.
Learn about different component of sewing machine. Written exam, Hands on exam.

Learner Outcomes-

After completing the course, students will exhibit the following competencies:

- Identify different tools and equipment used in sewing machinery maintenance.
- Function of different tools and equipment used in sewing machinery maintenance.
- Practicing maintenance of sewing machinery.
- Demonstrate leadership skills.
- Demonstrate ethical skills.
- Demonstrate safety.

ANNEXURE 14

Foreign Workers in Canada

Source countries	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
United States	41,911	45,433	42,379	36,190	30,208	29,997	30,804	31,780	31,196	31,399
Mexico	8,118	10,012	11,320	11,520	11,288	11,661	12,948	14,673	17,691	20,900
Philippines	2,225	2,286	4,122	4,668	5,019	5,892	6,226	8,857	16,222	19,253
Australia	4,043	4,543	5,219	6,017	6,393	7,739	7,836	8,510	8,935	12,408
France	5,301	5,931	5,769	5,324	5,360	7,145	8,768	10,065	10,931	12,394
United Kingdom	7,451	7,963	8,535	7,663	7,132	8,811	9,018	9,284	9,817	10,757
Japan	6,175	5,436	5,475	6,512	6,444	6,501	6,842	6,684	6,374	7,599
India	1,688	2,485	2,321	2,239	2,320	2,863	3,602	4,250	6,181	7,475
Jamaica	5,608	5,508	5,959	5,637	5,981	6,008	6,223	6,531	6,745	7,320
Germany	2,747	3,011	3,138	2,702	2,175	2,762	3,156	4,720	5,679	6,439
Korea, Republic of	618	722	837	786	900	1,092	1,588	2,098	2,910	4,763
Guatemala	9	14	33	13	241	355	719	1,281	2,267	3,303
New Zealand	821	829	1,000	1,062	1,234	1,515	1,801	1,861	2,201	2,640
Ireland, Republic of	874	1,118	1,137	1,060	1,103	1,514	1,481	1,969	2,389	2,604
China, People's Republic of	1,182	1,166	1,196	1,313	1,127	1,288	1,407	1,696	2,655	2,321
Taiwan	313	255	255	171	134	197	366	611	954	1,762

Brazil	388	464	527	403	469	567	668	889	1,174	1,723
Saudi Arabia	119	133	167	199	271	319	432	523	828	1,665
Trinidad and Tobago	1,714	1,873	1,875	1,733	1,684	1,719	1,664	1,580	1,407	1,356
South Africa, Republic of	607	783	769	725	653	659	876	917	1,046	1,255
Israel	402	532	672	584	560	758	758	790	915	1,179
Netherlands	1,038	904	950	792	764	772	806	959	1,034	1,175
Italy	900	1,056	1,327	804	370	477	590	752	1,022	1,163
Ukraine	292	260	204	190	202	231	250	365	908	1,117
United Arab Emirates	24	48	80	93	71	93	153	248	823	1,015
Poland	385	431	468	386	329	356	401	481	921	951
Russia	559	705	631	546	375	379	453	630	730	804
Switzerland	684	676	670	539	479	561	598	722	742	785
Sweden	497	569	529	473	441	415	546	533	654	779
Colombia	104	162	148	142	124	117	136	228	445	721
Romania	156	229	238	381	356	214	215	367	468	700
Portugal	209	188	229	101	90	103	129	300	793	667
Thailand	118	165	179	197	198	226	327	1,011	850	643
Belgium	442	459	486	377	335	266	307	353	485	607
Czech Republic	217	277	262	236	222	195	232	210	234	601
Chile	77	104	109	85	102	163	206	213	345	566
Denmark	252	286	327	270	190	197	301	426	378	537
Singapore	72	81	74	38	151	238	301	446	718	428
Spain	644	328	338	289	229	222	244	338	355	425

Austria	292	308	357	326	221	265	282	356	413	397
Barbados	629	669	702	645	548	582	535	497	473	389
Venezuela	59	119	136	113	135	154	170	325	384	380
Sri Lanka	46	57	65	57	60	96	79	250	343	349
Argentina	137	195	251	327	321	216	227	226	248	346
Saint Vincent and the Grenadines	220	258	244	215	208	206	246	285	273	299
Saint Lucia	115	115	135	99	133	135	179	193	268	295
Fiji	15	20	19	6	5	9	16	32	268	293
Norway	276	313	493	550	176	208	221	197	392	290
Lebanon	89	148	181	125	121	127	114	139	354	282
Peru	50	73	83	84	87	116	145	137	220	282
Turkey	82	87	112	94	82	135	149	132	161	254
Egypt	126	94	109	70	89	155	150	185	245	248
Vietnam, Socialist Republic of	79	66	88	62	49	60	62	87	91	244
Pakistan	155	176	165	91	140	124	133	100	163	229
Finland	294	240	279	215	148	149	252	188	283	212
Cyprus	9	17	7	10	14	12	27	57	147	199
Malaysia	111	103	81	73	203	130	121	107	136	195
Slovak Republic	162	208	186	197	160	123	168	181	158	192
Hungary	159	187	226	142	125	95	122	159	145	191
Ecuador	64	80	51	28	22	46	38	39	100	185
Mauritius	9	5	16	8	17	10	12	14	14	175
Nicaragua	23	32	30	31	32	35	50	76	116	173

Tunisia	118	205	130	152	88	77	78	66	112	172
Indonesia	90	69	181	97	100	90	89	131	104	169
Hong Kong	148	152	149	105	117	128	121	146	170	167
Iran	301	244	258	334	288	383	332	145	163	157
Kuwait	25	35	33	43	32	30	56	58	87	157
Morocco	108	102	137	85	68	50	70	56	232	148
Costa Rica	24	43	34	51	35	27	50	102	109	145
Greece	129	155	215	179	135	89	115	82	146	133
Ghana	71	78	60	27	23	37	41	40	65	132
Nigeria	48	80	66	47	58	66	60	66	98	122
Dominica	96	116	125	102	111	130	176	102	104	109
Kenya	59	55	58	46	58	34	84	86	75	105
El Salvador	69	46	91	92	56	103	358	241	157	104
Bangladesh	19	40	47	22	32	39	46	46	84	99
Croatia	124	83	79	89	64	67	42	49	175	95
Cuba	241	290	191	171	95	92	121	104	127	94
Grenada	123	118	93	83	70	77	90	79	98	89
Dominican Republic	47	52	50	40	78	29	87	65	60	89
Nepal	28	18	17	15	18	25	23	38	50	84
Guyana	114	143	145	67	45	64	49	29	60	78
Jordan	28	35	35	22	16	21	41	46	43	73
Moldova	7	10	6	11	6	8	11	30	41	71
Uruguay	29	34	33	38	63	66	50	72	58	62
Algeria	14	18	57	13	26	23	23	31	36	58

Belarus	17	24	34	22	22	18	12	34	51	52
Bulgaria	45	49	49	59	67	42	29	45	61	51
Haiti	89	101	102	105	64	98	103	80	78	49
Bolivia	8	12	25	11	11	14	17	26	41	48
Libya	10	14	51	26	37	34	32	51	73	45
Latvia	13	11	33	19	19	16	32	35	37	44
Macedonia	9	11	23	9	8	7	7	6	20	35
Iceland	48	89	73	51	29	51	35	33	33	35
Ethiopia	12	18	15	19	15	17	12	16	24	35
Syria	15	38	21	28	36	24	39	29	27	35
Slovenia	17	17	29	16	17	8	17	13	25	33
Oman	9	16	21	21	29	33	26	32	19	30
Bahrain	8	8	9	9	14	7	15	28	33	29
Saint Kitts and Nevis	29	24	31	28	20	19	33	27	31	29
Zimbabwe	37	31	39	35	14	18	18	23	29	26
Lithuania	26	30	20	28	28	8	7	21	12	24
Bahamas, The	10	14	9	6	7	7	5	9	10	22
Tanzania, United Republic of	10	14	21	10	26	31	53	39	6	21
Côte-d’Ivoire, Republic of	49	13	23	10	8	7	10	13	12	20
Mali	27	32	32	33	28	27	12	13	29	19
Paraguay	18	12	12	8	11	18	9	9	22	18
Bermuda	7	10	10	7	5	6	8	10	5	17
Senegal	21	18	53	13	9	21	33	16	11	12

Estonia	38	106	17	15	10	6	39	9	12	11
Luxembourg	5	6	9	5	6	6	14	6	10	10
Armenia	9	19	24	34	16	10	23	12	14	6
Burkina Faso	25	30	42	27	26	23	19	8	7	6
Yugoslavia (former)	97	173	126	71	73	84	14	17	12	5
Country not stated	1,885	2,096	2,082	1,951	1,760	1,976	2,539	3,855	4,877	7,464
Other countries	**301**	**313**	**419**	**280**	**322**	**387**	**422**	**565**	**1,013**	**1,278**
Total	**107,139**	**116,565**	**119,714**	**110,915**	**103,239**	**112,553**	**122,723**	**139,103**	**164,905**	**192,519**

ANNEXURE 15

Estimated demand for skilled and semi skilled Bangladeshi workers by major occupation groups in selected countries, 2009-10 to 2013-14

	Occupation	2004-05	2005-06	2006-07	2007-08	2008-09	Five year average	2009-10	2010-11	2011-12	2012-13	2013-14
Italy												
								5%	**5%**	**5%**	**5%**	**5%**
	Professional Worker	19		15			17	18	19	20	21	22
	Office Worker	1	1	1		1	1	1	1	1	1	1
	Construction	-	3	1	3	12	4	4	4	4	5	5
	Technician/ Operators	10	3	2			5	5	6	6	6	6
	Service Sectors	2	2	4	51	10	14	14	15	16	17	18
	Total	32	9	23	54	23	41	43	45	47	49	52
Kuwait												
								5%	**5%**	**5%**	**5%**	**5%**
	Professional Worker				1	1	1	1	1	1	1	1
	Office Worker				-	-	0	-	-	-	-	-
	Construction	145			1		73	77	80	85	89	93
	Technician/ Operators	252	116	20			129	136	143	150	157	165
	Service Sectors	12,728	9,619	1,554	9	2	4782	5,022	5,273	5,536	5,813	6,104
	Total	**13,125**	**9,735**	**1,574**	**11**	**3**	4890	5,235	5,497	5,772	6,060	6,363
Oman												
								5%	**5%**	**5%**	**5%**	**5%**
	Professional Worker	4	9	13	6	109	28	30	31	33	34	36
	Office Worker	1		1	7		3	3	3	3	4	4
	Construction	9	10	18	377	4,233	929	976	1,025	1,076	1,130	1,186
	Technician/ Operators	18	8	25	51	865	193	203	213	224	235	247

	Service Sectors	10	34	81	122	2,234	496	521	547	574	603	633
	Total	**42**	**61**	**138**	**563**	**7,441**	**7441**	**1,733**	**1,819**	**1,910**	**2,006**	**2,106**
Malaysia												
								5%	**5%**	**5%**	**5%**	**5%**
	Professional Worker	16	32	58	37	53	39	41	43	45	48	50
	Office Worker	3	3				3	3	3	3	4	4
	Construction	8	58	94	736	110	201	211	222	233	245	257
	Technician/ Operators	65	5,560	27,322	26,901	12,108	14391	15,111	15,866	16,660	17,493	18,367
	Service Sectors	11	18	442	404	94	194	203	214	224	236	247
	Total	**103**	**5,671**	**27,916**	**28,078**	**12,365**	**12365**	**15,570**	**16,348**	**17,166**	**18,024**	**18,925**
Total												
	Professional Worker	39	41	86	44	163	75	90	94	99	104	109
	Office Worker	5	4	2	7	1	4	7	8	8	9	9
	Construction	162	71	113	1,117	4,355	1164	1,268	1,331	1,398	1,468	1,541
	Technician/ Operators	345	5,687	27,369	26,952	12,973	14665	15,455	16,228	17,039	17,891	18,786
	Service Sectors	12,751	9,673	2,081	586	2,340	5486	5,761	6,049	6,351	6,669	7,002
	Total	**13,302**	**15,476**	**29,651**	**28,706**	**19,832**	**21,393**	**22,580**	**23,709**	**24,895**	**26,139**	**27,446**

REFERENCES

Andrej Kafiszewki (2006), Arab Versus Asian Migrants Workers in the GCC countries

Bangladesh Bank, Economic Trends, October, 2008

Bangladesh Bank, Bangladesh Bank Quarterly, July June 2009

Bauer, Thomas K and Kunze A, (2003), The Demand for High-Skilled Workers and Immigration Policy.

BMET, Various publications

Brain drains in context (Working Paper 115 to of the Development Research Center. (Sussex) World Bank (2006) World Bank Research Report 2006, Measuring International Skilled Migration. New Estimates Controlling for Age of Entry.

Chami, R., C. F. Kamp, and S. Jahjah. 2003. "Are Remittance Flows a Source of Capital for Development?" IMF Working Paper 03/189, International Monetary Fund, Washington, DC.

Chandra . R (2005). South Asia Labour Exports: Role and Trends.

GOB. 2006. Overseas Employment Policy. Government of Bangladesh, Dhaka. Available: http://probashi.gov.bd/phps/policies.php?eid=23&refid=4&sr=0#anc_description.

International Labour Organization, (2005), Domestic Workers, Little Protection for the under aged by Gloria Moreno-Fontes Chammarten.

ILO (2002), Asian Labour Migration: Issues and Challenges in an Era of Globalization, by Wickramasakera, P.

ILO, Resolution Concerning up dating the International Standard

IOM, (2008), World Migration Report

Kanapathy, (2006), Malaysia, Asian and Pacific Migration Journal, Vol 17, NOS.3-4, 2008.

Kapiszewski, A (2006) Arab versus Asian Migrations workers in the GCC countries (Sponsored by United Nations Population Division)

Kapur, D. 2004. "Remittances: New Development Mantra?" G-24 Discussion Paper

Lucas, (2008), Robert E.B, International Labour Migration in a Globalize Economy.

Migration News, July 2008 Volume 14, Number3 India, Bangladesh, Sri Lanka (http://migrationvcdavis.edu/mn).

Niimi,Yoko. Cagler Ozden and Maurich Schiff (2008, Remittances and Brai Drain: Skill Migrants Do Remit Less! ADB Economic Working Paper 126.

Ratha, D., and W. Shaw. 2007. "South-South Migration and Remittances." World Bank Working Paper 102, Washington, DC. Available:

http://siteresources.worldbank.org/INTPROSPECTS/Resources/334934-1110315015165/SouthSouthMigrationandRemittances.pdf.

Sharma, M. & Zaman, H (2009): Who migrated overseas and is it worth their while? An assessment of household survey data from Bangladesh.

Salt, J. and Millar, J, Migration Research Unit, University Collage, London

Skeldon. R, (2005) Globalization, Skilled Migration and Poverty Alleviation: Brain Drain in the Context, Issued by the Development Research Center on Globalization and Poverty.

Solimano, A. & Pollack M (2004), International Mobility of the highly skilled: The case between Europe and Latin America Working Paper, series No.1 (An OECD Publication).IZA

Bauer, T.K & Kunze A (2003). The Demand for Skilled Workers and Immigration Policy;RWI Discussion Papers

United Nations, population Division (2006), International Migration in the Arab Region.

United Nations. 2005. World Population Prospects: The 2004 Revision. Population Division, United Nations, New York.

2006. "International Migration 2006: Fact Sheet." Population Division, United Nations, New York. Available:

http://www.un.org/esa/population/publications/2006Migration_Chart/Migration2006.pdf.

World Bank. 2008 Key Economic Indicators 2007. Washington, DC.

World Bank (2006) Migration, Remittance and Female Migration Workers.

Word Bank, (2009) Remittances to East Asia and Pacific expected to fall by submitted by James 1 Davison)