



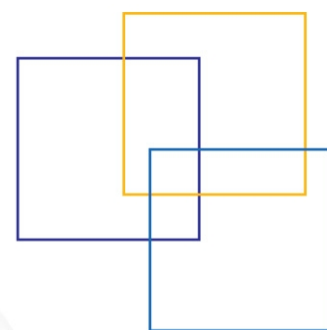
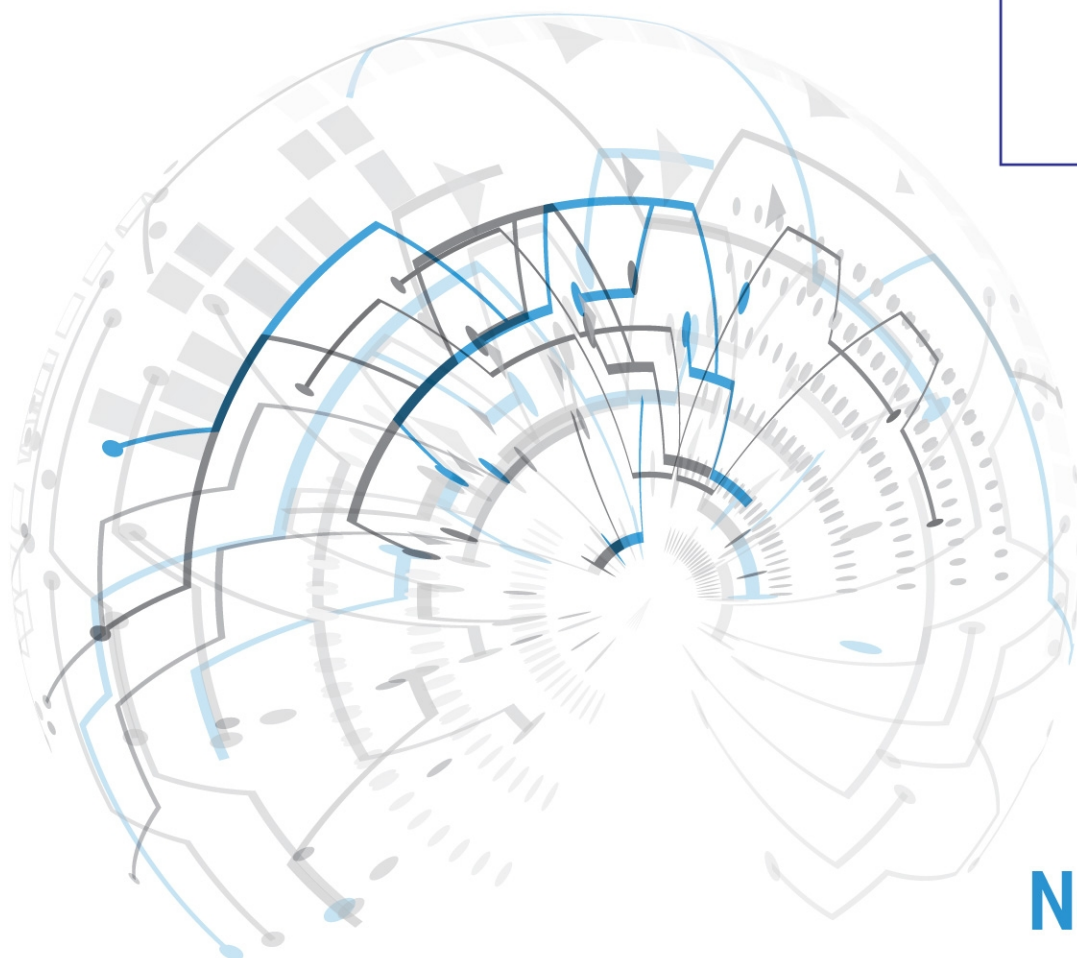
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**Swiss Agency for Development
and Cooperation SDC**



International
Labour
Organization

Managing Migrant Worker Information in Bangladesh



**Needs
& Gaps**

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Preface

As Bangladesh is fast developing into a middle income country, the contribution of overseas employment and remittances to the country's economy has gained prominence in its overall strategy, especially through the development of a more pro-active and migrant worker-oriented approach to management.

This has led to changes in the overall legislative and policy framework, and a gradual recognition of the need to develop improved information systems for management, including concrete measures for social protection, for complaints investigation and redress, and for investment in building the skills and qualifications of workers to improve the quality of their overseas employment.

In order to move into full implementation of the Overseas Employment and Migrants' Act 2013 and the Expatriates' Welfare and Overseas Employment Policy 2016 as part of ongoing improvements in labour migration, it has now become pertinent to develop the institutional capacity of the government to collect, manage, and monitor migration and labour market information

As such, through the Swiss Agency for Development Cooperation (SDC) funded "Application of Migration Policy for Decent Work of Migrant Workers" project, the International Labour Organization in close collaboration with the Refugee and Migratory Movements Research Unit (RMMRU), has developed a set of four reports on the Integrated Migrant Workers Information System and the Labour Market Information System in Bangladesh.

This particular report *needs and gaps* assessment for the Integrated Migrant Workers Information System and the Labour Market Information System in Bangladesh discusses the existing gaps in information and data flows in Bangladesh regarding the local labour market and labour migration. It recommends a more effective system to improve decision-making and planning in the skills system, so that the demand and supply of skills are closely matched. This paper focuses on the existing gaps, the need for up-to-date information systems, and possible sources of information to be incorporated in the near future.



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Table of contents

Topic	Page
Preface	iv
Table of contents	v
Tables and figures	vi
Abbreviations and acronyms	vii
1. Introduction	01
1.1 Background	01
1.2 Objective of the study	03
1.3 Scope	03
1.4 Research strategy	03
2. SDGs and data availability in Bangladesh	05
3. Data availability, and gaps and needs	13
3.1 Migrant Workers Information Management System (MWIMS)	13
3.1.1 Potential migrants' need for information	13
3.1.2 Data on returnee migrants	13
3.1.3 Existing database systems and content on migrant workers:	14
3.1.4 Other database systems related to migrants workers	15
3.1.5 Data needs of the different stakeholders	15
3.2 Labour Market Information System (LMIS)	21
3.2.1 Available data variables in the BBS – Labour force survey	21
3.2.2 Need for improved access to LFS information and data	21
3.2.3 Skill training data held by the Department of Youth Development	22
3.2.4 Domestic labour market-related data required for returnee migrants	22
3.2.5 Employment and underemployment by sector	22
3.3 Other existing database systems and content	23
4. Analysis on needs and gaps in the LMIS and MWMIS	25
4.1 Safe migration and the need for data	25
4.2 Database integration to support circular migration	25
4.3 Lack of direct coordination among data holders	25
4.4 Right to data access	26

Table of contents

Topic	Page
4.5 Possible sources of data on labour	27
4.6 Data sharing	27
4.7 Data integration	27
4.7.1 Impediments to data integration	27
4.8 Data on child labour	32
4.9 Data on investment and capital accumulation	32
4.10 Worker productivity by sector	32
5. Proposed data content for the LMIS and MWMIS	34
5.1 Proposed content for BMET database system for outgoing and returnee migrants	34
5.2 Proposed content for BBS database system for labour in the domestic market	36
6. Need for conceiving a modular structure for the LMIS and MWIMS	39
7. Conclusions and recommendations	41
References	44
Appendix I. Data variables available in the <i>Labour force survey</i> of the Bangladesh Bureau of Statistics	45

Tables and figures

Table 1. Sustainable Development Goals 8 and 10: Key Bangladesh Government agencies and availability of government data	06
Table 2. Data needs of Bangladeshi stakeholders involved in the labour migration process	16
Table 3. Bangladesh Government database systems potentially relevant to LMIS and MWMIS	24
Table 4. Overview of the current state of data collection as well as the desired parties and outcome measurements	28
Table 5. Data fields in BMET potential/returnee migrant registration form with proposed additional fields	34
Table 6. Additional variables in the LMIS, as proposed by stakeholders with proposed additional fields	37
Figure 1. Representation of a potential modular structure related to the LMIS & MWMIS	39

Acronyms and abbreviations

A2i	Access to Information
BANBEIS	Bureau of Educational Information and Statistics
BBS	Bangladesh Bureau of Statistics
BMET	Bureau of Manpower Employment and Training
BOESL	Bangladesh Overseas Employment and Services Limited
BRTA	Bangladesh Road Transport Authority
CD	Cabinet Division
CRVS	Civil Registration and Vital Statistics
CSO	civil society organization
DEMO	District Employment and Manpower Office
DYD	Department of Youth Development
EGPP	Employment Generation Program for the Poorest
G2G	Government To Government
GED	General Economics Division
HIES	Household Income and Expenditure Survey (BBS)
ILO	International Labour Organization
IOA	Interoperable Application
IT	Information Technology
LFS	Labour Force Survey
LMIS	Labour Market Information Systems
MEWOE	Ministry of Expatriates' Welfare and Overseas Employment
MWMIS	Migrant Workers' Management Information Systems
NSDC	National Skill Development Council
SDC	Swiss Agency for Development and Cooperation
SGD	Sustainable Development Goal
TTC	Technical Training Centres
WEWB	Wage Earners' Welfare Board

1. Introduction

1.1. Background

Bangladesh is fast developing into a middle income country. As such, it needs an appropriately skilled labour force and a planned employment strategy that balances skill, wages, and timely availability to keep pace with development needs. Policy experts and makers alike confirm that the country's development agenda is impacted directly by labour employment issues and is often constrained because of lack of required labour market data. It can be a major challenge for developing economies like Bangladesh to determine the supply and demand of human resources in their labour markets. When such an economy strives to integrate with the international economy, it is essential that the most relevant information relating to the demand and supply of labour is available in order to make policy decisions.

The Seventh Five Year Plan and the Sustainable Development Goals (SDGs) commitment of the Government of Bangladesh specifically mention data and the utility of data in planning processes as one of the key development targets and commitments that will fuel growth, eradicate poverty, and ensure sustainable development in the Post-2015 Development Agenda of Bangladesh. To achieve this objective, International Labour Organization (ILO) has initiated an assessment into the Migrant Workers Information Management System (MWIMS) and the Labour Market Information System (LMIS) in Bangladesh. This assessment was commissioned under the ILO's Application of Migration Policy for Decent Work for Migrant Workers project, which focuses on strengthening the overall policy and governance framework for migration; improving the institutions responsible for managing migration; and supporting the development of expanded services to migrant workers. The key objectives of the assessment are to: (a) identify and analyses data gaps to suggest possible designs to be used for integration of data from different sources or data pooling for better use in development and policy formulation; and (b) to ensure that collected data is methodically fed into any integrated database that is developed.

Although it is not known by this name currently, the MWMIS is handled by the Bureau of Manpower Employment and Training (BMET) of the Government of Bangladesh. It contains all the data from the registration forms of labour migrants going abroad on short-term contracts. The database has over 9 million entries collected on the basis of these registration forms going back to 2004.

The LMIS is kept and handled by the Bangladesh Bureau of Statistics (BBS) as an extension to the census data. The LMIS was an outcome of a 2015–17 Bangladesh Government project titled Improving of Labour Statistics and Labour Market Information System (LMIS) through Panel Survey, which was partially funded by the World Bank. Operation of the LMIS is now a routine exercise for the BBS. The key data source for the LMIS is the Labour Force Survey (LFS), which is conducted on a quarterly basis on 176,000 households. Reports are published annually. The LFS is expected to provide a complete picture of work statistics as well as the following Key labour market Indicators:

1. Labour force participation rate;
2. Employment-to-population ratio;
3. Status in employment;
4. Employment by sector;
5. Employment by occupation;
6. Part-time workers;
7. Hours of work;
8. Employment in the informal economy;
9. Unemployment;

10. Youth unemployment;
11. Long-term unemployment;
12. Time-related underemployment;
13. Inactivity;
14. Educational attainment and illiteracy;
15. Average monthly wages;
16. Hourly compensation costs; and
17. Labour productivity.

The quarterly continuous LFS is expressly aimed at helping ILO constituents, policy-makers and major stakeholders to have internationally comparable, comprehensive, and up-to-date information to design sound labour market and social policies necessary for evaluation of the labour market, and also to help monitor the implementation of the country's Seventh Five Year Plan (2016–20) and the Government's long-term Vision 2021 and Perspective Plan (2010–2021) (BBS, 2015).

Through this project the following labour market information is to be hosted and updated regularly on the LMIS web portal:

- Top statistics:
 - Unemployment rate
 - Labor force
 - Employment
 - Unemployment
- Labour market information by subject:
 - Economic indicators
 - Industries
 - Occupations
 - Population and census
 - Projections of employment
 - Unemployment and labor force
 - Wages and salaries
- Labour market information by geography
 - Division
 - Urban, rural, city corporation
 - Economic analysis profiles
- Featured labour market information publications
 - Labour Market Information e-newsletter
 - Labour Market review
 - Labour Market information fact sheet
- Labour market information secondary sources
 - Other ministries/departments/agencies
 - Skills development training.

Both systems are required in order to improve the flow of data on human resources. The aim is to make information available to employers, jobseekers, and stakeholders, including the Government. Similarly all sectors in the development field need an information system that collects, filters, processes, creates, and distributes major data in the form of statistics and analytical reports on the same to be used for the advancement of programmers and formulation of plans. The lack of such structured and regularly updated data and information undermines the effective implementation of development plans. It creates confusing and even contradictory assessments and conclusions regarding data on economic growth and employment-generating policies for the domestic and overseas labour markets. The lack of proper information systems also adversely affects the rights scenario for both local and migrant workers.

In this context, this report discusses the existing gaps in information and data flows in Bangladesh regarding the local labour market and labour migration. It envisages a more effective system that will improve decision-making and planning in the skills system, so that the demand and supply of skills are more closely matched to required wage standards. It is important to note that while the MWMIS and LMIS have wide ranges of data to be integrated, this paper focuses on the existing gaps, the need for up-to-date information systems, and possible sources of information to be incorporated in the near future.

1.2. Objective of the study

The objective of this report is to identify gaps in the existing data. The purpose of the report includes:

- Discovering the data that are available, their strengths and limitations, as well as what data are regarded as important, but are not available.
- Analysing the data gaps to gain a better understanding of the relevance and impact of any of the data gaps identified and to support discussions within and across agencies, organizations, and communities on how to bridge data gaps and sustain data assets.

1.3. Scope

Specifically for this part of the project, a consultant led the project field staff, stakeholders, and other agencies to undertake the following activities:

- Review the existing labour market indicators and databases related to monitoring migration and the methodologies used in collecting them, and determine the priority data needs for monitoring.
- Establish data parameters for the collection, processing, analysis, and dissemination of computerized data with regard to the MWMIS and LMIS
- Make recommendations on how the system could be strengthened, streamlined, and made responsive to the needs of a dynamic market economy. This includes suggested contents, key priority indicators, institutional arrangements, and modalities of its implementation.

1.4. Research strategy

In addition to reviewing secondary sources and previous research related to this issue, a recent qualitative survey informs this research. This research methodology was selected because the goal of the research was not to achieve statistical generalization, but rather an analytical overview. Five districts including Dhaka, Narayanganj, Gazipur, Comilla, and Barisal were included in the survey. These five districts were chosen on the basis of the following:

- Dhaka – district where most national level stakeholders are concentrated;
- Barishal – district with highest incidence of internal migration;
- Narayanganj – district with highest incidence of internal female migration;
- Comilla – district with highest incidence of overseas migration; and
- Gazipur – district with highest incidence of overseas female migration.

This research takes a qualitative approach, and therefore utilized qualitative interview methods like focus group discussions, key informant interviews, and unstructured in-depth interviews. Interviews – including both face-to-face and telephone consultations – were held with:

- District Employment and Manpower Office (DEMO) officials;
- Labour attachés;
- Department of Youth Development (DYD) officials;
- Technical Training Centre (TTC) officials;
- Academics, including labour economists, trade economists, and demographers;
- Bangladeshi trade union/labour leaders;
- Migration experts;
- Information technology (IT) experts;
- “Big data” experts; and
- Other key stakeholders.

These consultations helped to determine the types of information these individuals use regularly; the types they would like to use but do not have access to; and the types of data, if any, they collect themselves. In addition to the qualitative survey, an extensive internet and document review was performed in order to assess which types of data and information are already available and how often they are made available. After assessing which types of data are available and the current data needs of the MWMIS and LMIS, a data gaps analysis was conducted.

2. SDGs and data availability in Bangladesh

The Bangladesh Government has taken dynamic interactions of data into account for its implementation of SDGs. In this regard, an SDG data gap analysis was done with the assistance of all data generating government agencies, including the National Statistical Organization (NSO) and Bangladesh Bureau of Statistics (BBS).

The study by the General Economics Division (GED) of the Ministry of Planning reveals that:

- Data related to 70 indicators/variables are readily available in the existing system;
- Data related to 63 indicators/variables are not available; and
- Data related to 108 indicators/variables are partially available (GED, 2017).

The GED report links all of these indicators to each SDG within the context of Bangladesh.

Two particular SDG commitments of the Government of Bangladesh specifically mention data and the utilization of data to foster sustainable economic growth; protect labour rights; and facilitate orderly, safe, and regular migration and mobility. The most relevant SDGs in relation to the MWIMS and LMIS are SDG 8 and SDG 10, particularly Targets 8.1, 8.2, 8.3, 8.6, 8.7, 8.8, 8.b, 10.2, 10.7, and 10.c. Table 1 below lists these Targets and the relevant Bangladesh ministries and government departments responsible for acting upon these Targets. As seen in table 1, the MEWOE is the lead ministry with regard to SGD Target 10.7, which specifically focuses on labour migration, and an associate ministry in relation to several other Targets. In this role, the MEWOE tasks relevant divisions to coordinate with the BBS to generate and/or provide data. Hence this report focuses primarily on the database systems held by the BBS and the MEWOE's Bureau of Manpower Employment and Training (BMET). It is acknowledged that data on labour migration and the labour market are also collected to varying degrees by NGOs, the private sector, and development agencies. However for purposes of sustainability and uniformity of data, the research has looked primarily into the government agencies collecting, generating, and analysing data sets.

With respect to data availability in Bangladesh, data relevant to SDG 1, SDG 2, SDG 5, SDG 7, SDG 9, and SDG 17 are currently in the best state, as the data pertinent to these goals are either readily available or partially available. As such, the most relevant goals to this project – SDG 8 and 10 – are already lagging behind. Though the status of data availability regarding some targets (such as 10.7) is shown in table 1 to be readily available, the fact is that the global data collection methodology for that goal has not been set yet. As such, quality of this data can surely be questioned. Nevertheless, it demonstrates that government agencies and ministries are already in the process of working to improve data collection and availability in these sectors, and must be seen as a good initiative and a step towards overall data integration.

Table 1. Sustainable Development Goals 8 and 10: Key Bangladesh Government agencies and availability of government data

Sustainable Development Goal and Targets	Lead ministries/ divisions	Associate ministries/ divisions	Proposed Global Indicators for performance measurement	Status of data availability	Relevant government body to generate or provide data	Remarks
8.1 Sustain per capita economic growth in accordance with national circumstance and, in particular, at least 7 per cent gross domestic product growth per annum in the least development countries.	Finance Division (Ministry of Finance)	▪ Bridges Division; ▪ Bank and Financial Institutions Division (Bangladesh Bank); ▪ General Economics Division (Ministry of Finance); ▪ Information and Communication Technology Division; ▪ Local Government Division (Ministry of Local Government, Rural Development and Co-operatives); ▪ Ministry of Agriculture; ▪ Ministry of Commerce; ▪ Ministry of Civil Aviation and Tourism; ▪ Ministry of Education; ▪ Ministry of Expatriates' Welfare and Overseas Employment; ▪ Ministry of Fisheries and Livestock; ▪ Ministry of Industries; ▪ Programming Division (Planning Commission); ▪ Prime Minister's Office; ▪ Statistics and Informatics Division (Planning Commission)	8.1.1 Annual growth rate of real GDP per capita.	Readily available	▪ National Accounts Wing (Bangladesh Bureau of Statistics); ▪ Statistics and Informatics Division (Planning Commission)	

Sustainable Development Goal and Targets	Lead ministries/ divisions	Associate ministries/ divisions	Proposed Global Indicators for performance measurement	Status of data availability	Relevant government body to generate or provide data	Remarks
8.2 Achieve higher levels of economic productivity through diversification, technology upgrading, and innovation, including through a focus on high-value-added and labour-intensive sectors.	Lead: Ministry of Commerce Co-Leads: Ministry of Industries; Ministry of Agriculture	- Bank and Financial Institutions Division (Bangladesh Bank); - Information and Communication Technology Division; - Ministry of Education; - Ministry of Expatriates' Welfare and Overseas Employment; - Ministry of Fisheries and Livestock; - Ministry of Labour and Employment; - Ministry of Science and Technology; - Ministry of Textile and Jute; - Statistics and Informatics Division (Planning Commission)	8.2.1 Annual growth rate of real GDP per employed person.	Partially available	- National Accounts Wing (Bangladesh Bureau of Statistics) - Labour Force Survey (Bangladesh Bureau of Statistics); - Statistics and Informatics Division (Planning Commission); - Department of Labour	GDP per person data is available. GDP per employed person not available.
8.3 Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity, and innovation, and encourage the formalization and growth of micro-, small-, and medium-sized enterprises, including	General Economics Division (Ministry of Finance)	- Agriculture, Water Resources and Rural Institution Division (Planning Commission); - Bank and Financial Institutions Division (Bangladesh Bank); - Finance Division (Ministry of Finance); - Information and Communication Technology Division;	8.3.1 Proportion of informal employment in non-agriculture employment, disaggregated by sex.	Readily available	- Labour Force Survey (Bangladesh Bureau of Statistics); - Statistics and Informatics Division (Planning Commission)	

Sustainable Development Goal and Targets	Lead ministries/ divisions	Associate ministries/ divisions	Proposed Global Indicators for performance measurement	Status of data availability	Relevant government body to generate or provide data	Remarks
through access to financial services.		- Industry and Energy Division (Planning Commission); - Ministry of Expatriates' Welfare and Overseas Employment; - Ministry of Industries; - Ministry of Labour and Employment; - Ministry of Science and Technology; - Ministry of Youth and Sports; - Programming Division (Planning Commission); - Physical Infrastructure Division (Planning Commission); - Socio-economic Infrastructure Division (Planning Commission); - Statistics and Informatics Division (Planning Commission)				
8.6 By 2020 substantially reduce the proportion of youth not in employment, education, or training.	Lead: Ministry of Youth and Sports Co-Lead: Ministry of Labour and Employment	- Information and Communication Technology Division - Ministry of Education; - Ministry of Expatriates' Welfare and Overseas Employment; - Ministry of Industries;	8.6.1 Proportion of youths (aged 15–24 years) not in education, employment, or training.	Partiality available	- Labour Force Survey (Bangladesh Bureau of Statistics); - Statistics and Informatics Division (Planning Commission)	Modification of LFS will be required regarding disability, gender, and age segregation of data.

Sustainable Development Goal and Targets	Lead ministries/ divisions	Associate ministries/ divisions	Proposed Global Indicators for performance measurement	Status of data availability	Relevant government body to generate or provide data	Remarks
8.7 Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking, and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms	Ministry of Labour and Employment	- Ministry of Primary and Mass Education; - Statistics and Informatics Division (Planning Commission)	8.7.1 Proportion and number of children aged 5–17 years engaged in child labour, disaggregated by sex and age	Partiality available	- Labour Force Survey (Bangladesh Bureau of Statistics); - Child Labour Survey (Bangladesh Bureau of Statistics); - Statistics and Informatics Division (Planning Commission); - Child Labour Unit (Ministry of Labour and Employment)	Modification of LFS will be required regarding disability, gender, and age segregation of data.
			8.8.1 Frequency rates of fatal and non-fatal occupational injuries, disaggregated by sex and migrant status	Partiality available	- Labour Force Survey (Bangladesh Bureau of Statistics); - Statistics and Informatics Division (Planning Commission) - Department of Inspection for Factories and Establishment	
			8.8.1 Frequency rates of fatal and non-fatal occupational injuries, disaggregated by sex and migrant status	Partiality available	- Labour Force Survey (Bangladesh Bureau of Statistics); - Statistics and Informatics Division (Planning Commission) - Department of Inspection for Factories and Establishment	

Sustainable Development Goal and Targets	Lead ministries/ divisions	Associate ministries/ divisions	Proposed Global Indicators for performance measurement	Status of data availability	Relevant government body to generate or provide data	Remarks
8.8 (con't)	Ministry of Labour and Employment	- Ministry of Industries; - Ministry of Textile and Jute; - Statistics and Informatics Division (Planning Commission)	8.8.2 Increase in national compliance regarding labour rights (e.g., freedom of association and collective bargaining) based on international (e.g., ILO) textual sources and national legislation, with data disaggregated by sex and migrant status	Partiality available	(Ministry of Labour and Employment); Bureau of Manpower Employment and Training (Ministry of Expatriates' Welfare and Overseas Employment)	Metadata for this indicator suggests it is a complex indicator to compute at this time.
		- Ministry of Commerce; - Ministry of Foreign Affairs; - Ministry of Home Affairs; - Ministry of Health and Family Welfare; - Ministry of Industries; - Ministry of Textile and Jute;			- Ministry of Labour and Employment - Ministry of Expatriates' Welfare and Overseas Employment	
8.b By 2020, develop and operationalize a global strategy for youth employment and implement the Global Jobs Pact of the ILO.	Lead: Ministry of Youth and Sports ; Co-Lead: Finance Division (Ministry of Finance)	- Cabinet Division; - Ministry of Expatriates' Welfare and Overseas Employment; - Ministry of Foreign Affairs; - Ministry of Labour and Employment; - Programming Division, Planning Commission;	8.b.1 Total government spending on social protection and employment programmes as a proportion of the national budgets and GDP	Partiality available	Finance Division (Ministry of Finance)	

Sustainable Development Goal and Targets	Lead ministries/divisions	Associate ministries/divisions	Proposed Global Indicators for performance measurement	Status of data availability	Relevant government body to generate or provide data	Remarks
10.2 By 2030 empower and promote the social, economic, and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion, or economic or other status.	General Economics Division (Ministry of Finance)	Statistics and Informatics Division (Planning Commission)	10.2.1 Proportion of people living below 50 per cent of median income, disaggregated by age, sex, and persons with disabilities	Partially available	- Household Income and Expenditure Survey (Bangladesh Bureau of Statistics); - Statistics and Informatics Division (Planning Commission)	Modification of Household Income and Expenditure Survey is required to cope with the indicator, especially with regard to data segregation.
		- Finance Division (Ministry of Finance); - Local Government Division (Ministry of Local Government, Rural Development and Co-operatives); - Ministry of Agriculture; - Ministry of Cultural Affairs; - Ministry of Chittagong Hill Tracts Affairs; - Ministry of Foreign Affairs; - Ministry of Fisheries and Livestock; - Ministry of Health and Family Welfare; - Bangladesh Industrial and Technical Assistance Center; - Ministry of Labour and Employment; - Ministry of Liberation War Affairs; - Ministry of Public Administration; - Ministry of Religious Affairs;				

Sustainable Development Goal and Targets	Lead ministries/ divisions	Associate ministries/ divisions	Proposed Global Indicators for performance measurement	Status of data availability	Relevant government body to generate or provide data	Remarks
10.7 Facilitate orderly, safe, regular, and responsible migration and mobility of people, including through the implementation of planned and well-managed migration policies.	Lead: Ministry of Expatriate Welfare and Overseas Employment Co-Lead: Ministry of Foreign Affairs	- Ministry of Social Welfare; - Ministry of Women and Children Affairs; - Programming Division, Planning Commission; - Statistics and Informatics Division (Planning Commission)	10.7 Recruitment cost borne by employee as a proportion of yearly income earned in country of destination.	Readily available	- Bureau of Manpower Employment and Training (Ministry of Expatriates' Welfare and Overseas Employment); - Bangladesh Overseas Employment and Services Limited (BOESL, Ministry of Expatriates' Welfare and Overseas Employment)	The public recruiting agency BOESL has the data on recruitment cost by destination borne by employee. Private sector data will require regular surveys.
10.c By 2030 reduce to less than 3 per cent the transaction costs of migrant remittances corridors with costs higher than 5 per cent.	Lead: Bank and Financial Institutions Division (Bangladesh Bank) Co-Lead: Ministry of Foreign Affairs	Ministry of Expatriates' Welfare and Overseas Employment	10.c Remittance costs as a proportion of the amount remitted.	Readily available	Bank and Financial Institutions Division (Bangladesh Bank)	

Source: GED, 2017

3. Data availability, and gaps and needs

3.1. Migrant Workers Information Management System (MWIMS)

3.1.1. Potential migrants' need for information

When securing employment overseas, most potential migrants express a desire for information before they depart, including the type of job they will be performing, a job description, the salary, required skill level, and living conditions. About 90 per cent of migrant worker and recruiters surveyed for this study placed particular emphasis on having information on the type of job, living conditions, and salary. Returnees willing to re-migrate expressed the same requirement. In fact returnees are more aware of potential problems stemming from inadequate pre-departure knowledge, as many have already experienced the challenges of heading abroad for employment without proper information/data.

3.1.2. Data on returnee migrants

The BMET currently lacks data on returnee migrants, which means information on migrant workers who have returned to the country with skills and experience is not being captured. This lack of returnee data impedes an important opportunity to effectively utilize a trained workforce for the development of Bangladesh. Within the current database systems, the number many migrant workers who have returned to Bangladesh –permanently or temporarily;prematurely or upon completion of their contract –cannot be tracked down.

However, there are a few available sources of information on returnees, including:

- Immigration desks in Bangladesh;
- The Probashi Kallyan [Expatriates Welfare] Desk at the airport;
- DEMO offices;
- Labour attachés or consular offices in embassies; and
- Passport office after returning.

Returnee migrants were asked as part of this study whether they had filled in any forms immediately upon return or anytime afterwards, and most of them responded that they have not. But in some instances forms have been provided by one or more of the offices listed above to returnee migrants to fill in, and these forms may include personal information, address, country of destination, and employment status. From these responses, it can be inferred that though large scale, systematic returnee data is currently unavailable, one can start working with those departments that already have raw data on returnee migrants. Or a simpler approach could be to match passport scan information of all Bangladeshi passport holders entering Bangladesh and comparing it against the national ID numbers of all who had previously left the country. This can be done automatically through an application/software, with no manual labour required. This simple process would identify returnee migrant workers and provide information about their return, thereby enabling officials to conduct follow ups to acquire more information on skills and assist in the provision of reintegration services. Beyond the offices listed above, the Special Branch of the Police also currently keeps data on premature returns from overseas countries resulting from a crisis or job-related problem, and in which an embassy has been involved.

3.1.3. Existing database systems and content on migrant workers:

As the BMET is the main source of data on Bangladeshi migrant workers, boasting a 9 million person strong database system, it is essential to evaluate this source of information properly. Most of the stakeholders, employers, and recruitment agencies surveyed for this study do not feel the database is sufficient for them.¹ The BMET does have data on recruitment agencies as well as migrant worker details related to professions, migrants' destination countries, numbers of migrants sent, etc. Not all categories/variables are publicly available on the Internet, and data on irregular migrants is not included in the database.

The BMET database systems includes the following sex-disaggregated data²:

- Stock of Bangladeshi nationals abroad, by sex and destination area, region, or country;
- Permanent migration inflows of Bangladeshi nationals into Organization for Economic Co-operation and Development countries, by country of destination;
- Annual outflows (departures) of nationals for employment, by sex and country of destination;
- Outflows of nationals for employment
 - By economic activity;
 - By occupation;
 - By method of recruitment;
 - By home district;
- Annual inflow of remittances, net official development assistance, and foreign direct investment to Bangladesh (available at BMET, Bangladesh Bank);
- Average total quarterly remittance transaction cost from select migrant destination countries to Bangladesh;
- Total annual Welfare Fund payments for deceased migrant workers;
- Recruitment agency information:
 - Address;
 - Migrants sent abroad in a given period;
 - Staffing numbers;
 - Proprietor/owner details, etc.
- Migrant worker educational backgrounds, by sex and area of origin.

Key data and information absent in the BMET database systems include:

- Annual inflows (returns) of nationals from abroad, by sex and country of previous residence.

Under the Skills and Training Enhancement Project supported by the World Bank, the BMET's management information system was set up and its IT backbone revamped. Currently, migrant data is also hosted in this server. But there is no specific IT support staff dedicated to maintaining and supporting this database; the work is outsourced (ILO, 2017). The BMET dataset is too vast to be filtered and customized in its current form, as the bureau constantly inputs data into the system. System usability is another problem, as the server is not designed to handle big data. Hence data infrastructure development and capacity building is very important. It is a lengthy process as well – no overnight improvement can be expected.

¹ Detailed suggestions on gaps and needs of the MWMIS are given below in chapter 5.

² Although the data is kept under the BMET database system, the data headings used here are mostly taken from an initiative by ILO Delhi Office during 2017–018 to construct an international migrant labours' (ILM) database for South Asia.

3.1.4. Other database systems related to migrants workers

The MEWOE –through its directorates,like the Wage Earners’ Welfare Board (WEWB),and its agencies, like the BOESL – has prepared a database of 250,000 potential migrants for the Malaysian plantation sector to cater to the needs arising under the current government-to-government (G2G) labour migration agreement with Malaysia.

The WEWB also uses a separate database for the purpose of reporting compensation resulting from migrant worker deaths overseas, with data collected on all fatalities,by destination country. The compensation database has been kept since 2004 and is updated regularly. The data variables known to be available³ through this WEWB database include:

- Name of the migrant worker;
- Names of the worker’s father and mother;
- Age;
- Address
- Language skills;
- Marital status
- Spouse’s name;
- Nominee;
- Experience;
- Education level;
- Passport number;
- Destination country;
- Visa information;
- Registration ID;
- Employer in country of destination;
- Address of employer in country of destination;
- Information on recruitment agency in Bangladesh;
- Facilities in country of destination;
- Salary in country of destination;
- Fatality;
- Contact information of individual to receive the body of the deceased; and
- Compensation paid.

3.1.5 Data needs of the different stakeholders

This research shows that the data needed by stakeholders to enable increased economic activity the internal and external/overseas labour markets varies depending on the stakeholder cohort. Table 2 presents a list of data variables needed by different types of stakeholders involved in labour migration by Bangladeshi nationals.

³ Not all variables were disclosed by the WEWB.

Table 2. Data needs of Bangladeshi stakeholders involved in the labour migration process

Potential migrants

- | | | |
|---|--------------------------------------|---|
| ▪ employers' name in country of destination | ▪ demand note | ▪ areas of investment/business |
| ▪ address | ▪ offered salary/wage per hour/month | ▪ any past incident in sending remittance from country of destination |
| ▪ country | ▪ required skill(s) | ▪ food and culture of country of destination |
| ▪ province/district | ▪ working hours per day | |
| ▪ contact no. | ▪ contract period | |
| ▪ email | ▪ required language(s) | |

Employers in the country of destination

General administration

- Names of agents/employers in country of origin
- Addresses of agents and employers in country of origin
- Number of people entered under company visa

Personal information of migrant workers employed in country of destination

- | | | |
|------------------|--------------------|--------------------------|
| ▪ name | ▪ religion | ▪ passport issue date |
| ▪ father's name | ▪ birth date | ▪ passport no. |
| ▪ mother's name | ▪ sex | ▪ current working status |
| ▪ spouse's name | ▪ marital status | ▪ desired job |
| ▪ national ID | ▪ weight | ▪ permanent address |
| ▪ birth country | ▪ height | ▪ mailing address |
| ▪ birth district | ▪ no. of sons | |
| ▪ nationality | ▪ no. of daughters | |

Personal information of migrant workers' nominees

- nominee name
- nominee address
- relation to worker
- phone/mobile

Health status of migrant workers

- | | | |
|-----------------------|--------------------|-----------------|
| ▪ disabilities | ▪ health insurance | ▪ injury abroad |
| ▪ any chronic disease | ▪ workplace injury | ▪ death abroad |
| ▪ vaccination | ▪ workplace death | |

Language skills of migrant workers

- spoken
- written

Previous employment information of migrant workers

- | | | |
|------------------------------|-------------------------|-------------------------|
| ▪ previous employer name | ▪ employer phone/mobile | ▪ working hours per day |
| ▪ position held | ▪ contact person | ▪ responsibilities |
| ▪ served from (work tenure) | ▪ email | ▪ achievements |
| ▪ served until (work tenure) | ▪ sector | |
| ▪ employer address | ▪ salary/wage | |

Training information of migrant workers

- training name
- institution
- duration
- description

Employers in the country of origin

Personal information of potential migrant workers

- | | | |
|------------------|--------------------|--------------------------|
| ▪ name | ▪ religion | ▪ passport issue date |
| ▪ father's name | ▪ birth date | ▪ Passport no. |
| ▪ mother's name | ▪ sex | ▪ current working status |
| ▪ spouse's name | ▪ marital status | ▪ desired job |
| ▪ national ID | ▪ weight | ▪ permanent address |
| ▪ birth country | ▪ height | ▪ mailing address |
| ▪ birth district | ▪ no. of sons | |
| ▪ nationality | ▪ no. of daughters | |

Personal information of potential migrant workers' nominees

- nominee name
- nominee address
- relation to worker
- phone/mobile

Health status of potential migrant workers

- disabilities
- any chronic disease
- vaccination
- health insurance
- workplace injuries
- injury abroad

Language skills of potential migrant workers

- spoken
- written

Previous employment information of potential migrant workers

- | | | |
|------------------------------|-------------------------|-------------------------|
| ▪ previous employer name | ▪ employer phone/mobile | ▪ working hours per day |
| ▪ position held | ▪ contact person | ▪ responsibilities |
| ▪ served from (work tenure) | ▪ email | ▪ achievements |
| ▪ served until (work tenure) | ▪ sector | |
| ▪ employer address | ▪ salary/wage | |

Training information of potential migrant workers

- training name
- institution
- duration
- description

Information on employers in the country of destination

- | | | |
|---|--------------------------------------|-------------------------|
| ▪ employers' name in country of destination | ▪ contact no. | ▪ required skill(s) |
| ▪ address | ▪ email demand note | ▪ working hours per day |
| ▪ country | ▪ offered salary/wage per hour/month | ▪ contract period |
| ▪ province/district | | |

Recruitment agencies

Information on employers in the country of destination

- | | | |
|---|--------------------------------------|-------------------------|
| ▪ employers' name in country of destination | ▪ contact no. | ▪ required skill(s) |
| ▪ address | ▪ email demand note | ▪ working hours per day |
| ▪ country | ▪ offered salary/wage per hour/month | ▪ contract period |
| ▪ province/district | | |

Personal information of potential migrant workers

- | | | |
|------------------|--------------------|--------------------------|
| ▪ name | ▪ religion | ▪ passport issue date |
| ▪ father's name | ▪ birth date | ▪ passport no. |
| ▪ mother's name | ▪ sex | ▪ current working status |
| ▪ spouse's name | ▪ marital status | ▪ desired job |
| ▪ national ID | ▪ weight | ▪ permanent address |
| ▪ birth country | ▪ height | ▪ mailing address |
| ▪ birth district | ▪ no. of sons | |
| ▪ nationality | ▪ no. of daughters | |

Language skills of potential migrant workers

- spoken
- written

Previous employment information of potential migrant workers

- | | | |
|------------------------------|-------------------------|-------------------------|
| ▪ previous employer name | ▪ employer phone/mobile | ▪ working hours per day |
| ▪ position held | ▪ contact person | ▪ responsibilities |
| ▪ served from (work tenure) | ▪ email | ▪ achievements |
| ▪ served until (work tenure) | ▪ sector | |
| ▪ employer address | ▪ salary/wage | |

Middlemen/subagents

Information on employers in the country of destination

- employers' name in country of destination
- address
- country
- province/district
- contact no.
- email demand note
- offered salary/wage per hour/month
- required skill(s)
- working hours per day
- contract period

Personal information of potential migrant workers

- name
- father's name
- mother's name
- spouse's name
- national ID
- birth country
- birth district
- nationality
- religion
- birth date
- sex
- marital status
- weight
- height
- no. of sons
- no. of daughters
- passport issue date
- passport no.
- current working status
- desired job
- permanent address
- mailing address

Language skills of potential migrant workers

- spoken
- written

Previous employment information of potential migrant workers

- previous employer name
- position held
- served from (work tenure)
- served until (work tenure)
- employer address
- employer phone/mobile
- contact person
- email
- sector
- salary/wage
- working hours per day
- responsibilities
- achievements

Government organizations

Personal information of migrant workers

- name
- father's name
- mother's name
- spouse's name
- national ID
- birth country
- birth district
- nationality
- religion
- birth date
- sex
- marital status
- weight
- height
- no. of sons
- no. of daughters
- passport issue date
- passport no.
- current working status
- desired job
- permanent address
- mailing address

Personal information of migrant workers' nominees

- nominee name
- nominee address
- relation to worker
- phone/mobile

Health status of migrant workers

- disabilities
- any chronic disease
- vaccination
- health insurance
- workplace injury
- workplace death
- injury abroad
- death abroad

Data concerning migrant flows

- no. of workers sent abroad
- no. of returnee migrants
- employers' information in country of destination
- employers' information in country of origin
- training information
- child labour data

Labour attachés

Personal information of migrant workers

- name
- father's name
- mother's name
- spouse's name
- national ID
- birth country
- birth district
- nationality
- religion
- birth date
- sex
- marital status
- weight
- height
- no. of sons
- no. of daughters
- passport issue date
- passport no.
- current working status
- desired job
- permanent address
- mailing address

Personal information of migrant workers' nominees

- nominee name
- nominee address
- relation to worker
- phone/mobile

Data concerning migrant flows

- no. of workers sent abroad
- no. of returnee migrants
- employers' information in country of destination
- employers' information in country of origin
- training information
- child labour data
- demand for labour in country of destination, by sector
- information on labour shortages in country of destination

DEMOS, TTCs, and DYDs

Personal information of migrant workers

- name
- father's name
- mother's name
- spouse's name
- national ID
- birth country
- birth district
- nationality
- religion
- birth date
- sex
- marital status
- weight
- height
- no. of sons
- no. of daughters
- passport issue date
- passport no.
- current working status
- desired job
- permanent address
- mailing address

Personal information of migrant workers' nominees

- nominee name
- nominee address
- relation to worker
- phone/mobile

Data concerning migrant flows

- | | |
|--|--|
| ▪ no. of workers sent abroad | ▪ training information |
| ▪ no of returnee migrants | ▪ demand for labour in country of destination, by sector |
| ▪ employers' information in country of destination | ▪ required skills in country of destination |
| ▪ employers' information in country of origin | ▪ no. of trainees sent abroad |

Research organizations and independent researchers

Data concerning migrant flows

- | | |
|---------------------------------------|-------------------------------------|
| ▪ no. of workers sent abroad | ▪ health data |
| ▪ no. of returnee migrants | ▪ training information |
| ▪ countries of destination | ▪ child labour data |
| ▪ education levels of migrant workers | ▪ remittance figures |
| ▪ employment figures by sector | ▪ investment/business creation data |

Source: Compiled by the authors

3.2. Labour Market Information System (LMIS)

3.2.1. Available data variables in the BBS – Labour force survey

The data available in the BBS' Labour force survey (LFS) is quite extensive. The sample size of the LFS is 176,000 individuals, and the survey is done on a quarterly basis. Most observations on incompleteness or confusion in the data revolve around unsound definitions and improper or inadequate classification of different categories. For a complete list of variables available in the LFS, see Appendix I below.

3.2.2. Need for improved access to LFS information and data

Most stakeholders interviewed, including government institutions, academia, and international organizations, said that the information captured in the BBS' LFS database (LMIS/QLFS) and by the BMET are not sufficient regarding job vacancy numbers, expected jobs, household income and expenditure, and poverty status. The LFS database that is made available to the general public is too aggregated to be fully useful to employers. Some employers surveyed mentioned they also need information on investment opportunities, investment support, and savings schemes on the same database platform to be able to draw comparisons with labour recruitment-related data.

3.2.3. Skill training data held by the Department of Youth Development

Over the years, many public and private sector skill training centres have trained thousands of Bangladeshi youths. Detailed data concerning skills training has generally been collected manually on paper forms, with much of it not yet converted to computerized database systems. Some private sector training centres, however, do keep digitized datasets on training and trainees. The key institutional data holder regarding skills training in the domestic market are DYD training centres around the country, which have data on over 50 million youths who have been trained by the DYD over many years. Currently these datasets are maintained manually, but are in the process of conversion to digital databases. If turned into a database system, this data can be utilized for both domestic and overseas employment/recruitment and skills development training purposes. The available variables captured by the DYD include:

- Trainee name;
- Father's name;
- Age;
- Address;
- Contact no.;
- Education level;
- Training requirements; and
- Experience.
- Field of training

3.2.4. Domestic labour market-related data required for returnee migrants

Returnee migrants surveyed expressed a desire for more information on investment opportunities in Bangladesh. Returnee migrants who were seeking to re-migrate were also more likely than first-time migrants to see access to information as being essential. This perspective was based on the challenges they had already experienced in previous migrations. As such, returnee migrants seeking to re-migrate wanted to know at least the basic culture and norms of the destination country.

In addition, surveyed stakeholders responded that having proper data in an information system will help them to plan and arrange training for the unemployed in Bangladesh as part of efforts to reduce the unemployment rate. Sectoral demand and employee availability in terms of skill and wage requirements can be mapped out using micro-level data, thereby helping employers to recruit. Having such data available also serves returnee migrants, who are generally part of or aspiring to be a part of the domestic labour market. Furthermore, integration of labour force data with the overseas migration data of short-term contract labours will help create and maintain community networks in the destination countries, bringing migration stages (and by extension the internal and external labour markets) closer.

3.2.5. Employment and underemployment by sector

Data on employment in Bangladesh by sector is available in the BBS LFS database. However, the disaggregated micro level data should be more readily accessible to key stakeholders such as researchers and policy-makers. For overseas labour markets, data on employment by sector is partly available in the BMET database. To improve researcher access and empower policy-makers, data on employment by sector for both the internal and external labour markets should be incorporated into a single database system or be available through a single dashboard.

3.3. Other existing database systems and content

After the successful completion of the LMIS project by the BBS with procurement support from the World Bank and finance from the Government itself, the BBS is producing snapshots and info-graphics based on quarterly LFS survey and detailed report with analysis is published annually. The BBS's *Household income and expenditure survey* (HIES) done every five years is also collecting basic migration data. As per an understanding between the BBS and the ILO, the former will start collecting more data under the HIES and the LFS from next year.

The Bureau of Educational Information and Statistics (BANBEIS) at the Ministry of Education has detailed data on education information. Data on underemployment or employment linked to education attainment can be generated from the BANBEIS database. They also have a well-developed MIS system which could be incorporated into a more comprehensive government information system.

Ministry of Disaster Management and Relief also has an MIS system attached to the ministry's Employment Generation Program for the Poorest (EGPP) project, which involves 900,000 beneficiaries who are working in rural infrastructure. As per World Bank data, 31.1 per cent of the population (or 47 million people) are considered to be "poor" and 17.4 percent (or 26 million) "extremely poor". The EGPP targets the latter segment of extremely poor, with 3.02 million beneficiaries in 2012/2013 (World Bank, 2015). Thirty-six per cent of these beneficiaries were women, contributing to overall female labour force participation. Another programme undertaken by the EGPP project is Food for Work, now turned into a money for work programme. Here, no women are included, as workers are engaged with heavy construction tasks. This programme also has an MIS system.

The National Skill Development Council (NSDC) database collects household data including a remittance indicator and an individual's current residency status. These two variables can be shared and integrated into the MWMIS.

The Department of Social Service under the Ministry of Social Welfare keeps an updated MIS that includes data on disability. They also hold data on the allowances provided to widows over the age of 18, who may well be active in the labour market. The department conducts a comprehensive survey every few years and that survey is updated quarterly. This is a robust database system.

The creation of the Civil Registration and Vital Statistics (CRVS) database is a mammoth initiative under the Prime Minister's Office that aims to handle component by component the data of different directorates like the BBS, Access to Information (A2i), the Planning Commission, municipalities, etc. It is important to share select vital micro data on migration in the CRVS platform. Additional integration can also be done with health sector data, but this is only possible under an initiative with a long-term national strategic roadmap on data sharing in place. So, these larger integration initiatives could be implemented further down the line, perhaps in five to ten years' time as required.

However, the biggest so far database systems in Bangladesh are:

- National census database (under the BBS – Planning Commission);
- National ID database (under the Election Commission);
- Database systems of the Department of Immigration & Passports (under the Ministry of Home Affairs); and
- The Bangladesh Road Transport Authority database systems (see table 3).

Table 3. Bangladesh Government database systems potentially relevant to LMIS and MWMIS

Data holder	Available database systems
Access to Information (A2i), Prime Minister's Office	Civil Registration and Vital Statistics (CRVS) database; National Job Portal
Bangladesh Bureau of Statistics (BBS)	National census database; Household Income and Expenditure Survey (HIES)
Election Commission	National ID database
Department of Immigration & Passports, Ministry of Home Affairs	Passport database system
Bangladesh Road Transport Authority, Ministry of Road Transport and Bridges	Driving License and other personal info
Bureau of Educational Information and Statistics (BANBEIS), Ministry of Education	Education Information
Department of Youth Development (DYD), Ministry of Youth and Sports	Skill training with personal profile of youth
National Skill Development Council, Ministry of Education	Household data, including remittance
Supply Chain Management Portal, Ministry of Health and Family Welfare	Health workers, drug availability/supply, hospital asset tracking database.
Ministry of Disaster Management and Relief	Employment Generation Program for the Poorest (EGPP) project database
Ministry of Social Welfare	Data on disabled people, included widows above the age of 18 who received allowances
Source: Compiled by the authors	

4. Analysis on needs and gaps in the LMIS and MWMIS

4.1. Safe migration and the need for data

Potential migrants realize that detailed, accurate information from official sources will help them to verify and make decisions upon what they hear from other sources, including friends, family, and recruiters. As a result, they will be better able to migrate without falling victim to forced labour, trafficking, or other forms of exploitation. Middleman/sub-agents think that it is necessary to have some important indicators in migrant workers' information system such as work status, visa fees, checking visa, living conditions, working hours, wages and safety. This information can make their process of sending people easier and safer without risking their reputation at the community level where they live.

4.2. Database integration to support circular migration

In the wake of climate change-induced displacement and internal migration from ten-plus districts of Bangladesh (Siddiqui and Mahmood, 2015), there is a need for staging and managing migration to rotate skilled labour throughout the internal market and to send them to overseas markets. It is also important to retain skilled returnees within the local labour force for increased productivity and growth. These returnees can also act as entrepreneurs and/or trainers of skills to novices, or they may re-migrate to get even higher skilled jobs.

In Bangladesh this circular migration is not yet done as a matter of policy, but this is a matter that must be addressed to attain the target annual GDP growth of 8 per cent or above. To develop and maintain a successful circular migration policy aimed at skills development, it is very important to gather, maintain and disseminate essential data, as this information plays a significant role in maintaining balance between the ever growing external and internal labour markets. This argument for a strategy for circular migration management in the labour migration sector may not be entirely out of the question if such a strategy were to be embedded in international initiatives like the Global Compact on Migration (Azad, 2017). It may even serve positively for Bangladesh to use advanced analytics to plan the stages of migration of labour to different countries with an eye towards skills development.

4.3. Lack of direct coordination among data holders

Bangladesh lacks data on the labour markets in countries of destination. Although it has initiated a 52-country scoping study to assess their labour markets, this is a just one-off effort and labour markets change constantly, requiring consistent follow up and analysis. As a country of origin, Bangladesh has a serious need for information and data on countries of destination and on migrant workers, both to preserve the welfare of the labour migrants working abroad and to seize upon opportunities in overseas labour markets as they develop.

There is currently a lack of coordination between and amongst the labour attachés at Bangladeshi embassies in countries of destination and the data-holding ministries, agencies, and TTCs back in Bangladesh. This lack of coordination and engagement is potentially even more damaging than the lack of consistent data in the ministries, because it means that even the existing data is not being put to timely use. Apart from the Musaned system in Saudi Arabia, Bangladesh has to rely on labour attachés to get firsthand information of labour market conditions in countries of destination. Bangladesh therefore needs to have a mechanism to survey and assess labour market demand at

regular intervals, and to prepare and process its migrant worker resources accordingly. Labour attachés interviewed for this study revealed that they typically do not have access to adequate systems nor do they have the requisite human resources to perform thorough surveys of the job market in countries of destination. But even when attachés do have labour market information available, they do not have any direct links to the TTCs under the BMET. This leads to two negative outcomes:

1. When urgent or even normal time-bound demands for migrant workers are placed with the attachés (or through any other channel), there are delays in finding trained, willing migrants to send for those jobs.
2. Because information collected by labour attachés is not directly available to the TTCs, the centres do not provide training based on the actual labour demands in overseas markets. This results in jobs that could be filled by Bangladeshi workers if they had received the appropriate training remaining vacant or going to workers from other countries.

Currently, TTC training curricula are gradually being updated, but to maximize the effectiveness of training there needs to be broadly accessible data management systems that will enable TTCs to set their training priorities based on real-time information on the changing labour needs in destination countries, and for Bangladeshi missions to know whether there are trained workers in Bangladesh who are ready to fill job vacancies as they come up.

4.4. Right to data access

As per article 55(6) of the Constitution of Bangladesh and the the Right To Information Act, 2009, access to information and data is a right. Migrant workers therefore automatically have a right to information. Any ministry, division, or office constituted under the Rules of Business as given in the Constitution is duty bound to provide information to the citizenry. Section 2 of the Right to Information Act, 2009 defines the authorities and “information providing units” that are bound to provide information upon the demand of a citizen (barring exceptions outlined in section 7). These authorities and information providing units include:

- Any private organization or institution run on foreign funding;
- Any organization or institution that undertakes public functions in accordance with any contract made on behalf of the Government or made with any public organization or institution;
- Any other organization or institution as may be notified by the Government in the official gazette from time to time will abide by the law and ensure information is catered to the citizens as and when required, demanded...
- Head office, divisional office, regional office, district office or upazila [sub-district] office of any department, directorate or office attached to or under any ministry, division or office of the Government;
- Head office, divisional office, regional office, district office or upazila office of an authority.

As per article 27 of the Overseas Employment and Migration Act 2013 and per paragraphs 1.8.2, 1.8.3, and 1.8.5 of the Expatriates' Welfare and Overseas Employment Policy 2016, the specific rights of migrants as a group that is vulnerable but specially contributing to the economy is ensured and advocated. International instruments like the 2030 Development Agenda: Sustainable Development Goals (SDGs) and Conventions like International Convention on the Protection of the Rights of all Migrant Workers and their Families, 1990, also specifically underscore the need for availability and access to information and data to ensure safety and to uplift standards of living. Data sharing can therefore be instructed from a rights perspective as well. The National Human

Rights Commission can play a vital role in this case to ensure all ministries share data that will eventually cater to the needs of labour policy and the migrant worker community.

4.5. Possible sources of data on labour

An ongoing ILO regional initiative called the Project on South Asia International Labour Migration uses several sources to create a dataset that may shed light on labour migration issues in Bangladesh. These data sources include: labour force surveys; population censuses; housing censuses; housing surveys; social and economic surveys; migration surveys; and government administrative records, like civil registers, records from ministries and border agencies, and official government estimates. This gives an idea of the possible data sources for information on labour migration and internal labour market forces.

4.6. Data sharing

Currently, 35 government agencies are sharing the data of the Election Commission. This was possible under the active guidance of the Cabinet Division of the Government of Bangladesh. This is an important precedent in data sharing and procedures, demonstrating that data sharing among government agencies should be possible with regard to labour and migration, given that only around 12 ministries and three directorates are involved.

4.7. Data integration

Different ministries, agencies/directorates, embassies of the government have owned or kept some data, and they all have their own data collection and storage processes and systems. However, ministries have not been working to more broadly integrate or share their data. In addition, private organizations involved in labour migration and skills development in Bangladesh do not communicate among themselves regarding data sharing or integration, only rarely sharing their information with stakeholders or researchers. Nevertheless, in order to integrate data kept at different ministries/agencies/directorates, there needs to be an authoritative taskforce for data pooling and sourcing. The BMET can contract a private agency or organization to devise a comprehensive and combined database system that can work with all ministries under the Government's authority to connect all agencies, allowing them to integrate their data. The government taskforce then can oversee the designing, structuring, and execution of that work. An ideal scenario would be to link the National ID database, the passport office database, and the Bangladesh Road Transport Authority database with the LMIS and the MWMIS.

4.7.1. Impediments to data integration

After analysing survey findings and secondary research findings, as well as analysing input from four core technical group meetings and two multi-stakeholder consultations used for validation, it was found that data availability is not a daunting challenge, as most of the data required is at least partially available. But the challenge lies in instituting a process to systematically generate data with acceptably comparable methodologies and to populate databases at regularly defined intervals. Also regarding data integration, are many complexities involved in scrutinizing and incorporating information from different ministries and organizations. With this in mind, table 4 lays out the data gaps and needs, their current status, the desired state, and measure.

Table 4: Overview of the current state of data collection as well as the desired parties and outcome measurements

Issue area/purpose	Current state of (potential) data sources	Desired state – Parties who should be involved in data collection and handling	Identified data gaps	Current practices causing gaps	Means of measuring outcomes
Job prospecting structure/system in destination countries	▪ Job vacancy announcements at the BMET and recruiting agencies; ▪ Annual working condition projections and communiqués between Bangladesh and countries of destination in the beginning of the year (Ministry of Foreign Affairs)	▪ TTCs: - for G2G and other arrangements); ▪ DYDs and Ministry of Youth and Sport; ▪ recruitment agencies; ▪ <i>dala/s</i>/middlemen; ▪ labour attachés in embassies: - labour market survey data; - Social and housing data in country of destination; ▪ CSOs like RMMRU, Centre for Policy Dialogue, and Bangladesh Institute of Development Studies; ▪ UN agencies like the ILO and the International Organization for Migration (IOM); ▪ International organizations like Migrant Forum in Asia; regional associations like the South Asian Association for Regional Cooperation (SAARC); ▪ regional processes like the Colombo Process and the Abu Dhabi Dialogue	With regard to overseas employment: ▪ types of job; ▪ living conditions; ▪ salaries; ▪ investment opportunities; ▪ saving schemes;	▪ Migrant workers not having a job contract; ▪ Vacancy announcements going unnoticed or unmonitored; ▪ No attention to verification of contract validity, work hours, working conditions, or standard payment requirements	Regular collecting and monitoring of the following: ▪ a recruitment progress index disaggregated by skill; ▪ fulfillment of requirements on language preferences; ▪ records of violation of working hours, i.e., hours of work without pay or underpay; ▪ records of salary mismatches; ▪ contact details and addresses of the recruitment companies in countries of destination ▪ contact details of actual employers in countries of destination

Issue area/purpose	Current state of (potential) data sources	Desired state – Parties who should be involved in data collection and handling	Identified data gaps	Current practices causing gaps	Means of measuring outcomes
Informed job / self-employment prospecting by returnee migrants in Bangladesh	There is simply no record of employment scope and recruitment offers upon return of a migrant. Although some returnees are qualified for positions as foremen /supervisors, these are advertised in English. So returnees lack means to access notices of opportunities, and if they could find such a role they might not have enough English to understand the position requirements.	▪ BMET; ▪ Bangladesh Bank; ▪ local employers; ▪ banks; ▪ local business associations and trade bodies like the DCCI, FBCCI, BASIS, BGMEA, etc.	Needs for the domestic employment market and businesses: ▪ types of support offered; ▪ regions of support; ▪ eligibility of returnee migrants.	Data on labour is not collected in any consistent manner, and/or it cannot be accessed in the public domain. Although sporadic datasets exist in private and public domains.	Regular posting of jobs with details is needed for returnees. The Government's IT cell – A2i – is launching a skills and employment portal very soon. That will have English and Bangla versions. That can go a long way to meet the initial need and help identify gaps in the new process.
Data on returnee migrants	Data forms are filled out only when there is a problem before/during return, or if a worker is prematurely returned due to a crisis or individual problem.	▪ Special Branch – Immigration and the <i>Probashi Kallayan</i> Desk (BMET): - filling returnee forms in upon arrival at the airport; ▪ DEMOs; ▪ Civil Aviation: - upon receiving dead bodies (necessary for benefit payments) ▪ Ministry of Shipping; ▪ Social Welfare Ministry: - coordination on returnee persons with disability data	▪ returnee needs upon arrival; ▪ social conditions of returnee households; ▪ economic conditions of returnee households; ▪ remigration possibility; ▪ employment/self-employment possibilities; ▪ types of business ideas.	Special Branch of Police (Immigration Dept.) maintains critical data of returnees with problems. No other data is kept, and this limited data is not shared – even with any other ministry – on a regular basis.	Info needed for monitoring and calling from the returnee database for jobs, benefits: ▪ number of returnees; ▪ temporary return before re-migration; ▪ permanently returned; ▪ condition/employment after coming back; ▪ capital accumulation.

Issue area/purpose	Current state of (potential) data sources	Desired state – Parties who should be involved in data collection and handling	Identified data gaps	Current practices causing gaps	Means of measuring outcomes
Labour demand and supply profile	■ BMET ■ TTCs	■ Labour attachés; ■ TTCs; ■ WEWB; ■ DYDs; ■ BBS; ■ BANBEIS; ■ Ministry of Social Welfare.	Lack of comprehensive and regularly updated database or study on labour demand profiles and incomplete supply profiles.	No coordination between training facilities under different ministries, including: ■ MEWOE; ■ Ministry of Youth and Sport; ■ Ministry of Labour; ■ Ministry of Women and Children Affairs; ■ Ministry of Education; ■ Ministry of Social Welfare.	Labour demand profiles can be categorized in the following manner: ■ sector-wise demand; ■ formal; ■ informal; ■ shortages of labour (by region, occupation (as per ISCO)), etc.
				Also, lack of coordination between the BBS and the private sector on micro data related to employability and unemployed youth	

Desired state – Parties who should be involved in data collection and handling		Current state of (potential) data sources			Means of measuring outcomes	
Issue area/purpose	Current state of (potential) data sources	Desired state – Parties who should be involved in data collection and handling	Identified data gaps	Current practices causing gaps	Means of measuring outcomes	
Standardization in data collection (primary/secondary research-based)	■ LFS ■ BMET database ■ other research orgs ■ TTCs ■ DEMO	■ BBS; ■ A2i; ■ BMET; ■ BAIRA; ■ CSOs like RMMRU, Centre for Policy Dialogue, and Bangladesh Institute of Development Studies; ■ UN agencies like the ILO, IOM, UNICEF, and UNDP; ■ International organizations like the Migrant Forum in Asia; ■ Regional processes like the Colombo Process.	Regularly updated database maintained utilizing one clear standardized format approved by the competent authority (i.e., the BBS).	Although the BBS is making sincere efforts and regularly updating its own database and data collection processes so as to bring them in line with global standards, no other ministry or agency has the ability or even appetite for such improvements. cursory efforts aided by donors are not followed up under these ministries.	Set a standard format for data collection and maintain that standard. This can be either from the following sets: ■ annual/quarterly data; ■ household/ national data.	
Training	■ TTCs ■ DEMOs ■ DYDs ■ Ministry of Shipping	■ TTCs and training centres in the private sector; ■ DEMOs; ■ DYDs; ■ sector-specific training institutions (like nursing, hospitality, marine, fisheries, etc.).	Trainings do not follow labour demand.	Not engaging in regular study of labour demand	■ sector specific training; ■ number of trainees (by sector); ■ required training sector.	

Source: Compiled by authors

4.8. Data on child labour

Data on child labour needs to be integrated into the database systems of the LMIS and MWMIS, even though information against this indicator cannot be procured directly. The BBS is working in this regard in association with the United Nations Children's Fund (UNICEF). According to the ILO (2015), 1.2 million Bangladeshi children are trapped in worst forms of child labour. According to a BBS report, 3.45 million child labourers could be found in Bangladesh in 2015, and in 2005 the figure was 3.2 million (UNICEF, 2010).

A multifaceted approach to eliminating child labour – particularly the worst forms of child labour – is necessary given the scale of the issue in Bangladesh. Essential to any efforts would be the collection and maintenance of comprehensive and regularly updated statistics on child labour, highlighting regions, communities, and industries where the problem is particularly acute in order to take a focused approach to intervention. Incentivized programmes may be formulated to discourage parents and employers from continuing this practice. Success in eliminating child labour does, however, mean the introduction of labour shortages in industries that make substantial use of child workers. Comprehensive child labour statistics would allow for labour needs estimates to be formulated and enable coordinated schemes to employ adult workers in these sectors; thereby showcasing the need for incorporating child labour data in the LMIS and MWMIS.

Recently, a study on child labour conducted by the Ministry of Labour presented statistics on children who are working in hazardous or risky conditions. Any design of an awareness campaign and/or a corporate social responsibility programme may be informed by this gender/area/occupation disaggregated data. Current government efforts around child labour revolve mainly around awareness-raising campaigns against child labour, and providing education and health support to vulnerable working children.

4.9. Data on investment and capital accumulation

There do not appear to be any organizations currently collecting data on how much capital returnee migrants typically invest or accumulate as a result of their time abroad, though there have been one-off surveys in the past. In 2014 the BBS took on this question through the HIES survey as well as a specific Survey on the use of remittances (BBS, 2014), wherein they recorded information on how much returnee migrants invested and in which sector they invested. The 2014 BBS report highlighted multiple dimensions of remittance use, with a focus on: a) a global perspective of remittances; b) the socio-economic conditions of remittance-receiving households; c) various characteristics of migrant workers sending remittances; and d) the various uses of remittance income (expenditures, savings, investment patterns, etc.). This type of survey needs to be done on a regular basis, with results fed into the labour database systems. Remittance and remittance use are very complex variables to understand, as the data relies on migrant workers divulging personal financial information, which they may be unwilling to share. However, this data's inclusion in the database is key to developing policies around encouraging responsible remittance use among migrant workers and their families with the aim of helping potential and returnee migrants to become part of a community network of returnee or migrant investors. For other stakeholders and government, this data also helps to estimate macro-level development in the production phase of the labour migration cycle. As the BBS and Bangladesh Bank do have data on the sending of remittances, it could be possible to expand data collection to include information on capital accumulation.

4.10. Worker productivity by sector

Worker productivity refers to the amount of output produced per work hour. Any effective and successful business (or sector) understands the importance of productivity in the workplace. Being

productive can help a firm grow and utilize the full capacity of the human resources it has. The BBS is working on this indicator, as they mention worker productivity data in their Quarterly Labour Force Survey. However, it is also necessary to include productivity at the sector level. These data will not only help in understanding the needs of the labour market, but also benefit employers to know the demand of returnee migrant labour in localities available for employment. In addition, the BBS needs to more clearly define their variables to provide concrete distinctions between the current classifications of “firm labour” and “non-firm labour”. There is also a need to cover worker productivity in the informal sector, which at the moment is excluded from consideration in the BBS survey.. It is very important to understand this data to better predict and manage economic productivity.

5. Proposed data content for the LMIS and MWMIS

5.1. Proposed content for BMET database system for outgoing and returnee migrants

Based on the comparison and analysis of data gaps and needs, this study proposes some data fields that need to be included in the BMET form filled out by the potential migrant workers prior to departure. In that sense, this report proposes a sample registration form, based on the BMET registration form, to be filled out by both potential migrant workers and returnees, as the information sought is applicable to both.

Table 5 presents the fields already included in the BMET potential migrant registration form, with the proposed new data fields in a separate column.

Table 5. Data fields in BMET potential/returnee migrant registration form with proposed additional fields

Heading	Current data fields	Proposed new data fields
Personal information	▪ name; ▪ father's name; ▪ mother's name; ▪ spouse's name; ▪ National ID; ▪ birth country; ▪ birth district; ▪ nationality; ▪ religion; ▪ birth date; ▪ desired job; ▪ sex; ▪ marital status; ▪ weight (kg); ▪ height (m); ▪ no. of daughters; ▪ no. of sons; ▪ passport issue date; ▪ permanent address; ▪ mailing address	▪ current working status
Nominee information	▪ nominee name; ▪ address ▪ relation to worker; ▪ phone/mobile	—
Education information	▪ degree name; ▪ year earned; ▪ institution/school; ▪ board; ▪ subject ▪ grade/division ▪ language of study	—

Heading	Current data fields	Proposed new data fields
Health condition	–	- Any disability? - Any chronic disease? - vaccinations
Language skill	- spoken skill - writing skill	–
Experience/previous work information	- company name; - position; - service from (start date); - service until (end date); - address; - phone/mobile; - contact person; - email; - responsibilities; - achievements	- sector; duration of work - salary/wage; - working hours per day; - any government or company record/rating?
Training information	- training name; - institute; - duration (months); - description	–
Current/desired employer's information	- name; - address; - country; - province/district; - contact nos.; - email	- demand note – date of issue, serial number; - offered salary/wage per hour/month; - required skills; - working hours per day; - contract period
Returnee data	–	- name; - National ID; - age; - date of return from abroad; - reason for return; - Interested in remigration? - duration of stay abroad; - amount remitted; - investments; - capital formation

Source: Compiled by authors

5.2. Proposed content for BBS database system for labour in the domestic market

Many data variables are already available in the existing source of the LMIS – the Labour Force Survey – and this data is easily accessible. This data includes qualifications (education background, requirements, and skill sets); sources of labour (as per age, gender); and sources of recruitment (as per type, area). However, some important variables are unavailable in the information system like: wage; working conditions; fill ups of vacant jobs (against drop outs – as per area, age, qualifications); seasonal migration; and head hunting at the lower management level. According to respondents surveyed for this study, the LMIS needs more information on experience and skills, as well as details on the nature of employers (such as their work category). There is also a need to incorporate, define, and classify indicators and parameters for variables like: informal sector employment; worker productivity; productivity of workers by sector; child labour; capital formation; and investment. See table 6 for recommendations along these lines.

Table 6. Additional variables in the LMIS, as proposed by stakeholders¹

Question	Stakeholders' Group-1	Stakeholders' Group-2	Stakeholders' Group-3
What information should be contained in an LMIS?	Destination country – General information: type of opportunities; existing demand sectors; State policy; employer lists; country economy and culture; Basic or minimum requirements/competencies Destination country – Specific migration information: type of training provided; migration policy; MOUs /BLAs; disaggregated migrant movement data; channels and cost of remittance data country-specific migration costs; standard contract details If Ministries need any specific information; USP of employment as possibly sought out by the job seekers in general.	Labour supply information (data available through the BBS, and disaggregated by sex, age, occupation, etc.) Labour market demand (disaggregated by trade, occupation, salary, cost, and sex)) Information of skills training providers Trade union and community-based organization information	Supply: working age population; rate of participation (disaggregated by age, sex, skills, education, experience, trade/industry category, hours of work) Demand: country-wise demand (disaggregated by age, sex, skills, education, experience, trade/industry category, hours of work); country-wise participation (i.e., market share of Bangladesh) wages; remittance
How can this information be authenticated?	▪ Missions in both countries of origin and countries of destination (posted on online portal); ▪ Private online verification system, with approval of host and destination (e.g., MUSANET, SYNERFUX); ▪ MEWOE; ▪ BMET; ▪ BAIRA	▪ Official statistics	▪ Labour force surveys (for both Bangladesh and destination countries); ▪ Other official data (including from local government sources)

Question	Stakeholders' Group-1	Stakeholders' Group-2	Stakeholders' Group-3
Which government agency should collect this information and maintain it?	▪ BMET; ▪ MRU	▪ BBS; ▪ BMET; ▪ MEWOE; ▪ NSDC	▪ BBS; ▪ DEMO; ▪ Local government bodies; ▪ NSDC
What needs to be done to ensure that needs are communicated to agencies involved in training, education, and skills development?	▪ Policy coordination with NSDC (also coordinate with Ministry of Labour and Employment and MEWOE). ▪ Based on review of destination demand and requirements/specifications, evaluate, update, and monitor training standards. ▪ Form high-level committee from concerned ministries and allied departments, and hold quarterly review meeting and reports (needs political will)	Skills training provider: ▪ NSDC will coordinate and disseminate information to skill training providers Government coordination: ▪ MEWOE can coordinate through a working group/task force	Communication: ▪ Design and establish reporting system among the responsible agencies Government coordination: ▪ Establish inter-ministerial mechanism

¹ The stakeholder groups referenced in this table were part of an ILO consultation done before this research was commissioned. Stakeholder groups were composed of three working groups formed from representatives from civil society, employers, recruiters, government, international and UN agencies, donors, etc. Groups were mixed.

Source: ILO Consultation on Data Integration in Dhaka in March 2017

6. Need for conceiving a modular structure for the LMIS and MWIMS

There is a need for the MWMIS and LMIS to be integrated database systems so as to better guide policy formulation and enhance targeted, effective development initiatives from the Government and other stakeholders. In view of the difficulties in data sharing between government agencies and in the public space at large, particularly the perceived sensitivities of the individual data holding agencies/directorates under different ministries, this report proposes a simple modular-based interconnected interoperable application (IOA) that will connect all database systems and present the integrated data through a single dashboard for ease of use. A simple IOA is presented in Figure 1 below. In this way existing dataholders will retain their databases, and the information will be accessed as separate modules in a single dashboard from a remote server to present a unified data-accessing experience to users – i.e., the general public.

Figure 1. Representation of a potential modular structure related to the LMIS & MWMIS



Source: Compiled by authors with design by Ms. Rahnuma S. Khan, National Programme Officer, ILO

Other relevant issues that might be added to such a modular IOA (interoperable application)⁴ are:

- Return and reintegration: Accommodating reintegration in the system may include the use of data converted from qualitative information. Rest may be incorporated in the references for welfare or under the research and publication button (see figure 1).
- Psycho-social and economic support: Information around psycho-social support may include the following:
 - A list of psycho-social and economic needs;
 - Availability of psycho-social support services to overcome trauma and stress;
 - Number of psycho-social trauma including PTSD patients by region (without infringing on privacy rights, as purpose will be to help establish the case that this is a common phenomenon);
 - List of social and economic reintegration issues;
 - The access (by numbers/areas/occupations/countries of destination/gender), trustworthiness, readiness, and user satisfaction of the various migration services offered by the Government and non-governmental organizations (NGOs);
 - Access of returnee and prospective migrant workers to DEMO offices and their satisfaction with the services offered; and so on.
- References⁵ – Publications on schemes for reintegration offered by different government, NGO, and commercial institutes and entities.
- Referrals – Immediate first contact points (i.e., contact information, phone numbers) at different stages of migration where a migrant or worker under duress can seek help in an emergency.
- A single module that only displays a comparative picture of employment opportunities overseas, including the scope, skills, wages in different destination countries abroad as well as in regions and localities within Bangladesh. This would help internal migrants and workers looking to migrant abroad to choose immediately from this limited dashboard instead of going through detailed data, much of which is not needed for their purposes.

⁴ Inter-operable application/interconnection-oriented architecture (IOA): a software application's capability to communicate, execute programs, or transfer data among various functional units (or systems) in a manner that requires the user to have little or no knowledge of the unique characteristics of those units. Within an IOA, a concept like "the network is the computer" becomes a reality.

⁵ "References" in this context refers to informal or formal publications of guidelines or information booklets on various issues.

7. Conclusions and recommendations

The following are the conclusions and recommendations from this report:

- It is important to implement the solutions discussed in this report. Survey respondents including potential migrants, returnees, employers, recruiting agencies, middlemen, and other stakeholders recommended strengthening databases and information systems.
- The definition of skills should be clearer and data kept accordingly in the BMET database.
- Although the BMET is working with the ILO to make its database fully International Standard Classification of Occupations (ISCO) compliant, IT human resources who will work in data entry and receive forms from migrants must be trained first and seriously to make sure data is not entered incorrectly.
- The BMET could try to match data – especially migration-related data – at the household level with the HIES conducted by the BBS every five years.
- Required training on job searching, use of smart cards, and filling out forms should be provided to potential migrants for better digitization of data.
- The government should monitor registered recruitment agencies thorough the online system. In addition, labour attachés, G2G contracts, and skills certification should be taken care of to allow for easy reference to individual workers' details in the event of an emergency or problem. The Government should maintain a chain of command for data collection and integration. Strong collaboration between government organizations and NGOs and other organizations should maintained.
- Job portals can play a vital role in expanding workers access to job market news both with regard to overseas job markets and within Bangladesh. The Government can potentially pool this job market data for display on the skill and job portal currently under construction at A2i under the Prime Minister's Office. Users of the A2i site could click through from this centralized hub to access individual job portals listing positions of interest. This way, individual portal-based jobsites/businesses will not be hurt, as any registration/final viewing will be done on the business sites, but at the same time workers will get greater access to a broader variety of job listings.
- Job posting analytics can generate further insight into labour market conditions in Bangladesh and countries of destination. As this is a big data issue, such analytics need detailed and variable data. These analytics are based on data-mining and should give an at a glance view of changing trends and patterns in the job market. Job posting analytics will inform policy-makers, employers, potential employees (for both the domestic and overseas markets), and researchers in their analyses and policy formulation processes. Data clusters to be examined include:
 - demand and supply profiles with regard to occupation, wage, skill, type of employee, area of hiring;
 - details of access to specific sites (i.e., time of access; day of access; duration of usage; area/location of the IP address; government, non-government, or private IP address; which sub-categories that particular user accesses; associated searches that fail to produce any result because there is no data on that search request, etc.), providing analytics that reveal ebbing and rising flows in interest regarding specific modules/sites;
 - number and source (category) of flags (i.e., troubleshooting issues) raised while browsing, accessing data, downloading, or communicating; thereby revealing the efficiency of the sites bridged by the IOA or the integrated system;

- seasonality issues or crisis periods that can be easily analysed against international, national, or local news events and situations; and so on.
- Sub-agents (dalal) should be taken under direct supervision of the Government, in part to ensure data collection and integrity. If sub-agent data is kept, it will help the Government to restrain brokers and agencies from demanding excessive fees from migrant workers, including in some instances taking away almost 50 per cent of overtime pay earned by the workers they place.
- While connecting or integrating data, it is necessary to segregate micro and macro data, given that micro data is globally dynamic and changeable within an interval of just a few years, whereas macro data is needed for pattern and predictive analyses over longer periods.
- Before including any new variables or modules in the integrated system, it is necessary to conduct market analyses, such as:
 - studies of countries who have demonstrated success in labour migration; and
 - convergence/divergence analyses.
- Regarding the need for an innovative and economically efficient means of data collection to populate the data fields in the database systems, a national competition could be arranged for university- and college-level students. For instance, students may be asked to conceive of methods of collecting and populating data that is cost-efficient and is user friendly. Any such innovative methods would help the Government to get data from the field on a regular basis that will feed individual databases in different sectors.
- A core team needs to be set up – including participation by the BBS, BMET, A2i, CRVS team, DYD, Special Branch, Ministry of Foreign Affairs, relevant civil society organizations (CSOs), and National Human Rights Commission – to coordinate the data integration process under the guidance of the Reform and Coordination wings of the Cabinet Division.
- The BBS database should include information on immigration, youth employment (with age categories), and labour demand profiles.
- The BMET database must include data around returnee migrants, reintegration, and migration trends from the perspective of the supply side and demand side; include a full profile of migrant workers across the entire migration cycle; and detail skill specifications.
- Capacity building on concepts like ISCO categories and data entry are key.
- The BMET should also be using a single word or term to identify a single occupation.
- The BMET could issue a supplementary smart card to the family members of migrants when they leave the country, so that the family left behind can get services and benefits from the process. This will ensure that the migrants also use this smart card and the information contained within can be used by all agencies.
- Bangladesh Bank in coordination with the Ministry of Finance can share micro data on remittances and micro level investment in bonds purchased using remittance money, and these figures could be tallied with the data of individual banks and exchange houses to bring further transparency to the banking sector and optimize remittance earnings.
- Government ministries and relevant stakeholders and organizations should incorporate data on youth from databases/datasets that are generated during the training imparted by DYDs, directorates under the Ministry of Social Welfare, the Ministry of Shipping, the Ministry of Labour, MEWOE and so on.
- DEMO offices should be more involved in migrant worker training before sending individuals abroad. The Government should provide adequate training facilities, staff, equipment, and needs-based support to the DEMO offices. DEMO offices should be set up at every upazilla (currently they are only found at the zilla level).

- Active embassy services should be emigrant-friendly, and overseas missions should ensure necessary services like insurance and medical services in government hospitals in the country of destination.
- A BMET cell or a public–private partnership between the Government and CSOs/private sector can assess job portals used in overseas markets and match them with the results of the 52-country job market scoping that was done by the Government of Bangladesh. This will serve as an important source for identifying future data sources and data quality.
- The most essential indicators that need to be incorporated into the database systems are data on: return, re-employment by sector; disabled returnees; seasonal migration; and capital accumulation by returnees.
- The Ministry of Finance should be involved in the data integration process and initiatives, as they will ultimately have to approve any budgetary allocation for such an undertaking by the Government.
- The Information Application should include inbuilt audio-visual aids so all types of users, such as less-educated individuals or people with disabilities, can easily understand the steps in the process. The RMMRU team has already instructed A2i on this matter, and A2i comprehends the need for such efforts very well, as they have previously performed a similar project aimed at teenage audiences. The application can include some buttons with pictures to link users to content such as: illustrations/pictorial representations of key concepts; songs; animated content; and audio descriptions.
- Government should maintain a chain of command for data sharing and integration via an application under A2i. But data collection, standardization, maintenance (upgradation, filtering, validation after data migration and/or merging, etc.), and repository-related technical issues should be handled and maintained by the BBS.
- Cross-checking the validity/authenticity of data provided by migrants and local workers is very important. Some level of campaign needs to be initiated aimed at potential migrant workers attaining a minimum level of financial management literacy and data literacy (i.e., data selection, data comprehension, data management, and data usability).
- To successfully make use of data, there is an absolute need to ensure that data is collected correctly and via a singular approved method, and that the population of data in the systems is updated at appropriate and agreed upon intervals. For this reason, there should be incentive programmes designed and implemented before and after database system integration and the launching of any application or portal.
- For successful data sharing the key political issues that need to be addressed include unwillingness (as the main barrier) and bureaucratic red tape. On the technical side, the main issues to be addressed include absence of a legal government framework for data sharing and accessibility, and the absence of an official protocol around data sharing.
- A best practice policy guideline manual and/or an official protocol around data sharing need to be written and implemented to handle database system integration processes and practices. Creation of these guides and protocols will ensure the safety, security, and privacy of all actors from migrant workers to think-tanks to the government itself. It will help establish a practice of transparency and good governance.
- Data sharing or accessing can only bring benefits if the whole process and the portal are user-friendly, clutter-free, relatable, and easily reachable at reasonable Internet speeds on laptops or on smart phones. So, adequate Internet bandwidth is important to run this IOA, which will be pooling data from across several database systems, and merging and projecting the needed information on a single dashboard as per user needs.

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Appendix I. Data variables available in the Labour force survey of the Bangladesh Bureau of Statistics

- Total population of the country, by quarter, sex, and area
- Total working age population aged 15 or older, by quarter, sex, and area
- Total labour force aged 15 or older, by quarter, sex, and area
- Total Labour force aged 15 or older, by quarter and sex
- Not in Labour force aged 15 or older, by quarter and sex
- Employed population aged 15 or older, by quarter and sex
- Employed population aged 15 years or older, by quarter and sector
- Unemployed population aged 15 or older, by quarter and sex
- Total Unemployed population aged 15 or older, by quarter, sex, and area
- Total Unemployed population aged 15 or older, by division, sex, and quarter
- Not in labour force aged 15 or older, by quarter, sex, and area
- Distribution of the population, by sex and quarter
- Total working age population aged 15 or older, by quarter, sex, and area
- Total labour force aged 15 or older, by quarter, sex, and area
- Total Employed population aged 15 or older, by quarter, sex, and area
- Distribution of employment, by age group and quarter
- Distribution of employment, by sex and quarter
- Distribution of employment, by occupation and quarter
- Distribution of employed persons, by status in employment and quarter
- Distribution of labour force status, by quarter
- Distribution of labour force status, by quarter and locality
- Distribution of labour force, by quarter and locality
- Distribution of not in labour force, by quarter and locality
- Distribution of employed population, by quarter and locality
- Distribution of unemployed population, by quarter and locality
- Distribution of labour force by quarter and sex
- Distribution of Not in labour force by quarter and sex
- Distribution of employed population by quarter and sex
- Distribution of unemployed population by quarter and sex
- Distribution of employed population by quarter and sector
- Distribution of employed population by quarter and industry
- Distribution of employed persons by quarter, sector and informality
- Not in labour force aged 15 or older, by quarter, division, sex and area
- Employed population aged 15 or older, by quarter and economic sector

- Total employed population aged 15 or older, by quarter, sex and area
- Employed population aged 15 or older, by sex and quarter
- Employed aged 15 or over, by age group, sex and area
- Employed aged 15 or older, by age group and Quarter and sex
- Informal employment aged 15 or older, by division, area, sex and quarter
- Distribution of Informal employment by quarter, sex and area
- Labour under-utilization of the country, by quarter, sex and area
- Labour under-utilization of the country, by quarter, sex and area
- Employed population aged 15 or older, by occupation, sex and area
- Employed population aged 15 or older, by division and sector of employment
- Employed population aged 15 or older, by sector and locality
- Employed population aged 15 or older, by division and locality
- Employed population aged 15 or older, by ownership, sex and area
- Employed population aged 15 or older, by sector, sex and area
- Employed population aged 15 or older, by ownership, and economic sectors
- Employed population aged 15 or older, by ownership, and economic sectors
- Employed population aged 15 or older, by occupation, sex and area
- Employed population aged 15 or older, by education level, sex and area
- Employed population aged 15 or older, by education level, sex and area
- Employed population aged 15 or older, by ownership, sex and area
- Employed population aged 15 or older, by occupation and education level
- Employed population aged 15 or older, by industry and education level
- Employed population aged 15 or older, by status in employment, sex and area
- Employed population aged 15 or older, by occupation and status in employment
- Employed population aged 15 or older, by industry and status in employment
- Employed population aged 15 or older, by age group, sex and area
- Employed population aged 15 or older, by division and locality
- Employed population aged 15 or older, by division and sector of employment
- Employed population aged 15 or older, by division and status in employment
- Employed population aged 15 or older, by sector and locality
- Employed population aged 15 or older, by division and locality
- Working age population, labour force, employed, unemployed, not in labour force aged 15 or older, by broad age group, sex and area (in 000)
- Working age population, labour force, employed, unemployed, not in labour force aged 15 or older, by broad age group, sex and area
- Working age population, labour force, employed, unemployed, not in labour force aged 15 or older, by broad age group, sex and area

- Working age population, labour force, employed, unemployed, not in labour force aged 15 or older, by broad age group, sex and area
- Working age population, labour force, employed, unemployed, not in labour force aged 15 or older, by broad age group, sex and area
- Working age population, labour force, employed, unemployed, not in labour force aged 15 or older, by broad age group, sex and area
- Working age population, labour force, employed, unemployed, not in labour force aged 15 or older, by broad age group, sex and area
- Working age population, labour force, employed, unemployed, not in labour force aged 15 or older, by broad age group, sex and area
- Employed population aged 15 or older, by formal/informal sector, economic sector and area
- Informal employment aged 15 or older, by broad economic sector, sex, and area
- Informal employment aged 15 or older, by age group, sex and area
- Informal employment aged 15 or older, by age group area and sex
- Informal employment aged 15 or older, by age group area and sex
- Formal employment aged 15 or older, by education level, sex and area
- Informal employment aged 15 or older, by division, area and sex
- Informal employment aged 15 or older, by Occupations, sector of employment and sex
- Formal/informal employed population aged 15 or older, by education level, sex and area
- Informal employment as % of total employment aged 15 or older, by industry, and sex
- Formal/informal employed population aged 15 or older, by ownership, sex and area
- Informal employment aged 15 or older, by Occupations, sector of employment and sex
- Unemployed rate aged 15 or older, by broad age group, sex and area
- Unemployment rate aged 15 or older, by division, area and sex
- Unemployment rate aged 15 or older, by quarter, and sex
- Unemployed population aged 15 or older, by broad age group, sex and area
- Unemployed population aged 15 or older, by education level, sex and area
- Unemployment rate aged 15 or older, by education attainment, area and sex
- Unemployment rate aged 15 or older, by literacy, area and sex
- Unemployment rate aged 15 or older, by division, area and sex
- Unemployment rate aged 15 or older, by broad age group, locality and sex
- Unemployment rate aged 15 or older, by division, area and sex
- Mode of looking for job of unemployed aged 15 or older, by area and sex
- Not looking for job aged 15 or older, by reason, area and sex
- Youth aged 15–29 unemployment rate, by age group, sex and area
- Youth aged 15–29 unemployment rate, by education level, sex and area
- Unemployed youth aged 15–29, by duration in unemployment, sex and area
- Unemployed youth aged 15–29, by duration in unemployment, and education

- NEET by broad age group, sex and quarters of population aged 15 years and over
- NEET by division area and sex of population aged 15 years and over
- Youth aged 15–24 not in employment and not currently in education or training, by age group, sex and area (in 000)
- Youth 15-24 NEET, by completed education level, sex and area
- Youth 18-35 NEET, by completed education level, sex and area
- Youth aged 15-24 NEET, by age group, sex and area
- Youth aged 15-29 NEET, by age group, sex and area
- Labour force participation rate (LFPR)aged 15 or older, by broad age group, sex and area
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- Labour force participation rate (LFPR)aged 15 or older, by broad age group, sex and area
- Labour force participation rate (LFPR), by broad age group, sex and area
- Unemployment rate aged 15 or older, by division, area and sex
- Unemployment rate aged 15 or older, by division, area and sex
- Unemployment rate aged 15 or older, by education, area and sex
- Unemployment rate aged 15 or older, by education attainment, area and sex
- Unemployment rate by age group, migrant/non-migrant and sex
- Proportion of own-account and contributing family workers in total employment aged 15 or older, by age group, sex and area
- Persons aged 15 or older engaged in own use provision of services in the previous 1 week, by labour force status, sex and area
- Persons aged 15 or older engaged in own use services in the previous 1 week, by labour force status, sex and area (in 000)
- Average hours spent by persons aged 15 or older engaged in own use services in the previous 1 week, by education, sex and area
- Average hours spent by persons aged 15 or older engaged in own use services in the previous 1 week, by labour force status, sex and area
- Average hours spent by persons aged 15 or older engaged in own use services in the previous 1 week, by age group, sex and area
- Distribution of persons aged 15 or older engaged in own use services in the previous 1 week, by literacy, sex and area
- Persons aged 15 or older engaged in own use goods in the previous 1 month, by labour force status, sex and area
- Average hours spent by persons aged 15 or older engaged in own use goods in the previous 1 month, by labour force status, sex and area
- Average hours spent by persons aged 15 or older engaged in own use goods in the previous 1 month, by age group, sex and area

- Persons aged 15 or older engaged in Volunteer work in the previous 1 month, by labour force status, sex and area
- Persons aged 15 or older engaged in Volunteer work in the previous 1 month, by age group sex and area
- Persons aged 15 or older engaged in Volunteer work in the previous 1 month, by education, sex and area
- Persons aged 15 or older engaged in Volunteer work in the previous 1 month, by type, labour force status, sex and area
- Persons aged 15 or older engaged in Volunteer work in the previous 1 month, by type, age group, sex and area
- Persons aged 15 or older engaged in Apprentice work in the previous 1 week, by hours range, sex and area (in 000)
- Hours spent by persons aged 15 or older engaged in Apprentice work in the previous 1 week, by hours band, sex and area
- Persons aged 15 or older engaged in Apprentice work in the previous 1 week, by age group, sex and area
- Persons aged 15 or older engaged in Apprentice work in the previous 1 week, by education, sex and area
- Persons aged 15 or older engaged in Apprentice work in the previous 1 week, by hours range, sex and area
- Labour under-utilization of the country, by quarter, sex and area
- Discouraged jobseekers of the country, by age group, sex and area
- Time related underemployed of the country, by age group, sex and area
- Potential labour force of the country, by age group, sex and area
- Unemployed population of the country, by age group, sex and area
- Labour under-utilization of the country, by education attainment, sex and area
- Employed population aged 15 or older, by intention of work, sex and area
- Employed population aged 15 or older, by intention of work, and economic sector
- Employed population aged 15 or older, by intention of work, sector, sex and area
- Employed population aged 15 or older, by intention of work, sector, sex and area
- Occupational segregation (aged 15 or older), by sex and area
- Female share of employment aged 15 or older in high-status occupations, by broad sector
- Female share in employment of persons aged 15 or older, by major occupational group and area
- Share of women in wage employment of persons aged 15 or older in the non-agriculture sector, by area
- Share of women in wage employment of persons aged 15 or older in the non-agriculture sector, by area
- Distribution of employed persons aged 15 or older, by BSIC at 2-digit level, sex and area
- Persons aged 15 or older, by working age population, labour force status, division and sex
- Persons aged 15 or older, by working age population, labour force status, sex and stratum

Managing Migrant Worker Information in Bangladesh: Needs & Gaps

This particular report *needs and gaps* assessment for the Integrated Migrant Workers Information System and the Labour Market Information System in Bangladesh discusses the existing gaps in information and data flows in Bangladesh regarding the local labour market and labour migration. It recommends a more effective system to improve decision-making and planning in the skills system, so that the demand and supply of skills are closely matched. This paper focuses on the existing gaps, the need for up-to-date information systems, and possible sources of information to be incorporated in the near future.