



# INTERNATIONAL **JOB MARKET** DEMAND ANALYSIS

Bangladesh Context

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**Period of study: January 10, 2017 - April 09, 2018**

# ACRONYMS

ADP	Annual Development Program
BAIRA	Bangladesh Association of International Recruiting Agencies
BBS	Bangladesh Bureau of Statistics
BLA	Bilateral Labor Agreement
BMET	Bureau of Manpower, Employment, and Training
BMLM	Bangladesh Ministry of Labor and Manpower
BOESL	Bangladesh Overseas Employment and Services Limited
BSCO	Bangladesh Standard Classification of Occupations
BSEP	Bangladesh Skills for Employment and Productivity Project
BTEB	Bangladesh Technical Education Board
CoD	Country of Destination
DEMO	District Employment Manpower Office
DFA	Department of Foreign Affairs
DFID	Department for International Development
EC	European Commission
EPS	Employment Permit System
ESCAP	Economic and Social Commission for Asia and the Pacific
FGD	Focus Group Discussions
FPM	Financial Projection Model
G2G	Government-to-Government
GCC	Gulf Cooperation Council
GDP	Gross Domestic Product
GFMD	Global Forum on Migration and Development
GMG	Global Migration Group
GoB	Government of Bangladesh
IDA	International Development Agency
ILMP	International Labor Migration Phenomenon
ILO	International Labor Organization
IMF	International Monetary Fund
IOM	International Organization for Migration
ISCO	International Standard Classification of Occupation
ISSQ	Industry Sector Standards and Qualifications
IT	Information Technology
KIIs	Key Informant Interviews
KSA	Kingdom of Saudi Arabia
LFS	Labor Force Survey
LMIS	Labor Market Information System
M&E	Monitoring & Evaluation
MDG	Millennium Development Goals
MEWOE	Ministry of Expatriates' Welfare and Overseas Employment
MICIC	Migrants in Countries in Crisis
MOA	Memorandum of Agreement
MOLE	Ministry of Labor and Employment
MoU	Memorandum of Understanding

# ACRONYMS

NGO	Non-Government Organization
NLRC	National Labor Relations Commission
NSC	National Skill Certificate
NSDC	National Skill Development Council
NSDP	National Skill Development Policy
NSQAS	National Skills Quality Assurance System
NSS	National Skill Standard
NTC	National Training Council
OCW	Overseas Contract Worker
ODA	Overseas Development Assistance
OECD	Organization for Economic Co-operation and Development
OEDB	Overseas Employment Development Board
OWWA	Overseas Workers Welfare Administration
PDOS	Pre-Departure Orientation Seminar
POEA	Philippines Overseas Employment Authority
RMA	Rapid Market Appraisal
RMMRU	Refugee and Migratory Movements Research Unit
RMMS	Regional Mixed Migration Secretariat
SAARC	South Asian Association for Regional Cooperation
SDC	Swiss Agency for Development and Cooperation
SDCMU	Skills Development Coordination and Monitoring Unit
SDIC	Skill Development Implementation Committee
SDP	Skills Development Project
SDPF	Skills Development Program Framework
SEIP	Skills for Employment Investment Program
SEP-B	Skills and Employment Program Bangladesh
SIMICA	System of Information on International Migration in the Countries of the Andean Community UAE United Arab Emirates
SQA	Skills Quality Assurance
STEP	Skills Training Enhancement Project
TTA	Time Trend Analysis
TTC	Technical Training Centre
TVET	Technical and Vocational Education and Training
UAE	United Arab Emirates
UN	United Nations
UNCTAD	United Nations Conference on Trade and Development
UNDP	United Nations Development Program
UNFPA	United Nations Population Fund
UNHCR	United Nations High Commissioner for Refugees
USAID	United States Agency for International Development
WARBE	Welfare Association for the Rights of Bangladeshi Emigrants
WB	World Bank
WEO	World Economic Outlook
WTO	World Trade Organization

# EXECUTIVE SUMMARY

## Perspective

Overseas employment has become a cornerstone in the socio-economic context of Bangladesh. Pioneered by individual initiatives to explore job opportunities in different parts of the world, and encouraged by supportive government policies and programs, more than 11.66 million Bangladeshi nationals have so far migrated overseas for employment. Bangladeshis are now dispersed across 160 countries, covering all major continents and regions. The experience of more than half a century underlining a significant positive trend in the outflow of nationals for overseas migration, which suggests that there are ample opportunities for further labor migration in older destinations and it can be extended by exploring new destinations.

Besides, female migration has been playing a progressive role in the overall flow of migrants from Bangladesh. With less than 1.49% of total migrants in as late as 1992, females now comprise more than 6.1% of total migration in 2017. The annual trend rose consistently from 2000 to 2012. However, in 2014, the number of female migrant workers more than doubled to 76,000 from only around 37,000 in 2012. The number of female overseas employment was over 121,000 in 2017, which is the highest since 1991. Importantly, female migrants comprise mostly less skilled domestic and service related occupations. Most of the recent female migrants work as domestic help, factory worker, Caregiver, sales person, health-worker, doctor, engineer, technician etc.

Overseas employment represents over one-fifth of the annual addition to the country's total labor force and over half of additional manufacturing jobs created in recent years. Migration plays a pivotal role in the economy of Bangladesh mainly in two major ways: firstly, it reduces unemployment; and secondly, migration positively affects the remittance flow. The inflow of remittance has increased every year with some periodic downswings, and it is substantially contributing to the achievement of the Sustainable Development Goals (SDGs). The remittance has redeemed country's dependence on external resources and helped improve leverage over pressures from international donor agencies. Despite recent down trends in the flow of remittances, it's the second most important source of foreign exchange for the country – second only to RMG, and comprises around 5-6% of the country's Gross Domestic Product (GDP). There is an emerging consensus that the remittance from nationals working abroad has potential for country's long-term development.

There are periods of significant upswings in the level of migration, reaching new peaks as experienced during 2007, 2008, and once again in 2017. Such periodical swing is associated with sudden increase in the flow of migration to some specific destinations. For instance, a significant increase in the flow of migration between 2006 and 2007 was associated with policy shifts in two major destinations - UAE in the Middle East, and Malaysia in the South east. The recent upturn in migration, beginning from 2014, is related to increased migration to different countries. What it underlines is the fact that the observed trend in migration from Bangladesh is not a case of smooth and predictable sail, rather a bumpy course.

## Purpose

The purpose of the current study is to carry out international market mapping for overseas employment through analyzing country-wise job demand, supply strength, and training needs as well as legal issues related to migration of professional and skilled workers with different skill levels. Additionally, the study aims at branding specific

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• <sup>1</sup> World Bank Data, 2016

trades of Bangladesh and strengthening the capacity of BMET in terms of overseas employment worldwide.

The specific objectives of the research work are as follows:

1. To explore specific demanding job sectors in the international market in terms of professional and skilled trades;
2. To forecast demanding trades of professional and of different skill levels in international job market;
3. To identify specific countries where professional and skilled human resource of Bangladesh could be employed;
4. To analyze the comparative advantages of major labor supplying countries.
5. To identify the demand of female workers in particular trades.
6. To find out standard qualifications, which the workers should possess to fit in the internationally demanding job sectors;
7. To suggest specific professional and skill trade attributes for designing or strengthening training programs;
8. To suggest changes in government policies as well as legal framework in formulating or strengthening the government's policy framework for operating overseas labor markets more effectively;
9. To identify some specific professionals (e.g. Engineer, Doctor, Graduate Nurse etc.) and skill trades (e.g. welding, plumbing etc.) to be "the brand skilled Trades" of Bangladeshi Overseas workers;
10. To suggest ways of branding specific trades.

## Existing Research Gap

Despite Bangladesh's long experience with international migration, there is a dearth of research work related to the prospects of labor migration from Bangladesh has been quite limited, particularly when it comes to focusing specifically on the future prospects of labor migration, identifying and highlighting major underlying factors, and projecting the future level and trend of migration.

Rigorous and systematic analysis of international migration prospects involves a clear understanding of both theoretical as well as practical aspects of international job markets dispersed across countries, regions, and continents. It further involves identification and utilization of appropriate research tools and techniques toward generating relevant information answering pertinent questions.

A well-defined analytical framework, appropriate and reliable data sources, and objectivity in data analysis are some of the key elements. Most important, such studies should be clearly focused, and executed by qualified and experienced professionals, and guided and monitored by a team of experts. Successfully completed, such research findings would have significant positive impact on future policy planning.

There exists, however a significant gap between the previous studies and current one:

**Firstly**, the previous studies were not focused specifically on the prospects of migration from Bangladesh as its prime objective; touched upon the issue rather on a sideline basis.

**Secondly**, no previous study provided a comprehensive approach to the issue in the truest sense of the term. The current study focuses on the prospects of labor migration in terms of skill and occupation, sector orientation, and geographical distribution, to list a few.

**Thirdly**, the current study identifies and utilizes the most relevant and appropriate research methods and

instruments. Reliance on primary data is the unique feature of the current study based on such sources as survey, key informant interviews, interview of overseas employers, focus group discussions, and in-depth field observations.

**Fourthly**, the current study has the broadest possible horizon to look into prospects of labor migration from Bangladesh. It makes a detailed profile of 53 different countries from across the globe – which has been done never before, and conducts in-depth field study in 12 different countries.

## **Methodology**

Deployment of primary data is central to the present study generated through development and utilization of diverse research instruments such as literature review, sample survey, key informant interviews, Focus Group Discussions (FGDs), in-depth field studies, and consultation with different stakeholders at different stages of the study. Consultation involved, among others, the core research team, BMET, Ministry of Expatriates' Welfare and Overseas Employment, and Office of the Access to Information (a2i).

Sample survey on different stakeholders followed systematic random sampling techniques and covered a total of around 1,557 samples. These included, among others, 308 foreign employers, 1,011 current migrants, 226 Key Informant covering different segments of the population.

The uniqueness of the study is that, detailed field-visits were made in 12 countries with prospects of migration from Bangladesh, which were selected based on systematic random sampling from among the list of 53 countries which are at the core of the study. These include Algeria, Belarus, Brazil, Bulgaria, Egypt, Palau, Sudan, Poland, Russia, Spain, Seychelles and Slovenia. Given Bangladesh's existing MoU with particular countries, these were excluded from the sampling process to begin with – KSA, Singapore, Malaysia, Hong Kong and South Korea.

Whilst primary data was the main stream of data sources, it was complemented, where necessary, by secondary data collected from all available sources. It included data from BMET, UN, World Bank, IOM, ILO, etc.

Towards data analysis, the study utilized different tools, such as: charts and diagrams, simple tables, cross-tabulation, trend analysis, and regressions. Qualitative information relied on reviews and summaries.

## **Major Observations, Findings and Recommendations**

### **Prospect and Projection of Future Overseas Employment:**

Future job prospect for Bangladeshi migrant workers has been perceived to be quite promising. This is based on opinions expressed by the key informants, such as: recruiting agents, returned migrants, academicians, and labor attaches were interviewed for the purpose of the current study. In their opinion, future job prospects from Bangladesh are either 'very good' or 'good'. Only a small proportion of the KIIs expressed pessimism on the issue – calling the prospect either 'depressing' or 'very depressing'.

Different factors underlying the perception about future prospects of migration, positive or otherwise, can be grouped under two broad dimensions: (a) demand side factors, (b) supply side factors. The demand side factors include: economic growth of the country (Average GDP growth rate, Expansionary fiscal policy), demographic transition (population growth rate, percentage of total population aged 65 and above), growth rate of labor force, attitude toward migrants (average growth rate of international migrant, percentage of international migrant stock, percentage of Bangladeshi migrants in terms of total stock), unfavorable attitude towards certain jobs of local citizen, labor importing policy of destination country. The supply side factors include availability of need based training, government sponsored recruitment system, easy/systematic migration process, building image of Bangladeshi expatriate through branding, strengthening bilateral relationship, presence of embassy in both the countries, strong trade/investment relationship. Inhibition of local people towards certain jobs and cost

effectiveness of Bangladeshi workers have been identified as important factors underlying perceived positive future prospects.

The recent positive trend in the level of migration would seem to validate the revealed positive perception about the future of migration. The overall trend of migration lately has been in the positive direction. Since 2014 overall level of migration has been increasing consistently, in 2013 it was 409,253, in 2016 it ascended to 757,731, and finally reached to 1,008,525 in 2017 – the highest annual outflow of migrants reached ever. Notably, during the last couple of years the upward trend in migration has been most uninterrupted – increased continuously.

The level of migration in future – despite difficulties in the choice of an appropriate methodology for this purpose, is expected to be increased by 1.5 times within the next decade. Compared to the current level of around 1 million – as of 2017, it is expected to rise to around 1.5 million in 2027.

### **Economic Sectors with Job Prospects:**

Based on the perception of the expatriate workers dispersed across different countries and continents and years of country level experiences, seven major economic sectors underline future job prospects for Bangladeshi workers. Jobs prospects are majorly offered by four economic sectors – construction, services, industry and agriculture. In the opinion of the sample Bangladeshi expatriates, construction is the single most important sector which alone accounts for about 28.21% of the total respondents. This is followed by various services which account for 24.45% of total. Few other sectors identified as having future prospects – besides the top four, include health, tourism and ICT:

**Table: Economic Sectors with Future Prospects for Overseas Employment**

SL.	Particular economic sectors	Demand (%)
1	Construction	28.21
2	Service	24.45
3	Industry	21.82
4	Agriculture	13.48
5	Health	4.77
6	Tourism	2.50
7	ICT	0.78
8	Others	3.99
<b>All Together</b>		<b>100</b>

Across individual countries – particularly based on country visits, service sector is the most important in Spain and the least important in North Sudan. In Egypt industrial sector is most prospective, as is construction in Algeria. What it would suggest is that stage of economic development in a particular country is an important indicator of future job prospects for Bangladeshi workers.

### **Recommended Professions and Skill Trades:**

Different occupations and skill categories have been found with future prospects based on past trends, survey findings, and job portals on individual countries. Based on survey results, a total of 171 different occupations have been identified with future prospects. Top on the list in professional categories are Engineer (civil), Manager, Engineer (computer), Engineer (mechanical), Merchandiser, doctor, and in skill categories are construction worker, mason, restaurant staff, industrial worker, cleaner, driver, cook, farm labor, electrician, plumber, domestic help,

garment worker. Employers have expressed their interests to recruit the following numbers of professionals/ workers in the following occupations immediately or in near future:

Table: Specific Demand under Professional category					
Sl. No.	List of Occupations	Total Demand	Sl. No.	List of Occupations	Total Demand
1	Manager	5,655	22	Administrator	20
2	Programmer	5,020	23	Commercial Officer	20
3	Project Coordinator	2,030	24	Engineer (Marine)	20
4	Engineer (Civil)	408	25	Doctor	20
5	Engineer (Electrical)	335	26	Support Service Engineer	20
6	Supervisor	318	27	Web Designer	20
7	Supervisor (Construction)	185	28	CA	15
8	Merchandiser	172	29	Interpreter	11
9	Designer	132	30	Engineer (Food)	10
10	Architecture	110	31	Financial Expert	10
11	HR	106	32	Manager (Supply Chain)	10
12	Doctor	103	33	Nurse	10
13	Accountant	95	34	Purchases Officer	10
14	Engineer (Computer)	89	35	Teacher	10
15	Businessman	60	36	Economist	8
16	Cashier	42	37	Executive-Ticketing	5
17	Engineer (Textile)	40	38	Agronomist	2
18	Engineer(Chemical)	40	39	Engineer	1
19	Pharmacist	33	40	HR	1
20	Interior Designer	32	41	Shipping Agent	1
21	Manager (Construction)	30			

Table: Specific Demand under Skill category					
Sl. No.	List of Occupations	Total Demand	Sl. No.	List of Occupations	Total Demand
1	Skilled Labor	19,283	33	Painting Supervisor	250
2	Semi-skilled Labor	18,616	34	Cook	222
3	Mason	4,683	35	Line in charge	211
4	Machine Operator	3,942	36	Bar Tender	207
5	Painter	3,680	37	Vacuum Machine Operator	150
6	Plumber	3,181	38	Garments Worker	90
7	Labor (Construction)	2,150	39	Gardener	70

Sl. No.	List of Occupations	Total Demand	Sl. No.	List of Occupations	Total Demand
8	Tailor	2,105	40	Farming Expert	55
9	Plantation/ Harvester	2,000	41	Agriculture Labor	50
10	House Maid	1,702	42	Site Agent	50
11	Labor	1,610	43	AC Technician	45
12	Carpenter	1,422	44	Guard	40
13	General worker	1,331	45	Travel Guide	39
14	Technician	1,189	46	Hotel Boy	31
15	Cutting Master	982	47	Assembling staff	30
16	Foreman	800	48	Cabin Crew	30
17	Construction worker	780	49	Auto Cad Master	20
18	Welder	777	50	Designer (Fashion)	20
19	Food Processing	710	51	Online Service	20
20	Hoster	700	52	Wood Designer	20
21	Unskilled Labor	658	53	Packaging	12
22	Quality Controller	640	54	Computer Operator	11
23	Electrician	601	55	Market Analyst	10
24	Chicken Feeding	600	56	Others	10
25	Ironing staff	600	57	Receptionist	10
26	Service Boy	548	58	Slaughterer	10
27	Cleaner	491	59	Automobile Mechanic	5
28	Salesman	369	60	Fisherman	5
29	Semi-skilled Cleaner	336	61	Recycling staff	5
30	Driver	315	62	Waiter	5
31	Sewing	300	63	Security Guard	1
32	Steel Fixer	300	64	Warehouse Asst.	1

## Prospective Countries for Future Employment:

A total of 41 countries have been identified as having prospects for future employment of Bangladeshi nationals. Based on the survey results, these countries can be further categorized according to the possible number of future employment per year:

Category	Country	Demanding Skills	Level of Prospect	Possible Number of Employment/year
1	KSA, Oman, Qatar, UAE	Suitable for various skill categories	Highly Prospective	100,000 and above
2	Bahrain, Jordan, Malaysia, Singapore	Suitable for various skill categories	Prospective	20,000 to 99,999
3	Lebanon, Mauritius	Suitable for various skill categories	Moderate	5,000-19,999
4	South Korea	Suitable for industrial workers	Limited Prospect	100 to 4,999
	Algeria	Suitable for construction workers		
	North Sudan	Suitable for less skilled occupations		
	Seychelles	Suitable Multi-skilled workers		
	Uzbekistan, Bulgaria, Russia, Slovenia, Spain, Turkey, Hong Kong, Japan, Poland	Suitable for various skill categories		
5	Ukraine, Australia, China, Netherlands, New Zealand, South Africa, Sweden, USA, Albania, Austria, Belgium, Bosnia, France, Germany, Hungary, Macau, Norway	Suitable for high skill categories	Very Limited Prospect	Below 100
	Taiwan	Suitable for various skill categories		

## Recommended Strategies to Harness the Opportunities:

Based on the different characteristics of the prospective countries, the government can focus on the following strategies to harness the opportunities of future migration:

Name of Countries	Country Considerations	Strategy
Bahrain Brunei Jordan KSA Kuwait Lebanon Malaysia Mauritius Oman Qatar UAE Singapore South Korea	<b>Exploring the maximum opportunities in existing large market</b>	<ol style="list-style-type: none"> <li>1. Identifying and exploring emerging and/or less focused sectors and arrangement of training to fit the needs of those sectors.</li> <li>2. Retention of market by nursing already existing relationship with government of the labor receiving countries, employers and trade bodies.</li> <li>3. Listing all migrants with up to date skills in order to facilitate secondary migration for extracting higher benefit through better placement of the migrant workers utilizing their acquired experience in different prospective countries.</li> <li>4. Closely monitor return migrants, controlling outflow, and repatriation of migrants in home.</li> </ol>

Name of Countries	Country Considerations	Strategy
Algeria Belarus	<b>Foreign companies are the primary employers</b>	<ol style="list-style-type: none"> <li>1. Marketing and branding to be targeted to employer companies which are predominantly from South Korea, and China. Additionally, the foreign large companies operating in construction sector should be focused for formulating marketing strategy.</li> <li>2. Large construction conglomerates of Bangladesh shall be encouraged and facilitated to move in these markets with the condition of employment from Bangladesh.</li> <li>3. Bilateral relationship should be strengthen.</li> </ol>
China Japan South Africa	<b>Countries with Bigger market size</b>	<ol style="list-style-type: none"> <li>1. Arrangement of required training for demanding occupations</li> <li>2. Branding of those required skills in appropriate destination countries</li> <li>3. Develop bilateral relationship in favor of Bangladesh and taking strategic moves like signing MOU, and securing preferential recruitment.</li> </ol>
Hong Kong Seychelles Palau Uzbekistan	<b>Countries with limited market size</b>	<ol style="list-style-type: none"> <li>1. Branding of demanding occupations</li> <li>2. Send skilled workers</li> <li>3. Facilitate secondary migration from over-exposed destination countries.</li> </ol>
Australia Canada Netherlands New Zealand Sweden USA	<b>Market for professionals and skilled workers</b>	<ol style="list-style-type: none"> <li>1. Standardization of professional qualifications with target countries</li> <li>2. Facilitate secondary migration from over-exposed destination countries.</li> </ol>
Poland	<b>Country with Special Challenge</b>	<ol style="list-style-type: none"> <li>1. Promote image of Bangladesh to overcome the existing racial and religious discrimination.</li> <li>2. Develop bilateral relationship in favor of Bangladesh and taking strategic moves like signing MOU, and securing preferential recruitment.</li> </ol>
Brazil Macau Russia Slovenia Spain Taiwan Turkey Bulgaria	<b>Country with immediate demand</b>	<ol style="list-style-type: none"> <li>1. Taking appropriate initiatives to build rapport with employing companies engaging both government and recruiting agencies, and takes practical programs to fulfill the needs.</li> <li>2. Closely monitoring migration policy of destination countries and taking immediate opportunities of any change</li> <li>3. Develop bilateral relationship in favor of Bangladesh and taking strategic moves like signing MOU, and securing preferential recruitment.</li> <li>4. Arrangement of required training for demanding occupations</li> <li>5. Ease migration process considering the circumstances of each labor receiving countries.</li> <li>6. Promote investment driven model of employment where possible.</li> </ol>
Albania Argentina Austria Belgium Bosnia France Germany Hungary Iceland Norway Ukraine Venezuela	<b>Country with future demand</b>	<ol style="list-style-type: none"> <li>1. Close monitoring of the market demand and migration policy changes.</li> <li>2. Developing Bi-lateral relationship in order to exploit future opportunity.</li> </ol>

## Competitors and Challenges

While there are prospects for continuation of the current level of migration – as well as its diversification in terms of both skill composition and geographical destinations, realization of the potential is fraught with immense challenges. There are numerous competitors to deal with and challenges to be encountered. All these, however, vary across male and female migration, skill categories of interest, and destination of migrants.

The study has revealed that the major competitors of Bangladesh in the overseas market include India, Sri Lanka, Pakistan, Philippine, Nepal, Indonesia, Thailand and China. The relative strengths and weaknesses of the workers from these competitive countries vary in terms of occupations and skill categories.

Philippines is widely recognized for its well-developed training programs. The workers of Philippines are also perceived having good technical and administrative skills. India is a reliable source of skilled migrants particularly for the IT sector. They are also perceived as knowledgeable and hardworking workers in Europe. Besides, India is also a good source of medium and low skilled workforce including tailors, dress makers, sewers, health visitors, nursing, sanitary, hotel and restaurant keepers, etc.

Sri Lanka has been a greater source of less skilled workers to Gulf countries accounting almost 80 percent and they have good adaptation capabilities in different environment. The workers of Pakistan have expertise in agricultural sector and they are recognized as inexpensive labor. Pakistan is a large supplier of low or semi-skilled workers in the construction sector and their drivers have a good reputation in the overseas market. The strengths and weaknesses of major competitors of Bangladesh in overseas job market are summarized below:

Competitor	Strength	Weakness
<b>India</b>	<ul style="list-style-type: none"> <li>Perceived as more professional in comparison to other South Asian nations.</li> <li>Considered as a reliable source for skilled migrants.</li> <li>Have expertise in IT sector.</li> <li>The well-structured regulatory mechanism for migration.</li> </ul>	<ul style="list-style-type: none"> <li>The high wage of the skilled workers.</li> <li>Technical difficulties in accessing European labor market.</li> <li>Lack of training and qualifications in low skilled job category.</li> </ul>
<b>Philippine</b>	<ul style="list-style-type: none"> <li>Positive perception of the recruiters about the Philippine training organization.</li> <li>Better command of English language.</li> <li>Perceived as more qualified for technical and administrative roles.</li> </ul>	<ul style="list-style-type: none"> <li>The high wage of the skilled workers.</li> <li>Limited labor market relevancy.</li> </ul>
<b>Nepal</b>	<ul style="list-style-type: none"> <li>Considered as obedient, dependable and hard-working.</li> </ul>	<ul style="list-style-type: none"> <li>Skill levels are comparatively low.</li> <li>The formal migration process is perceived as overregulated and overprotective.</li> </ul>
<b>Pakistan</b>	<ul style="list-style-type: none"> <li>Workers in agricultural sector, low or semi-skilled workers in the construction sector, drivers have a good reputation.</li> <li>Being Muslim is advantageous in some countries.</li> <li>Inexpensive labor.</li> </ul>	<ul style="list-style-type: none"> <li>Less qualified labor.</li> <li>Being Muslim is disadvantageous in some countries.</li> </ul>
<b>Sri Lanka</b>	<ul style="list-style-type: none"> <li>Very good reputation as less skilled workers in Gulf countries.</li> <li>Good adaptation capabilities in different environment.</li> </ul>	<ul style="list-style-type: none"> <li>Lacks competitiveness and relevant training.</li> </ul>

The primary strengths of Bangladeshi migrant workers have been found to be as cost-effective, hardworking, law-abiding, quick learners and capable of adapting to new cultures. But, the foreign employers, interviewed for the

purpose of the study, identified some of the reasons for hiring less Bangladeshi workers. Among these are:

- language barriers
- low skill level
- High cost of migration
- cultural heterogeneity
- Lack of proper government support to workers
- Lack of cooperation from Bangladesh embassy

## Female Migration

The future prospect of female migration from Bangladesh is quite positive. Top five destinations of female migration include, in order of importance, the UAE, KSA, Jordan, Lebanon and Oman. Despite a long list of occupation and skill categories in which female migrants from Bangladesh are involved, less than 15 occupations accounted almost 96% of female migrants. More importantly, only five skill categories account for more than 84% of females. These include domestic help (servant), female labor, house worker and cleaner.

Different sectors employ female migrant workers. Notable among these are – in order of relative importance- services, industry and health. The single most important sector employing female migrant workers is service. The demand for female migrants are increasingly coming from various service activities in shops, department stores, clerical jobs – the ones so far dominated by female migrants from Philippines. The next important sector is industry, particularly readymade garments, already increasing number of female migrants are going to Mauritius, Middle East, and South-East to work in such activities. All such developments will positively affect the demand for female workers overseas.

### Recommended Destinations and Occupations for Female Workers:

Some distinct occupations seem to emerge as being prominent with implications for future opportunities for female migration. At the bottom of the occupation ladder are domestic workers. This includes domestic aid, housekeeper, babysitters etc. Then comes works outside the house and of menial type – cleaners, labor and porter. Both these types of activities are menial in nature, involve very little education and training, and payments are minimal too.

However, for working outside the domestic limits – in shops, hospitals, shopping malls etc. - the terms of employment could be better even though these types of work need only elementary education and training. Involvement in skilled or semi-skilled jobs such as factory worker, waitress, machine operator, beautician, secretary etc. offer better benefits and safety and security unlike domestic works.

Finally, professional and semi-professional jobs such as doctors, nurses, teachers, engineers are all on the top of the job ladder, which require years of education and training. The following table lists the major prospective destination countries along with their major demanding occupations:

No	Destination Country	Prospective Occupations		
		Less and Semi-Skilled level	Skilled Level	Professional Level
1	KSA	Domestic Help, Cleaner, Caregiver, Restaurant Staffs	Cook/ Chef, Driver, Industrial Worker	Doctor, Nurse, Medical technologist, IT Professional
2	Kuwait	Industrial Worker, Cook, Restaurant staff, Programmer, House Maid	Industrial Worker, Cook, Restaurant staff, Programmer, House maid	Industrial Worker, Cook, Restaurant staff, Programmer, House maid

No	Destination Country	Prospective Occupations		
		Less and Semi-Skilled level	Skilled Level	Professional Level
3	<b>Lebanon</b>	House Maid	Garment Worker, Machine Operator, Quality Controller, Embroidery Worker,	Human Resources Executive/Manager, Garment Technician, Quality Controller,
4	<b>Malaysia</b>	Restaurant Staffs, Domestic Help, Cleaner, Caregiver,	Industrial Worker, Driver	Doctor, Nurse, Medical technologist, Industrial Worker,
5	<b>Mauritius</b>	Restaurant Staffs, Domestic Help, Cleaner	Industrial Worker,	Doctor, Nurse & Medical Staff, Programmer, System Analysis, System Administrator, HR executive
6	<b>Oman</b>	Engineer, Industrial Worker, Restaurant Staffs, Domestic Help, Cleaner, Caregiver	Engineer, Industrial Worker, Restaurant Staffs, Domestic Help, Cleaner, Caregiver	Engineer, Industrial Worker, Restaurant Staffs, Domestic Help, Cleaner, Caregiver
7	<b>Qatar</b>	Restaurant Staffs, Domestic Help, Cleaner, Caregiver, Baby sitter	Industrial Worker, Cook/ Chef,	Doctor, Nurse, Engineer, Medical Technologist, Programmer,
8	<b>Spain</b>	Restaurant Staffs, Cleaner, Caregiver	Cook/ Chef, Driver	Doctor, Engineer, Programmer, System Analysis, System Administrator
9	<b>UAE</b>	Restaurant staff, House maid	Industrial Worker, Cook	Programmer
10	<b>UK</b>	House Maid, Caregiver	Garment Worker, Machine Operator, Embroidery-Worker, Construction Worker	Accountant, HR Manager , Garment Technician, ICT Professionals
11	<b>Australia</b>	Fruit pickers, Fast food cooks, Dishwashers, Restaurant staff	Hairdresser, bakers	Computer Programmer, System analyst, System Administrator, Accountant, Financial Expert
12	<b>Bahrain</b>	Restaurant Staffs, Domestic Help, Cleaner, Caregiver	Interior Designer, Industrial Worker	Doctor, System Administrator, Systems Analyst, Nurse & Medical Staff
13	<b>Bulgaria</b>	Caregiver	Industrial Worker	IT professionals
14	<b>Canada</b>	General Labor, Caregiver, Personal Care Provider - Home Care -	Agro- Industrial Worker, AZ Truck Driver	Doctor, Nurse, Medical Staff, Engineering (Chemical, Mining, Petroleum), Account Executive.
15	<b>France</b>	Baby-sitting, Restaurant Staffs	Factory worker	Communication Specialist , Program Assistant
16	<b>Japan</b>		Industrial Worker	
17	<b>Jordan</b>	Restaurant Staffs, Domestic Help, Cleaner, Caregiver	Garment Worker	Doctor, Nurse, Medical technologist, Programmer

### Recommendations to strengthen female migration:

Large stock of Bangladeshi female migrants is in the Middle Eastern countries, and most of them are engaged in lowly paid lower-level jobs in service sectors. Also a handful of female migrants are involved in mid-level jobs such as industry worker, nurse, shops and restaurant workers, carpenters etc. Also an insignificant portion of the Bangladeshi female migrants are engaged in higher-level professional jobs like doctor, engineer, IT professional, accountant etc. Despite the present concentration of female migration in low-level jobs, there are enough scope to create employment opportunity in mid and higher level segments of international job markets. For example, European countries, which are having large number of aging population, have demand for mid-level jobs for foreign migrants like nurse, caregiver etc. The study, from both primary responses and available information, reveals that there is scope for diversifying the portfolio of female migrants, both geography and occupation wise. Rationally, therefore, government should take appropriate policy and administrative measures to give impetus to supply female workers in the mid and upper segments of the international job markets, which are much more rewarding

and prestigious. As the government generates enough thrusts to capture market shares in these two segments, the remittance from female migrants is expected to significantly increase in near future. The government measures are to be undertaken in the following areas:

**1. Strengthening internal capacity**

- a. Introducing and/or strengthening skill based trainings with required language proficiency for the prospective female migrants.
- b. Providing orientation of the cultural affairs of the prospective countries to ensure easy adaptability with the unfamiliar socio-cultural environment.

**2. Introducing supportive migration process**

- a. Introducing One-Stop Service Center to provide necessary information about employment conditions with the aim of protecting them from potential abuses.
- b. Implementing a well-structured recruiting system to smoothen the process of obtaining visa, work permit or other relevant documents.

**3. Ensuring social security and rights**

- a. Arranging government to government dialogue and negotiation to ensure the welfare of female migrants.
- b. Strengthening contractual agreements and encouraging member states to implement relevant UN legislations.
- c. Ensuring strict monitoring system to have proper control over recruitment agencies to stop female trafficking.
- d. Enabling foreign missions to provide quick health/financial/legal support, if any case of violation of rights reported.

## **Standard Qualifications and Minimizing Skill-Gap**

One major challenge faced by Bangladeshi workers overseas is what is commonly known as skill gap – the divergence between the required education and experience from the employers’ point of view and that endowed by the migrants themselves. For this purpose, skill-category wise information was collected from different stakeholders, such as: foreign employers, expatriates, migrant workers, returned migrants, recruiting agencies, labor attaches, embassy officials, public policy planners, academicians and industry experts to assess the required standard qualifications. Information regarding the required standard qualifications were also collected from some of the job portals of different destination countries, so that data validation can be done through cross checking between primary data and available secondary data; and after that the ‘Standard Qualifications’ are finalized for each of the occupations of all professional and skill categories.

In Bangladesh there are 40 public Universities, 92 Private Universities, 350 Polytechnic Institutes, 70 Technical Training Centers, 6 Institutes of Marine Technology (IMT), 127 Technical Schools and Colleges, 4 agricultural colleges and 121 agricultural training institutes, which are offering professional degrees, diploma and certificate courses; and, under BTEB there are 7773 public and private institutes (up to December 2015), which are offering academic programs on different technologies. But, after scrutinizing existing training/education programs, a major gap is identified – “Lack of Relevant Work Experience”, necessary steps should be taken to minimize this gap. The government should give special focus on developing ICT (Information and Communication Technologies) based industries, so that Bangladeshi workers can possess the required skills to meet the growing demands of this emerging sector in the international market.

## Recommended Training Programs (new):

It has been observed that the required training programs for the following occupations should be introduced to develop necessary skills-set to meet the demands of international job market:

Sector	Name of the Occupation	Category	Required Standard Qualifications	Skill Gap
Agriculture	Butcher	Semi-Skilled	SSC, Training on whole animal butchery with experience	Program Not Available
	Chicken Feeder	Less Skilled	20 Days Short Training with Experience	Program Not Available
	Harvester	Semi-Skilled	20 Days Short Training with Experience	Program Not Available
	Agricultural Engineer	Professional	B.Sc. in Agriculture, Portuguese Language	Not Available In BMET (Portuguese Language)
Service	Seaman	Skilled	SSC, training on seamanship	Program Not Available
	Black Smith	Semi-Skilled	SSC, Trade course with experience	Program Not Available
	Manager (Supply Chain)	Professional	Bachelor in Business Studies/BBA/ MBA with Experience and Basic English/ Spanish language proficiency	Not available (language)
	Barber	Semi-Skilled	Short Course and Apprenticeship Program	Program Not Available
	Care Giver	Skilled	Diploma / 1 year skill certificate course	Program not Available
Tourism	Semi-Skill Cleaner	Semi-Skilled	Trade course certificate	Program Not Available
Industry	Fashion Designer	Professional	Diploma in Fashion Designing	Not Available In BMET
	Fork Lift Driver	Skilled	SSC. 3 month Apprenticeship Program	Program Not Available
	Heavy Vehicle Driver	Skilled	HSC, 6 month apprenticeship with driving license	Program Not Available
	Jewelry Maker	Skilled	SSC. 3 month apprenticeship program	Program Not Available
	Packaging Staff	Semi-Skill	3 months short course with experiences	Program Not Available

Sector	Name of the Occupation	Category	Required Standard Qualifications	Skill Gap
Construction	Gas fitters	Skilled	SSC(VOC)/ HSC with trade course and 1 year Experience	Program Not Available
	Security Guard	Skilled	HSC, with basic communication skill and trade course certificate,	Program Not Available
	Painting Supervisor	Skilled	SSC, trade certificate, basic communication skill with experience in painting	Not Available In BMET
	Painter	Skilled	Trade Course Certificate	Not Available In BMET
Power & Energy	Crane Operator	Skilled	HSC, Apprenticeship Program	Program Not Available
	Heavy Vehicle Driver	Skilled	HSC, 6 month apprenticeship with driving license	Program Not Available
ICT	Graphics and Animation Designer	Professional	Diploma in Multimedia (Still and Motion Graphics)	Program Not Available
Health	Nurse (France)	Professional	B.Sc. in Nursing, Fluency in French Language	Not Available In BMET (French Language)

## Recommendations for Strengthening Existing Training Programs:

It has been observed that, some modifications are needed to strengthen existing training programs to develop necessary skills to meet the requirements of international job market:

### 1. Redesigning the NTVQF:

The 08-Level NTQF of Bangladesh should be limited within 4 levels before Diploma. Based on several countries' experience, the following NTVQF model is proposed:

Schooling Year	Levels	Qualifications	Job Classifications	Name of Certificate
	L8	Doctoral and Post-Doctoral		
	L7	Masters		
	L6	Bachelor		
	L5	Diploma		
11, 12	L4	NSC-3/HSC (VOC-11,12)	Highly Skilled Worker	Senior Skill Certificate
9, 10	L3	NSC-2/SSC (VOC-10)	Skilled Worker	Junior Skill Certificate
8	L2	NSC-1/SSC (VOC-9)/RPL	Semi-Skilled Worker	R.P.L-2
5	L1	NSC-Basic/RPL	Less Skilled or Basic Worker	R.P.L-1

## 2. **Certification of Skills:**

There are specific names of Skill Development Certificates in China, which are: a) Junior Skill Certificate, and b) Senior Skill Certificate, based on these certificates, candidates are employed as junior or senior mechanic/technician. Bangladesh government may introduce these types of skill development courses in higher secondary level.

## 3. **Recognition of skill certificates:**

Skill certificate for different levels can be recognized and compared with different degrees of general education certificates, so that the skill certificate holders can get social recognition.

## 4. **Institutional framework for skill development activities:**

- Government can establish a '**Skill Development Board/HRD Service Center**' for training quality improvement and certification, which is available in many countries of the world.
- A '**Teachers Training Technical University (TTTU)**' can be established to increase the efficiency level of the teachers/instructors.
- Government can establish '**Directorate of Skill Development**' (DSD) to institutionalize the skill development activities.

## 5. **Separate wings for 'Technical Education' and 'Technical Training' under BTEB:**

BTEB should have separate wings for 'Technical Education' and 'Technical Training' to develop skilled human resource. Because, there are some fundamental differences between 'Technical Education' and 'Technical Training', which are summarized below:

Technical Education	Technical Training
It is for the regular students.	It is for the school leavers.
25% general subjects and 75% technical subjects are offered.	20% theoretical subjects and 80% job practice practical sessions are offered.
Practical experiments are conducted to make the theories understandable.	Job practice practical sessions are conducted to build-up the students' capacity to perform occupational duties.
After finishing technical education, students can become sub-Assistant Engineer or mid-level manager.	After completing technical training, students can become skilled/efficient worker of different levels.
Students get Degree Certificate.	Students get Skill/occupational Certificate.

## 6. **Relaxing admission criteria, upgrading syllabus and introducing HSC (Tech) courses:**

- The students who have passed SSC/equivalent exams of all groups should have the opportunity to enroll in the HSC level Technical or Vocational courses. At present only SSC (VOC) students can enroll in HSC level vocational courses.
- BTEB should introduce at least 4 technical subjects in HSC level courses, so that the students can avail necessary skills. In this moment only 1 technical subject is compulsory for the students. Proposed structure of HSC (Tech) courses:

11 <sup>th</sup> Class		12 <sup>th</sup> Class	
Course No.	Course Title	Course No.	Course Title
1	Bangla-1 <sup>st</sup> Paper	1	Bangla-2 <sup>nd</sup> Paper
2	English-1 <sup>st</sup> Paper	2	English-2 <sup>nd</sup> Paper
3	ICT-1 <sup>st</sup> Paper	3	ICT-2 <sup>nd</sup> Paper
4	Physics-1 <sup>st</sup> Paper	4	Physics-2 <sup>nd</sup> Paper
5	Trade-1 (Technical)	5	Trade-1 (Technical)
6	Trade-2 (Technical)	6	Trade-2 (Technical)
7	Trade-3 (Technical)	7	Trade-3 (Technical)
8 (Any One)	Mathematics-1	8 (Any One)	Mathematics-2
	Accounting-1		Accounting-2
	Social Science-1		Social Science-2
	Agriculture-1		Agriculture-2

- BTEB should introduce HSC (Tech) courses, because existing HSC (VOC) courses are not skill-development oriented. The following six HSC (Tech) trades can be introduced:
  - a. Automobile Trade
  - b. Electrical Trade
  - c. Electronics Trade
  - d. Mechanical Trade
  - e. Refrigeration and Welding Trade
  - f. Civil Construction Trade

## 7. Recruiting/Motivating eligible instructors/teachers in the Technical Training Centers:

It is imperative to recruit eligible and motivated instructors/teachers to ensure quality training or education, but the issue of same salary scale for different positions and different salary scales for same position is hindering the recruitment and promotion process. It can be resolved by implementing the following salary scale:

- Chief Instructor-9<sup>th</sup> grade
- Senior Instructor-10<sup>th</sup> grade
- Instructor-12<sup>th</sup> grade

## 8. Apprenticeship Program (Earning and Learning):

The best way to minimize the skill-gap of `Relevant Work Experience` is creating enough employment opportunities for the fresh graduates/trainees. As our economy is unable to produce required employment opportunities, our workers can be equipped with relevant work experience through the implementation of "Apprenticeship Program". The apprenticeship or dual training system is available in Austria, Denmark, Germany and Switzerland and they are classic examples of successful public-private partnerships in vocational education and training.

#### **9. Quality Improvement:**

- The government should monitor and improve the Institutional Quality Improvement (IQI), Teaching Quality Improvement (TQI) and Student Quality Improvement (SQI) checklist properly to ensure quality training/education.
- BMET may organize overseas/ foreign study tour for the trainers, so that they can have practical experience regarding standard training programs of successful countries.

#### **10. Recognition of prior learning (RPL):**

*Recognition of prior learning (RPL) and Certification of skills* should be accommodated in the NTVQF and considered to undertake aiming to open formal economy jobs to those who have not had the advantage of formal vocational training, because millions of workers in our country do not have the scope to engage themselves in formal training. Though they have necessary skills-set and successfully meeting the current demands, they don't have access to the international job market. Recognition means certification of their skills on the basis of standard qualification criteria, and this 'Certification' is intended to help foreign employers to recognize the skills and competencies of job applicants and thus make it easier for the workers to compete for jobs in the international job market.

#### **11. Advanced and Dynamic Training Module for Quality Assurance:**

Continuous development of training modules is necessary to cope up with the advanced technologies and to maintain the international standard. Some countries are pursuing accountability to standards through national qualification frameworks.

#### **12. Over/Under qualifications of the workers:**

It is necessary to address the issue of over/under qualifications of the workers. The weight of the training programs should be measured and different levels of training should be incorporated. Because over qualified workers do not want to engage in searching low profile jobs and many workers are interested to enter in short-term training course to avail a low profile job, like Assistant Plumber, Assistant Physiotherapist etc.

#### **13. Smooth flow of information:**

Labor market information systems should generate, update and disseminate information on current and future skill needs. This supply of critical information on an ongoing and timely basis is only half of the story. The other half is the transmission mechanisms that make this continuous flow of timely information available to education and training institutions, private market trainers, employers, trade unions, young people and their families, and displaced workers.

#### **14. Minimizing gap with a holistic approach:**

Skills development policies are not pursued in isolation; along with technology, foreign labor market, macroeconomic, destination countries' trade and investment policies, they are an integral part of national skill development strategies. These strategies reflect the aspirations of societies and, on the basis of labor standards and institutions, make up the countries' preparation for and response to global opportunities and threats.

## Policy Recommendations

Some broad areas of policy options towards realizing various latent opportunities in different emerging and potential markets, the following policy suggestions have been put forward:

### 1. Comprehensive and coordinated plan of action:

International migration involves a host of issues, sectors, and stakeholders, therefore foreign employment should not be the sole responsibility of the Ministry of Expatriates' Welfare and Overseas Employment or the Ministry of Labor and Employment. Strong inter-sectorial coordination at national level is must to maintain and further improve the process of migration from Bangladesh. Different Ministries, such as Ministry of Labor and Employment, Ministry of Education, Ministry of Primary and Mass Education, Ministry of Expatriates' Welfare and Overseas Employment, Ministry of Foreign Affairs, Ministry of Planning, Ministry of Finance should play pivotal role in this process to operate effectively in the international job market. Such coordination can be driven by the Prime Minister by placing the national observatory for employment under the management of the Prime Minister's Office. An inter-sectorial directorate should be created to manage all Labor market issues.

### 2. Market monitoring, assessment and evaluation:

Realizing various international labor market opportunities requires a constant monitoring of the various market dynamics, first, in major destination countries, and, secondly, in the regional and global level. Equipped with adequate knowledge and experience in market research, and awareness of various international migration dynamics, a specialized cell should be constituted for the task.

A national observatory for employment and training can be formed that will produce reliable data and develop policy options based on their analysis. It should decide on its information gathering tools, conduct its own desk research, consult with relevant bodies and expert groups, and make its own observations about the markets. The observatory can perform the following functions:

- Collect and disseminate information on continuous basis regarding the changes in demands of international job market.
- Carry out in-depth studies at regular intervals on specific topics such as skill gaps, working environment, effectiveness of training programs, supportive policies for females, youth employment opportunities.
- Conduct regular salary surveys covering all forms of waged work (including very small enterprises also) in the destination countries to measure the suitability of sending Bangladeshi workers.
- Set up a team of experts who regularly analyze the data and develop sound policy options based on the results of analyses for the government.

### 3. Developing relationship with prospective employers:

Being at the center of overseas job opportunities, the government, in collaboration with the expatriate nationals or recruiting agents working in a particular destination should develop relationship with the foreign employers. Such contacts can be established and maintained through correspondence, visits, and invitation to visit Bangladesh. Creation of a pool of prospective foreign employers could prove effective in placing workers in their companies. These foreign employers could also include those who have business relations – projects – construction or otherwise, in a third country. For instance, Chinese construction firm working in Algeria could prove useful in recruiting nationals for such projects.

#### **4. Government managed recruitment system to reduce the cost of migration:**

Migrant workers, returned migrants, expatriates, policy planners, labor attaches, academicians and researchers have ranked “Implementing government managed recruitment system, Formulating a comprehensive monitoring process, and Establishing government managed Training Center” - as some of the most significant factors to secure the interests of the potential migrants. It is suggested to monitor ‘the activities of the intermediaries’, and apply ‘Government managed recruitment system’ to reduce the cost of migration.

#### **5. Closer links between the Government and the recruiting agents:**

Recruiting agencies historically have demonstrated their relative efficiency in discovering and exploiting various job market opportunities across the globe which should be fully harnessed in the interest of the country. A close cooperation between the private recruiting agents and the GoB could be a win-win proposition.

The whole process of migration could be divided into different segments, and distributed between the two based on respective comparative advantages. For instance, once a market has been identified and a MoU signed between respective governments, recruiting agents could be assigned the role of processing respective jobs in collaboration with employers abroad. And, the government should monitor the activities of the recruiting agents to ensure the rights and interests of the migrants/potential migrants. A closer link between the GoB and the private recruiting agents could prove most effective in realizing existing market opportunities.

#### **6. Developing a comprehensive and dynamic database:**

Government should develop a system to generate detailed dynamic and updated database on Bangladeshi migrants, job seekers, employers and job opportunities.

Apart from providing accurate and detailed statistics of the expatriate Bangladeshi and employers to the policy formulators and researchers, the comprehensive data-management system will enable the migrant workers and the return migrants to secure most suitable job in international market in one hand, and the employers to recruit deserving Bangladeshi workers from all around the globe.

A significant number of skilled and expert migrants return back to the country owing to different problems. These experienced returnee migrants can further migrate and bring high value for the country. So, it is imperative to profile the returnee migrants in order to empower and reinforce them by facilitating safe and regular re-migration. A detail, dynamic and updated database, containing information regarding the demographic characteristics, types of work and skills levels of returnee migrants, can be helpful to ensure the smooth re-migration process.

The detailed dynamic and updated database shall also facilitate the foreign migrant workers for secondary migration by providing them with integrated real-time information dissemination. Listing all migrants with up-to-date skills, employers, and employment opportunities will greatly facilitate secondary migration. Secondary migration will enable them to extract higher benefit through better placement in different prospective countries utilizing their acquired experience in their present market.

#### **7. Adaptation to policies of destination countries:**

After reviewing the employment policies of different destination countries and international conventions on migration and migrant workers thoroughly, some important policy issues have been identified. Based on the findings from the review, major policy recommendations are as follows:

- a. As the scope and opportunities of foreign employment are facilitated mostly by the bilateral agreements between the destination countries and sending countries, Bangladesh government should take proper initiatives to sign bi-lateral agreements with all the prospective destination countries.
- b. According to the destination countries' policy framework, employment agencies have significant role in recruiting foreign workers, so Bangladesh government should focus on building good relationship with these employment agencies through appropriate channel.
- c. As Visa and work permit are the most significant component of foreign employment process, Bangladesh government should invite all the destination countries to open their embassies (which do not have) in Bangladesh, so that the foreign employment process becomes smooth.
- d. There are countries which follow open-door policies (e.g. Argentina) and generally do not provide work permit in advance. Sending workers is possible by granting tourist/visiting visa only. But Bangladesh government does not allow the workers to leave the country without the work permit documents (Overseas Employment and Migrants Act 2013, Chapter 2, No. 4. Migration). So, this law may be amended to make the process easier and supportive.
- e. Some destination countries (e.g. Algeria) follow the principle of importing foreign labor only for multinational companies/foreign operators, so the government can meet with the authorities of the multi-national companies which are operating in our country, with specific objective to convince them to recruit Bangladeshi nationals in their branches/factories in other countries. Additionally, Bangladesh government can facilitate large local companies to operate in this type of countries by relaxing capital transfer regulations and offering suitable fiscal incentives.
- f. Bangladesh government should focus on sending experienced professional and skilled workers as many destination countries provide long-term resident and work permits for the professionals like doctors, nurses, engineers of construction and industry sectors, IT professionals, and assembler of industrial plants, senior managers, etc. Some major labor importing countries (e.g. KSA) have brought strategic changes in policies to develop their own labor force and encourage recruiting only those foreign workers who possess specific skills-set.
- g. Government should focus on those skill categories which are covered by the quota system of destination countries (e.g. Albania) as they apply quota system on certain occupations to import labor from other countries.
- h. Bangladesh government can take necessary steps to sign trade agreements with the destination countries, which will increase cooperation and broaden the scope of employment.
- i. It is evident that many migrant workers in different countries (mostly in the countries of Middle -East) are subjected to violations of their rights by their employers and recruiters through withholding of passports, restrictions on movement, non-payment of wages, long working hours, unpaid overtime, contract substitution, no days off, threats of imprisonment, and verbal, physical or sexual abuse. So, government should play active role to sort out these issues immediately before sending our workers to those countries. From the above analysis of different international conventions/policies, it can be said that the rights of migrant workers can be ensured by ratification of these conventions on migration and labor (UN, IOM, ILO and EU standards on Labor and migration). So, the countries which ratify these conventions should give more priority to send our workers and the government should provide legal support to the Bangladesh workers to ensure their rights in abroad.

## 8. Convergence across policies:

Skills and employment policies should be viewed together. The full value of one policy set is realized when it supports the objectives of the other. One of the main challenges of public policy is to foster institutional arrangements through which government departments, employers, workers and training institutions can respond effectively to changing skill and training needs, and indeed play a strategic and forward-looking role in anticipating future needs.

## Recommended Professions and Skill Trades for Branding

In the modern era of complexity, the business managers and individuals encounter choices with time to take decision. Therefore, a strong brand's capacity to simplify decision making, lessening risk, and set expectations is invaluable. Building strong brands that carry on that promise, and maintaining and improving the strength of those brands continuously, is a management imperative. The respondents of the study also expressed the significance of branding and promotion of different professions and trades considering the intense global competition. Based on our country capacity and competencies of the labor force, the most suitable professionals and skill trades to be branded in the international market are as follows:

1. Construction Workers
2. Engineer
3. Medical Graduate
4. Nurse and Caregiver
5. ICT Professional
6. Garments Worker

The Rational for Branding the Selected Professions and Skill Trades:

Selected profession/ skilled trade	Capacity, demographic and skill potential
<b>Construction Worker</b>	<ul style="list-style-type: none"><li>▪ The construction sector of Bangladesh possesses potentials of different occupations in every skill category. Masons, rod-binder, formwork installers, plaster-mason, concrete mixer man, tillers, steel fixer, plumbers, pipefitters, and painters are few to mention.</li><li>▪ Experience to work in Middle Eastern and North African countries.</li><li>▪ The country also possesses a poll of constructions workers having appropriate training and certificate to meet the requirements of the overseas employers.</li></ul>
<b>Engineer</b>	<ul style="list-style-type: none"><li>▪ Light engineering sector (LES) comprises of 40,000 enterprises and employed almost 800,000.</li><li>▪ Significant number of public and private engineering universities, engineering colleges, Government and non-government polytechnic colleges, technical and vocational institutions generating an encouraging number of resource personnel each year.</li><li>▪ Constructions, power, gas and water, transport, information communication, machinery and irrigation hold significant potential in overseas market.</li></ul>
<b>Medical Graduates</b>	<ul style="list-style-type: none"><li>▪ There are now about 147 medical colleges in our country of which 55 belong to the public sector and 92 to the private sector.</li><li>▪ Total annual intake capability of these colleges is about 11,569 as of 2013, where 5,485 for the public medical colleges, and almost 6,084 for the private medical colleges.</li><li>▪ About 5,000 doctors with various specializations are available for employment abroad.</li></ul>

<b>Nurse and Care Giver</b>	<ul style="list-style-type: none"> <li>There are hundreds of Nursing Training Institutes and Colleges offering 4 years' diploma course in nursing and Bachelor Degree in Nursing.</li> <li>Caregiver training is also available to cater to the needs of Europe and other countries like Japan.</li> </ul>
<b>ICT professionals</b>	<ul style="list-style-type: none"> <li>More than 900 registered ITES (IT Enabled Service) and software companies, hundreds of unregistered home-based and small software and IT ventures, approximately 35,000 professionals, mostly IT and other graduates.</li> <li>There are above 160 companies who are engaged in exporting IT services in the foreign market including USA, UK, Canada, Australia, Denmark, Netherlands, Germany, India, Japan, and UAE.</li> <li>There are around 67,000 registered users in freelance work in Bangladesh.</li> </ul>
<b>RMG professional</b>	<ul style="list-style-type: none"> <li>About 3 Million workers are engaged in garment sector, and training facilities at different level of production are available.</li> <li>The anticipated foreign employment from RMG sector would be almost 36,346.</li> <li>There are currently 53 technical training centers (TTC) in the public sector in Bangladesh, with the annual training capacity of around 28,362.</li> </ul>

The purpose of branding is to create brand awareness so that consumers can think of the brand quickly and easily particularly at the right time and right place. Branding helps to communicate the meaning of a product and service regarding its quality and superiority. It also helps to build positive attitude and perception that is critical for a sustainable relationship. Therefore, branding has now become a managerial imperative regardless of the type or nature of the business.

### Recommended Branding Strategies for Construction Worker:

The construction worker of Bangladesh has the experience of working on diverse projects around the world including Middle Eastern and North African countries. Besides, they also have appropriate training and certificate to meet the requirements of the overseas employers. Therefore, to brand the construction workers of Bangladesh it is needed to develop a fundamental positioning idea based on our strength and market needs. Some possible positioning ideas are proposed including "Construction skill for tomorrow," "We don't build beams; we build dreams" and so on. To establish the idea or key positioning message it is needed to commence brand awareness campaign. We recommend undertaking a big event "Construction skill for Tomorrow-week" to promote the present status and position of construction workers of Bangladesh. Besides, some other branding strategies like sector-specific conferences, global roadshows, info-campaign, a trade magazine, etc. are recommended. The expected outcome of these strategies has also been outlined.

The branding strategies for Construction Worker are suggested below:

<b>Branding objectives</b>	<b>Branding strategies</b>	<b>Details</b>	<b>Expected outcome</b>
Identifying competitive platform through differentiation	Development of positioning statement.	Construction skill for Tomorrow -would be the central idea based on which all other activities would be integrated.	This would characterize the construction worker of Bangladesh as having ample experience, technical know-how and commitment.

Create awareness	A milestone event	<ul style="list-style-type: none"> <li>▪ Event name- Construction skill for Tomorrow.</li> <li>▪ The event can be weeklong and may be extended to month. Video showcase of specific achievements of construction workers, creating nontraditional environment to spend informal times with potential employers around the world, highlights of training program.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Maximum awareness would be attained in the prospective countries.</li> <li>▪ It would build curiosity, familiarity and develop interests to seek detailed information and knowledge.</li> </ul>
Create awareness and building image	Seminar and conference/ global road show	<ul style="list-style-type: none"> <li>▪ Global roadshow to the destination countries: demonstration of key strength conforming the global requirements.</li> <li>▪ Seminar highlighting the country specific needs and worker's capacity.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Awareness about the specific competences and abilities of our construction workers.</li> <li>▪ Would develop positive perception and engagement.</li> </ul>
	Info-campaign, social media communication	www.constructionfortomorrow.com: an info hub connecting trades-based beginners, employers and migrant workers	<ul style="list-style-type: none"> <li>▪ More window of opportunity would be opened up.</li> <li>▪ Perceived quality would become higher.</li> </ul>
Building image and relationship	Trade magazine / professional communication and executive visit/diaspora dialogue	<ul style="list-style-type: none"> <li>▪ Magazine name can be: Dream Architect. It would visualize the ongoing development in construction and education of the country.</li> <li>▪ Bangladesh Association of Construction Industry (BACI) should work together with the equivalent organization of prospective countries.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Would develop the image that our construction workers are truly competitive.</li> <li>▪ Establish and strengthen bilateral relationship.</li> </ul>

## Recommended Branding Strategies for Engineer:

The standard of Bangladeshi engineers and science graduates is on the same level with most developing nations. They also possess project experience ranging from power plants, high-rise buildings industrial plants, roads & bridges, dams & irrigation projects, river-training works, housing & real-estate projects and railway projects located mostly in the countries of Southeast Asia and the Middle East. Thus, to differentiate our engineer we need to focus not only on the creativity and technology but also how these innovations create values conforming to the need of the potential markets. The positioning idea or slogan to stand out our engineers can be 'Engineering for an inspiring world.' To uncover the idea, we propose a week-long breakthrough event 'Inspiring engineering for tomorrow'. Moreover, strategies including global conference/exhibition of engineering accomplishments/global face of engineering, web portal and digital communication, Quarterly magazine/ field visit/career fair have been suggested along with expected outcomes.

The branding strategies for Engineer are suggested below:

Branding objectives	Branding strategies	Details	Expected outcome
Identifying competitive platform through differentiation	Development of positioning platform.	Engineering for an inspiring world- would be the big idea based on which all other activities would be integrated.	This would stand out our engineers from others that they are motivated and committed to bring values through innovations.
Create awareness	A breakthrough event	<ul style="list-style-type: none"> <li>Event name: Inspiring engineering for tomorrow.</li> <li>The event can be weeklong and may be extended to month. Showcase of heritage, inspiring engineering stories, highlights of education system.</li> </ul>	Awareness would be achieved on a global scale. It would build knowledge and cultivate interests in the mind of prospective employers.
Create awareness and building image	Global conference/ exhibition of engineering accomplishments/ global face of engineering	Sector or subsector specific conference; such as inspiring civil engineering for tomorrow. Exhibition of achievement civil engineer, successful engineers and their experience.	<ul style="list-style-type: none"> <li>Awareness about the capabilities and potentials of our engineers.</li> <li>Would build confidence and attachment.</li> </ul>
	Web portal and digital access	www.inspireengineering.com one click solutions to all information for employee and employer.	<ul style="list-style-type: none"> <li>More opportunity would be created for Bangladeshi engineers.</li> <li>Quality perception would be increased.</li> </ul>
Building image and relationship	Quarterly magazine/ field visit/career fare	<ul style="list-style-type: none"> <li>Magazine name can be: empower engineering. Real time fact sheet of engineering and technology education of the country.</li> <li>Inviting foreign employers to experience our engineers directly by arranging career fare or any kind of award giving program.</li> </ul>	<ul style="list-style-type: none"> <li>Leverage the engineering sector by building positive perception and attitude.</li> <li>Build rapport with prospective employers and strengthen bilateral relationship.</li> </ul>

### Recommended Branding Strategies for Nurse and Caregiver:

The healthcare sector around the world has been experiencing a shortage of human resources creating opportunities for trades in this sector. Currently, more than 100 nursing colleges/institutions (both private and government) are possessing a remarkable capacity of 16235. Besides, almost 50% of the nurses and Caregivers have working experience in government educational institutions, and the rest are involved in private organizations as well as NGOs. In overseas market, Bangladeshi nurses are perceived as shy or culturally insensitive but considered as 'sincere' and 'hard working'. Hence, we believe the positioning idea 'Care is our only language' would reflect the devotions and compassion of our nurses and Caregivers. We propose a landmark event 'Nursing that heals' to be arranged to publicize the idea. Besides, few other branding tactics like recruitment resources, area-specific conferences, 'promising nurse' awards, a comprehensive website, and social media campaign have been recommended.

The branding strategies for Nurse and Caregiver are suggested below:

Branding objectives	Branding strategies	Details	Expected outcome
Identifying competitive platform through differentiation	Development of positioning idea.	Care is our only language-would be the breakthrough idea around which all other branding tactics would be coordinated	This would stand out our nurses from Philippine, India and China in that they are technically skilled and emotionally stronger to bring comfort to patients regardless of any race.
Create awareness	A landmark event.	<ul style="list-style-type: none"> <li>Event name: Nursing Today.</li> <li>The event can be three days long and may be extended to week.</li> <li>Showcase of characteristics of nurses and Caregiver with the program 'nursing with passion', healing stories, highlights of education system.</li> </ul>	Global awareness would be created. It would be a dynamic platform to generate interests in the mind of prospective employers.
Create awareness and building image	Recruitment resources, area specific conferences, 'promising nurse' awards.	<ul style="list-style-type: none"> <li>Brochure including information regarding the specialties of our nurses in different languages.</li> <li>Conferences on pediatric nursing, Cardiovascular Nursing, Community Health Nursing etc.</li> </ul>	Would build positive perception towards the nurses and Caregivers of Bangladesh.
	Comprehensive website.	www.nursingtoday.com- one click solutions to all information for employee and employer.	Wider job opportunity would be created for Bangladeshi Caregivers and nurses.
Building image and relationship	Social media campaign including Facebook, YouTube. Collaboration and cooperation.	<ul style="list-style-type: none"> <li>Facebook page 'nursing today in Bangladesh' providing exclusive content on nursing. 'Nursing today live'- exclusive interviews delivered by expert nurses on modern nursing.</li> <li>Partnership with Nurse.com to enrich our continuous education program.</li> </ul>	<ul style="list-style-type: none"> <li>Public opinion can be created resulting in positive brand image.</li> <li>Build rapport with prospective employers and strengthen bilateral relationship.</li> </ul>

### Recommended Branding Strategies for ICT professional:

IT and software industry have been considered as one of the thrust sectors of Bangladesh. The IT professionals of Bangladesh are widely renowned for their quick learning abilities as well as for having higher competencies in English proficiency compared to professionals from countries such as Vietnam and China. And the IT professionals of Bangladesh have experience in working on different projects with USA, UK, Canada, and Denmark. Considering the strength of our IT professional and the diverse needs of the employer we recommend 'Your IT solutions for tomorrow' would be a relevant platform to differentiate. A live event should be planned and organized to uncover the idea with the active participation of some of the significant bodies in ICT sector of Bangladesh. To establish brand image some other tactics such as International conference and workshops, exhibitions, award ceremonies, development of recruitment materials, and comprehensive website, collaboration, and cooperation to nurture bilateral relationship have been proposed. Moreover, the anticipated outcomes of these strategies have been portrayed as well.

The branding strategies for ICT professional are suggested below:

Branding objectives	Branding strategies	Details	Expected outcome
Identifying competitive platform through differentiation	Development of positioning idea.	Your IT solutions for tomorrow -would be the central idea around which all other branding tactics would be integrated.	This would position our ICT professionals as having required experience and expertise to encounter the global challenge.
Create awareness	A live event.	<ul style="list-style-type: none"> <li>▪ Event name: ICT for tomorrow. The event can be three days long.</li> <li>▪ Showcase of progress of our ICT sector with a program titled 'The ICT story behind the story' demonstrate the skill and expertise of our IT professionals with program 'Breaking the ICT boundary'.</li> </ul>	Global awareness and brand image would be created. It would also be vibrant platform to generate interests in the mind of prospective employers.
Create awareness and building image	International conference and workshops, Exhibition, award ceremony.	Pamphlet including information regarding the specialties of our ICT professionals in different languages, Network engineering, ERP (Enterprise Resource Planning), EDI, E-governance.	Would build brand image by creating positive perception towards the ICT professionals of Bangladesh.
	Recruitment materials Comprehensive website.	www.ictforfuture.com- one click solutions to all information for employee and employer.	Quality perception would be increased. Wider employment opportunity would be created.
Building image and relationship	<ul style="list-style-type: none"> <li>▪ Social media campaign including Facebook, YouTube.</li> <li>▪ Collaboration and cooperation.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Facebook page 'ICT for future' providing exclusive interview by the ICT experts. Television commercial (TVC) on YouTube channel.</li> <li>▪ Counseling panel to communicate relevant organizations and key resource person in prospective countries.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Public opinion can be created resulting in positive brand image.</li> <li>▪ Build rapport with prospective employers and strengthen bilateral relationship.</li> </ul>

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### 1.1 Perspective

Overseas migration for employment has become a cornerstone of the Bangladesh economy and society. Pioneered by individual initiatives to explore job opportunities in different parts of the world, and encouraged by supportive government policies and programs, more than 11.66 million Bangladesh nationals have so far migrated overseas for employment. Bangladeshis are now dispersed across 160 countries, covering all major continents and regions. The experience of more than half a century signifies a significant positive trend in the outflow of nationals for overseas migration, which suggests that there are ample opportunities for further labor migration in older destinations and it can be extended by exploring new destinations.

Alongside, female migration has been playing a progressive role in the overall flow of migrants from Bangladesh. With less than 1.49% of total migrants in as late as 1992, females now comprise more than 12% of total migration in 2017. The annual trend rose consistently from 2000 to 2012. However, in 2014, the number of female migrant workers more than doubled to 76,000 from only around 37,000 in 2012. The number of female overseas employment was over 121,000 in 2017, which is the highest since 1991. Importantly, female migrants comprise mostly less skilled domestic and service related occupations. Most of the recent female migrants work as domestic help, factory worker, care giver, sales person, health-worker, doctor, engineer, technician etc.

The growing importance of overseas employment of Bangladeshi labors is clearly evident. Overseas employment itself represents over one-fifth of the annual addition to the country's total labor force and over half of additional manufacturing jobs created in recent years. Migration plays a pivotal role in the economy of Bangladesh mainly in two major ways: firstly, it reduces unemployment; and secondly, migration positively affects the remittance flow. The inflow of remittance has increased every year with some periodic downswings, and it is substantially contributing to the achievement of the Sustainable Development Goals (SDGs). These positive impacts become greater when remittances can be saved and invested in infrastructures and productive capacity.

The critical role of international labor migration in the Bangladesh context is associated with its various linkages with socio-economic development of the country. The major catalyst here is the inflow of overseas remittances sent by the migrants and their impact on respective households, local economy, and national as well. Households' income augmentation and its disbursement for consumption and non-consumption purposes, combined with multiplier effects, remittance flowing into the country has been instrumental in employment generation, poverty alleviation, and human and social infrastructure building. Remittance has redeemed country's dependence on external resources, and helped improve leverage over pressures from international donor agencies. Despite recent down trends in the flow of remittances, remittances even as recently as in 2015, was estimated at US\$ 15 billion. It's the second most important source of foreign exchange for the country – second only to RMG, and comprises around 12% of the country's Gross Domestic Product (GDP). There is an emerging consensus that overseas remittance from nationals working abroad has potential for country's long-term development.

The migration of workers in search of economic opportunity has significant positive impacts on economic growth through improved income and increased integration in the global economy. Whilst the importance of overseas migration in socio-economic uplift of respective stakeholders is less an issue for debate, rather gaining increasing acceptance across the academia and policy planners, but what is not certain, however, is the prospect of continuation of the process of migration into the future. What underlines the question is the observed volatility of the outflow of migrants, its various dynamics in terms of geographical distribution and skill composition, and dependence on forces mostly external to the country. There are periods of significant upswings in the level of migration, reaching new peaks as experienced during 2007, 2008, and once again in 2017.

Such periodical swing is associated with experiences of sudden increased flow of migration to some specific destinations. For instance, a significant increase in the flow of migration between 2006 and 2007 was associated with policy shifts in two major destinations: UAE in the Middle East, and Malaysia in the South east. The recent upturn in migration, beginning from 2014, is related to increased migration to different countries. What it underlines is the fact that, the observed trend in migration from Bangladesh is not a case of smooth and predictable sail, rather a significantly bumpy course.

## 1.2 Purpose

The main objective of the current study is to carry out international market mapping for overseas employment through analyzing country-wise job demand, supply strength, and skill needs as well as legal issues related to migration of professional and skilled workers with different skill levels. Additionally, the study is aimed at branding specific trades of Bangladesh and strengthening capacity of BMET in terms of overseas employment worldwide.

### 1.2.1 SPECIFIC OBJECTIVES

The specific objectives of the research work are as follows:

1. To explore specific demanding job sectors in the international market in terms of professional and skilled trades;
2. To forecast demanding trades of professional and of different skills level in international job market;
3. To identify specific countries where professional and skilled human resource of Bangladesh could be employed;
4. To analyze the comparative advantages of major labor supplying countries.
5. To identify the demand of female workers in particular trades.
6. To find out standard qualifications, which the workers should possess to fit in the internationally demanding job sectors;
7. To suggest specific professional and skill trade attributes for designing or strengthening training programs;
8. To suggest changes in government policies as well as legal framework in formulating or strengthening the government's policy framework for operating overseas labor markets more effectively;
9. To identify some specific professionals (e.g. Engineer, Doctor, Graduate Nurse etc.) and skill trades (e.g. welding, plumbing etc.) to be "the brand skilled Trades" of Bangladeshi Overseas workers;
10. To suggest ways to branding specific trades.

## 1.3 Research Questions

The current study specifically focuses on answering the following questions:

1. Which countries may have the prospects of absorbing more Bangladeshi workers?
2. What particular sectors of the respective economies have the prospects of absorbing Bangladeshi workers?
3. What factors – both domestic and foreign, could underline tapping available market opportunities moving forward?
4. What are the prospects of continuing labor exports to the existing markets, and/or increasing it further both in terms of level and/or higher skill-mix?
5. What new countries of destination could be identified for export of human resource from Bangladesh - overall or skill specific?
6. Which particular occupation and skill categories have future demand prospects across countries?
7. What could be the possible level of demand for different professional and technical skills?
8. What is the demand prospect of female workers in particular trade?
9. What different skill-gaps there may arise for the kinds of occupation and skills with future prospects overseas having implications for education and training of such skills in Bangladesh?
10. What are the educational qualifications/training needed for the occupation and skill categories with positive job prospects?
11. What institutional facilities are required to provide education and training for the occupations and skills having job prospects overseas?
12. What specific needs, if any, there exist in the prospective markets for such issues as language or religion?
13. What relative roles different stakeholders play in developing the right kind of occupation and skills?
14. What is the current state of government policies and legal framework for operating overseas labor markets?
15. What changes need to be undertaken in government policies and legal framework for an effective operation in the overseas labor markets?
16. What institutional facilities need to be developed towards realizing current as well as future overseas labor market opportunities?

17. What planning and policy options Bangladesh should have in harnessing various labor market opportunities?
18. What comparative advantages Bangladesh may have vis-à-vis its' international competitors in having a greater access to overseas labor markets?
19. What comparative advantages does Bangladesh have in terms of producing and marketing selected professional and technical skills?
20. What marketing tools should Bangladesh adopt to project and market professional and technical skills in which Bangladesh may have a comparative advantage?
21. What institutional facilities could be developed and utilized towards monitoring progress in branding particular professional and technical skills in the international labor markets?
22. How a marketing strategy could be developed and phased toward branding specific trades?

## 1.4 Methodology and Data Sources

This section looks into different methodological issues pertaining to the present study. The main focus here is on:

23. Sampling (Selection of countries)
24. Sample frame and sample size
25. Research Instruments used by the study
26. Data recording and analysis

### 1.4.1 SAMPLING (SELECTION OF COUNTRIES)

#### Countries of major focus

The major focus of the study has been on 53 countries as identified by the BMET in collaboration with the Ministry of Expatriates' Welfare and Overseas Employment and the Office of Access to Information (A2i). The following table shows the countries of interest by geographical location:

**Table 1.4.1.1: Geographical distribution of countries of particular focus of the study**

Europe	Asia	Africa	South America	Australia	North America
Iceland	China	Algeria	Brazil	Australia	Canada
Norway	Hong Kong	Egypt	Argentina	New Zealand	United States
Sweden	Japan	Sudan	Venezuela	Palau	
Bosnia	Macao	Mauritius			
Russia	Taiwan	Seychelles			
Poland	South Korea	South Africa			
Hungary	Brunei				
Bulgaria	Malaysia				
Ukraine	Singapore				
Belarus	Bahrain				
Austria	Kuwait				
Belgium	Oman				
France	Qatar				
Germany	Saudi Arabia				

Europe	Asia	Africa	South America	Australia	North America
Netherlands	UAE				
UK	Jordan				
Turkey	Lebanon				
Albania	Uzbekistan				
Italy					
Spain					
Slovenia					

## Selection of Countries for Field Visits

Whilst the study utilizes all 53 countries for data collection and analysis, for the interest of in-depth studies 12 countries were identified from among the 53 countries listed above. These 12 countries have been identified based on systematic random sampling technique. It involved listing of all 53 countries identified per TOR by respective relative shares in total migration during the period 2010 to 2016 in a descending order – country with the highest relative share in migration listed first and the lowest last.

Given Bangladesh's existing MoU with select countries, and based on other considerations, five countries have been taken out of the list of 53. For the remaining 48 countries, a Kth number of 3.75 has been estimated, and the random number tables (attached in the appendix), serial number of 1, 2 or 3 has been identified as alternative starting points for making the selection of the individual countries. Based on the above selection process, the following countries have been identified:

Table 1.4.1.2: Sets of countries identified for field visits		
Oman	Saudi Arabia	Brunei
Egypt	Palau	Poland
New Zealand	South Africa	Russia
Spain	Venezuela	Bulgaria

However, based on practical difficulties and to ensure greater meaningful coverage of the study, the Ministry of Expatriates' Welfare and Overseas Employment has replaced some of the countries for in-depth field visit.

The final list includes Algeria, Belarus, Brazil, Bulgaria, Egypt, North Sudan, Palau, Poland, Russia, Seychelles, Slovenia and Spain.

Table 1.4.1.3: Sets of countries finalized for field visits		
Algeria	Belarus	Brazil
Bulgaria	Egypt	Palau
Sudan	Poland	Russia
Spain	Seychelles	Slovenia

### 1.4.2 SAMPLE FRAME AND SAMPLE SIZE

The following table represents a summary of the sample frame, sample size. These are based on consultation among all different parties over a long period of time. Whilst the project team identified the sample frame, consultation among members of the project team, experts representing particularly the a2i and officials of the BMET and the ministry worked out the sampling technique and size as listed below:

Table 1.4.2.1: Sample frame and Sample Type				
Sl.	Sample frame		Sample type	Sample size
1	Key Informants	a.	Academia /Migration experts	15
		b.	Policy planners	15
		c.	Recruiting agents	15
		d.	Returned migrants	50
		e.	Personnel of International Organizations (ILO, IOM, ADB, WB, UNDP)	10
		f.	Bangladesh Attaches	20
2	Employers of expatriate workers	a.	Employers of Expatriate Workers (Bangladesh workers and others)	200
3	Bangladeshi Expatriate Workers	a	Bangladeshi expatriates abroad	500
Total number of samples				825

However, given the realities on the ground the study ended up with the following number of sample across its different stakeholders, which is significantly higher than that what has been planned as enlisted in Table 1.4.2.2:

Table 1.4.2.2: Stakeholders, Methods of data collection, and Number of interviews (N)			
Sample type	Method of data collection	(N)	Total
Current Migrants:	Face 2 Face Interview	239	1,023
	Distance interview	772	
	Focus Group Discussions (FGD)	12	
Foreign Employers:	Face 2 Face Interview	161	308
	Distance interview	147	
Key Informants:			

Sample type	Method of data collection	(N)	Total
a) Returned migrants	Face 2 Face Interview	34	34
b) Academician & Researcher	Face 2 Face Interview	9	9
c) Recruiting Agents	Face 2 Face Interview	17	17
d) Expatriate nationals	Face 2 Face Interview	73	85
	Distance interview	12	
e) International Organization Personal/ Prominent citizen in destination countries	Face 2 Face Interview	54	54
f) Govt. Officials	Face 2 Face Interview	12	12
g) Labor Attaches	Face 2 Face Interview	5	8
	Distance interview	3	
h) Policy Planner	Face 2 Face Interview	7	7
All together			1,557

As the above table lists, the study conducted three types of interviews – face to face interview, distance interview and focus group discussions. The distance interview refers to interviews conducted over telephone, social media, face time, viber, skype etc. The method was particularly important with respect to migrants and foreign employers. Concerted efforts were made by the project staff to deploy various electronic media to enable a wider coverage of the target population.

### 1.4.3 Research instruments

#### 1. Literature review:

The study resorted to an extensive review of the existing literature not only in the context of Bangladesh but in other countries. One major focus of the review was on studies carried out to understand and analyze market for expatriate workers, it includes: identifying factors affecting demand for foreign workers, level and trend in international migration, factors pertaining to both labor exporting and importing countries, experiences with female migration, and policy regime pursued toward international migration and related issues. Based on the identified factors, a conceptual framework is developed to measure the **“Country Attractiveness Index Score (CAIS)”**, which may significantly impact future migration in the selected 53 countries.

#### 2. Detailed analysis of BMET database:

To map existing labor market destinations, skill composition, future projection and various market dynamics, the study made an exhaustive use of the rich labor export database properly maintained by the Bangladesh Bureau of Manpower Employment and Training (BMET). It covers information on each of the major elements of labor export within the focus of the study. It particularly contains monthly information on the level of migration, occupation and skill composition, and country-wise destinations.

### **3. Key informant interview (KII):**

To obtain practical insights into the level, composition and sectorial distribution of Bangladeshi migrant workers abroad, and their various dynamics over time, the study resorted to Key Informant Interviews (KII). The purpose of KIIs has been to utilize the accumulated knowledge and experience of these different groups of people to provide insights into various dynamics of migration moving forward. To this end, a list of different expert groups was prepared based on informed sources and later interviewed one on one based on a semi-structured questionnaire.

### **4. Social media interaction (SMI):**

The present day reality is that almost all people are connected to social media including Facebook, Tweeter, WhatsApp, Viber etc. It is a common knowledge that the migrant workers and expatriates have connection to social media, and they use those as cost-effective means to communicate with their friends and families. The effectiveness of the method can be derived through using various forms of data collection. The major forms have been: (i) online questionnaire, (ii) submission of comments, (iii) text chat, and (iv) voice discussion. Additionally, SMI greatly helped identify and get access among the work force in relatively remote and uncommon places.

### **5. Online interview of Bangladeshi migrants:**

- The study developed a telephone directory on a select number of Bangladeshi migrant workers in each of the sample countries – as discussed earlier, and conducted online interviews based on a semi-structured questionnaire. With a focus to generate primary information on market dynamics in each of these countries, online interviews concentrated on a particular set of issues relating to respective markets. It generated information on various socio-cultural problems faced by migrant workers in general, and Bangladeshi workers in particular. The online interviews focused on the following issues:
- Overall market situation in respective countries – demand for workers, type of skills in demand, major economic sectors absorbing migrant workers, average level of wage and salary, prospects of further migration, etc.
- Process of entering into such markets – individual or private initiatives, role of recruiting agents, government sponsorship, interest of employers, etc.
- Particular needs to better utilize any existing market opportunities – skills, language, network, country's diplomatic relations, reputation of earlier migrants, etc.
- Problems faced by migrant workers in general and Bangladeshi workers in particular such as legal status, safety and security, law and order, language, cultural adjustments, religion, etc.
- Suggestions towards exploiting market opportunities on a sustained basis.

Information generated through online interviews complemented other data sources to understand country specific issues underlying various market opportunities.

### **6. Review of Policies affecting overseas employment:**

The study made an exhaustive review of the current Bangladesh government policies affecting overseas employment. The policy review was made based on the very focus of such policies and programs, and to scrutinize each set of policies for their adequacies given the changed market circumstances. Major elements of current government policies included policies geared to labor export, legal framework, compliance with local, regional and international labor standards, protection of migrant workers abroad and respective families at home, and monitoring of international labor market dynamics. It further included experiences of other countries with great presence in the international labor market – overall, sector specific or occupation and skill specific.

### **7. Focus group discussions (FGD):**

Organizing and coordinating focus group discussions with selected members of Bangladeshi community - well aware of the expatriate market based either on long tenure of stay in the respective country or otherwise – generated further insights into various market dynamics and guidelines to better take advantage of market prospects. They helped identify “DOs” and “DONTs” on the part of expatriates or Bangladesh Government.

The following table list the details of FGDs conducted in connection with the current study:

<b>Table - 1.4.3.1: Information on Field Visit in Select Countries</b>						
SL.	Country	Individuals	Affiliation	Key Facilitators	Duration of Field Visit	
					From	To
1	Algeria	Abdur Rahim	BMET	Mrs. Soâad LAOUDJ	17-Nov-17	23-Nov-17
		Mizanur Rahman	MINISTRY			
		Barrister Rezaul Karim	PIC			
2	Belarus	Md. Nasiruzzaman	BMET	Dr. Imran Hasan Tutul	8-Oct-17	14-Oct-17
		Nasrin Mukti	MINISTRY			
		Md. Hedayet Hossain	PIC			
3	Brazil	Dr. Nurul Islam	BMET	Mohammad F E Hasan	9-Dec-17	20-Dec-17
		Arif Ahmed	MINISTRY			
		Md. Hedayet Hossain	PIC			
4	Bulgaria	Md. Abul Kalam Azad	BMET	1.Hristo Simeonov 2.Atanaskolchakov 3.Tatiana Georgieva	15-Oct-17	21-Oct-17
		Shova Sahnaj	MINISTRY			
		Md. Hedayet Hossain	PIC			
5	Egypt	Johora Monsor	BMET	Mohammad Abdullah Abdur Rashid	27-Nov-17	3-Dec-17
		1.Shova Sahnaj 2.Aminul Islam	MINISTRY			
		Md. Hedayet Hossain	PIC			
6	North Sudan	Md. Ali Mortuza	BMET	1.Yousif Elsadig Yousif 2.Mr. Anis	24-Dec-17	30-Dec-17
		Mr. Gazi Mohammad Julhash	MINISTRY			
		Barrister Rezaul Karim	PIC			
7	Palau	Md. Hedayet Hossain	PIC	Mr. Alauddin al Azad	19-Aug-17	24-Aug-17
8	Poland	Md. Mehbub Alam	BMET	Mohammad Mosaddek Ali Bhuiya	4-Nov-17	12-Nov-17
		Fatema Jahan	MINISTRY			
		Touhidul Islam	PIC			
9	Russia	Md. Ataur Rahman	BMET	1. Dr. Chowdhury Mir Mosharof 2.Islam M.A.Mahmud	10-Oct-17	17-Oct-17
		Narayan Chondro Bhormo	MINISTRY			
		Sakhawat Khan	PIC			

SL.	Country	Individuals	Affiliation	Key Facilitators	Duration of Field Visit	
					From	To
10	Seychelles	Selim Reza	BMET	Md. Azad	25-Nov-17	1-Dec-17
		H.M. Asad-Uz-Zaman	MINISTRY			
		Md. Alauddin	PIC			
11	Slovenia	Rezanoul Haque Chowdhory	BMET	Mr. Asrar Osmani Ashraf	22-Oct-17	28-Oct-17
		Mr. Maran Kumar Chakraborty	MINISTRY			
		Md. Hedayet Hossain	PIC			
12	Spain	Md. Tazul Islam	BMET	Md. Rajvi Alam (Rizvi)	2-Dec-17	8-Dec-17
		1.Md. Badrul Arafin 2.Ramiz Uddin	MINISTRY			
		Md. Hedayet Hossain	PIC			

#### 1.4.4 Data recording and analysis

##### ▪ Data recording:

The study utilized appropriate data recording techniques to enlist and store generated information. For each different type of data collection method, special effort was made for proper recording, editing and storing of the collected information. In case of Key Informant Interviews, for instance, all relevant piece of information was recorded. Option of recording was deployed: audio recording was made of the interviews. This was later converted into written transcripts by qualified research supports. Simultaneously, hand written notes were taken of the asked questions and answers given by the interviewees. It was done by a note-taker trained for the said purpose. After the interview was completed the note taker prepared a written transcript of the full question and answer sessions.

##### ▪ Tools for data analysis:

The diverse nature of data collected through deployment of alternate data collection techniques underlined different data analysis tools. This is particularly important with respect to the quantitative and qualitative information generated through Key Informant Interviews (KIIs), Focus Group Discussions (FGDs), etc. Views and opinions emanating from these different data collection tools were processed, summarized, and synthesized using different type of tables and charts.

However, for continuous data items – data analysis resorts to cross-tabulation, trend analysis, estimation of trend lines with requisite parametric estimates etc. Such data analysis techniques are particularly important with respect to understanding overall trend – country specific, or sector specific or occupation specific. Broadly, data analysis utilized data analysis tools, such as: charts and diagrams, sample tables, cross-tabulation, time series analysis, and simple & multiple regressions.

Analysis of the past trends in labor export – whether in terms of labor exports from Bangladesh or import of expatriate workers in major host countries and regions – underlined the future trend in the overall level of migration, major occupations and skill categories with higher prospects in the future, and possible level of such demands. Using secondary data available from such sources as BMET, ILO, IOM, BBS and UN the study made a time trend analysis of the past experiences of labor export based on which experience predictions have been made as to their possible future trends.

To highlight possible future trends in expatriate labor demand an attempt has been made to fit trend lines based on the available secondary data and regression principles. The focus was to best fit a trend line on the past labor export data and use that line to extrapolate possible future trends. To this end the following equation has been applied:

$M = F(t)$ , Overseas employment is a function of time

$$M = \alpha + \beta \cdot T_1$$

Where,

$M$  = Overseas Employment from Bangladesh

$T_1$  = Time period (1, 2, 3, 4, ....., n)

$\alpha$  = Constant

$\beta$  = Parameter

Since qualitative information comprise a significant proportion of the collected/generated data/information, the study has utilized appropriate tools to analyze such qualitative information. This included in particular NVivo. The software is primarily designed to analyze qualitative data.

## 1.5 Literature Review:

Despite Bangladesh's experience with international migration for employment for over half a century, and given its importance to the Bangladesh economy and society, academic and policy interests in exploring diverse market potential – alongside multitude of challenges, have been quite limited. This is particularly important when it comes to the issue of exploring various market opportunities that may lay open for employment of Bangladesh nationals. However, the number of studies dealing exclusively and exhaustively on the specific issue of 'prospects of labor migration' from Bangladesh, and, more specifically, on 'international job market demand analysis' has been quite a few.

This section focuses on three major issues:

- a) Identify any existing gaps in select studies in terms of research methodologies followed in the light of the very purpose and scope of the studies.
- b) Identifying factors pertaining to both labor exporting and importing countries which affect demand for foreign workers and level and trend in international migration.
- c) Developing a conceptual framework to project the future migration prospect level of selected 53 countries, based on the Country Attractiveness Index Score (CAIS), which determined after analyzing the values of identified factors.

### 1.5.1 Review of selected literatures

The review is based on 5 different studies having relevance to the study "International Job Market Demand Analysis" pursued by the PIC-CASEED consortium. Each of the selected studies is discussed with a focus on its (a) *purpose and scope*, (b) *methodology*, and (c) *findings and recommendations*:

**Ray, Sougata, Anup Kumar Sinha, and Shekhar Choudhuri, 2015: Making Bangladesh a Leading Manpower Exporter: Chasing a Dream of US \$ 30 billion Annual Remittances by 2015<sup>2</sup>:** The study looks into possible strategic interventions that could help Bangladesh achieve annual remittances of US \$ 30 billion by 2015. With this goal in mind, the study looks into Bangladesh's experience with international migration and remittances, introduces and estimates a "Country Attractiveness Index" (CAI), based on which identifies the countries Bangladesh should target. It further enlists different occupations which are in demand globally and discusses their trend over time. The study further identifies the major competitors of Bangladesh named Philippines, Pakistan, India and Sri Lanka. Finally, the study comes up with "strategy for capitalizing the global opportunity".

While the study possibly the first of its kind looks into the major issues related to international migration – as also domestic supply of various skills, its focus has been mainly exploring the prospects of remittances. To this it lists skills which are in demand, various remunerations attached with potential for savings and remittances, and their locations globally. Talking about location of prospective jobs, it identifies major locations such as North America, Europe, and Far East comprising Australia, Japan, New Zealand, and also Middle East.

The study is based on secondary data as available from BMET, publications of international organizations such as the IMF, ILO, US Bureau of Labor Statistics, US Census of Current Population Survey, OECD, etc. The only piece of primary information used by the study is analysis of job announcements in daily newspaper on overseas employment. It underscores type of demand, required skills, and educations, etc.

Whilst the study identifies and discusses some of the issues underlying overseas job prospects, both the analytical framework and data base is quite limited. It lists different countries with job prospects – USA, Europe, Australia, without dealing with the problems of immigration and other related issues. Moreover, it lists country-wise skills in demand which may be met by Bangladesh without giving any possible data source or basis, making it difficult to draw any definitive conclusions.

Nonetheless, the study sheds important lights on some major issues in relation to overseas employment from Bangladesh. The notion of Country Attractiveness Index (CAI) is quite relevant. Underlying this are (a) growth and development prospects, (b) population dynamics, (c) state of the economy, (d) structural change in economy, and (e) level and pace of globalization. Bangladesh's strengths and weaknesses in the field of human resource supply are also highlighted and which are quite important. Strengths include: "supply abundance, cheapness, loyal, disciplined and hardworking, easy adaptability in social and cultural terms, and fast learners in language and culture". Weaknesses include: "low education and skill, victims of rights violation, low participation of women, prone to money related issues", etc.

Some of the suggestions made by the study are quite relevant and could be pertinent. These include, among others, mix of destination countries: "moving up in the skill ladder, making overseas employment an organized industry and building "brand Bangladesh".

**Maxwell Stamp Ltd, 2010: Study on the International Demand for Semi-skilled and Skilled Bangladeshi Workers<sup>3</sup>:** The project aims at "improvement of skill level of the country's labor force, harmonization of classification and standards of skill and occupations with international standards, monitoring of international demands for Bangladeshi workers and synchronization of the country's skill development programs with the emerging demands at home and abroad."

Secondary data is the major basis of the report as available from the BMET, literature reviews - mostly

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• <sup>2</sup>A project sponsored by Royal Danish Embassy in Dhaka, September 2007.

• <sup>3</sup>Prepared for TVET Reform project, April 2010

reports and documents prepared by ILO, IOM, WB, ADB, interviews of key stakeholders such as Ministry of Expatriates' welfare and Overseas Employment, Foreign missions in Bangladesh, BMET, IOM, Bangladesh association of International Recruiting Agents (BAIRA), Technical and Vocational Education and Training (TVET) reform project. The study also conducted a survey on 889 emigrants leaving for jobs abroad comprising both men and women. The survey focused on understanding education and skill background of migrants, work experience, and wage level. The samples were collected from among migrants on the verge of leaving for jobs abroad gathered at the BMET's briefing center.

The study provides a country analysis on prospects of exporting human resource from Bangladesh which is expected to depend on state of the economy and its growth prospects, demographic features, immigration policies of labor importing countries. For a select list of countries the study identifies a set of occupations with future prospects. The countries include UAE, KSA, Kuwait, Oman, Bahrain, Libya, USA, Australia, UK and EU, New Zealand, Canada, Malaysia, Japan, Singapore. The report, however, makes no distinction job prospects subject to immigration regulations.

Trying to identify countries which Bangladesh should target for export of workers, the study lists certain criteria as possible basis for potential markets. These include: *"(a) the countries that are dependent on imported human resource, (ii) countries that have large concentration of tertiary educated foreign born workers, and (iii) pattern and existing sources from which these workers are drawn."*

The study has important insights for the future of labor migration from Bangladesh. However, its particular focus on future migration prospects lack the required analytical rigor and objectivity. The discussions are based on secondary data, and there is little reference to various market dynamics. The attempted predictions based on regression exercises have very limited practical values. And predictions based on secondary data provide no serious analytical basis for any serious policy planning.

**Barkat, Abul; Ahmed, Sk. Ali, 2014: Skilling the workforce Labor Migration and skills recognition and certification in Bangladesh<sup>4</sup>:** The purpose of the study is "to provide evidence-based analysis of a selected few international job markets. This includes analyzing labor shortages in these job markets broken down by occupational groups (e.g., health professional, skilled technician, less-skilled service worker, etc.), and an assessment of the skills and relevant certifications/qualifications required within each occupational group. This was done with a view to meeting job market needs and complying with the skills standards by both overseas employers and the regulations of destination countries."

One of the major objectives of the study is to "recommend priority job markets and occupational groups, as well as the required skills, other qualification and certification that would offer good prospects for potential and current Bangladeshi migrant workers; and promote the development of various training modes and sustainable institutional arrangements."

The study relies on both primary and secondary data. It used reviews of relevant documentations on policies, rules, acts, ordinances, conventions and documents, books, journals, reports, and data from BMET and other sources. Opinions, views, and experiences of relevant stakeholders from different ministerial and government offices; public and private recruiting agencies; BAIRA; international organizations; TVET providers; labor unions; workers associations; research organizations; NGOs working in migration and with women migrant workers, migrants, returning migrants; human rights organizations; and print and visual media working with migration, are also incorporated

In addition, in-depth interviews and key-informant interviews were conducted. The major key informants interviewed, include: BMET Official; experts from the ILO; the CEO of the NSDC Secretariat; the Chairman of

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• <sup>4</sup>ILO Country Office for Bangladesh, 2014

BTEB; skilled, semi-skilled, and less-skilled migrant workers who are currently employed overseas or have returned to Bangladesh; NGOs working on skills development issues; and journalists and experts.

Moreover, two focus group discussions with returning migrants were held – one with male migrant workers in Tangail, and another with the women returning migrants in Munshigonj. In addition, twenty five in-depth interviews were conducted with migrant workers currently employed overseas (either by telephone or in person with workers on leave in Bangladesh).

For in-depth analysis, three destination countries were identified which included Singapore, Saudi Arabia, and Netherlands. Each of these countries represented different stages of migration: Singapore – an Asian potential job market for Bangladeshi migrant workers; Saudi Arabia – a traditional destination, and Netherlands – an unconventional destination.

While the report lists all necessary research tools relevant to such as study, it, however, fails to demonstrate any specific findings or conclusions based on the listed tools. There is no reference to the views and opinions of all listed stakeholders in the labor migration arena; no indication whether the conclusions drawn have any connections to such discussions. The study identified three countries – Saudi Arabia, Singapore, and Netherlands for in-depth analysis. But very little is given by the way of a basis for such a selection. And very little comes up in terms of actual field visits, respective focus, and different research tools used in the field.

Even focusing on “priority job markets and occupational groups” – one of the stated objectives of the study, the suggestions made by the report add very little as compared those already available various other sources. Hardly any objective basis has been demonstrated by the study to take respective recommendations any seriously. The study came up with the conclusion “the BMET can conduct a thorough study on those labor markets by means of a team comprising job-market experts in order to tease out the relevant details with regard to the issue.

**“Asian Development Bank, 2016: Overseas Employment of Bangladeshi Workers: Trends, Prospects, and Challenges”:** “The brief (i) reviews trends, determinants, and the impact of overseas employment; (ii) examines the prospects of overseas employment of workers; (iii) looks at issues relating to the skill composition of migrant workers and possibly matching skills to those needed in destination countries; (iv) explores the rights and welfare of migrants workers; and (v) recommends ways to address key concerns.”

Focusing on the prospects of overseas employment of workers, based on experiences during 1990 to 2015, the brief yields a projected figure of 650,000 for 2020. The figure is adjusted downward to 590,000 taken care of a sharp increase in migration in 2007, and decline 2008.

Factors which would shape the future landscape of overseas employment for Bangladeshi workers should include, among others, (i) *needs of prospective migrant workers*, (ii) *nature of bilateral relations between sending and receiving countries*, and (iii) *potential skills of migrant workers*.

The brief identifies labor market needs and potential opportunities for Bangladesh migrant workers in key destination countries. These include Saudi Arabia, United Arab Emirates, Kuwait, Qatar, Jordan, and Republic of Korea. Distinctions are made among: (a) *skill types supplied by Bangladesh in 2005 – 2012*, (b) *growth trends and labor market needs/considerations in destination country*, and (c) *potential opportunities or bottlenecks for migrant workers*.

Among the recommendations that the brief came up with, included are:, (i) toward maintaining existing

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• <sup>5</sup>Co-publication of the Asian Development Bank and the International Labor Organization, ADB Briefs, No. 63, August 2016

market shares, Bangladesh should examine on a regular basis, the economic prospects of destination countries and their requirement for expatriate labor, and (ii) towards increasing the share of skilled workers, Bangladesh should have potential workers with skill that are in demand in destination countries.

**Barkat, Abul; Ahsan, Manzuma, 2014: Gender and Migration from Bangladesh: Mainstreaming migration into the national development plans from a gender perspective<sup>6</sup>:** The study makes an attempt to ‘promote women’s right to migrate for employment from Bangladesh and to mainstream the issue in development planning from a gender perspective.’ It observed that ‘global care chains offer a good illustration of how the demand for domestic workers and care-service providers in industrialized countries is met through the international migration of women from developing countries.’

The study aims at four broad objectives among which are (a) creating an understanding of the potential macro and micro gains and losses from international migration, including those arising from the return of migrant workers, and (b) identify and eliminates prohibitions and constraints to women’s employability in specific occupational areas and to their migration.

The study methodology includes, among others, use of available secondary data, in-depth interviews with migrants, focus group discussions, key informant interviews, and survey of returning migrant workers and respective households. A total of 67 returning migrants and 69 migrant household members are covered from 14 districts based on purposive sampling.

Using BMET data, the study provides an overview of the current state female labor migration from Bangladesh – level, trend, geographical destinations, major occupations, and sector distribution. The major occupations women workers mainly are employed include domestic workers, cleaners, readymade garment machine operators, and childcares. It further highlights some of the prospective countries for female migration such as Hong Kong, and China.

Besides portraying available information from the secondary sources, the study is quite limited in terms of prospects of female migration from Bangladesh, and in identifying and discussing factors that would underline demand for women workers across both current destinations and prospective ones. Not much is said about possible complementarities between male and female migration or otherwise. Moreover, the findings based on data generated through primary sources have been quite limited, for instance, what is the overall perception of the returned female migrants about female migration – overall, occupation and country specific?

### 1.5.2 GAP ANALYSIS

Though Bangladesh’s long experience with international migration, research interests in the prospects of labor migration from Bangladesh has been quite limited. It is particularly important when it comes on focusing specifically to the future prospects of labor migration from Bangladesh, identifying and highlighting major underlying factors, and projecting about the future level and trend. Rigorous and systematic analysis of international migration prospects involves a clear underlying of the theoretical as well as practical aspects of international job markets dispersed across countries, regions, and continents. It further involves utilization of appropriate research tools and techniques toward generating relevant information towards answering pertinent questions.

A well-defined analytical framework, appropriate and reliable data sources, and objectivity in data analysis are some of the key elements. Most important, such studies should be clearly focused, executed by qualified and experienced professionals, and guided and monitored by a team of experts. Successfully completed, the research findings would have significant positive impact on future policy planning. In view of the current

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• <sup>6</sup>ILO Country Office for Bangladesh, 2014

state of the literature on the subject of international migration in the context of Bangladesh – some of which reviewed above, and in the light of the analytical rigor, appropriateness of research instruments, data reliability, and expertise of a research team - which are a prerequisite for any comprehensive study on the prospects of labor migration from Bangladesh, there would seem to exist a significant gap between the previous studies and the study titled “International Job Market Demand Analysis”, being conducted by the PIC-CASEED consortium. These gaps can be seen from different perspectives:

- First, none of the previous study focused specifically on the prospects of migration from Bangladesh as its prime objective as has the study titled “International Job Market Demand Analysis”. Previous studies touched upon the issue rather on a sideline basis.
- Secondly, no previous studies provided a comprehensive approach to the issue in the truest sense of the term. This includes coverage of relevant issues, identifying relative linkages, and exploring details of underlying issues. The current study focuses prospect of labor migration in terms of level, skill and occupation, sector orientation, and geographical distribution to list few.
- Thirdly, the PIC-CASEED study identifies and utilizes the most relevant and appropriate research instruments to conduct the study. It relies on relevant secondary data as available from both domestic – BMET, GOB, and international sources – ILO, IOM, WB, UN, as also generating and utilizing primary data from such sources as survey, Key Informant Interviews, interview of overseas employers, and field observations.
- Fourthly, unlike previous studies, moreover, the current study shall analyze each of the data elements separately towards drawing respective implications for major objectives of the study. For instance, what prospects of migration lies, say, in the opinion of different stakeholders – academia, policy planners, recruiting agents, current or returned migrants, and what commonality or differences may exist across different quarters. Such an analysis is hard to find among previous studies though many used quite a similar primary data sources.
- Fifthly, the PIC-CASEED study has the broadest possible horizon to look into prospects of labor migration from Bangladesh. It makes a detail profile of 53 different countries from across the globe – which was never done before, and plans to have in-depth field study in 12 different countries. These sample countries will be selected to make them as representative as possible following recommendations and suggestions of experts in the field.
- Last, but not the least, the core research team of the study comprises of experts distinguished in the respected field. The team brings in decades of accumulated knowledge and experience while at the same time remaining open to new ideas and suggestions from different stakeholders. This rather extraordinary team-play is expected to result in an outstanding research output to commensurate basis for policy planning from both short- and long-term perspectives, and to the interests of the migrants, respective families and localities, and the country as a whole. The findings of the study could remain exemplary as a quality policy oriented research in the field of international migration.

### 1.5.3 Factors affecting foreign migration

From the above literature review the following factors are identified, which can determine Country Attractiveness Index Score (CAIS) and affect future foreign migration significantly:

#### MACRO-ECONOMIC FACTORS:

- a) **Average GDP Growth Rate:** This variable is positively correlated with the future migration, which claims that the more GDP of a nation is, the more attractive or more prospective for future migration as there is more opportunities for future employment generation.
- b) **Expansionary Fiscal Policy:** This variable is positively correlated with the future migration, which means

that, if the government undertakes expansionary fiscal policy then economic activities increase, such as: development project, private investments will be heightened, as a result future migration will be inspired and more employment opportunities will be created.

- c) **Average Labor Force Growth Rate:** This variable is negatively correlated with the future migration, which claims that the less labor force growth rate of a nation is, the more attractive or more prospective for future migration as there is more opportunities for future employment generation.

#### **DEMOGRAPHIC FACTORS:**

- a) **Average Population Growth Rate:** This variable is negatively correlated with the future migration, which claims that, the more the population growth of a country is, the less attractive or less prospective that nation for future migration.
- b) **Percentage of total population aged 65 and above:** This variable is positively correlated with the future migration, which claims that the countries having more population aged 65 and above, the more attractive or more prospective that nation for future migration.
- c) **Average growth rate of international migrant stock:** This variable is positively correlated with the future migration, which claims that the more international migrant stock growth rate of a country is, the more prospective for future migration as the nation is more intended to receive foreign migrants.
- d) **Size of foreign population:** The rationale for considering this factor is to create an extra weight in our final outcome as more dependence on foreign labor means more opportunity and attractiveness, and higher percentage of foreign population indicates higher prospects of foreign migration.
- e) **Size of Bangladeshi Population:** The size of Bangladeshi population is taken into account to measure our competitive status in a particular labor receiving country. As, heavily populated Bangladeshi migrants indicates more opportunities to export Bangladeshi workers in that particular country.

#### **POLICY FACTORS:**

Foreign employment opportunities are heavily influenced by several policy related factors, which are briefly discussed below:

- a) **Government Control (labor importing policies):** Favorable labor importing policies of destination countries have positive impact on overseas migration. If the Government control/restrictions is lower, issuance of visa and work permit are easier, then the future prospect of migration will be higher, otherwise it can be declined to a minimum level.
- b) **Bi-lateral Relationship:** Bi-lateral relationships with the destination countries significantly influence the employment prospect. Because, the government of destination countries will give preference in receiving foreign employees. So, the presence of this factor will foster the growth foreign employment.
- c) **Trade Relationship:** Trade relationships and Memorandum of understandings (MoU) with the destination countries open many doors of opportunities which can affect positively in exchanging labor and technologies.
- d) **Supportive government policies:** Supportive government policies of supply side, such as: incentive and subsidies, facilities of bank loan, one stop clearance system, hotline, government managed recruitment system, comprehensive monitoring process to monitor recruitment process, national observatory for employment and training, encourage investment in skills training, ensuring smooth flow of migration related information etc. can expand and amplify the future migration.

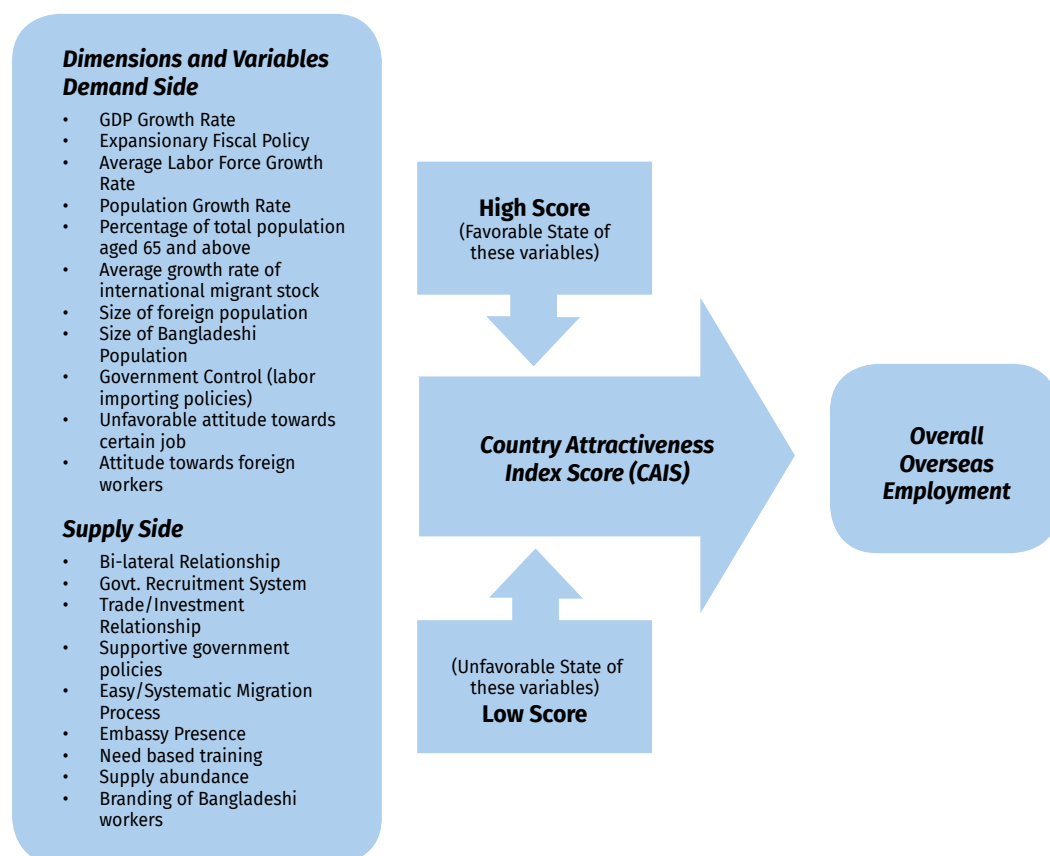
- e) **Embassy Presence:** Presence of embassies of both destination and sending countries has positive impact on migration to the destination country, because the VISA or work permit processing activities will be smoother and less expensive.

#### **SOCIO-CULTURAL FACTORS OF DESTINATION COUNTRY:**

- a) **Unfavorable attitude towards certain job:** If the people of destination country holds unfavorable attitude toward certain jobs then there will be opportunity to export human resource to fill up the gap, which means, unfavorable attitude towards certain job indicates more possibilities of sending workers.
- b) **Attitude towards foreign workers:** If the people of destination countries holds favorable attitude towards foreign workers, honor them, don't discriminate based on race, color, religion or gender then the country will be attractive for the foreign workers.

#### **CAPACITY FACTORS OF SENDING COUNTRY:**

- a) **Need based training:** Extending the availability of need based training for existing/future skills and occupations can elevate core competency level of a country's expertise in developing human resource, which can influence the demand of Bangladeshi workers in the international job market positively.
- b) **Supply abundance:** If the sending country holds the capacity of sending required numbers of workers in demanding occupations then it will have competitive edge over the competitors, and the future migration will be extended.
- c) **Branding of Bangladeshi workers:** Implementation of effective branding strategy for overseas



employment can increase the flow of foreign migration, because workers will have positive image through proper branding and they will gain a competitive edge as candidate in the international job market, and it is evident that Bangladeshi migrants are famous for loyalty, disciplined, easy adaptability and hardworking nature.

From the perspective of worker receiving or destination country and worker sending country, the above factors/variables can be further regrouped into two broad dimensions, namely: **“Demand Side”** and **“Supply side”**, to determine a Country’s Attractiveness Index Score (CAIS) to measure the level of future prospect, which are exhibited in the conceptual framework.

## **1.6 Conceptual Framework**

The conceptual framework is depicted by the diagram below:

## **1.7 Country Attractiveness Index Score (CAIS)**

Based on the weight and value of the Demand and Supply Side variables, the Country Attractiveness Index Score (CAIS) will be determined, which will indicate the level of prospect of a country for future overseas migration. The “weight” of these factors/variables are measured by the responses of the Migrants and Key Informants through primary sources. The “values” of these variables are taken from the primary sources, such as responses of migrants, foreign employers and Key Informants, as well as from the secondary sources, such as UN data, World Bank data, etc.

## **1.8 Limitations of the Study**

Despite an exhaustive and holistic research framework and broad categories of data – primary and secondary, deployed by the present study, and major conclusions derived, there are certain limitations of the study. The vast amount of information generated through deployment of multitude of research instruments could not fully be analyzed and utilized due to time constraints. The initial time allowed – though extended further, would not be sufficient for such a voluminous study, as tasks were involved in collecting and collating a vast amount of primary data – based on long list of research instruments. Budgetary provisions for the study – including the mode of its disbursal, put a serious constraint on timely completion of different components of the project. No less important, formalities in traveling and conducting field survey in foreign countries – obtaining visa in particular, put a serious drag on timely completion of the project.

## CHAPTER 2

# PROSPECT AND PROJECTION OF FUTURE EMPLOYMENT

## 2.1 Introduction

Despite periodic swings in the level and flow, the overall prospects of labor migration from Bangladesh would seem to be on the bright side. In this chapter the prospect of labor migration from Bangladesh is highlighted in the years to come, and identified and discussed various underlying issues. More specifically, the purposes of the study in this chapter are as follows:

- a. Underline the future prospects of labor migration from Bangladesh and respective reasons;
- b. Explore particular demanding job sectors in the international market including the required professional and skilled trades;
- c. Forecast demanding professional and skill trade levels in the international job market;
- d. Identify countries having demand prospects for Bangladeshi workers in particular;
- e. Given the 53 countries listed in the earlier chapter, what different variations exist in terms of: (i) geographical location, (ii) population dynamics, (iii) economic growth, (iv) economic structure, (v) size and composition of labor force, (vi) sector distribution of labor force, (vii) size of foreign population, (viii) level and source of expatriate workers, (ix) skill categories of expatriate workforce, (xi) history of inflow of expatriate workers, and (xii) prospects for future migration from Bangladesh, etc. The ultimate goal is two folds: a) understand the individual countries from different angles, and b) collect country-wise information on issue which might have bearing on the process of international migration. and
- f. Enlist various prerequisites to harness available market opportunities.

## 2.2 Market Categories

The selected countries can be grouped under three broad categories: (a) existing market, (b) emerging market, and (c) potential market. Table 2.2.1 provides some descriptions of the three types of markets:

**Table – 2.2.1: Distribution of major countries hosting Bangladeshi workers across different country groups**

Country Groups	Objective	Criteria
EXISTING MARKET	Maintenance of the current market position	<ol style="list-style-type: none"><li>1. Having history of hosting at least for the last 10 years.</li><li>2. Migration takes place predominantly through institutional recruiting agencies.</li><li>3. People from all divisions of the country migrate to these countries.</li></ol>
EMERGING MARKET	Exploring new market opportunities	<ol style="list-style-type: none"><li>1. Having history of hosting Bangladeshi workers at least for the last 5 years.</li><li>2. Migration takes place through both institutional recruiting agencies and individual initiatives.</li><li>3. The economy of the countries demonstrates a positive GDP growth trend on a sustainable basis.</li></ol>

Country Groups	Objective	Criteria
<b>POTENTIAL MARKET</b>	Greater market diversities in terms of high and low-end skills and longer tenure of migration	<ol style="list-style-type: none"> <li>1. Having history of hosting Bangladeshis in recent past i.e. within less than 5 years.</li> <li>2. Migration takes place predominantly through individual initiatives.</li> <li>3. Countries demonstrate market diversities in terms of slow population growth and/or emergence of skill gaps in particular occupation.</li> </ol>

On the whole, the three country groups identified include each 15, 18 and 20 countries (Table 2.2.2):

**Table – 2.2.2: Distribution of 53 countries across different market groups**

SL.	Existing Market	SL.	Emerging Market	SL.	Potential Market
1	Bahrain	16	Algeria	34	Albania
2	Brunei	17	Australia	35	Argentina
3	Oman	18	Belarus	36	Austria
4	Italy	19	Canada	37	Belgium
5	Qatar	20	China	38	Bosnia
6	Jordan	21	Hong Kong	39	Brazil
7	KSA	22	Netherlands	40	Bulgaria
8	Kuwait	23	New Zealand	41	France
9	Lebanon	24	Palau	42	Germany
10	Malaysia	25	Poland	43	Hungary
11	Mauritius	26	Seychelles	44	Iceland
12	Singapore	27	South Africa	45	Macao
13	South Korea	28	Sweden	46	Norway
14	UAE	29	USA	47	Russia
15	UK	30	Uzbekistan	48	Slovenia
		31	Egypt	49	Spain
		32	Japan	50	Taiwan
		33	North Sudan	51	Turkey
				52	Ukraine
				53	Venezuela

## 2.3 Perceptions about Future Job Prospects

Based on primary data collected for the purpose of the study, future job prospect for Bangladeshi migrant workers has been perceived to be quite promising. All the stakeholders (**Migrant, Employer, and Key Informants**) were asked to rate the prospect of overseas employment from Bangladesh to a particular destination country in a five-point scale. The collective responses of them are summed up to identify the overall prospect value of that country. The scale-points of responses of different stakeholders are assigned weights as per following table to derive the prospect value:

Response	Scale Value	Rate of Weight
Very Good	5	100%
Good	4	80%
Stable	3	60%
Depressing	2	40%
Very Depressing	1	20%

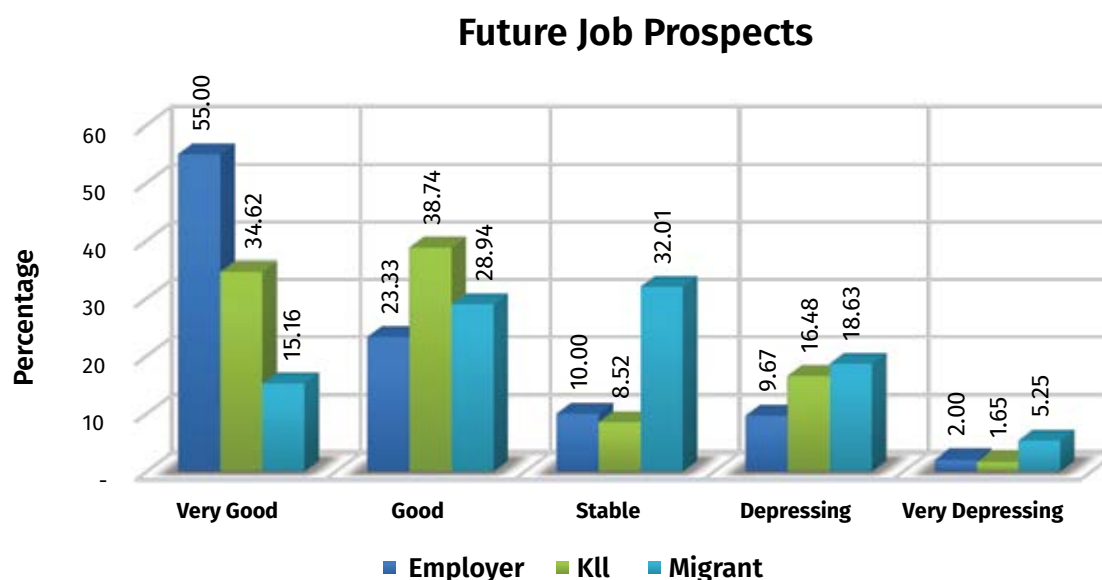
Most of these stakeholders are of the opinion that the future job prospects for Bangladesh are ‘very good’ or ‘good’. Only a small proportion of them would express pessimism on the issue – calling the prospect either ‘depressing’ or ‘very depressing’.

For instance, in the opinion of the recruiting agents – who have long been associated with the process of international migration and have played a critical role throughout the history of migration from Bangladesh, future prospects are very good in 41% cases, and good in 53% cases. Together, this comes to about 94%. Similarly, academicians working on the issue of migration view that the prospects of future migration is either good or very good in 68% of the cases. Such positive opinions are also true with respect to migrants with years of experience working abroad but have returned home. The foreign employers interviewed for the purpose of the study are also of the opinion that the future of migration from Bangladesh is good. About 80% of them view the future job prospects as being ‘very good’ or ‘good’ (Table 2.3.1 and Figure: 2.3.1):

Table: 2.3.1 Perception of Key Informants about Future Job Prospects for Bangladeshi Migrant Workers (In percentage terms)									
Nature of perception	Recruiting agents	Academicians	Returned Migrants	Labor attaches	Policy planners	Expatriate KII	Officials/ Prominent citizen in destination countries (KII)	Foreign Employers	Together
Very good	41.18	11.11	14.71	25.00	100.00	39.74	19.05	55.00	230
Good	52.94	55.56	38.24	37.50	0.00	33.33	39.68	23.33	151
Stable	0.00	11.11	17.65	37.50	0.00	10.26	20.63	10.00	61
Depressing	5.88	22.22	14.71	0.00	0.00	12.82	20.63	9.67	60
Very depressing	0.00	0.00	14.71	0.00	0.00	3.85	0.00	2.00	14
<b>Number of cases</b>	<b>17</b>	<b>9</b>	<b>34</b>	<b>8</b>	<b>7</b>	<b>78</b>	<b>63</b>	<b>300</b>	<b>516</b>

**Source:** Based on interviews conducted on Key Informants

**Figure 2.3.1: Future Job Prospects Based on the Response of the Respondents**



## 2.4 Particular Economic Sectors with Job Prospects

Which particular economic sectors in the prospecting countries could offer job opportunities for expatriate workers from countries like Bangladesh? What implications would this have for the level and composition of future migrants? Based on the perception of the expatriate workers dispersed across different countries and continents and years of country level experiences, jobs prospects are offered by four major economic sectors – construction, industry, agriculture and services. Together these four sectors would explain for about 90.11% of the prospective jobs. In the opinion of the sample Bangladeshi expatriates, construction is the single most important sector which alone accounts for about 28.21% of the total respondents. This is followed by various services which account for 26.37% of total. Few other sectors identified as having future prospects – besides the top four, include health, ICT and tourism (Table 2.4.1):

**Table 2.4.1: Particular Economic Sectors with Future Prospects for Overseas Employment**

SL.	Particular economic sectors	Response of Migrants	
		N	(%)
1	Construction	473	28.21
2	Service	410	24.45
3	Industry	366	21.82
4	Agriculture	226	13.48
5	Health	80	4.77
6	Tourism	42	2.50
7	ICT	13	0.78
8	Others	67	4.00
<b>All Together</b>		<b>1,677</b>	<b>100</b>

**Notes:** % figures refer to respective column total

## 2.5 Forecast of Demanding Professions and Trades in 53 Selected Countries

### 2.5.1 SPECIFIC DEMAND FROM THE EMPLOYERS

Employers have expressed their interests to recruit the following numbers of professionals/workers in the following occupations immediately or in near future (Table: 2.5.1.1, Table: 2.5.1.2):

**Table 2.5.1.1: Specific Demand under Professional category**

Sl. No.	List of Occupations	Total Response	Total Demand	Sl. No.	List of Occupations	Total Response	Total Demand
1	Manager	27	5,655	22	Administrator	1	20
2	Programmer	2	5,020	23	Commercial Officer	2	20
3	Project Coordinator	4	2,030	24	Engineer(Marine)	1	20
4	Engineer (Civil)	18	408	25	Doctor	1	20
5	Engineer (Electrical)	7	335	26	Support Service Engineer	2	20
6	Supervisor	21	318	27	Web Designer	1	20
7	Supervisor (Construction)	3	185	28	CA	2	15
8	Merchandiser	10	172	29	Interpreter	1	11
9	Designer	7	132	30	Engineer (Food)	1	10
10	Architecture	2	110	31	Financial Expert	2	10
11	HR	11	106	32	Manager(Supply Chain)	1	10
12	Doctor	8	103	33	Nurse	1	10
13	Accountant	14	95	34	Purchases Officer	1	10
14	Engineer (Computer)	5	89	35	Teacher	1	10
15	Businessman	3	60	36	Economist	1	8
16	Cashier	3	42	37	Executive-Ticketing	1	5
17	Engineer (Textile)	3	40	38	Agronomist	2	2
18	Engineer(Chemical)	3	40	39	Engineer	1	1
19	Pharmacist	2	33	40	HR	1	1
20	Interior Designer	2	32	41	Shipping Agent	1	1
21	Manager (Construction)	2	30				

**Table 2.5.1.2: List of Demanding Occupations under Skill category**

Sl. No.	List of Occupations	Total Response	Total Demand	Sl. No.	List of Occupations	Total Response	Total Demand
1	Skilled Labor	28	19,283	33	Painting Supervisor	1	250
2	Semi-skilled Labor	28	18,616	34	Cook	28	222
3	Mason	24	4,683	35	Line in charge	2	211
4	Machine Operator	31	3,942	36	Bar Tender	3	207

Sl. No.	List of Occupations	Total Response	Total Demand	Sl. No.	List of Occupations	Total Response	Total Demand
5	Painter	7	3,680	37	Vacuum Machine Operator	1	150
6	Plumber	15	3,181	38	Garments Worker	3	90
7	Labor (Construction)	5	2,150	39	Gardener	2	70
8	Tailor	14	2,105	40	Farming Expert	5	55
9	Plantation/ Harvester	1	2,000	41	Agriculture Labor	2	50
10	House Maid	2	1,702	42	Site Agent	2	50
11	Labor	10	1,610	43	AC Technician	1	45
12	Carpenter	9	1,422	44	Guard	1	40
13	General worker	14	1,331	45	Travel Guide	3	39
14	Technician	14	1,189	46	Hotel Boy	2	31
15	Cutting Master	7	982	47	Assembling staff	1	30
16	Foreman	6	800	48	Cabin Crew	1	30
17	Construction worker	9	780	49	Auto Cad Master	1	20
18	Welder	6	777	50	Designer (Fashion)	3	20
19	Food Processing	2	710	51	Online Service	1	20
20	Hoster	1	700	52	Wood Designer	2	20
21	Unskilled Labor	8	658	53	Packaging	6	12
22	Quality Controller	9	640	54	Computer Operator	3	11
23	Electrician	11	601	55	Market Analyst	2	10
24	Chicken Feeding	1	600	56	Others	1	10
25	Ironing staff	2	600	57	Receptionist	3	10
26	Service Boy	7	548	58	Slaughterer	4	10
27	Cleaner	9	491	59	Automobile Mechanic	1	5
28	Salesman	31	369	60	Fisherman	1	5
29	Semi-skilled Cleaner	6	336	61	Recycling staff	1	5
30	Driver	8	315	62	Waiter	1	5
31	Sewing	1	300	63	Security Guard	1	1
32	Steel Fixer	1	300	64	Warehouse Asst.	1	1

### 2.5.2 Total forecast of demanding trades

Based on BMET data and responses of the respondents, the total forecast of demanding occupations for the next ten years are given in the following tables:

**Table: 2.5.2.1: Forecast of Demanding Professions (Professional Category)**

Sl. No.	List of Occupations	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027
1	Engineer (Civil)	1,969	1,692	1,873	1,795	1,906	1,880	1,918	1,950	2,058	2,163
2	Supervisor	363	410	485	571	666	751	843	963	1,106	1,275
3	Manager	672	766	892	775	900	610	580	579	666	766

Sl. No.	List of Occupations	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027
4	Engineer (Computer)	91	116	172	252	325	392	453	534	637	758
5	Engineer (Mechanical)	43	65	107	162	216	261	301	357	424	501
6	Interpreter	19	32	75	130	187	235	273	332	402	489
7	Engineer (Electrical)	25	39	74	125	171	213	249	297	358	427
8	Merchandiser	100	120	143	171	209	242	269	301	338	372
9	Doctor	101	119	141	172	203	235	260	286	320	356
10	Engineer (Chemical)	78	96	118	150	176	201	229	259	296	331
11	Architect	68	96	120	152	173	196	223	254	289	329
12	Supervisor (Construction)	195	207	219	232	246	260	276	292	309	328
13	Human Resources Professional	110	121	134	154	171	191	213	238	268	300
14	Engineer (Food)	15	23	49	80	115	140	163	198	241	294
15	Engineer (Agriculture)	6	14	39	76	108	138	163	198	242	294
16	System Administrator	85	92	111	134	158	178	195	220	249	285
17	Systems Analyst	71	78	96	120	143	164	181	205	234	270
18	Accountant	116	128	141	156	173	188	204	222	241	260
19	Nurse	131	144	156	163	174	176	187	199	214	230
20	Manager(Construction)	79	91	101	114	124	134	143	154	165	177
21	Engineer (Mining)	12	20	35	54	70	85	98	116	137	163
22	Engineer (Site)	73	76	80	85	90	95	100	106	112	119
23	Businessman	22	31	40	53	65	78	85	92	100	108
24	Support Service Engineer	12	15	22	35	43	52	62	72	86	100
25	Designer	39	46	53	60	65	71	77	84	91	100
26	Pharmacist	40	46	51	58	62	66	71	76	82	88
27	Programmer	62	64	67	69	72	74	77	80	83	86
28	Site Agent	50	52	55	59	62	66	70	74	79	83
29	Agronomist	25	31	35	41	45	49	53	58	64	70
30	Engineer (Textile)	22	27	32	38	44	48	53	58	64	68
31	Charter Accountant	25	29	34	39	45	49	53	58	63	67
32	Medical Officer	12	16	21	28	38	48	51	55	58	62
33	Designer (Fashion)	17	20	24	30	37	44	46	48	50	52
34	Aeronautical Engineer	11	17	21	27	30	33	37	41	46	51
35	Project Coordinator	35	36	38	39	41	43	44	46	48	50
36	Ticketing	10	15	19	24	27	30	33	37	41	46
37	Engineer(Maintenance)	25	26	27	28	29	30	31	32	33	34
38	Administrator	24	25	26	26	27	28	29	30	31	32
39	Telecommunications Engineer	9	11	13	16	18	20	22	25	27	29
40	Online Service	20	21	21	22	23	24	25	25	26	27
41	Cashier	15	16	17	18	19	20	21	22	24	25

Sl. No.	List of Occupations	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027
42	Purchases Officer	15	16	17	17	18	19	20	21	23	24
43	Receptionist	14	14	15	15	16	16	17	17	18	18
44	Engineer (Industry)	14	14	15	15	15	15	16	16	16	17
45	Sales Manager	13	13	14	14	14	15	15	16	16	17
46	Engineer (Mechanical)	11	11	12	12	13	14	14	15	16	16
47	Marketing Manager	10	11	11	12	12	13	14	14	15	16
48	Computer Hardware Engineer	3	4	5	6	8	10	10	10	10	11
49	Planner	7	7	7	7	8	8	8	8	8	8
50	Shipping Agent	7	7	7	7	7	8	8	8	8	8
51	IT Project Managers	5	5	6	6	6	6	7	7	8	8
52	Teacher	5	5	6	6	6	6	7	7	8	8
53	Market Analyst	5	5	5	6	6	6	7	7	7	7
54	System Support Engineer	5	5	5	6	6	6	6	7	7	7
55	Manager (Healthcare)	5	5	5	5	6	6	6	6	6	7
56	Air Ticket Executive	5	5	5	5	5	6	6	6	6	6
57	Payroll Asst.	5	5	5	5	5	5	5	6	6	6
58	Physiotherapists	3	3	3	3	3	4	4	4	4	4
59	Secretary	2	2	2	2	2	2	2	2	2	3
<b>Total</b>		<b>5,031</b>	<b>5,228</b>	<b>6,125</b>	<b>6,685</b>	<b>7,652</b>	<b>8,006</b>	<b>8,635</b>	<b>9,449</b>	<b>10,588</b>	<b>11,855</b>

**Table: 2.5.2.2: Total Forecast of Demanding Professions (Skill Category)**

Sl. No	List of Occupations	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027
1	Servant	73,152	62,092	67,723	71,395	73,171	77,935	78,651	81,071	87,527	91,034
2	Worker	115,611	111,106	103,659	101,039	96,042	91,702	88,430	84,416	82,740	80,184
3	Labor	89,125	83,241	81,028	78,318	76,369	73,961	69,855	69,937	66,803	65,145
4	Construction Worker	36,802	40,783	43,859	47,284	48,870	47,685	53,038	55,428	57,658	59,679
5	Mason	31,082	31,360	31,204	32,121	32,889	34,264	32,425	38,496	37,335	38,781
6	House Maid	27,579	28,844	30,034	29,297	31,440	32,355	33,991	35,303	35,962	37,251
7	Cleaner	29,621	30,143	30,530	30,605	30,988	31,386	31,276	31,982	32,265	32,559
8	Driver	15,228	14,268	16,223	16,800	18,337	19,279	18,892	20,183	21,113	22,110
9	Semi-skilled Labor	6,522	7,355	8,317	9,433	10,727	12,229	13,976	16,008	18,374	21,131
10	Cook	10,234	11,236	11,545	12,646	12,675	13,330	13,625	14,720	15,062	15,457
11	Wood Designer	8,848	8,285	9,922	10,063	9,966	9,661	12,286	12,914	12,623	13,722
12	Painter	12,575	11,882	11,881	11,234	11,686	11,484	10,541	12,163	11,298	11,431
13	General worker	5,850	6,359	6,887	7,441	7,993	8,567	9,164	9,786	10,444	11,138
14	Carpenter	8,190	8,241	7,831	7,981	7,859	8,087	7,793	8,979	8,867	9,307
15	Plumber	5,901	6,101	6,649	6,906	7,273	7,417	7,212	8,553	8,401	8,835

Sl. No	List of Occupations	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027
16	Tailor	6,568	6,691	6,856	6,695	7,001	6,710	6,716	6,994	7,018	7,224
17	Machine Operator	7,422	7,763	8,148	7,286	6,988	6,119	5,755	5,890	6,140	6,378
18	Waiter	5,546	4,940	5,043	5,309	5,211	4,076	6,027	5,633	5,799	5,481
19	Welder/Fabricator	3,544	3,642	3,780	3,717	4,105	4,339	4,300	5,166	5,024	5,250
20	Factory Worker	3,085	3,104	3,290	3,653	3,906	4,190	4,456	4,678	4,938	5,180
21	Farmer	5,227	4,206	4,949	4,164	4,769	4,964	4,620	5,015	4,842	4,987
22	Electrician	2,441	2,579	2,685	2,804	2,997	3,141	3,138	3,496	3,564	3,724
23	Technician/ Garments Technician	2,712	2,759	2,857	2,874	2,997	3,006	3,043	3,190	3,407	3,578
24	Salesman	2,324	2,194	2,284	2,298	2,604	2,744	2,779	3,006	3,162	3,410
25	Shepherd	1,689	1,930	1,993	2,249	2,395	2,459	2,604	2,862	2,991	3,128
26	Semi-skilled Cleaner	575	656	753	878	1,005	1,157	1,332	1,534	1,779	2,061
27	Maker	1,506	1,542	1,474	1,716	1,706	1,756	1,799	1,834	1,935	1,993
28	Pipe Fitter	1,109	991	1,254	1,284	1,440	1,479	1,487	1,771	1,768	1,907
29	Guard	1,355	1,288	1,462	1,464	1,546	1,581	1,617	1,774	1,802	1,860
30	Operator	930	1,325	1,410	1,414	1,419	1,557	1,553	1,620	1,747	1,750
31	Plantation/ Harvester	530	562	652	764	879	987	1,087	1,219	1,376	1,561
32	Unskilled Labor	2,085	2,276	2,526	1,973	2,215	1,267	1,134	1,098	1,294	1,529
33	Helper	849	909	965	1,026	1,114	1,185	1,239	1,330	1,399	1,475
34	Black Smith	1,210	1,257	1,289	1,316	1,339	1,346	1,337	1,403	1,417	1,434
35	Slaughterer	15	40	129	256	398	533	656	844	1,085	1,395
36	Skilled Labor	760	800	857	887	945	962	1,019	1,084	1,163	1,249
37	Welder Grade-A	615	669	760	821	875	933	941	1,110	1,130	1,194
38	Mechanic	545	631	698	753	815	910	914	1,046	1,090	1,154
39	Baby Sitter	182	650	710	770	828	889	945	1,009	1,067	1,126
40	Agro Labor	454	522	588	662	725	784	838	947	1,017	1,108
41	Tiles Fixer	534	588	623	638	720	804	808	896	930	984
42	Barber	409	475	538	603	673	738	780	845	917	977
43	Food Processing	22	42	111	207	310	405	489	616	775	977
44	Foreman	508	550	589	635	672	712	756	804	858	917
45	Garments Worker	2,160	2,245	2,329	1,708	1,777	951	799	713	770	835
46	Chicken Feeder	10	26	83	162	248	326	396	500	632	799
47	Sharia Expert	10	26	83	162	248	326	396	500	632	799
48	Crane Operator	442	469	498	529	562	598	634	672	713	756
49	Packaging	10	25	74	143	212	275	331	412	514	638
50	Bar Tender	61	82	133	200	268	324	372	441	525	620
51	Hoster	350	357	379	402	426	452	480	509	539	572
52	Labor (construction)	286	301	320	350	376	406	433	460	497	535
53	Fitter	1,563	1,301	1,195	1,057	932	791	650	666	522	506

Sl. No	List of Occupations	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027
54	Farming Expert	105	124	160	193	237	257	286	328	383	445
55	Welder	219	238	255	276	294	312	331	351	374	396
56	Painting Supervisor	250	259	268	277	286	296	306	317	328	339
57	Industrial Worker	127	136	149	170	185	203	223	244	271	298
58	RMG(In charge)	211	219	227	235	244	253	262	272	282	292
59	Hotel Boy	181	189	198	208	218	229	240	252	265	279
60	Vacuum Machine Operator	150	153	162	172	183	194	206	218	231	245
61	Quality Assurance	15	26	47	74	99	121	140	166	199	237
62	Ironing staff	608	624	640	477	490	278	234	206	213	219
63	Quality Controller	580	614	650	485	513	269	220	186	196	206
64	Heavy Vehicle Driver	123	128	134	140	147	154	160	165	172	178
65	Steel Fixer	130	134	138	142	146	150	155	159	164	169
66	Fork Lift Driver	117	122	127	133	140	147	152	157	162	168
67	Cutting Master	95	108	119	115	123	111	116	124	137	152
68	Web Developer	80	88	95	103	109	115	122	129	137	145
69	Wood Worker	74	82	90	97	103	109	114	125	131	137
70	Travel Guide	59	65	73	81	87	94	102	110	119	129
71	Service Boy	83	86	90	93	97	101	106	110	115	120
72	Gardener	70	72	76	80	84	89	93	98	104	109
73	Sewing Operator	525	538	551	386	395	180	133	101	104	107
74	AC Technician	67	70	73	77	81	86	90	95	100	106
75	Web Designer	50	57	62	69	73	78	83	88	94	101
76	Embroidery Worker	55	57	61	63	67	73	74	80	83	87
77	Heavy Equipment Mechanic	53	55	57	59	62	64	67	69	72	75
78	Butcher	53	55	56	58	60	62	64	66	68	70
79	Automobile Mechanic	15	22	27	35	40	46	50	54	59	64
80	Fashion Designer	15	18	20	24	28	32	38	44	51	60
81	Caregiver	2	4	8	17	22	28	35	41	50	59
82	Health Worker	2	4	8	17	22	28	35	41	50	59
83	Scaffolder Grade-A	38	40	42	44	46	48	51	53	56	59
84	Shipyard Worker	35	36	38	39	40	42	44	45	47	49
85	Auto Cad Master	11	14	19	24	32	40	42	43	45	47
86	Female Garments Worker	35	36	37	39	40	41	43	44	45	47
87	Fisherman	65	67	70	58	60	45	43	42	44	47
88	Gas fitters	10	15	19	24	27	30	33	37	41	46
89	Baker	32	33	34	35	36	37	38	39	41	42
90	Graphic & Animation	26	27	28	29	30	31	32	33	35	36
91	Assembling	25	26	27	28	29	30	31	33	34	35
92	Car Painter	22	23	24	25	26	27	28	30	31	32

Sl. No	List of Occupations	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027
93	Hairdresser	17	18	19	20	21	22	24	25	26	28
94	Furniture Maker	20	21	21	22	23	24	25	26	26	27
95	Jewelry Maker	15	16	16	17	17	18	18	19	20	20
96	Computer Operator	15	15	16	16	17	17	18	19	19	20
97	Laundry Man	15	15	16	16	16	17	17	18	18	18
98	Restaurant Staffs	12	12	13	13	14	15	15	16	16	17
99	Warehouse Asst.	12	12	12	13	13	13	13	13	14	14
100	Camel men	10	10	11	11	12	12	12	13	13	14
101	Fish Cutter	10	10	11	11	11	12	12	13	13	14
102	Kitchen Worker	10	10	11	11	11	11	12	12	12	13
103	Line Leader	10	10	10	11	11	11	11	12	12	12
104	Security Guard	10	10	10	11	11	11	11	11	11	12
105	Loader	7	7	8	8	8	8	9	9	9	10
106	Seaman	6	6	6	7	7	7	7	8	8	8
107	Gas Worker	5	5	5	6	6	6	6	6	7	7
108	Imam	5	5	5	5	6	6	6	6	6	7
109	Lab. Technician	4	4	4	4	5	5	5	5	5	5
110	Cabin Crew	3	3	3	3	3	4	4	4	4	4
111	Laboratory Assistant	3	3	3	3	3	4	4	4	4	4
<b>Total</b>		<b>540,566</b>	<b>526,565</b>	<b>536,823</b>	<b>541,296</b>	<b>549,151</b>	<b>550,281</b>	<b>554,660</b>	<b>578,565</b>	<b>588,627</b>	<b>604,562</b>

## 2.6 Diversified and Emerging Trades in Next Ten Years

### 2.6.1 EMERGING TRADES BASED ON PRIMARY SOURCES:

Based on the responses of different stakeholders, the following occupations of different job sectors are identified as emerging trades in near future (Table: 2.6.1):

**Table 2.6.1: Emerging trades based on primary data**

SL No.	Occupation	SL No.	Occupation
1	Nurse	31	Graphic and Animation
2	Accountant	32	Hairdresser
3	Aeronautical Engineer	33	Health Worker
4	Agro Labor	34	Heavy Vehicle Driver
5	Agronomist	35	Human Resources Professional
6	Architect	36	IT project managers
7	Baker	37	Lab. Technician
8	Banker	38	Laboratory Assistant
9	Barber	39	Machine Operator
10	Black Smith	40	Manager (Healthcare)

SL No.	Occupation	SL No.	Occupation
11	Butcher	41	Market Analyst
12	Car Painter	42	Marketing Manager
13	Caregiver	43	Medical Officer
14	Computer Operator	44	Packaging Stuff
15	Cook	45	Pharmacist
16	Crane Operator	46	Plumber
17	Doctor	47	Programmer
18	Driver	48	Salesman
19	Electrician	49	Scaffolder Grade-A
20	Engineer (Civil)	50	Seaman
21	Engineer (Computer)	51	Secretary
22	Engineer(Agriculture)	52	Security Guard
23	Engineer(Chemical)	53	Semi-skilled Cleaner
24	Engineer(Electrical)	54	Systems Analyst
25	Engineer(Mechanical)	55	Teacher
26	Fashion Designer	56	Garment Technician
27	Fisherman	57	Telecommunications Engineer
28	Food Processing	58	Web Designer
29	Fork Lift Driver	59	Web Developer
30	Furniture Maker		

## 2.6.2 EMERGING AND DIVERSIFIED TRADES BASED ON SECONDARY SOURCES:

20 Fastest Growing occupations and 20 most new jobs are projected (2016-26) by the United States Department of Labor, Bureau of Labor Statistics on October 24, 2017<sup>7</sup>. Among those - **Software developers, Information security analysts, Operations research analysts, Market research analysts and marketing specialists, Heavy and tractor-trailer truck drivers, Derrick operators of oil and gas, Home health aides, Personal care aides, Physician assistants, Nurse practitioners, Statisticians, Physical therapist assistants** are significant.

Several research organizations and government institutions are conducting research to project most new jobs in near future (for the next 10 years), so that they can develop their labor force with appropriate skill-set. Table 2.6.2 shows the Globally 74 most demanding jobs in near future<sup>8</sup>:

<sup>7</sup> Occupational Outlook Handbook, Fastest Growing Occupations, see at: <https://www.bls.gov/ooh/fastest-growing.htm>, Most New Jobs, see at: <https://www.bls.gov/ooh/most-new-jobs.htm>

<sup>8</sup> <https://www.rd.com/>, <https://www.boston.com/>, <http://www.border.gov.au/>, <http://www.migration.gv.at/>, <http://www.immigration.ca/>, <http://www.goinglobal.com/>, <https://www.nyidanmark.dk/>, <http://www.immigration-professionnelle.gouv.fr/>, <http://www.arbeitsagentur.de/>, <http://www.uscis.gov/>, <https://docs.google.com/a/distilled.co.uk/>, <http://www.djei.ie/>, <http://www.integrazionemigranti.gov.it/>, <http://www.cnnexpansion.com/>, <https://www.newzealandnow.govt.nz/>, <http://www.nokut.no/>, <http://www.mpips.gov.pl/>, <https://www.sepe.es/>, <http://work.sweden.se/>, <http://www.migrantcentre.org/>,

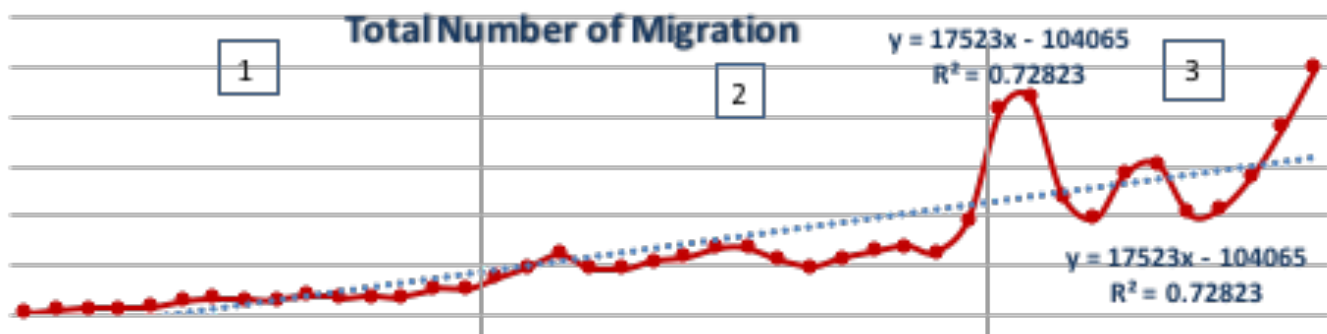
**Table 2.6.2: Future demanding jobs globally**

Sl. No.	Occupation	Sl. No.	Occupation
1	Software engineers and developers	38	Metalworkers
2	Electronics engineers	39	Motor vehicle mechanics
3	Mechanical engineers	40	Plumbers
4	Nurses	41	Farmers, Ranchers and other agricultural managers
5	Doctors and medical practitioners	42	Computer system analysts
6	Civil engineers	43	Wholesale and Manufacturing Sales representative
7	Electrical engineers	44	Heavy and tractor-trailer truck drivers
8	Accountants	45	First-line supervisors of office and administrative support workers
9	IT data analysts	46	First Line Supervisors of Construction trades and extraction workers
10	Engineering managers	47	Physical therapist aides
11	Surveyors	48	Physical therapists
12	Secondary school teachers	49	Computer and Information systems managers
13	Psychologists	50	Personal and home care aides
14	Sales executives	51	Network systems and data communications analyst
15	Database and network professionals	52	Biomedical engineers
16	Systems administrators and analysts	53	Electricians
17	Welders	54	Wholesale and manufacturing sales representatives
18	Pharmacists	55	Speech-language pathologist
19	Physiotherapists	56	Industrial engineer
20	Chefs	57	Computer-systems analyst
21	Chemical engineers	58	Mechanical engineer
22	Mechanical engineering technicians	59	Information security analyst
23	Machine operatives	60	Medical and health services manager
24	Architects	61	Human-resources manager
25	Pre-primary school teachers	62	Sales manager
26	University professors and lecturers	63	Financial manager
27	Mining engineers	64	Pharmacist
28	Actuaries	65	Marketing manager
29	Medical laboratory scientists	66	Computer software and systems software engineers
30	Midwives	67	Self-enrichment education teachers
31	Radiographers	68	Computer applications software engineers
32	Civil engineering technicians	69	Dental assistants
33	Electrical engineering technicians	70	Veterinary technologists and assistants
34	Industrial engineers	71	Veterinarian
35	Physicists and astronomers	72	Medical scientist
36	Quality assurance engineers	73	Financial Analysts
37	Computer hardware engineers	74	Home health aides

## 2.7 Projection of Total Migration – 2018 to 2027

The revealed positive perception about the future of migration – as based on the opinion of the Key Informants Interviews is validated further by the recent trend in migration. Despite periodic swings, the overall trend of migration has been in the positive direction (Figure: 2.7.1). From the 2013 level – when it was 409,253, with some exceptions it has been increasing almost consistently, rising around 1 million in 2017. Based on the above information and our recent experience with some of the major destination of migration from Bangladesh, it transpires that the migration trend was positive. For instance, in the case of the KSA the overall level of migration remained almost stable during 2009 through 2014 – hovering between an annual outflow of 7,069 in 2010 and 21, 232 in 2012. From 2015, however, it has shown a significant positive trend. From 10,657 in 2014, the level of migration went up to 58,270 in 2015, rising further to 143,913 in 2016. Similarly, migration to Kuwait also remained virtually static during 2008 to 2013. It peaked up in 2014 to 3,094, and growing up to 39,188 in 2016. Other countries with similar positive trends in migration in recent years include Malaysia, Oman, and Qatar – except in most recent year, and Sudan.

**Figure – 2.7.1: Overall Level of Migration from Bangladesh – 1976 – 2017**



There are periods of sudden rise in the demand for foreign workers in certain countries due to various external forces. And Bangladesh did take advantage of those situations. For instance, when countries like Philippines and Sri Lanka stopped exporting domestic helpers to KSA on grounds of safety and security of respective nationals, Bangladesh stepped forward to take advantage of the latent opportunities. Lately, following the ensuing World Cup Football tournament in Qatar demand for expatriate workers increased significantly there. And despite various other constraints, Bangladesh stepped forward to take an advantage of the emerging opportunities. Similar opportunities have emerged in Japan related to Japan's hosting of Olympic 2020 in the near future.

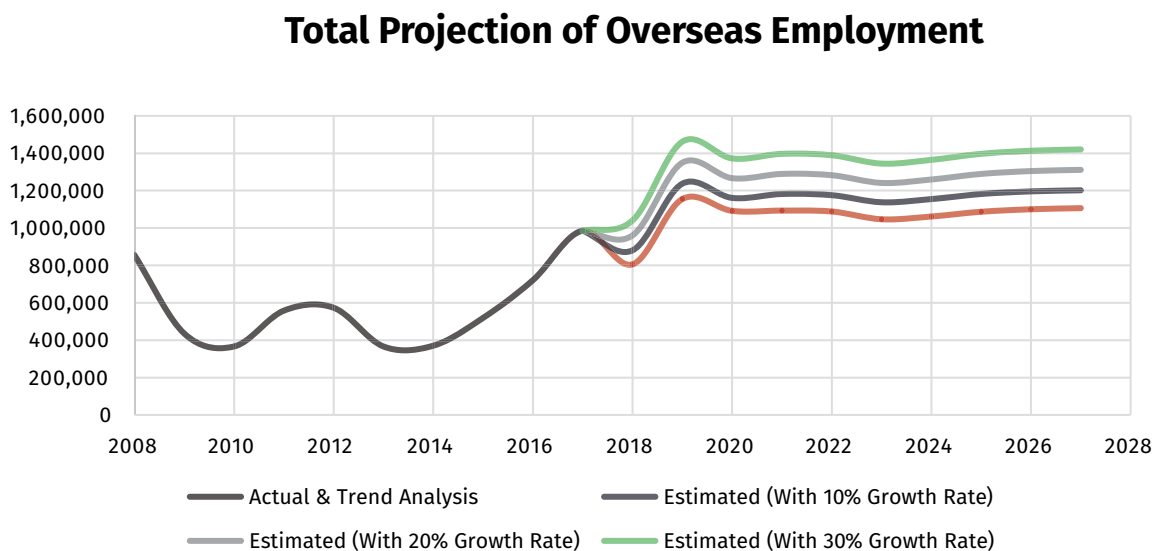
Based on the above facts it is assumed that, if all the identified factors act positively and remain favorable then there will be at least 30% growth on current trend, and if majority of the factors act positively and remain favorable then there will be at least 20% growth, and if the government can ensure the minimum standard required in the international job market then at least 10% growth will be achieved. Regression analysis model with time series data is used to project the overseas employment. In the regression exercise, the available data of overseas employment from Bangladesh (2008-2017)<sup>9</sup> is used to project future overseas employment from Bangladesh for the year of 2018 to 2027:

<sup>9</sup> Overseas Employment from Bangladesh – BMET Database

**Table – 2.7.1: Total Projection of Overseas Employment**

Year	Actual & Trend Analysis	Estimated (With 10% Growth Rate)	Estimated (With 20% Growth Rate)	Estimated (With 30% Growth Rate)
2008	854,419			
2009	435,031			
2010	366,298			
2011	558,076			
2012	573,079			
2013	365,894			
2014	370,432			
2015	519,315			
2016	721,239			
2017	985,379	985,379	985,379	985,379
2018	805,657	880,734	960,801	1,040,868
2019	1,155,382	1,237,352	1,349,839	1,462,326
2020	1,091,663	1,161,070	1,266,621	1,372,173
2021	1,093,233	1,182,040	1,289,498	1,396,956
2022	1,088,415	1,175,664	1,282,542	1,389,421
2023	1,046,900	1,137,768	1,241,202	1,344,635
2024	1,061,634	1,154,724	1,259,699	1,364,674
2025	1,087,006	1,181,977	1,289,429	1,396,882
2026	1,100,330	1,195,971	1,304,695	1,413,420
2027	1,106,273	1,201,904	1,311,168	1,420,432

**Figure – 2.7.2: Total Projection of Overseas Employment**



## 2.8 Determining Country Attractiveness Index Score (CAIS) to Measure Future Prospect

Respondents have identified 17 factors that may affect future employment prospect to a particular country. The factors are broadly grouped into two dimensions: a) demand side, which includes economic growth of the country (Average GDP growth rate, Expansionary fiscal policy), Demographic transition (population growth rate, percentage of total population aged 65 and above), growth rate of labor force, attitude towards migrant (average growth rate of international migrant, percentage of international migrant stock, percentage of Bangladeshi migrants in terms of total stock), unfavorable attitude towards certain jobs of local citizen, labor importing policy of destination country; and b) supply side, which includes availability of need based training, government sponsored recruitment system, easy/systematic migration process, building image of Bangladeshi expatriate through branding, strengthening bilateral relationship, presence of embassy in both the countries, strong trade/investment relationship.

Level and rate of economic growth in the host country has been identified by Key Informants interviewed as one of the major catalysts underlying import of foreign workers. Underlying these are industrialization of the country, infrastructure development, structural change in the economy terms relative growth and fall in different sectors – transformation from agriculture to industry, and from industry to services. All these enhance the demand for expatriate workers given other things remaining constant.

Small size of population, slow and/or stagnant population growth, increasing proportion of population belonging to elder age groups, low level and slow growth of labor force are all associated with demographic transition in respective countries. All these create additional demand for labor force – need for personal care for elderly population, as well as redeeming the overall supply of domestic labor force which would eventually create demand for workers from outside the country.

Shortage of domestic workers in certain societies such as the Middle East is associated with social and religious restrictions toward participation of certain sections of population – such as women, in the labor force. Religion restricts women to take up outside employment, or working with men. Inhibition of local population toward certain types of job – so called inferior jobs or 3D jobs – dirty, dull, and dangerous, given alternative opportunities based on better job opportunities, leave these jobs to be filled by migrant workers. This is why most of the cleaning jobs in major Middle Eastern countries are let for foreign workers from poor countries. Citizens of countries like Saudi Arabia, Kuwait, Oman, and UAE would never be willing to take up 3D jobs irrespective of the level of remunerations offered.

The supply side factors underlying a better future prospect for overseas employment are related to, among others, lack of job opportunities at home, safety and security associated with domestic job supplies, cost effectiveness of Bangladeshi workers, reputation of Bangladeshi workers as hard working, law abiding and quick learners, and adaptability to new culture and languages. Good prospects of future labor migration are associated with favorable Bangladesh government policies towards exploring new labor markets, easing the process of migration, and catering to various needs of migrants. And, Bangladesh's bilateral relation with different labor receiving countries play a critical role in opening new labor markets, and sustaining the existing ones.

From the responses of the Migrants and Key Informants, it is observed that the most significant factor for future job prospect to a particular country is "Rapid Economic Growth in the respective country (Expansionary Fiscal Policy and GDP Growth Rate)", with 26% weight. The second most significant factor is Government Support, consisting of Need Based Training, G2G Recruitment System and Easy/Systematic Migration Process, with 20% weight. Another significant factor is Branding (Reputation of Bangladeshi Workers), with 13% weight. And other factors are given 7.80%, 6.13%, 3.98%, 3.37%, 2.58%, and 17.14% respectively, which are shown in the following table:

**Table 2.8.1: Weight given by the respondents to each factor/variable**

Particular Reason for Future Job Prospects	Migrant	Key Informants	Total Response	Total Weight (%)
<b>Rapid economic growth in the respective country:</b>				
Expansionary Fiscal Policy	361	122	483	26.00
Average GDP Growth Rate				

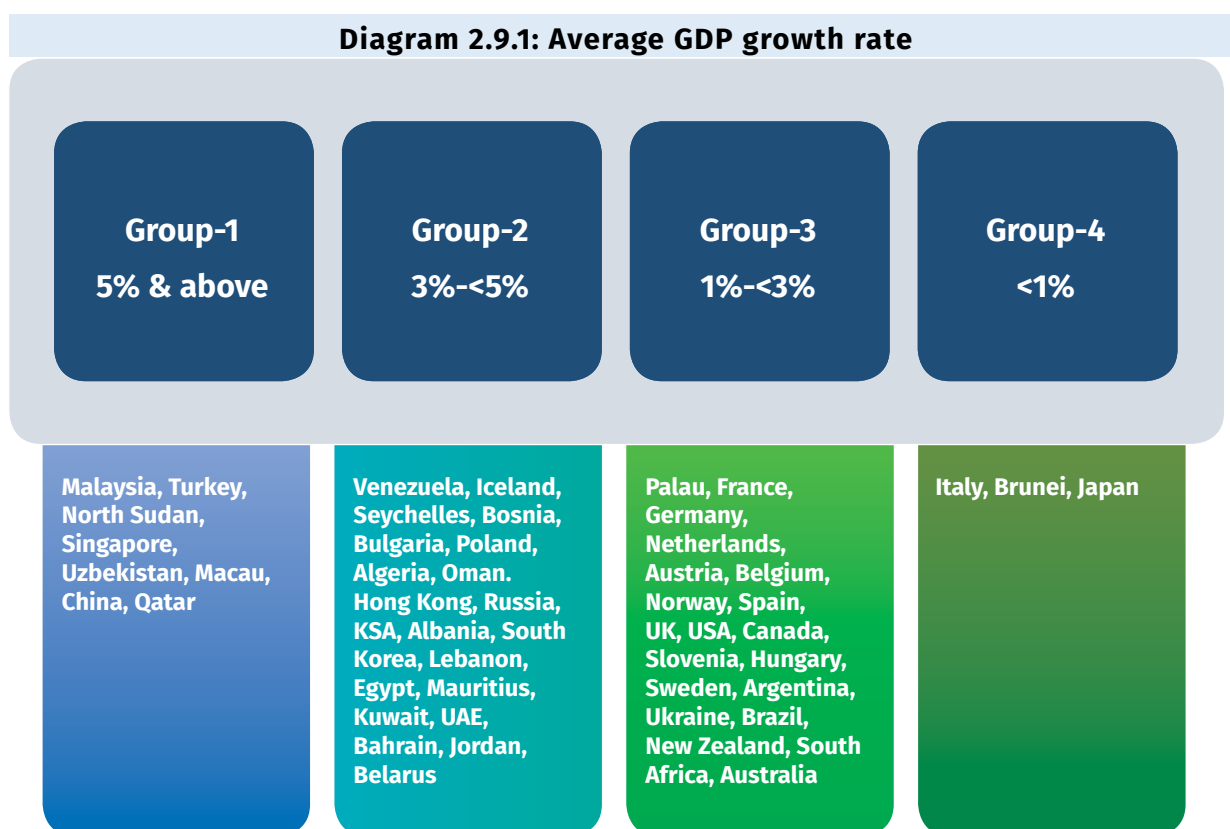
Particular Reason for Future Job Prospects	Migrant	Key Informants	Total Response	Total Weight (%)
<b>Government Support:</b>	110	262	372	20.00
Need Based Training				
Govt. Recruitment System				
Easy/Systematic Migration Process (Supportive Govt. Policies)				
<b>Branding (Reputation of Bangladeshi Worker)</b>	145	97	242	13.00
<b>Average Labor Force Growth Rate (Lack of Local Employment)</b>	29	116	145	7.80
<b>Attitude towards migrants (Social Recognition):</b>	39	75	114	6.13
Average growth rate of migrant stock				
Percentage of International Migrant Stock				
Percentage of BD Migrants in Terms of Int. Migrant Stock				
<b>Unfavorable attitude of local people toward certain jobs</b>	6	68	74	3.98
<b>Bi-lateral relationship</b>	15	48	63	3.37
<b>Demographic transition:</b>	1	47	48	2.58
Population growth rate				
Percentage of total population aged 65 and above				
<b>Others:</b>	114	205	319	17.14
Labor Importing Policy of Destination Country				
Trade/Investment relationship				
Presence of embassy				
<b>Total</b>	<b>820</b>	<b>1,039</b>	<b>1,859</b>	<b>100</b>

## 2.9 Value and Respective Weighted Score of the Factors:

The “values” of these variables are taken mostly from UN/World Bank data, as well as from other primary/secondary sources, and the respective weighted Attractiveness Index Score of these variables are determined based on the following criteria to measure the Country Attractiveness Index Score (CAIS) for future foreign migration:

## 1. Rapid Economic Growth in the Destination Country:

- a) **Average GDP Growth Rate:** As this variable is positively correlated with the future migration, the more GDP of a country means more opportunities for future employment generation. The selected countries can be categorized based on World Bank data.

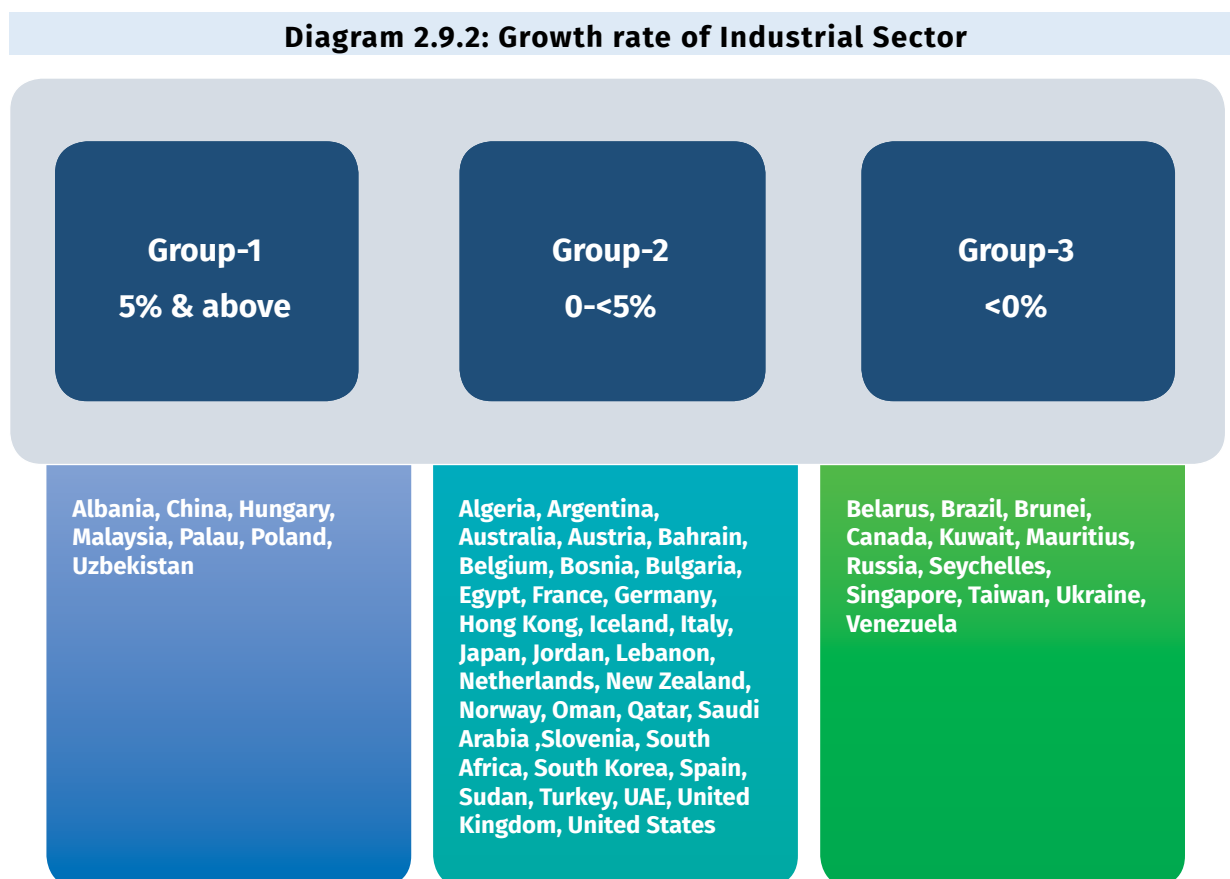


Source: World Bank Data, 2000-2016

Based on the above criteria of World Bank Data, Country Attractiveness Index Score for different range of GDP growth rate will be determined as follows:

GDP Growth Rate	Prospect Indicator	Weighted CAIS
5% & above	Very High	13
3%-<5%	High	11
1%-<3%	Moderate	9
<1%	Low	7

- b) **Fiscal Policy:** If the government undertakes expansionary fiscal policy then economic activities will be increased and as a result future migration will be inspired. Based on the growth rate of industrial sectors selected countries has categorized as follows:



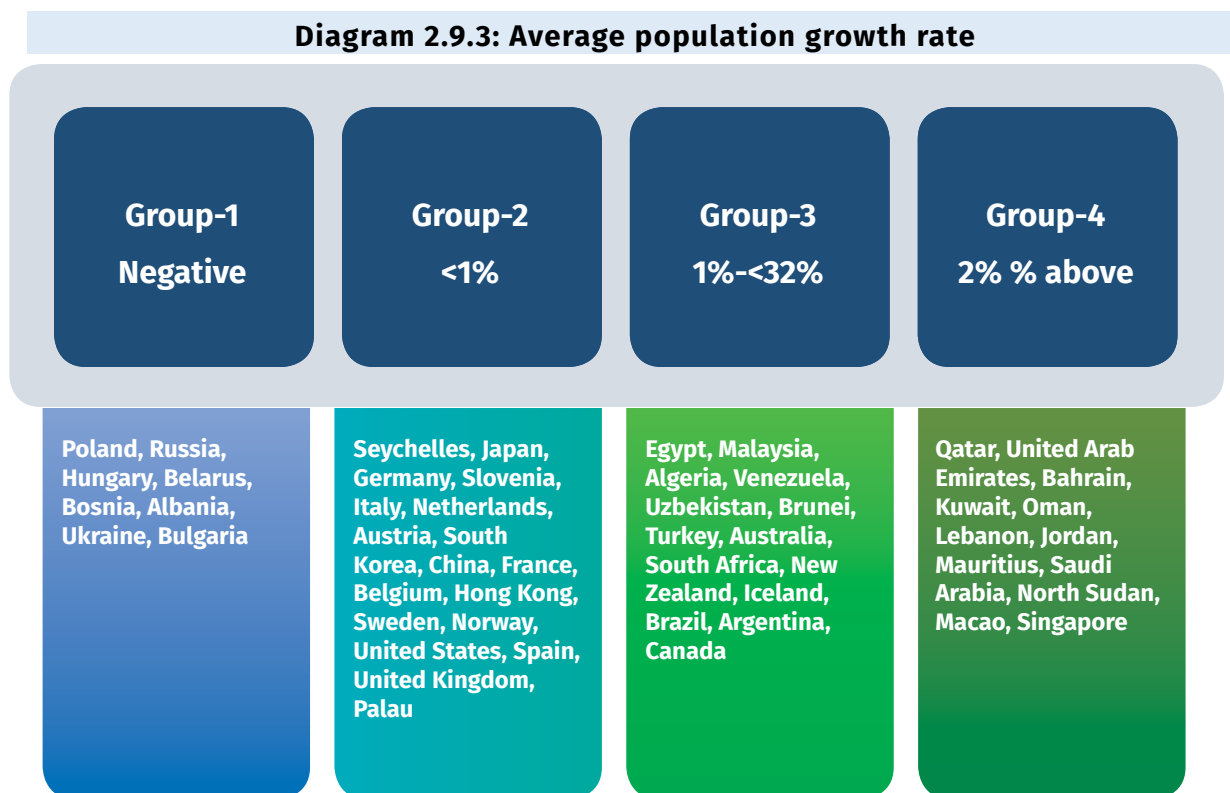
Source: World Bank Data, 2013-15

Based on the above categories, Country Attractiveness Index Score for different levels of expansionary fiscal policy is determined are as follows:

Expansionary Fiscal Policy (Sectorial Growth Rate)	Prospect Indicator	Weighted CAIS
5% and above	High	13
0-<5%	Moderate	10
<0%	Low	7

## 2. Demographic Factors:

- a) **Average Population Growth Rate:** This variable is negatively correlated with the future migration. Selected countries are categorized based on World bank data as followings:

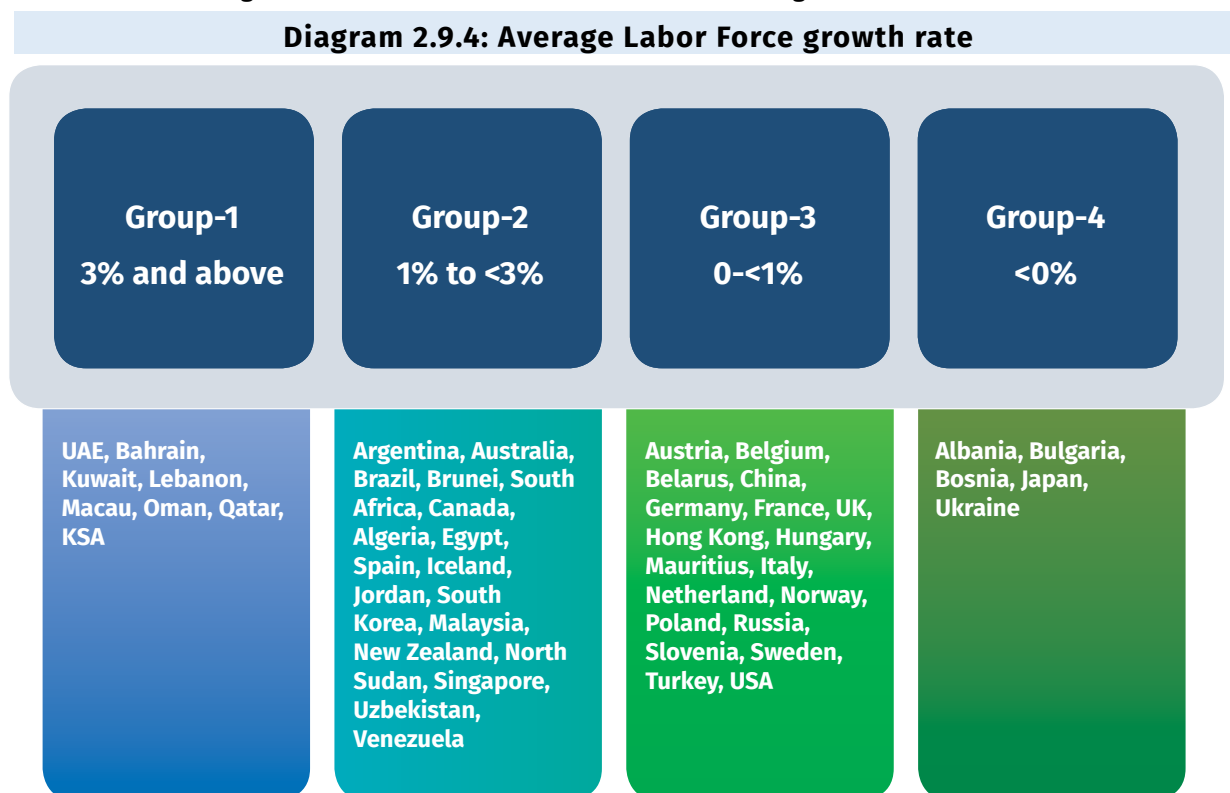


Source: World Bank Data, 2000–2016

Based on the above criteria, Country Attractiveness Index Score for different range of population growth rate will be determined as follows:

Population Growth Rate	Prospect Indicator	Weighted CAIS
Negative	Very High	1.00
<1%	High	0.75
1%–<2%	Moderate	0.50
2% & above	Low	0.25

- b) **Average Labor Force Growth Rate:** As this variable is negatively correlated with the future migration, the less labor force growth rate of a nation is, the more prospective for future migration. Selected countries are categorized based on World Bank data as followings:

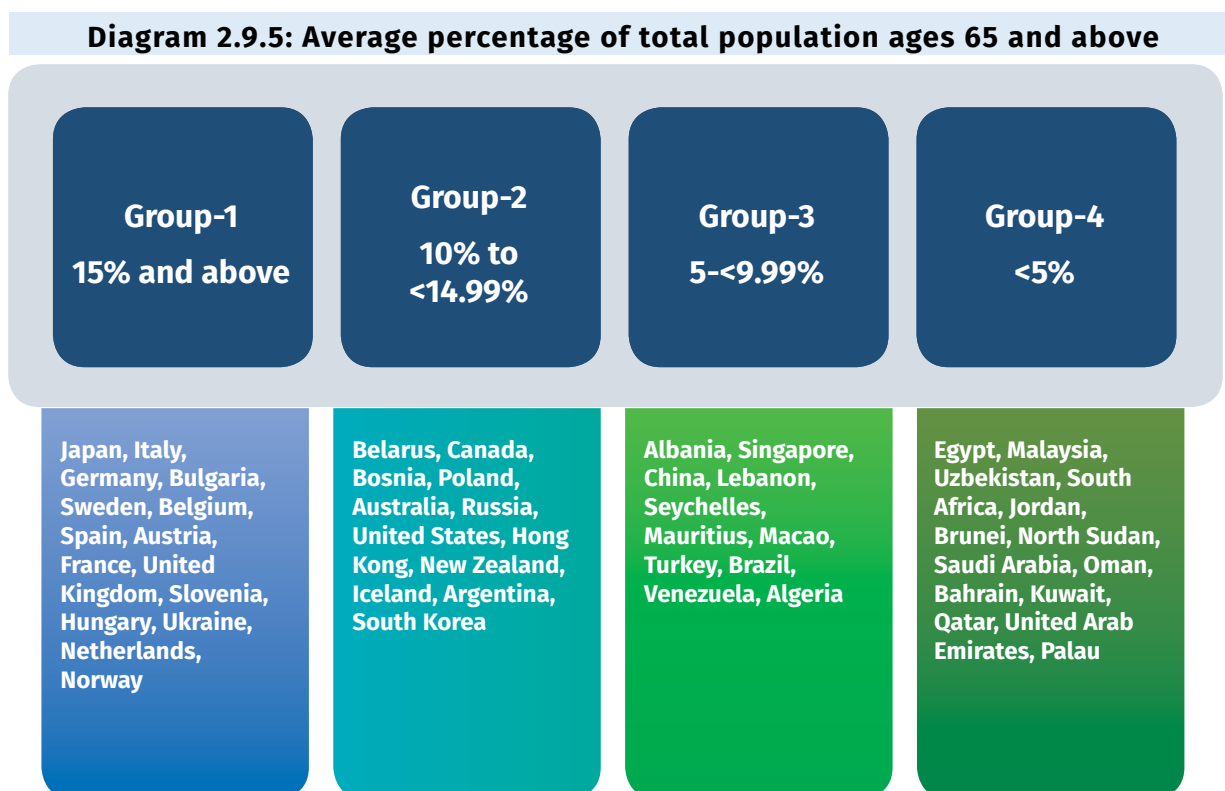


**Source: World Bank Data, 2000-2016**

Based on the above criteria, Country Attractiveness Index Score for different range of Labor Force growth rate will be determined as follows:

Labor Force growth rate	Prospect Indicator	Weighted CAIS
3% and above	Low	4.80
1% to <3%	Moderate	5.80
0-<1%	High	6.80
<0%	Very High	7.80

- c) **Average Percentage of total population aged 65 and above:** The countries having more population aged 65 and above is more prospective for future migration. Selected countries are categorized based on World bank data as followings:

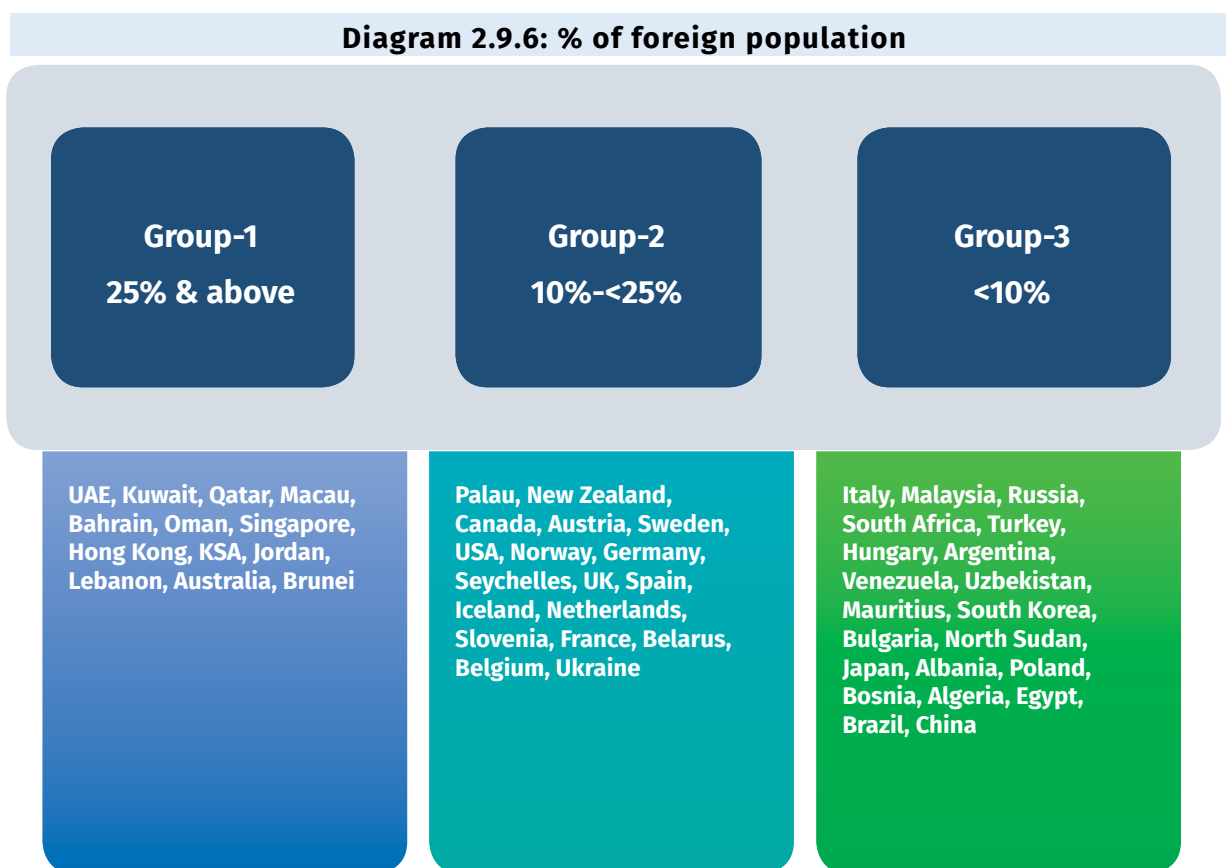


Source: World Bank Data, 2000-2016

Based on the above criteria, Country Attractiveness Index Score for different range of Percentage of total population aged 65 and above will be determined as follows:

Percentage of total population aged 65 and above	Prospect Indicator	Weighted CAIS
15% and above	Very High	1.58
10% to <14.99%	High	1.08
5-<9.99%	Moderate	0.58
<5%	Low	0.08

- d) **Size of foreign population:** The higher percentage of foreign population indicates higher prospects of foreign migration.



Source: World Bank Data, 2000-2016

Based on the above criteria, Country Attractiveness Index Score for different range of Percentage of international migrant stock will be determined as follows:

International Migrant Stock	Prospect Indicator	Weighted CAIS
25% and above	High	2.00
10%-<25%	Moderate	1.50
<10%	Low	1.00

- e) **Size of Bangladeshi Population:** Heavily populated Bangladeshi migrants indicates more opportunities to export Bangladeshi workers in that particular country. Selected countries are categorized based on World bank data as followings:

**Diagram 2.9.7: Percentage of BD Migrant in terms of migrant stock**



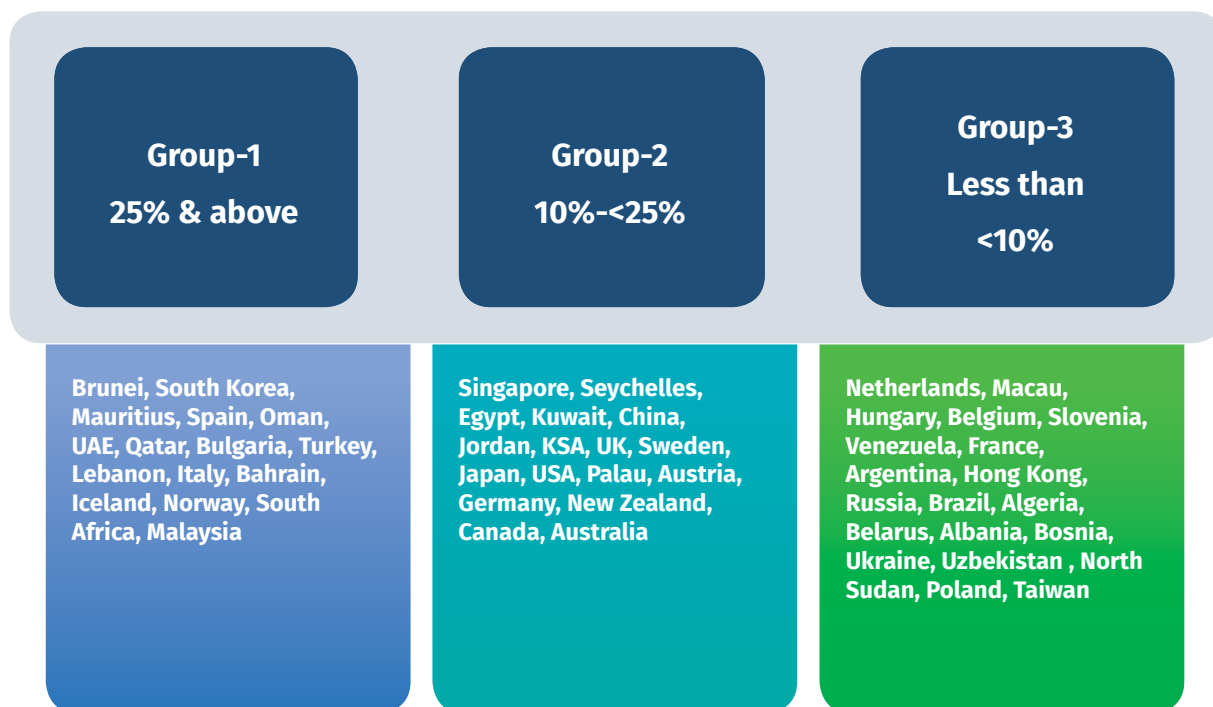
Source: World Bank Data, 2000-2016

Based on the above criteria, Country Attractiveness Index Score for different range of Bangladeshi Population will be determined as follows:

BD migrant stock	Prospect Indicator	Weighted CAIS
5% and above	High	2.13
2%-4.99%	Moderate	1.13
Less than 2%	Low	0.13

- f) **Average growth rate of international migrant stock:** The more international migrant stock growth rate of a country is, the more prospective for future migration. Selected countries are categorized based on World bank data as followings:

**Diagram 2.9.8: Average growth rate of international migrant stock**



Source: World Bank Data, 2000-2016

International Migrant Stock	Prospect Indicator	Weighted CAIS
25% and above	High	2.00
10%-<25%	Moderate	1.50
<10%	Low	1.00

### 3. Policy factors:

- a) **Government control (labor importing policies):** If the Government control/restrictions is lower, issuance of visa and work permit are easier, then the future prospect of migration will be higher, otherwise it may decline to a minimum level. Based on the weight given by the respondents, Country Attractiveness Index Score for different levels of Government Control will be determined as follows:

Level of Government Control	Prospect Indicator	Weighted CAIS
No Restriction	High	10
Moderately Restricted	Very Low	0
Highly Restricted	Negative	-10

- b) Bi-lateral relationship:** The presence of this factor will foster the growth foreign employment. Based on the weight given by the respondents, Country Attractiveness Index Score for different levels of Bi-lateral Relationship will be determined as follows:

Level of Bi-lateral Relationship	Prospect Indicator	Weighted CAIS
Effective Bi-lateral Relationship	High	3.37
Need to strengthen	Moderate	1.37
No Bi-lateral Relationship	Low	0

- c) Trade relationship:** Trade relationships with the destination countries may open many doors of opportunities. Based on the weight given by the respondents, Country Attractiveness Index Score for different levels of Trade Relationship will be determined as follows:

Level of Trade/Investment Relationship	Prospect Indicator	Weighted CAIS
Effective Trade/Investment Relationship	High	5.00
Need to strengthen	Moderate	2.50
No Trade/Investment Relationship	Low	0

- d) Easy/Systematic migration process (supportive government policies):** Supportive government policies can expand and amplify the future migration. Based on the weight given by the respondents, Country Attractiveness Index Score for different levels of Supportive Government Policies will be determined as follows:

Supportive Government Policies	Prospect Indicator	Weighted CAIS
Supportive	High	8.00
Need to strengthen	Moderate	4.00
Not Supportive	Low	0

- e) Government recruiting system:** The availability of government managed recruitment system positively affect the overseas employment as it reduces cost of migration. Based on the weight given by the respondents, Country Attractiveness Index Score for Presence of embassies will be determined as follows:

Government managed recruitment system	Prospect Indicator	Weighted CAIS
Available	High	2.00
Need to improve	Moderate	1.50
Not available	Low	1.00

- f) Embassy Presence:** If Embassy presence can be ensured then the VISA or work permit processing activities will be smoother and less expensive. Based on the weight given by the respondents, Country Attractiveness Index Score for Presence of embassies will be determined as follows:

Presence of embassy	Prospect Indicator	Weighted CAIS
In both countries	High	2.14
In one country	Moderate	1.14
No Presence	Nil	0

#### 4. Socio-Cultural factors of destination country:

**Unfavorable attitude towards certain job:** unfavorable attitude towards certain job indicates more possibilities of sending workers. Based on the weight given by the respondents, Country Attractiveness Index Score for Unfavorable attitude towards certain job will be determined as follows:

Unfavorable attitude towards certain job	Prospect Indicator	Weighted CAIS
Highly Unfavorable	High	3.98
Unfavorable	Moderate	2.98
Less-Favorable	Low	1.98

#### 5. Capacity factors of sending country:

- a) **Need based training:** Need based training for existing/future skills and occupations can elevate core competency level of a country's expertise in developing human resource. Attractiveness Index Score for Need based training will be determined as follows:

Need based training	Prospect Indicator	Weighted CAIS
Available	High	10.00
Need to Improve	Moderate	5.00
Not Available	Low	0.00

- b) **Branding of Bangladeshi workers:** it is evident that Bangladeshi migrants are famous for loyalty, disciplined, easy adaptability and hardworking nature. Based on the weight given by the respondents, Country Attractiveness Index Score for Branding of Bangladeshi workers will be determined as follows:

Branding of Bangladeshi workers	Prospect Indicator	Weighted CAIS
Good Reputation of Bangladeshi Worker	High	13.00
Need to Improve	Moderate	8.00
Bad Reputation (No Branding)	Low	3.00

## 2.10 Impact of the Factors in Determining Country Prospect Applicable for existing market:

### Demand Side

The total weight of demand side factors is 56.49%. The prospect of a particular destination country will be determined based on the Country Attractiveness Index Score (CAIS) of the demand side factors as per the scale given below:

Combined weighted value range	Prospect Identification
60% > Score of demand side factors (Less than 33.89)	Less prospective, need to observe
60% ≤ Score of demand side factors (At least 33.89)	Prospective

## Supply Side

It is considered that the prospect can be boosted up by the government initiatives on the supply side factors. The prospective growth rate will depend on the intensity and efficiency of implementation of recommended factors. The following table illustrates the assumed growth rates under different states of both side factors:

State of the factors	Expected growth rate (%)
All demand side factors are highly favorable and all supply side factors are efficiently addressed and implemented	At least 30%
Majority of the demand side factors are favorable and supply side factors are moderately addressed and implemented	At least 20%
Supply side factors are addressed and implemented with minimum standard	At Least 10%

## Applicable for emerging and potential market:

### Demand Side

The total weight of demand side factors is 56.49%. The prospect of a particular destination country will be determined based on the Country Attractiveness Index Score (CAIS) of the demand side factors as per the scale given below:

Combined weighted value range	Prospect Identification
55% > Score of demand side factors (Less than 31.06)	Less prospective, need to observe
55% ≤ Score of demand side factors (At least 31.06)	Prospective

### Supply Side

If all these above factors affect favorably and government takes proper initiatives, then a significant growth can be achieved in future. The growth has been categorized into three (03) different scenario. These are:

Scenario	Justification
<b>Optimistic</b>	Based on Average growth Rate (multiplied by 2) of Overseas Employment from Bangladesh to the respective country (2010 - 2016)
<b>Normal</b>	Based on Average growth Rate of Overseas Employment from Bangladesh to the respective country (2010 - 2016)
<b>Pessimistic</b>	Based on Existing Average Growth Rate of International Migrant Stock in the respective country (1990 - 2017)

## 2.11 Profile, Prospect and Projection of Future Employment

Based on the above criteria, the future prospect and employment projection of all the selected 53 countries are presented in the following section:

### 2.11.1 Bahrain

Kingdom of Bahrain is an Arab constitutional monarchy situated in the Persian Gulf. The country which is comprising of more than 30 islands in the Arabian Gulf, has been at the center of major trade routes since ancient times. Bahrain had the first post-oil economy in the Persian Gulf. Since the late 20<sup>th</sup> century, Bahrain has been investing in the banking and tourism sectors. Many large financial institutions have presence in Manama, the country's capital. Bahrain has a high Human Development Index and is recognized as a high income economy by various apparatus. 60% of export earnings of the country is coming from Petroleum production and processing which is contributing 11% to GDP.

#### Map of Bahrain:



#### Country Brief:

Official Name	Kingdom of Bahrain
Capital	Manama
Continent	Asia
Location	Middle East, Archipelago in the Persian Gulf, East of Saudi Arabia
Distance from Bangladesh	Nautical miles: 2,163 Minutes: 659
Independence	15 August (1971)
Currency	Bahraini dinar (\$1 = 0.38 Bahraini dinar)
Area	760 sq. km
Time Zone	GMT+3
Climate	Arid; mild, Pleasant winters; Very hot, Humid summers
Religion	Muslim 70.3%, Christian 14.5%, Hindu 9.8%, Buddhist 2.5%, Jewish 0.6%,
Main Ports	Mina' Salman, Sitrah

### 2.11.1.1 Drivers of Overseas Employment:

#### MACROECONOMIC SCENARIO<sup>10</sup>

GDP Nominal (2016)	US\$ 32,179,069,149		
Growth rate (2016)	2.86		
Most important sources of GDP (2016)	Refined Petroleum, Raw Aluminum, Aluminum Bars, Aluminum Wire and Computers		
Relative share of GDP (2016)	<b>Service</b> 59.87	<b>Industry</b> 39.80	<b>Agriculture</b> 0.34
Annual growth rate of the respective sector (2016)	<b>Service</b> 3.45%	<b>Industry</b> 2.17%	<b>Agriculture</b> -3.11%
Per Capita income (2016)	US\$ 22,579		
Main Industries	Petroleum processing and refining, Aluminum smelting, Iron pillarization, Fertilizers, Islamic and offshore banking, insurance, Ship repairing, Tourism		
Arable Land	2.1 % (% of land area, 2015)		

#### POPULATION<sup>11</sup>

Population Size (2016)	1,425,171 Male : 885,454      Female : 539,717
Annual growth rate (2016)	3.81
Percentage of population above 65 years (2016)	2.34
Density	1,875 per Km2

#### LABOR MARKET<sup>12</sup>

Total Labor force (2017)	864,918		
Annual growth rate (2017)	0.0595		
Work age population (2016)	1,102,591 Male : 720,008      Female : 382,260		
Employment by sector (2017)	<b>Service</b> 560,578	<b>Industry</b> 285,416	<b>Agriculture</b> 8,545
Total Employment (2017)	854,539 Male : 680,072      Female : 173,628		
Total Unemployment (2017)	10,379 Male : 3,417      Female : 7,801		
Unemployment rate (2017)	1.20		

### 2.11.1.2 Future Employment Prospect in Bahrain:

In Bahrain, there are around 180,000<sup>13</sup> Bangladeshi migrants working in different sectors. Petroleum refining, Aluminum smelting, Iron pillarization, Fertilizers, Tourism are steering the economy of the country. These sectors are also demanding for Bangladeshi migrants. According to primary data, Bangladeshi migrants have positive image in the country which may create further employment opportunities in near future.

<sup>10</sup> World Bank

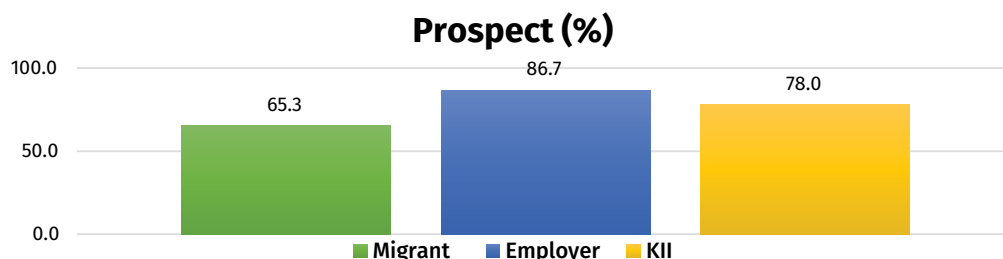
<sup>11</sup> World Bank

<sup>12</sup> World Bank

<sup>13</sup> [http://www.xinhuanet.com/english/2017-03/12/c\\_136122643.htm](http://www.xinhuanet.com/english/2017-03/12/c_136122643.htm)

## EMPLOYMENT PROSPECT BASED ON THE PERCEPTIONS OF KEY STAKEHOLDERS

The findings from the responses of the stakeholders (Migrant, Employer, and Key Informants) are given below:



## EMPLOYMENT PROJECTION BASED ON COUNTRY ATTRACTIVENESS INDEX SCORE (CAIS)

Based on the CAIS, the prospective status of Bahrain will be as follows:

Dimension	Factors	Value/ Comment	Prospect Indicator	CAIS
DEMAND SIDE	<b>Rapid Economic Growth (Total 26%)</b>			
	Average GDP Growth Rate	4.84%	High	11.00
	Expansionary Fiscal Policy	0-<5% Growth	Moderate	10.00
	<b>Demographic Transition (Total 2.58%)</b>			
	Average Population Growth Rate	4.74%	Low	0.25
	Average Percentage of Total Population Aged 65 and Above (2000-2016)	2.24%	Low	0.08
	Average Labor Force Growth Rate	6.29%	Low	4.80
	<b>Attitude Towards Migrant (6.13%)</b>			
	Average Growth Rate of International Migrant Stock	29.40%	High	2.00
	Percentage of International Migrant Stock	50.71%	High	2.00
	Percentage of BD Migrants in Terms of International Migrant Stock	11.13%	High	2.13
	Unfavorable Attitude Towards Certain Jobs of Local Citizen	Unfavorable	Moderate	2.98
	Labor Importing Policy of Destination Country	Moderately Restricted	Very Low	0.00
SUPPLY SIDE	<b>Govt. Support (Total 20%)</b>			
	Need Based Training	Need to Improve	Moderate	5.00
	Govt. Recruitment System	Not Available	Low	1.00
	Easy/Systematic Migration Process	Need to Improve	Moderate	4.00
	Branding	No	Low	3.00
	Bilateral Relationship	Need to Improve	Moderate	1.37
	Presence of Embassy	In One Country	Moderate	1.14
	Trade/Investment Relationship	Need to Improve	Moderate	2.50

### Country Attractiveness Index Score:

Demand side score	35.24
Supply side score	18.01
Overall prospect score of Bahrain	53.25

The demand side score of the country indicates that the country is prospective for future employment.

### Country Specific Considerations:

- Recently Bahrain has undertaken more than 10 mega projects including New Industrial City in Bahrain, New Bahrain International Airport, Bahrain Rapid Transport Network, Disney Bahrain, and Light Rail Network<sup>14</sup>. These mega projects will require large number of construction workers. This demand can be fulfilled by Bangladeshi labor force as Bangladeshis already have kept footprints in these occupations and employers have expressed their interest to recruit more Bangladeshis<sup>15</sup>.
- Moreover, it is expected that the existing mega projects will generate different kinds of employment opportunities such as house-keeping, driver, cook, and chef which will emerge as potential occupations for Bangladeshi expatriates. As Bangladeshi migrants have reputation among employers of Bahrain as hard worker, sincere, quick learner as well as lower paid workers, Bangladeshi expatriates will enjoy competitive edge over its competitors which will positively affect overseas employment from Bangladesh.
- Even though due to Bahrainization<sup>16</sup> some of the occupations has been restricted for the expatriates, it is expected that Bangladeshi labor force will less likely be affected by this Arabization policy as most of the Bangladeshi labor force are engaged in blue collar jobs.

**Considering all the above discussions, we can conclude that, Bahrain is still one of the most attractive destination countries for overseas employment from Bangladesh.**

### PROJECTION OF FUTURE EMPLOYMENT WITH ESTIMATED GROWTH RATE:

Regression analysis model with time series data is used to project the overseas employment. In the regression exercise, the available data of overseas employment from Bangladesh (2008-2017)<sup>17</sup> is used to project overseas employment from Bangladesh for the year of 2018 to 2027:

Year	Actual & Trend Analysis	Estimated (With 10% Growth Rate)	Estimated (With 20% Growth Rate)	Estimated (With 30% Growth Rate)
2008	13,182			
2009	28,426			
2010	21,824			
2011	13,996			
2012	21,777			
2013	25,155			
2014	23,378			

<sup>14</sup> <https://www.venturesonsite.com/projects/projects-in-Bahrain>

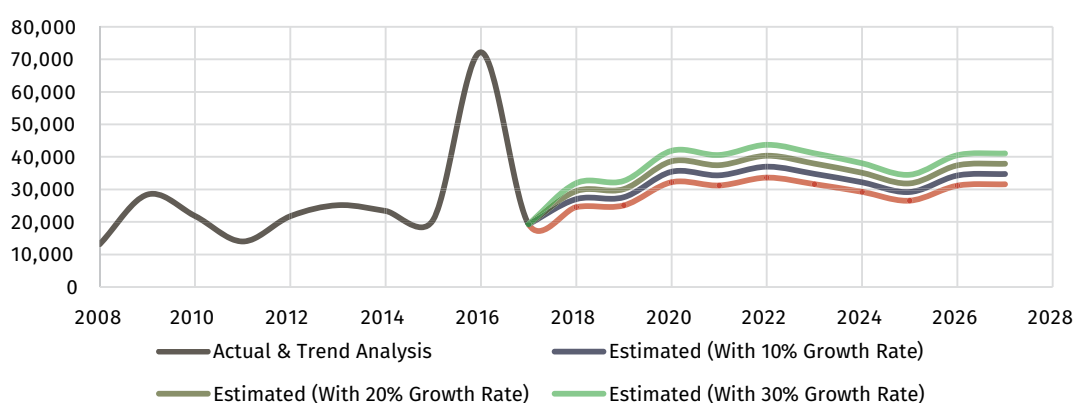
<sup>15</sup> Primary Data

<sup>16</sup> The drive of Bahrainization reducing expatriate employment by bringing more Bahraini citizens into the workplace has become the human resource management strategy similar to all GCC countries.

<sup>17</sup> Overseas Employment from Bangladesh – BMET Database

2015	20,720			
2016	72,167			
2017	19,318			
2018	<b>24,563</b>	27,019	29,475	31,931
2019	<b>25,102</b>	27,612	30,122	32,632
2020	<b>32,214</b>	35,436	38,657	41,878
2021	<b>31,222</b>	34,345	37,467	40,589
2022	<b>33,633</b>	36,996	40,359	43,723
2023	<b>31,620</b>	34,782	37,944	41,106
2024	<b>29,262</b>	32,188	35,114	38,040
2025	<b>26,556</b>	29,211	31,867	34,522
2026	<b>31,167</b>	34,283	37,400	40,517
2027	<b>31,588</b>	34,747	37,905	41,064

### Projection of Overseas Employment



The number of Bangladeshi migrants for the year of 2016 was more than seventy thousand which is significantly higher than previous trend of 2008 – 2015<sup>18</sup>.

### 2.11.1.3 Specific Demands in Various Job Sectors in Terms of Professional and Skill Trades

#### I. Prospective Sectors

Sectors	Prospect (%)
Construction	30.30
Industry	27.27
Service	27.27
Health	9.09
Agriculture	6.06

<sup>18</sup> BMET Data

## II. Prospective Trades and Professional Categories

### a. Professional Category

Sl. No.	Occupation	Sl. No.	Occupation
1	Fashion Designer	5	Engineer (civil)
2	Nurse	6	Systems Analyst
3	Sales Manager	7	Doctor
4	Supervisor	8	Programmer

### b. Skill Category

Sl. No.	Occupation	Sl. No.	Occupation
1	Semi-skilled Cleaner	19	Fisherman
2	Tailor	20	Waiter
3	Driver	21	Hairdresser
4	Electrician	22	Welder Grade-A
5	Construction worker	23	Welder/Fabricator
6	Plumber	24	Secretary
7	Mason	25	Seaman
8	Painter	26	Scaffolder Grade-A
9	Kitchen Worker	27	Wood Designer
10	Barber	28	Security Guard
11	Baker	29	Wood Worker
12	Black Smith	30	Machine Operator
13	Butcher	31	Technician
14	Agro Labor	32	Salesman
15	Laundry Man	33	House Maid
16	Fabricator	34	General Worker
17	Cook	35	Semi-skilled Labor
18	Caregiver		

## 2.11.1.4 Forecast of Demanding Trades in Bahrain Job Market:

### A. Existing Occupations

Occupations	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027
Worker	5,853	6,469	7,085	7,701	8,317	8,933	9,549	10,165	10,781	11,397
Waiter	710	798	885	973	1,060	1,148	1,235	1,323	1,410	1,498
Construction Worker	444	534	624	714	804	894	984	1,074	1,164	1,254
Wood Designer	542	617	692	767	842	917	992	1,067	1,142	1,217
Cleaner	606	674	741	808	875	943	1,010	1,077	1,144	1,212
Tailor	529	577	626	674	723	772	820	869	917	966
Salesman	454	494	534	574	614	654	694	734	774	814
Machine Operator	389	433	478	522	567	611	656	700	745	789
Mason	394	413	432	452	471	491	510	530	549	569
Carpenter	242	263	284	305	326	347	368	388	409	430

Occupations	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027
Driver	201	217	233	248	264	280	296	311	327	343
Operator	163	179	195	211	226	242	258	273	289	305
Cook	154	170	186	202	218	234	250	266	282	298
Helper	112	124	136	148	160	172	184	197	209	221
Painter	111	119	127	135	143	152	160	168	176	184
Servant	132	138	144	149	155	161	167	172	178	184
Barber	81	89	96	104	112	120	128	136	143	151
Electrician	73	80	87	95	102	110	117	125	132	139
Plumber	47	52	58	64	69	75	80	86	92	97
Welder/Fabricator	49	51	53	55	57	60	62	64	66	68
Technician	36	40	43	46	50	53	57	60	63	67
Fitter	18	20	21	23	24	26	27	29	30	32
Guard	20	22	23	24	25	27	28	29	30	32
Mechanics	13	14	15	17	18	19	20	21	23	24
Welder Grade-A	14	14	14	14	13	13	13	12	12	12
Maker	8	8	8	8	8	8	8	8	8	8

## B. Emerging Occupations

Occupations	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027
Fashion Designer	15	18	20	24	28	32	38	44	51	60
Agro Labor	30	32	33	35	37	39	41	44	46	49
Fisherman	25	26	28	29	31	33	35	37	39	41
Wood Worker	30	31	32	33	33	34	35	36	37	38
Semi-skilled Labor	27	28	29	29	30	31	32	33	34	35
Scaffolder Grade-A	20	21	22	24	25	26	28	29	31	33
House Maid	25	26	26	27	28	29	29	30	31	32
Hairdresser	17	18	19	20	21	22	24	25	26	28
Engineer (civil)	5	6	7	8	9	11	13	15	17	20
Butcher	15	15	16	16	17	17	18	18	19	19
Semi-skilled Cleaner	15	15	16	16	17	17	18	18	19	19
Kitchen Worker	10	10	11	11	11	11	12	12	12	13
Nurse	7	7	8	8	9	9	10	10	11	11
Supervisor	5	5	5	5	6	6	6	6	6	6
Laundry Man	5	5	5	5	6	6	6	6	6	6
Baker	5	5	5	5	6	6	6	6	6	6
Black Smith	5	5	5	5	6	6	6	6	6	6
Sales Manager	3	3	3	4	4	4	4	4	5	5
Seaman	3	3	3	3	3	3	4	4	4	4
Secretary	2	2	2	2	2	2	2	2	2	3

## 2.11.2 Brunei

Brunei, a Muslim majority country, is located at Southeastern Asia having small population size. Brunei is an energy-enriched country which boasts a well-educated, largely English-speaking population, excellent infrastructure, and a stable government and intends to attract foreign investments. Crude oil and natural gas production accounts for approximately 65% of GDP.

Brunei has achieved the second highest Human Development Index among the Southeast Asian nations after Singapore, and is classified as a developed country. Per capita GDP is in among the highest in the world, and substantial income from overseas investment supplements income from domestic hydrocarbon production. The major industries of the economy are petroleum, petroleum refining, liquefied natural gas, construction, agriculture, and transportation. Significant portion of the GDP comes from the industry sector in Brunei. Having their developed economy and small population size, the country is largely dependent on migrant workers from the countries such as Indonesia, India, Pakistan, Bangladesh etc.

### Map of Brunei:



### Country Brief:

Official Name	Brunei
Capital	Bandar Seri Begawan
Continent	Asia
Location	Southeastern Asia
Distance from Bangladesh	Nautical miles: 1,819 Minutes: 602
Independence	1984
Currency	Brunei Dollar (\$1 = 1.32 BND)
Area	Total: 5,765 Sq. Km, Land: 5,265 Sq. Km, Water: 500 Sq. Km
Time Zone	UTC +08.00
Climate	Tropical, hot, humid, rainy
Religion	Muslim (official) 78.8%, Christian 8.7%, Buddhist 7.8%, other (includes indigenous beliefs) 4.7% (2011 est.)
Main Ports	Muara Port

## 2.11.2.1 Drivers of Overseas Employment:

### MACROECONOMIC SCENARIO<sup>19</sup>

GDP Nominal (2016)	US\$ 11,400,653,732		
Growth rate (2016)	-2.47		
Most important sources of GDP (2016)	Petroleum Gas, Crude Petroleum, Acyclic Alcohols, Diamonds and Planes, Helicopters, and Spacecraft		
Relative share of GDP (2016)	<b>Service</b>	<b>Industry</b>	<b>Agriculture</b>
	41.51%	57.29%	1.20%
Annual growth rate of the respective sector (2016)	<b>Service</b>	<b>Industry</b>	<b>Agriculture</b>
	-1.59%	-2.94%	-3.66%
Per Capita income (2016)	US\$ 26,939		
Main Industries	petroleum, petroleum refining, liquefied natural gas, construction, agriculture, transportation		
Arable Land	0.8% (% of land area, 2016)		

### POPULATION<sup>20</sup>

Population Size (2016)	Total : 423,196	
	Male : 217,897	Female : 205,299
Annual growth rate (2016)	1.35	
Percentage of population above 65 years (2016)	4.32	
Density	80 per Km2	

### LABOR MARKET<sup>21</sup>

Total Labor force (2017)	221,403		
Annual growth rate (2017)	0.0163		
Work age population (2016)	Total : 305,929 Male : 158,476      Female : 147,452		
Employment by sector (2017)	<b>Service</b> 165,994	<b>Industry</b> 40,203	<b>Agriculture</b> 1,243
Total Employment (2017)	Total : 207,233 Male : 119,854      Female : 87,262		
Total Unemployment (2017)	Total : 14,170 Male : 7,110      Female : 7,177		
Unemployment rate (2017)	6.40		

• <sup>19</sup> World Bank

• <sup>20</sup> World Bank

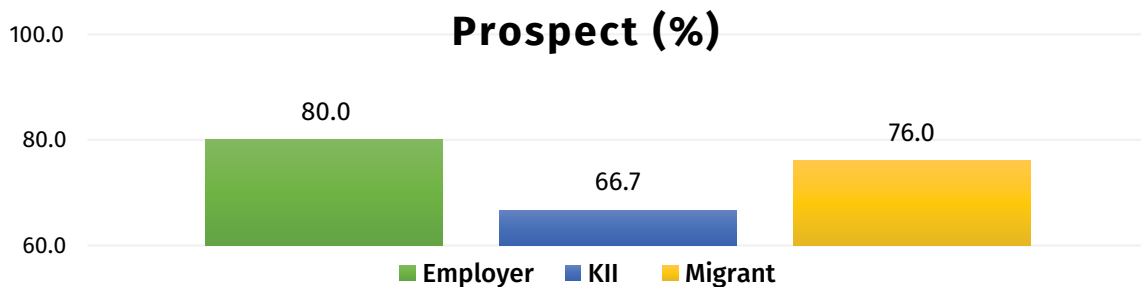
• <sup>21</sup> World Bank

### 2.11.2.2 Future Employment Prospect in Brunei:

There are around 100,000<sup>22</sup> foreign workers deployed in the country amongst 40,000<sup>23</sup> are from Bangladesh. The government of Brunei regulates the immigration of foreign labor out of concern that it might disrupt Brunei's society. As a result, work permits for foreigners are being issued only for short periods.

#### EMPLOYMENT PROSPECTS BASED ON PERCEPTION OF KEY STAKEHOLDERS

The findings from the responses of the stakeholders (Migrant, Employer, and Key Informants) are given below:



#### EMPLOYMENT PROJECTION BASED ON COUNTRY ATTRACTIVENESS INDEX SCORE (CAIS)

Based on the CAIS, the prospective status of Brunei will be as follows:

Dimension	Factors	Value/ Comment	Prospect Indicator	CAIS
DEMAND SIDE	<b>Rapid Economic Growth (Total 26%)</b>			
	Average GDP Growth Rate	0.82%	Low	7.00
	Expansionary Fiscal Policy	<0% Growth	Low	7.00
	<b>Demographic Transition (Total 2.58%)</b>			
	Average Population Growth Rate	1.53%	Moderate	0.50
	Average Percentage of Total Population Aged 65 and Above (2000-2016)	3.27%	Low	0.08
	<b>Average Labor Force Growth Rate</b>	2.14%	Moderate	5.80
	<b>Attitude Towards Migrant (6.13%)</b>			
	Average Growth Rate of International Migrant Stock	130.39%	High	2.00
	Percentage of International Migrant Stock	25.66%	High	2.00
	Percentage of BD Migrants in Terms of International Migrant Stock	1.20%	Low	0.13
	<b>Unfavorable Attitude Towards Certain Jobs of Local Citizen</b>	Highly Unfavorable	High	3.98
	<b>Labor Importing Policy of Destination Country</b>	Moderately Restricted	Very Low	0.00

<sup>22</sup> [http://www.xinhuanet.com/english/2016-10/02/c\\_135728925.htm](http://www.xinhuanet.com/english/2016-10/02/c_135728925.htm)

<sup>23</sup> <https://thefinancialexpress.com.bd/views/brunei-a-destination-for-bangladeshi-migrant-workers>

Dimension	Factors	Value/ Comment	Prospect Indicator	CAIS
SUPPLY SIDE	<b>Govt. Support (Total 20%)</b>			
	Need Based Training	Need to Improve	Moderate	5.00
	Govt. Recruitment System	Not Available	Low	1.00
	Easy/Systematic Migration Process	Not Supportive	Low	0.00
	<b>Branding</b>	No	Low	3.00
	<b>Bilateral Relationship</b>	Need to Improve	Moderate	1.37
	<b>Presence of Embassy</b>	In Both Countries	High	2.14
	<b>Trade/Investment Relationship</b>	Need to Improve	Moderate	2.50

#### Country Attractiveness Index Score

<b>Demand side score</b>	<b>28.49</b>
<b>Supply side score</b>	<b>15.01</b>
<b>Overall prospect score</b>	<b>43.50</b>

The demand side score of the country indicates that the country is less prospective for future employment.

#### Country Specific Considerations:

- a) Brunei Darussalam stood the second largest destination for Bangladeshi workers in South East Asia and East Asia as it recruited some 8,587 workers in 2017<sup>24</sup>. The contribution to Brunei's economy made by Bangladeshi nationals such as construction workers, and engineers, teachers, doctors continues to strengthen relationship on the basis of the mutual benefits.
- b) Brunei suffers a serious shortage of both skilled and unskilled labor. 52,678 workers out of the total workforce of 150,973 are foreigners<sup>25</sup>. Foreign workers are being recruited from Malaysia, Thailand, Philippines, and Bangladesh who are working mainly in the construction sector.
- c) Even though recently Brunei has restricted recruitment of expatriate workers for some selected occupations due to high level of local unemployment rate and Bruneiization, in most of the case this will less likely affect the overseas employment from Bangladesh since most of the Bangladeshi labor forces are engaged in blue collar jobs.

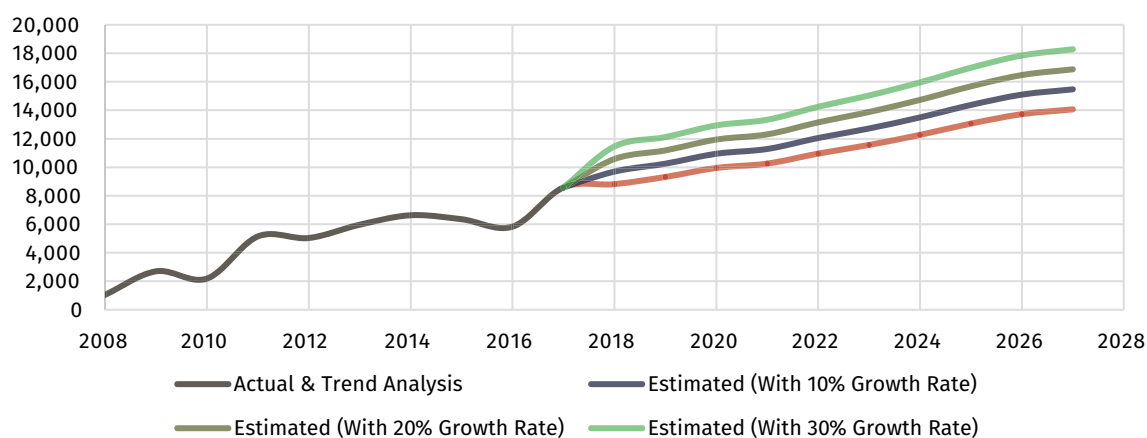
• <sup>24</sup> BMET Data  
 • <sup>25</sup> Labor force survey, 2014

## PROJECTION OF FUTURE EMPLOYMENT WITH ESTIMATED GROWTH RATE:

Regression analysis model with time series data is used to project the overseas employment. In the regression exercise, the available data of overseas employment from Bangladesh (2008-2017)<sup>26</sup> is used to project future overseas employment from Bangladesh for the year of 2018 to 2027:

Year	Actual & Trend Analysis	Estimated (With 10% Growth Rate)	Estimated (With 20% Growth Rate)	Estimated (With 30% Growth Rate)
2008	1,054			
2009	2,699			
2010	2,191			
2011	5,150			
2012	5,038			
2013	5,971			
2014	6,633			
2015	6,354			
2016	5,836			
2017	8,587			
2018	8,816	9,698	10,580	11,461
2019	9,323	10,255	11,188	12,120
2020	9,954	10,949	11,945	12,940
2021	10,260	11,286	12,312	13,337
2022	10,959	12,055	13,151	14,247
2023	11,568	12,725	13,882	15,039
2024	12,275	13,503	14,730	15,958
2025	13,068	14,375	15,681	16,988
2026	13,727	15,100	16,473	17,845
2027	14,065	15,471	16,878	18,284

## Projection of Overseas Employment



• <sup>26</sup> Overseas Employment from Bangladesh – BMET Database

The number of Bangladeshi migrants for the year of 2016 has fallen below 6,000 which is low compared to the previous trend (2008 – 2017)<sup>27</sup>. The demand side indicators show there are opportunities for further employment from Bangladesh.

### 2.11.2.3 Specific Demands in Various Job Sectors in Terms of Professional and Skill Trades

#### I. Prospective Sectors

Sectors	Weightage (%)
Construction	44.44
Agriculture	22.22
Industry	11.11
Service	11.11
Health	11.11

#### II. Prospective Trades and Professional Categories

##### a. Professional Category

No.	Occupation	No.	Occupation
1	Supervisor	4	Doctor
2	Systems Analyst	5	Graphic and Animation
3	Manager	6	Nurse

##### b. Skill Category

No.	Occupation	No.	Occupation
1	Mason	11	Tailor
2	Carpenter	12	Technician
3	Electrician	13	Waiter
4	Barber	14	Welder Grade-A
5	Semi-skilled Cleaner	15	Wood Designer
6	Cook	16	Web Developer
7	Cutting Master	17	Programmer
8	Driver	18	Restaurant Staffs
9	Foreman	19	Helper
10	House Maid	20	Labor (construction)

• <sup>27</sup> BMET Data

## 2.11.2.4 Forecast of Demanding Trades in Brunei Job Market:

### A. Existing Occupations

Occupations	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027
Worker	4,516	3,797	3,544	4,178	4,823	4,325	4,666	4,551	5,165	5,120
Construction Worker	256	297	337	378	418	459	499	540	580	621
Wood Designer	120	136	153	169	185	202	218	235	251	267
Mason	39	89	116	101	102	122	99	119	137	121

### B. Emerging Occupations

Occupations	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027
Helper	100	104	108	112	117	122	127	132	137	142
House Maid	30	31	32	34	35	36	38	39	41	43
Labor (construction)	30	31	32	34	35	36	38	39	41	43
Supervisor	20	22	23	25	27	29	32	34	37	40
Electrician	27	28	29	30	32	33	34	36	37	38
Carpenter	25	26	27	28	29	30	32	33	34	36
Semi-skilled Cleaner	25	26	27	28	29	30	32	33	34	36
Foreman	25	26	27	28	29	30	32	33	34	36
Barber	22	23	24	25	26	27	28	29	30	31
Cook	20	21	22	22	23	24	25	26	27	28
Waiter	20	21	22	22	23	24	25	26	27	28
Driver	17	18	18	19	20	21	22	22	23	24
Manager	15	16	16	17	18	18	19	20	21	21
Nurse	15	16	16	17	18	18	19	20	21	21
Cutting Master	15	16	16	17	18	18	19	20	21	21
Technician	15	16	16	17	18	18	19	20	21	21
Tailor	14	15	15	16	16	17	18	18	19	20
Welder Grade-A	13	14	14	15	15	16	16	17	18	19
Restaurant Staffs	12	12	13	13	14	15	15	16	16	17
Systems Analyst	10	10	11	11	12	12	13	13	14	14
Doctor	10	10	11	11	12	12	13	13	14	14
Graphic and Animation	7	7	8	8	8	9	9	9	10	10
Web Developer	5	5	5	6	6	6	6	7	7	7
Programmer	5	5	5	6	6	6	6	7	7	7

## 2.11.3 Italy

Italy, a European country, has population of 60.6 million and a 0.94% of Annual GDP growth.

The economy of the country is driven by the manufacturing of high-quality consumer goods which are produced by small and medium-sized enterprises (SMEs). The major industries of the country are tourism, machinery, chemicals, textiles, clothing, motor vehicles, food processing etc. In terms of GDP contribution service sector contributes the most and creates highest employment in this country. Even though it has enough arable land, the agricultural sector doesn't contribute much to GDP. However, the country is facing lengthy recession since 2007. Overall unemployment is around 12-13 per cent with youth unemployment around 40 percent. Consumption and investment are flaccid. 15% of industrial capacity of the country has been destroyed, which reduced employment and growth potential.

### Map of Italy:



### Country Brief:

Official Name	Italian Republic (Italian: Repubblica Italiana)
Capital	Rome (pop. 3.8 million)
Continent	Europe
Location	Southern Europe, a peninsula extending into the central Mediterranean Sea, northeast of Tunisia
Distance from Bangladesh	Nautical miles : 3,939 Minutes : 644
Independence	March 17, 1861
Currency	Euro (\$1 = 0.80 EUR)
Area	Total : 301,340 Sq. Km Land : 294,140 Sq. Km Water : 7,200 Sq. Km
Time Zone	GMT +1
Climate	predominantly Mediterranean; alpine in far north; hot, dry in south
Religion	Christian 80% (overwhelmingly Roman Catholic with very small groups of Jehovah's Witnesses and Protestants), Muslim (about 800,000 to 1 million), atheist and agnostic 20%
Main Ports	Augusta, Cagliari, Genoa, Livorno, Taranto, Trieste, Venice

### 2.11.3.1 Drivers of Overseas Employment:

MACROECONOMIC SCENARIO <sup>28</sup>			
GDP Nominal (2016)	US\$ 1,858,913,163,928		
Growth rate (2016)	0.94		
Most important sources of GDP (2016)	Packaged Medicament, Cars, Refined Petroleum, Vehicle Parts, Valves		
Relative share of GDP (2016)	Service 74.00 %	Industry 23.90 %	Agriculture 2.10 %
Annual growth rate of the respective sector (2016)	Service 0.55%	Industry 1.34%	Agriculture -0.24%
Per Capita income (2016)	30,675 USD		
Main Industries	tourism, machinery, iron and steel, chemicals, food processing, textiles, motor vehicles, clothing, footwear, ceramics		
Arable Land	22.4 (% of land area, 2015)		
POPULATION <sup>29</sup>			
Population Size (2016)	60,600,590 Male : 29,513,776      Female : 31,086,814		
Annual growth rate (2016)	-0.21		
Percentage of population above 65 years (2016)	22.71		
Density	206 per Km2		
LABOR MARKET <sup>30</sup>			
Total Labor force (2017)	25,466,695		
Annual growth rate (2017)	-0.0042		
Work age population (2016)	38,591,970 Male : 19,305,383      Female : 19,286,493		
Employment by sector (2017)	Service 15,623,716	Industry 6,100,903	Agriculture 787,940
Total Employment (2017)	22,512,558 Male : 13,183,751      Female : 9,311,833		
Total Unemployment (2017)	2,954,137 Male : 1,579,688      Female : 1,391,423		
Unemployment rate (2017)	11.60		

• <sup>28</sup> World Bank

• <sup>29</sup> World Bank

• <sup>30</sup> World Bank

### 2.11.3.2 Future Employment Prospect in Italy:

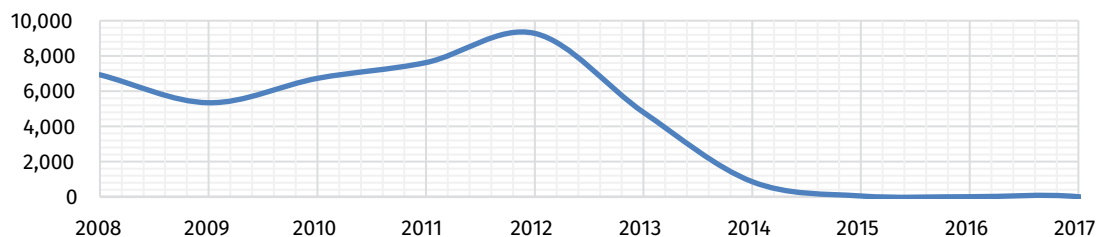
Italy is hosting good number of Bangladeshi migrants over the period of time. However, due to lengthy recession employment market has shrunk, which significantly reduced the number of employees from Bangladesh. If the economy recovers from the recession, further employment opportunities will be created.

#### Previous Employment Trend

The employment from Bangladesh is illustrated:

Year	Actual & Trend Analysis
2008	6,928
2009	5,339
2010	6,726
2011	7,624
2012	9,280
2013	4,792
2014	856
2015	44
2016	3
2017	1

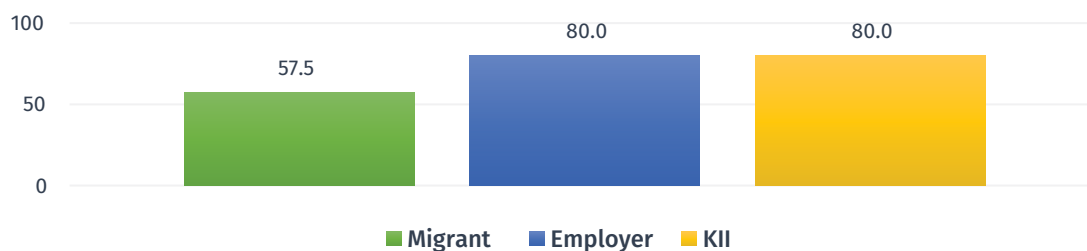
#### Overseas Employment from Bangladesh to Italy



#### EMPLOYMENT PROSPECTS BASED ON PERCEPTION OF KEY STAKEHOLDERS

The findings from the responses of the stakeholders (Migrant, Employer, and Key Informants) are given below:

#### Prospect (%)



## PROJECTION OF OVERSEAS EMPLOYMENT AFTER CONSIDERING COUNTRY ATTRACTIVENESS INDEX SCORE

Based on these CAIS, the prospective status of Italy will be as follows:

Dimension	Factors	Value/ Comment	Prospect Indicator	CAIS
DEMAND SIDE	<b>Rapid Economic Growth (Total 26%)</b>			
	Average GDP Growth Rate	0.30%	Low	7.00
	Expansionary Fiscal Policy	0-<5% Growth	Moderate	10.00
	<b>Demographic Transition (Total 2.58%)</b>			
	Average Population Growth Rate	0.37%	High	0.75
	Average Percentage of Total Population Aged 65 and Above (2000-2016)	20.26%	Very High	1.58
	<b>Average Labor Force Growth Rate</b>	0.50%	High	6.80
	<b>Attitude Towards Migrant (6.13%)</b>			
	Average Growth Rate of International Migrant Stock	-2.71%	Very Low	0.00
	Percentage of International Migrant Stock	9.75%	Low	1.00
	Percentage of BD Migrants in Terms of International Migrant Stock	1.67%	Low	0.13
	<b>Unfavorable Attitude Towards Certain Jobs of Local Citizen</b>	Less Favorable	Low	1.98
	<b>Labor Importing Policy of Destination Country</b>	Highly Restricted	Negative	-10.00
SUPPLY SIDE	<b>Govt. Support (Total 20%)</b>			
	Need Based Training	Not Available	Low	0.00
	Govt. Recruitment System	Not Available	Low	1.00
	Easy/Systematic Migration Process	Not Supportive	Low	0.00
	<b>Branding</b>	No	Low	3.00
	<b>Bilateral Relationship</b>	Need to Improve	Moderate	1.37
	<b>Presence of Embassy</b>	In Both Countries	High	2.14
	<b>Trade/Investment Relationship</b>	Need to Improve	Moderate	2.50

### Country Attractiveness Index Score:

<b>Demand side score</b>	<b>19.24</b>
<b>Supply side score</b>	<b>10.01</b>
<b>Overall prospect score</b>	<b>29.25</b>

The demand side indicators show that the country is less prospective for overseas employment from Bangladesh. For the last several years the country is experiencing acute economic recession. Moreover, recently Italian government declared that it would take in 10,000 stranded refugees from Libya in 2018 via 'humanitarian corridors'. This refugee policy will have major impact on migration from Bangladesh.

## 2.11.4 Jordan

Jordan is located at Asia and has population of about 10 million with annual GDP growth of 2%. The economy of the country is built on industries such as tourism, information technology, clothing, fertilizer, pharmaceuticals, light manufacturing etc. In terms of contribution to GDP, service sector contributes the most and creates highest employment in the country.

### Map of Jordan:



### Country Brief:

Official Name	The Hashemite Kingdom of Jordan
Capital	Amman
Continent	Asia
Location	Middle East, northwest of Saudi Arabia, between Israel (to the west) and Iraq
Distance from Bangladesh	Nautical miles: 2,892 Minutes: 482
Independence	May 25, 1946
Currency	Jordanian dinar (\$1= 0.709 JOD)
Area	Total: 89,342 Sq. Km Land: 88,802 Sq. Km Water: 540 Sq. Km
Time Zone	GMT +3
Climate	mostly arid desert; rainy season in west (November to April)
Religion	Muslim 97.2% (official; predominantly Sunni), Christian 2.2% (majority Greek Orthodox, but some Greek and Roman Catholics, Syrian Orthodox, Coptic Orthodox, Armenian Orthodox, and Protestant denominations), Buddhist 0.4%, Hindu 0.1%, Jewish <0.1, folk religionist <0.1, unaffiliated <0.1, other <0.1 (2010 est.)
Main Ports	Al 'Aqabah

## 2.11.4.1 Drivers of Overseas Employment:

MACROECONOMIC SCENARIO <sup>31</sup> 0			
GDP Nominal (2016)	US\$ 38,654,727,746		
Growth rate (2016)	2.00		
Most important sources of GDP (2016)	Fertilizers, Planes, Helicopters, Spacecraft, Calcium Phosphates, Knit Sweaters, Unpackaged Medicaments		
Relative share of GDP (2016)	<b>Service</b> 66.76 %	<b>Industry</b> 28.94 %	<b>Agriculture</b> 4.30 %
Annual growth rate of the respective sector (2016)	<b>Service</b> 2.61%	<b>Industry</b> 0.97%	<b>Agriculture</b> 3.83%
Per Capita income (2016)	4,088 USD		
Main Industries	tourism, information technology, clothing, fertilizer, potash, phosphate mining, pharmaceuticals, petroleum refining, cement, inorganic chemicals, light manufacturing		
Arable Land	2.6 (% of land area, 2015)		
POPULATION <sup>32</sup>			
Population Size (2016)	Total : 9,455,802 Male : 4,789,199    Female : 4,666,603		
Annual growth rate (2016)	3.19		
Percentage of population above 65 years (2016)	3.79		
Density	107 per Km2		
LABOR MARKET <sup>33</sup>			
Total Labor force (2017)	2,446,431		
Annual growth rate (2017)	0.0287		
Work age population (2016)	Total : 5,714,481 Male : 2,902,744    Female : 2,811,730		
Employment by sector (2017)	<b>Service</b> 1,669,694	<b>Industry</b> 370,580	<b>Agriculture</b> 41,638
Total Employment (2017)	Total : 2,081,913 Male : 1,764,741    Female : 318,732		
Total Unemployment (2017)	Total : 364,518 Male : 249,804    Female : 113,154		
Unemployment rate (2017)	14.90		

• <sup>31</sup> World Bank

• <sup>32</sup> World Bank

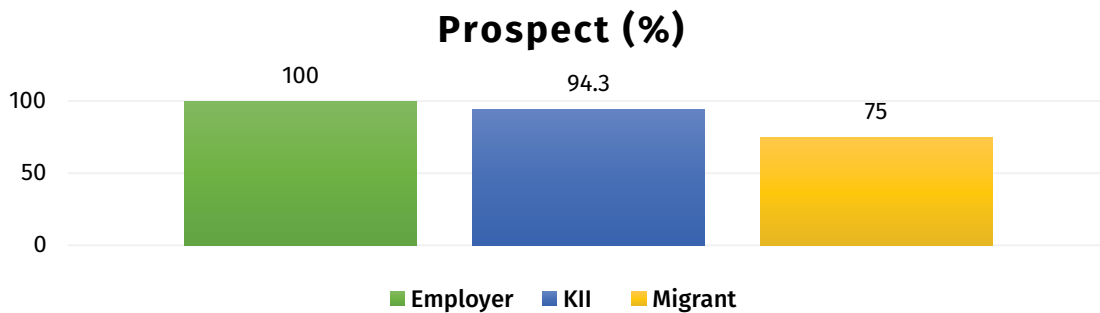
• <sup>33</sup> World Bank

### 2.11.4.2 Future Employment Prospect in Jordan:

Jordan is hosting approximately 100,000 Bangladeshi migrants in different economic sectors. Industries like clothing, pharmaceuticals, and fertilizers are steering the economy. There are approximately 40,000<sup>34</sup> Bangladesh migrant workers are employed in the garment sector. Apart from garments industry, pharmaceuticals, construction holds higher prospect for Bangladesh migrants. Moreover, like any other Arab country, Jordan also has demand for house maids.

#### EMPLOYMENT PROSPECTS BASED ON PERCEPTION OF KEY STAKEHOLDERS:

The findings from the responses of the stakeholders (Migrant, Employer, and Key Informants) are given below:



#### EMPLOYMENT PROJECTION BASED ON COUNTRY ATTRACTIVENESS INDEX SCORE (CAIS)

Based on these CAIS, the prospective status of Jordan will be as follows:

Dimension	Factors	Value/ Comment	Prospect Indicator	CAIS
DEMAND SIDE	<b>Rapid Economic Growth (Total 26%)</b>			
	Average GDP Growth Rate	4.88%	High	11.00
	Expansionary Fiscal Policy	0-<5% Growth	Moderate	10.00
	<b>Demographic Transition (Total 2.58%)</b>			
	Average Population Growth Rate	3.73%	Low	0.25
	Average Percentage of Total Population Aged 65 and Above (2000-2016)	3.49%	Low	0.08
	<b>Average Labor Force Growth Rate</b>	1.29%	Moderate	5.80
	<b>Attitude Towards Migrant (6.13%)</b>			
	Average Growth Rate of International Migrant Stock	19.24%	Moderate	1.50
	Percentage of International Migrant Stock	34.20%	High	2.00
	Percentage of BD Migrants in Terms of International Migrant Stock	0.36%	Low	0.13
	<b>Unfavorable Attitude Towards Certain Jobs of Local Citizen</b>	Highly Unfavorable	High	3.98
	<b>Labor Importing Policy of Destination Country</b>	Moderately Restricted	Very Low	0.00

<sup>34</sup> <http://www.jordantimes.com/news/local/away-their-families-bangladeshi-workers-share-ramadan-jordan>

Dimension	Factors	Value/ Comment	Prospect Indicator	CAIS
SUPPLY SIDE	<b>Govt. Support (Total 20%)</b>			
	Need Based Training	Need to Improve	Moderate	5.00
	Govt. Recruitment System	Need to Improve	Moderate	1.50
	Easy/Systematic Migration Process	Not Supportive	Low	0.00
	<b>Branding</b>	No	Low	3.00
	<b>Bilateral Relationship</b>	Need to Improve	Moderate	1.37
	<b>Presence of Embassy</b>	In One Country	Moderate	1.14
	<b>Trade/Investment Relationship</b>	Need to Improve	Moderate	2.50

#### Country Attractiveness Index Score:

<b>Demand side score</b>	<b>34.74</b>
<b>Supply side score</b>	<b>14.51</b>
<b>Overall prospect score</b>	<b>49.25</b>

The demand side score of the country indicates that the country is prospective for future employment.

#### Country Specific Considerations:

- Jordan is a major migrant-receiving country in middle-east. Jordan has the highest refugee-to-population ratio and the country is also now the top refugee hosting country in absolute numbers<sup>35</sup>. The Middle Eastern country Jordan is one of the top Bangladeshi worker recruiter over the last five years, followed by Saudi Arabia, Bahrain, Oman, Lebanon and Qatar. According to the BMET, Jordan recruited 97,424 Bangladeshi female workers from 2012 to 2016<sup>36</sup>.
- To increase the country's economic growth and other development, Jordan has taken a vision which called 'Jordan 2025 economic development plan'<sup>37</sup>. Under the plan's targeted scenario, the authorities aim to progressively boost annual GDP growth from 3.1% in 2014 to 4.9% three years later, 6.9% by 2021 and 7.5% by 2025.
- Recently, the Jordanian govt. officially announced a national project to establish a new city, described as one of the key strategic schemes. The project is a significant step aiming at providing a better lifestyle for citizens, improving services and offering residences with lower costs. The scheme aims at accommodating part of the accelerating urban expansion of Amman and Zarqa, among other cities, and providing convenient alternatives for citizens in terms of the quality of residences, as well as alleviating pressure and overcrowding in major cities. The area of the first phase of the project is estimated at 39 square kilometers, representing some 10 per cent of the scheme's total area. The government is expecting the first stage to finish by 2030, while the whole project is planned to conclude in 2050<sup>38</sup>. This mega projects will require large number of construction workers, mason, painter etc. This demand can be fulfilled by Bangladeshi labor force as Bangladeshis already have footprints in these occupations and employers expressed their interest to recruit Bangladeshis.

<sup>35</sup> [http://cadmus.eui.eu/bitstream/handle/1814/44065/MPC\\_PB\\_201606.pdf?sequence=1](http://cadmus.eui.eu/bitstream/handle/1814/44065/MPC_PB_201606.pdf?sequence=1)

<sup>36</sup> <http://www.daily-sun.com/post/226538/Bangladeshi-women-migration-swelled-up-by-217pc-in-5yrs>

<sup>37</sup> <https://oxfordbusinessgroup.com/analysis/new-vision-government-introduces-10-year-economic-development-plan-0>

<sup>38</sup> <http://www.jordantimes.com/news/local/government-announces-details-new-town-plan>

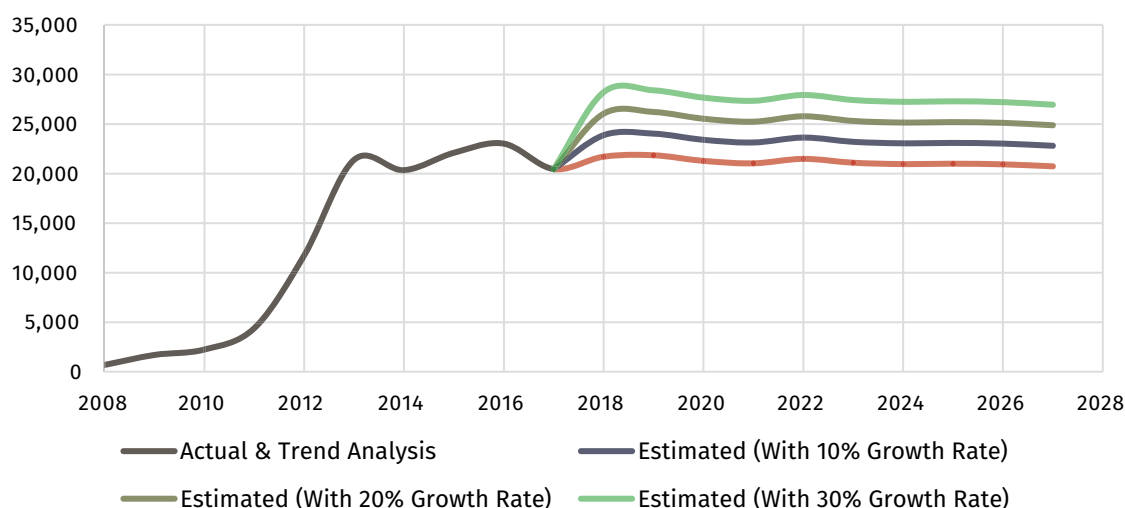
- d) Even though, Jordan is one of the major destination countries for Bangladeshi female migrants, it is expected that the existing mega project will create opportunities not only for female migrants but also for more male migrants.

#### PROJECTION OF FUTURE EMPLOYMENT WITH ESTIMATED GROWTH RATE:

Regression analysis model with time series data is used to project the overseas employment. In the regression model, the available data of overseas employment from Bangladesh (2008-2017)<sup>39</sup> is used to project future overseas employment from Bangladesh for the year of 2018 to 2027:

Year	Actual & Trend Analysis	Estimated (With 10% Growth Rate)	Estimated (With 20% Growth Rate)	Estimated (With 30% Growth Rate)
2008	682			
2009	1,691			
2010	2,235			
2011	4,387			
2012	11,726			
2013	21,383			
2014	20,338			
2015	22,093			
2016	23,017			
2017	20,449			
2018	21,699	23,869	26,039	28,209
2019	21,843	24,027	26,211	28,396
2020	21,275	23,402	25,530	27,657
2021	21,029	23,132	25,235	27,338
2022	21,480	23,628	25,776	27,924
2023	21,090	23,199	25,308	27,417
2024	20,953	23,048	25,144	27,239
2025	20,990	23,089	25,188	27,287
2026	20,927	23,020	25,112	27,205
2027	20,726	22,799	24,872	26,944

<sup>39</sup> Overseas Employment from Bangladesh – BMET Database



Macro-economic indicators such as GDP, trend of upcoming projects, and competitiveness of Bangladeshi labor force, bilateral relationships, and previous trend of overseas employment from (2008 to 2017)<sup>40</sup> Bangladesh indicate that there is a significant opportunity for Bangladeshi migrants in the next 10 years. But the number of overseas employment from Bangladesh to Jordan will be stable like the previous trend.

### 2.11.4.3 Specific Demands in Various Job Sectors in Terms of Professional and Skill Trades

#### I. Prospective Sectors

Sectors	Weightage (%)
Industry	35.29
Construction	29.41
Service	26.47
Agriculture	8.82

#### II. Prospective Trades and Professional Categories

##### a. Professional Category

No.	Occupation	No.	Occupation
1	Nurse	5	Interpreter
2	Doctor	6	System Administrator
3	Systems Analyst	7	Programmer
4	Human Resources Manager	8	Garment Technician

<sup>40</sup> BMET Data

**b. Skill Category**

No.	Occupation	No.	Occupation
1	Machine Operator	11	Semi-skilled Labor
2	Industrial Worker	12	House Maid/Domestic Help
3	Agro Labor	13	Plumber
4	Female Garments Worker	14	Driver
5	Tailor	15	Garments Worker
6	Sewing	16	Cook
7	Technician	17	Waiter
8	Quality Controller	18	In charge
9	Semi-skilled Cleaner	19	Labor (construction)
10	Machine Operator	20	Caregiver

**2.11.4.4 Forecast of Demanding Trades in Jordan Job Market:****A. Existing Occupations**

Occupations	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027
Tailor	3,308	3,242	3,270	3,298	3,327	3,317	3,353	3,369	3,383	3,399
House Worker	1,909	2,232	2,289	1,332	2,855	1,818	2,635	2,132	2,467	2,445
Servant	5,626	3,632	4,345	3,201	2,528	3,078	2,170	2,109	1,930	1,713
Machine Operator	2,805	2,783	2,250	2,118	2,165	2,131	1,840	1,712	1,680	1,557
Worker	56	39	40	47	51	42	39	40	42	41

**B. Emerging Occupations**

Occupations	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027
Semi-skilled Labor	1,300	1,343	1,388	1,434	1,482	1,532	1,583	1,635	1,690	1,746
Supervisor	76	91	109	131	158	189	227	272	327	392
HR	35	41	48	56	65	76	88	103	120	140
Female Garments Worker	35	36	37	39	40	41	43	44	45	47
Labor (construction)	33	34	35	36	38	39	40	42	43	44
Agro Labor	30	31	32	33	34	35	37	38	39	40
Garments Worker	30	31	32	33	34	35	37	38	39	40
Industrial Worker	27	28	29	30	31	32	33	34	35	36
Quality Controller	20	21	23	24	26	28	29	31	34	36
Sewing	25	26	27	28	29	29	30	31	32	34
Semi-skilled Cleaner	22	23	23	24	25	26	27	28	29	30
Plumber	20	21	21	22	23	24	24	25	26	27
Technician	17	18	18	19	19	20	21	21	22	23
Nurse	15	16	16	17	17	18	18	19	19	20
Driver	15	16	16	17	17	18	18	19	19	20
Cook	15	16	16	17	17	18	18	19	19	20
Interpreter	11	12	13	13	14	15	16	17	18	20
Waiter	13	13	14	14	15	15	16	16	17	17
In charge	11	11	12	12	13	13	13	14	14	15

## 2.11.5 Saudi Arabia

The modern Saudi Arabia was founded in 1932 by ABD AL-AZIZ bin Abd al-Rahman Al SAUD (Ibn Saud) after a 30-year campaign to unify most of the Arabian Peninsula. One of his male descendants rules the country today, as required by the country's 1992 Basic Law. Foreign workers in Saudi Arabia, estimated to over 11 million<sup>41</sup> as of 2017, began migrating to the country soon after oil was discovered in the late 1930s. Initially, the main influx was composed of Arab and Western technical, professional and administrative personnel, but subsequently substantial number of migrants came from Southeast Asia. And Saudi Arabia has become increasingly dependent on foreign Labor. Bangladesh is the fifth largest supplier of Labor to Saudi Arabia. There were around 1.3 million<sup>42</sup> Bangladeshi workers serving in Saudi Arabia in 2017.

### Map of Saudi Arabia:



### Country Brief:

Official Name	Al-Mamlaka al-Arabiya as-Saudiya
Capital	Riyadh (pop. 4.7 million)
Continent	Asia
Location	Middle East, bordering the Persian Gulf and the Red Sea, north of Yemen
Distance from Bangladesh	Nautical miles : 2,475 Minutes : 421
Independence	September 23, 1932
Currency	Saudi Riyal (\$1 = 3.75 SAR)
Area	2,149,690 Sq. Km.
Time Zone	GMT + 3
Climate	Harsh, dry desert with great temperature extremes
Religion	Muslim (official; citizens are 85-90% Sunni and 10-15% Shia), other (includes Eastern Orthodox, Protestant, Roman Catholic, Jewish, Hindu, Buddhist, and Sikh)
Main Ports	Jeddah Islamic Port King Fahad Industrial Port Yanbu

<sup>41</sup> <http://www.arabnews.com/node/1201861/saudi-arabia>

<sup>42</sup> <http://www.arabnews.com/saudi-arabia/news/900826>

## 2.11.5.1 Drivers of Overseas Employment:

### MACROECONOMIC SCENARIO<sup>43</sup>

GDP Nominal (2016)	US\$ 646,438,380.56		
Growth rate (2016)	1.74		
Most important sources of GDP (2016)	Crude Petroleum, Refined Petroleum, Ethylene Polymers, Propylene Polymers, Ethers		
Relative share of GDP (2016)	<b>Service</b> 54.03 %	<b>Industry</b> 43.29 %	<b>Agriculture</b> 2.68 %
Annual growth rate of the respective sector (2016)	<b>Service</b> 0.77%	<b>Industry</b> 2.45%	<b>Agriculture</b> 0.63%
Per Capita income (2016)	20,029 USD		
Main Industries	Crude Oil Production, Petroleum Refining, Basic Petrochemicals, Ammonia, Industrial Gases, Sodium Hydroxide (Caustic Soda), Cement, Fertilizer, Plastics, Metals, Commercial Ship Repair, Commercial Aircraft Repair, Construction		
Arable Land	1.6 (% of land area, 2015)		

### POPULATION<sup>44</sup>

Population Size (2016)	32,275,687 Male : 18,356,534      Female : 13,919,153
Annual growth rate (2016)	2.25
Percentage of population above 65 years (2016)	3.16
Density	15 per Km2 (39 people per mi2)

### LABOR MARKET<sup>45</sup>

Total Labor force (2017)	13,833,935		
Annual growth rate (2017)	0.030		
Work age population (2016)	23,013,048 Male : 13,628,312      Female : 9,384,885		
Employment by sector (2017)	<b>Service</b> 9,334,171	<b>Industry</b> 2,967,587	<b>Agriculture</b> 771,311
Total Employment (2017)	13,073,069 Male : 11,247,113      Female : 1,802,373		
Total Unemployment (2017)	760,866 Male : 347,849      Female : 436,600		
Unemployment rate (2017)	5.50		

• <sup>43</sup> World Bank

• <sup>44</sup> World Bank

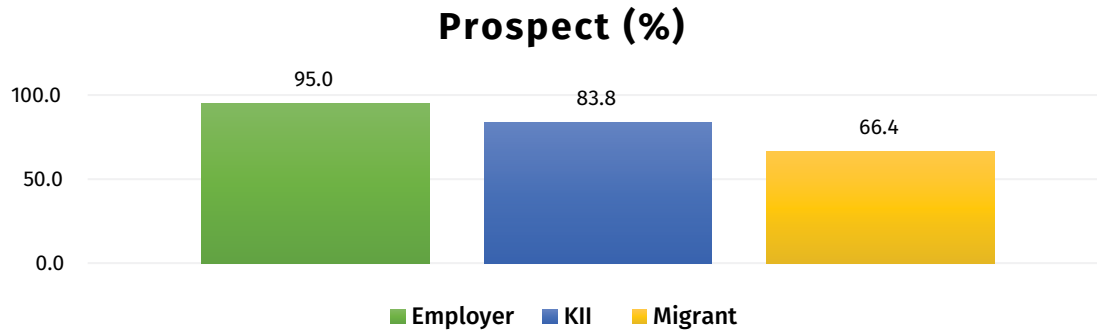
• <sup>45</sup> World Bank

### 2.11.5.2 Future Employment Prospect in Saudi Arabia:

KSA is hosting the largest number of Bangladeshi migrants across different skill categories. Although the country is experiencing sluggish economic growth due to sharp fall of oil price in global market for the last couple of years, present regime has undertaken several dynamic steps to gear up economic growth. It is expected that the economy will soon turn back and the employment from Bangladesh will also be geared up.

#### EMPLOYMENT PROSPECTS BASED ON PERCEPTION OF KEY STAKEHOLDERS:

The findings from the responses of the stakeholders (Migrant, Employer, and Key Informants) are given below:



#### EMPLOYMENT PROJECTION BASED ON COUNTRY ATTRACTIVENESS INDEX SCORE (CAIS)

Based on these CAIS, the prospective status of Saudi Arabia will be as follows:

Dimension	Factors	Value/ Comment	Prospect Indicator	CAIS
DEMAND SIDE	<b>Rapid Economic Growth (Total 26%)</b>			
	Average GDP Growth Rate	3.99%	High	11.00
	Expansionary Fiscal Policy	0-<5% Growth	Moderate	10.00
	<b>Demographic Transition (Total 2.58%)</b>			
	Average Population Growth Rate	2.73%	Low	0.25
	Average Percentage of Total Population Aged 65 and Above (2000-2016)	2.99%	Low	0.08
	<b>Average Labor Force Growth Rate</b>	4.64%	Low	4.80
	<b>Attitude Towards Migrant (6.13%)</b>			
	Average Growth Rate of International Migrant Stock	16.47%	Moderate	1.50
	Percentage of International Migrant Stock	36.99%	High	2.00
	Percentage of BD Migrants in Terms of International Migrant Stock	9.50%	High	2.13
	<b>Unfavorable Attitude Towards Certain Jobs of Local Citizen</b>	Highly Unfavorable	High	3.98
	<b>Labor Importing Policy of Destination Country</b>	Moderately Restricted	Very Low	0.00

Dimension	Factors	Value/ Comment	Prospect Indicator	CAIS
SUPPLY SIDE	<b>Govt. Support (Total 20%)</b>			
	Need Based Training	Need to Improve	Moderate	5.00
	Govt. Recruitment System	Not Available	Low	1.00
	Easy/Systematic Migration Process	Need to Improve	Moderate	4.00
	<b>Branding</b>	No	Low	3.00
	<b>Bilateral Relationship</b>	Need to Improve	Moderate	1.37
	<b>Presence of Embassy</b>	In Both Countries	High	2.14
	<b>Trade/Investment Relationship</b>	Need to Improve	Moderate	2.50

#### Country Attractiveness Index Score:

<b>Demand side score</b>	<b>35.74</b>
<b>Supply side score</b>	<b>19.01</b>
<b>Overall prospect score</b>	<b>54.75</b>

The demand side score of the country indicates that the country is prospective for future employment.

#### Country Specific Consideration:

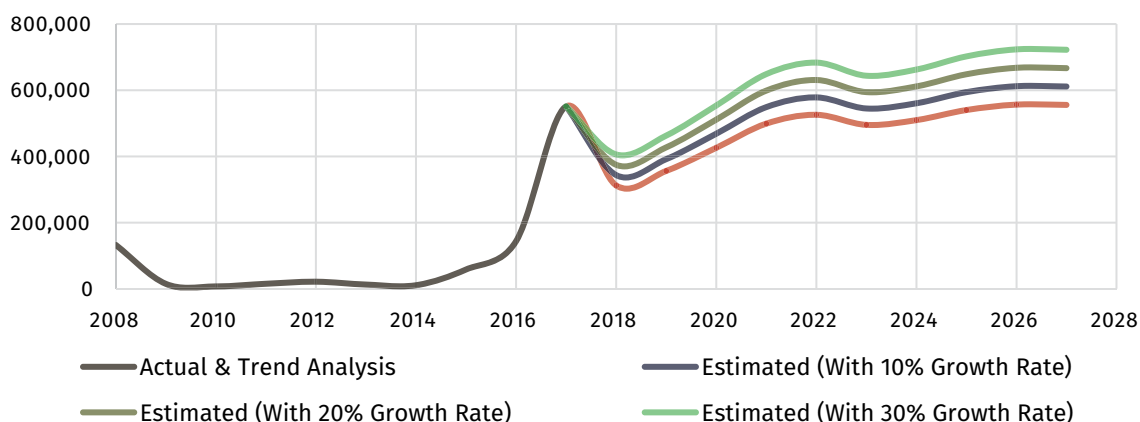
- Despite its moderate downturn KSA has undertaken large development projects such as building exclusive tourist zone. It is expected that more number of Bangladeshi construction worker will be employed.
- Moreover, it is expected that the exclusive tourist zone will create different kind of employment opportunities. House-keeping, public area management, cook, and chef will emerge as potential occupations for expatriates. As Bangladeshi migrants has reputation among employers of KSA as hard working, sincere, quick learner as well as lowpaid, Bangladeshi expatriates will enjoy competitive edge over its competitors which will positively affect overseas employment from Bangladesh.
- Due to recently adopted restrictive migration policy and high taxation, future migration in KSA can be affected. Two factors can be mentioned here: (a) The competing countries will try to upscale their employment position in the upper echelon, which is more financially rewarding, and (b) as a low-income densely populated country with high unemployment rate Bangladeshi migrants can easily fill up the low-level position as their earning expectation is not much.

## PROJECTION OF FUTURE EMPLOYMENT WITH ESTIMATED GROWTH RATE:

Regression analysis model with time series data is used to project the overseas employment. In the regression model, the available data of overseas employment from Bangladesh (2008-2017)<sup>46</sup> is used to project future overseas employment from Bangladesh for the year of 2018 to 2027:

Year	Actual & Trend Analysis	Estimated (With 10% Growth Rate)	Estimated (With 20% Growth Rate)	Estimated (With 30% Growth Rate)
2008	132,124			
2009	14,666			
2010	7,069			
2011	15,039			
2012	21,232			
2013	12,654			
2014	10,657			
2015	58,270			
2016	143,913			
2017	551,308			
2018	312,172	343,389	374,606	405,824
2019	356,055	391,661	427,266	462,872
2020	425,923	468,515	511,107	553,700
2021	498,952	548,848	598,743	648,638
2022	525,680	578,248	630,816	683,384
2023	495,222	544,744	594,266	643,788
2024	509,566	560,523	611,480	662,436
2025	540,136	594,149	648,163	702,176
2026	556,491	612,140	667,790	723,439
2027	555,549	611,103	666,658	722,213

## Projection of Overseas Employment



Although the migrant number in projected first year will be lower compared to the immediate past year, the growth will actually be higher than the long-term average growth.

<sup>46</sup> Overseas Employment from Bangladesh – BMET Database

### 2.11.5.3 Specific Demands in Various Job Sectors in Terms of Professional and Skill Trades

#### I. Prospective Sectors

Sectors	Weightage (%)
Industry	26.26
Service	24.24
Agriculture	21.21
Construction	20.20
Health	8.08

#### II. Prospective Trades and Professional Categories

##### a. Professional Category

SL	Occupation	SL	Occupation
1	Engineer (civil, chemical, mining)	7	Nurse
2	Accountant	8	HR
3	Supervisor	9	System Administrator
4	Interior Designer	10	System Analyst
5	Administrator	11	Programmer
6	Doctor		

##### b. Skill Category

SL	Occupation	SL	Occupation
1	Supervisor	18	Online Service
2	Medical Staff	19	Salesman
3	Graphic and Animation	20	House Maid / Domestic Help
4	Semi-skilled Labor	21	Wood Designer
5	Mason	22	Welder
6	Driver	23	Waiter
7	Technician	24	Helper
8	Labor (construction)	25	Cleaner
9	Construction worker	26	Heavy Driver
10	Industrial Worker	27	Heavy Vehicle Driver
11	Carpenter	28	Heavy Equipment Mechanic
12	Painter	29	Jewelry Maker
13	Painting Supervisor	30	Web Designer
14	Plumber	31	Web Developer
15	Electrician	32	Fork Lift Driver
16	Cook	33	Crane Operator
17	Caregiver	34	Barber

## 2.11.5.4 Forecast of Demanding Trades in KSA Job Market:

### A. Existing Occupations

Occupations	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027
Servant	24,040	27,741	31,442	35,143	38,844	42,544	46,245	49,946	53,647	57,347
Labor	21,293	24,319	27,345	30,371	33,397	36,422	39,448	42,474	45,500	48,526
House Maid	17,960	18,378	18,805	19,242	19,690	20,148	20,616	21,096	21,587	22,089
Cleaning Labor	11,888	12,700	13,511	14,323	15,134	15,946	16,757	17,569	18,381	19,192
Worker	5,850	6,755	7,661	8,566	9,472	10,377	11,283	12,188	13,094	13,999
General Labor	5,167	5,592	6,018	6,443	6,868	7,293	7,719	8,144	8,569	8,994
Driver	3,194	3,417	3,655	3,910	4,183	4,475	4,787	5,121	5,478	5,861
Mason	833	891	953	1,020	1,091	1,167	1,249	1,336	1,429	1,529
Factory Worker	723	771	822	876	933	994	1,060	1,129	1,203	1,282
Electrician	876	897	918	939	961	983	1,006	1,029	1,053	1,078
Carpenter	647	662	678	693	709	726	743	760	778	796
Plumber	647	662	678	693	709	726	743	760	778	796
Wood Designer	502	513	525	537	550	563	576	589	603	617
Technician	319	334	349	365	382	400	419	438	458	480
Painter	379	388	397	406	416	425	435	445	456	466
Waiter	308	315	322	330	337	345	353	362	370	379
Tiles Fixer	144	166	189	211	234	256	279	301	323	346
Construction Worker	177	186	194	203	213	223	233	244	255	267
Guard	74	79	84	89	95	101	108	115	123	131
Maker	67	71	76	81	86	92	98	105	111	119
Mechanics	50	57	65	72	79	87	94	102	109	117
Cook	86	88	90	92	94	96	99	101	103	106
Farmer	59	63	67	71	76	81	87	92	98	105
Agriculture Labor	42	48	55	61	68	74	80	87	93	100
Barber	37	42	48	54	59	65	71	77	82	88
Welder	60	61	62	64	65	67	69	70	72	73
Salesman	30	34	39	43	48	53	57	62	67	71
Tailor	25	29	32	36	40	44	48	52	56	59
Black Smith	25	27	28	30	32	34	37	39	42	44
Machine Operator	11	13	15	16	18	20	21	23	25	27
Engineer	10	12	13	14	16	17	19	20	22	23
Helper	16	16	16	17	17	18	18	18	19	19

### B. Emerging Occupations

Occupations	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027
Semi-skilled Labor	4,235	4,965	5,821	6,825	8,002	9,381	10,999	12,895	15,118	17,725
Painting Supervisor	250	259	268	277	286	296	306	317	328	339
Engineer (civil)	112	124	136	150	166	183	202	223	246	272
Accountant	34	38	41	46	50	56	61	68	75	82
Supervisor	35	37	40	43	46	49	52	56	60	64
Interior Designer	20	21	21	22	23	24	25	25	26	27
Administrator	20	21	21	22	23	24	25	25	26	27
Online Service	20	21	21	22	23	24	25	25	26	27

Occupations	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027
Fork Lift Driver	20	21	21	22	23	24	25	25	26	27
Crane Operator	20	21	21	22	23	24	25	25	26	27
Doctor	15	16	16	17	17	18	18	19	20	20
Heavy Vehicle Driver	15	16	16	17	17	18	18	19	20	20
Heavy Equipment Mechanic	15	16	16	17	17	18	18	19	20	20
Salesman	10	10	11	11	11	12	12	13	13	14
Jewelry Maker	10	10	11	11	11	12	12	13	13	14
Web Designer/Developer	8	8	9	9	9	9	10	10	10	11
HR	7	7	7	8	8	8	9	9	9	9
Graphic & Animation	7	7	7	8	8	8	9	9	9	9
Programmer	5	5	5	6	6	6	6	6	7	7
System Administrator	5	5	5	6	6	6	6	6	7	7

## 2.11.6 Kuwait

Kuwait has population of about 4.05 million with 3.55% annual GDP growth rate. The country is geographically small, but wealthy, and is relatively an open economy. It has about 102 billion barrels of oil reserve which is more than 6% of world's total reserve. For Kuwait, petroleum accounts for over half of its GDP, 92% of its export revenue, and 90% of government's income.

Currently, there are about 2 hundred thousand<sup>47</sup> Bangladeshi migrants working in different sectors.

### Map of Kuwait:



### Country Brief:

Official Name	State of Kuwait
Capital	Kuwait City
Continent	Asia
Location	Middle East, bordering the Persian Gulf, between Iraq and Saudi Arabia
Distance from Bangladesh	Nautical miles : 2,314 Minutes : 330
Independence	June 19, 1961
Currency	Kuwaiti dinar (\$1= 0.30 KWD)
Area	Total: 17,818 Sq. Km Land: 17,818 Sq. Km
Time Zone	GMT +3
Climate	dry desert; intensely hot summers; short, cool winters
Religion	Muslim (official) 76.7%, Christian 17.3%, other and unspecified 5.9%.
Main Ports	Ash Shu'aybah, Ash Shuwaykh, Az Zawr (Mina' Sa'ud), Mina' 'Abd Allah, Mina' al Ahmadi

• <sup>47</sup> <https://www.khaleejtimes.com/region/kuwait/kuwait-bans-workers-from-bangladesh>

### 2.11.6.1 Drivers of Overseas Employment:

#### MACROECONOMIC SCENARIO<sup>48</sup>

GDP Nominal (2016)	US\$ 110,875,579,087		
Growth rate (2016)	3.55		
Most important sources of GDP (2016)	Potassic Fertilizers, Planes, Helicopters, Spacecraft, Calcium Phosphates, Knit Sweaters, Unpackaged Medicaments		
Relative share of GDP (2016)	<b>Service</b> 51.07 %	<b>Industry</b> 48.40 %	<b>Agriculture</b> 0.53 %
Annual growth rate of the respective sector (2016)	<b>Service</b> 1.88%	<b>Industry</b> 2.35%	<b>Agriculture</b> 3.59%
Per Capita income (2016)	USD 27,359		
Main Industries	petroleum, petrochemicals, cement, shipbuilding and repair, water desalination, food processing, construction materials		
Arable Land	0.4 (% of land area, 2015)		

#### POPULATION<sup>49</sup>

Population Size (2016)	Total : 4,052,584 Male : 2,327,353      Female : 1,725,231		
Annual growth rate (2016)	2.92		
Percentage of population above 65 years (2016)	2.19		
Density	227 per Km2		

#### LABOR MARKET<sup>50</sup>

Total Labor force (2017)	2,253,044		
Annual growth rate (2017)	0.0107		
Work age population (2016)	Total : 3,113,472 Male : 1,835,947      Female : 1,277,514		
Employment by sector (2017)	<b>Service</b> 1,541,479	<b>Industry</b> 600,319	<b>Agriculture</b> 57,173
Total Employment (2017)	Total : 2,198,971 Male : 1,577,885      Female : 622,641		
Total Unemployment (2017)	Total : 54,073 Male : 40,459      Female : 12,059		
Unemployment rate (2017)	2.40		

• <sup>48</sup> World Bank

• <sup>49</sup> World Bank

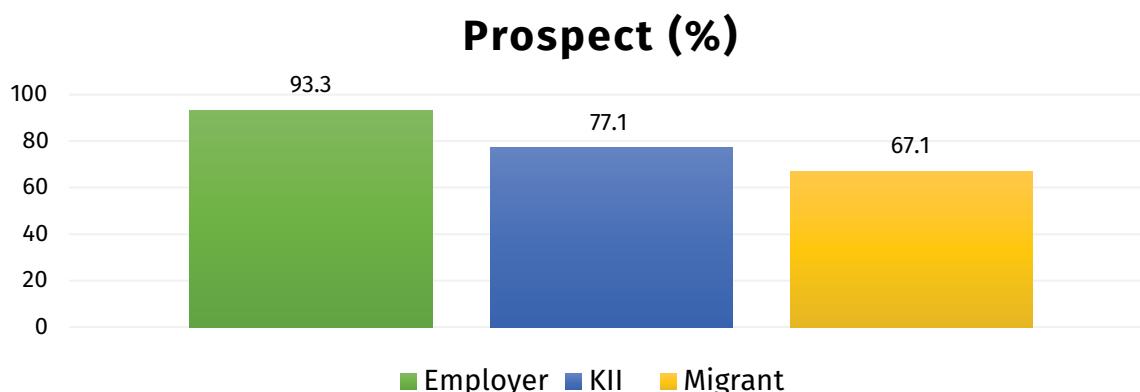
• <sup>50</sup> World Bank

### 2.11.6.2 Future Employment Prospect in Kuwait:

Kuwait is a small wealthy Arab country. The industries of shipbuilding, petroleum, construction materials, cement, food processing are steering its economy. Like other Arab countries, Kuwait is also dependent on foreign workers for many of its economic activities. There are a significant number of Bangladeshi workers who are employed in different sectors of the country.

#### EMPLOYMENT PROSPECTS BASED ON PERCEPTION OF KEY STAKEHOLDERS

The findings from the responses of the stakeholders (Migrant, Employer, and Key Informants) are given below:



#### EMPLOYMENT PROJECTION BASED ON COUNTRY ATTRACTIVENESS INDEX SCORE (CAIS)

Based on these CAIS, the prospective status of Kuwait will be as follows:

Dimension	Factors	Value/ Comment	Prospect Indicator	CAIS
DEMAND SIDE	<b>Rapid Economic Growth (Total 26%)</b>			
	Average GDP Growth Rate	4.42%	High	11.00
	Expansionary Fiscal Policy	<0% Growth	Low	7.00
	<b>Demographic Transition (Total 2.58%)</b>			
	Average Population Growth Rate	4.28%	Low	0.25
	Average Percentage of Total Population Aged 65 and Above (2000-2016)	1.98%	Low	0.08
	<b>Average Labor Force Growth Rate</b>	5.03%	Low	4.80
	<b>Attitude Towards Migrant (6.13%)</b>			
	Average Growth Rate of International Migrant Stock	21.47%	High	2.00
	Percentage of International Migrant Stock	77.07%	High	2.00
	Percentage of BD Migrants in Terms of International Migrant Stock	12.22%	High	2.13
	<b>Unfavorable Attitude Towards Certain Jobs of Local Citizen</b>	Highly Unfavorable	High	3.98
	<b>Labor Importing Policy of Destination Country</b>	Moderately Restricted	Very Low	0.00

Dimension	Factors	Value/ Comment	Prospect Indicator	CAIS
SUPPLY SIDE	<b>Govt. Support (Total 20%)</b>			
	Need Based Training	Need to Improve	Moderate	5.00
	Govt. Recruitment System	Not Available	Low	1.00
	Easy/Systematic Migration Process	Need to Improve	Moderate	4.00
	<b>Branding</b>	No	Low	3.00
	<b>Bilateral Relationship</b>	Need to Improve	Moderate	1.37
	<b>Presence of Embassy</b>	In Both Countries	High	2.14
	<b>Trade/Investment Relationship</b>	Need to Improve	Moderate	2.50

#### Country Attractiveness Index Score:

<b>Demand side score</b>	<b>33.24</b>
<b>Supply side score</b>	<b>19.01</b>
<b>Overall prospect score</b>	<b>52.25</b>

The demand side score of the country indicates that the country is less prospective for future employment.

#### Country Specific Considerations:

- a) Kuwait hosts a vast number of overseas contract workers from the countries in South and South East Asia, including India, Sri Lanka, Bangladesh and the Philippines, who are predominately employed in the construction sector and service industry. The single largest expatriate community in Kuwait is comprised of Indians who account for almost 20% of the total resident expatriate population. With the discovery of oil and the consequent rise in living standards, Kuwait has accommodated a large immigrant population, by offering jobs, free education for their children, and free medical care. As a result, the number of foreign residents has increased by more than twice during the 1970s, and in 1994 they accounted for an estimated 56.4% of the population.
- b) In terms of migration, Kuwait has been one of the major destinations of Bangladeshi labor force for last 40 years. Some 595,369 Bangladeshis have travelled to Kuwait to work between the year of 1976 and till date, according to data compiled by the Bureau of Manpower Employment and Training (BMET)<sup>51</sup>. Kuwait has taken laborers from Bangladesh to work as laborers, drivers, houseboys, and cooks at higher rates than any other occupations.
- c) Bangladesh has a long-standing friendship with Kuwait. Kuwait also hires a lot of military personnel from Bangladesh. A 2,300-member contingent of the Bangladesh army served with the coalition forces during the 1991 Gulf war in order to return Kuwait to the control of the Emir of Kuwait. During the period of sweeping of mines from many parts of Kuwait after the war, Bangladesh lost 59 soldiers while many others were injured.
- d) There are numerous active construction projects in Kuwait and the total estimated value of these construction projects is USD 234.4 billion. Kuwait constitutes 3% of the number of active projects in the Gulf Cooperation Council (GCC) countries. In dollar terms, these construction projects account

• <sup>51</sup> BMET Data

for 11% of the total estimated value of all active projects in the GCC. Oil-rich Kuwait is a tiny country nestling at the top of the Gulf. Its massive oil reserves have made it one of the world's richest countries based on per capita earning. It is expected that the existing and upcoming mega projects will require a large number of construction workers. This demand can be fulfilled by Bangladeshi labor force as they already have footprints in these occupations and many employers have expressed their interest to recruit more of them<sup>52</sup>.

- e) Even though recently Kuwait has restricted the recruitment of expat workers for some selected occupations due to high level of local unemployment rate and Kuwaitization<sup>53</sup>. However, in most cases, this is less likely to affect the scope of overseas employment from Bangladesh as most of the Bangladeshi labor force are engaged in blue collar jobs.

Considering all the above discussions, we can conclude that, Kuwait is one of the most attractive destination countries for overseas employment for Bangladeshis labor force.

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• <sup>52</sup> Primary Data

• <sup>53</sup> The plan called for terminating expats in the following job categories based on specialization, so that they will be 100 percent Kuwaitized by 2022:

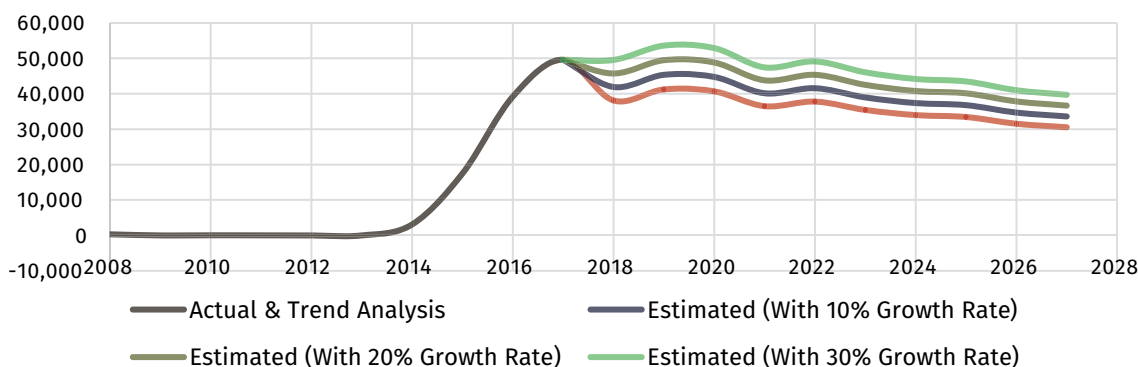
- \* Information technology
- \* Marine
- \* Arts, information, letters and public relations
- \* Development, administrative follow-up and statistics
- \* Administrative support

## PROJECTION OF FUTURE EMPLOYMENT WITH ESTIMATED GROWTH RATE:

Regression analysis model with time series data is used to project the overseas employment. In the regression exercise, the available data of overseas employment from Bangladesh (2008-2017)<sup>54</sup> is used to project future overseas employment from Bangladesh for the year of 2018 to 2027:

Year	Actual & Trend Analysis	Estimated (With 10% Growth Rate)	Estimated (With 20% Growth Rate)	Estimated (With 30% Growth Rate)
2008	319			
2009	10			
2010	48			
2011	29			
2012	2			
2013	6			
2014	3,094			
2015	17,472			
2016	39,188			
2017	49,604			
2018	<b>38,115</b>	41,926	45,738	49,549
2019	<b>41,229</b>	45,352	49,475	53,598
2020	<b>40,693</b>	44,762	48,831	52,900
2021	<b>36,505</b>	40,156	43,806	47,457
2022	<b>37,794</b>	41,573	45,353	49,132
2023	<b>35,432</b>	38,975	42,518	46,062
2024	<b>33,983</b>	37,381	40,779	44,178
2025	<b>33,446</b>	36,791	40,135	43,480
2026	<b>31,541</b>	34,695	37,849	41,003
2027	<b>30,548</b>	33,602	36,657	39,712

## Projection of Overseas Employment



Currently the number of migrants from Bangladesh, from the year of 2008 to 2014, has fallen below 10 thousand which is less than the previously recorded number. However, the demand side indicators show that the country has room to host a good number of migrant workers from Bangladesh.

<sup>54</sup> Overseas Employment from Bangladesh – BMET Database

### 2.11.6.3 Specific Demands in Various Job Sectors in Terms of Professional and Skill Trades

#### I. Prospective Sectors

Sectors	Weightage (%)
Construction	38.30
Service	29.79
Industry	17.02
Agriculture	6.38
Health	4.26
ICT	4.26

#### II. Prospective Trades and Professional Categories

##### a. Professional Category

No.	Occupation	No.	Occupation
1	Manager	6	Nurse
2	Designer	7	Graphic and Animation
3	Doctor	8	Engineer (civil)
4	System Analysis	9	System Administrator
5	Web Developer	10	Programmer

##### b. Skill Category

No.	Occupation	No.	Occupation
1	Furniture Maker	16	Heavy Vehicle Driver
2	Helper	17	Hotel Boy
3	Construction worker	18	Lab. Technician
4	General Worker	19	Laboratory Assistant
5	Semi-skilled Cleaner	20	Machine Operator
6	Cook	21	Loader
7	Waiter	22	Technician
8	Electrician	23	Fork Lift Driver
9	House Maid/ Domestic help	24	Crane Operator
10	Farmer	25	Mason
11	Barber	26	Shepherd
12	Carpenter	27	Waiter
13	Camel men	28	Wood Designer
14	Security Guard	29	Plumber
15	Foreman	30	Driver

## 2.11.6.4 Forecast of Demanding Trades in Kuwait Job Market:

### A. Existing Occupations

Occupations	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027
Cook	1,458	1,846	2,349	2,698	2,476	2,826	3,033	3,321	3,405	3,424
Mason	835	1,059	1,283	1,507	1,731	1,955	2,126	2,414	2,612	2,832
Construction Worker	4,020	6,267	5,198	4,958	4,717	4,062	3,573	3,126	2,595	2,182
Worker	5,443	3,939	4,307	3,428	3,380	2,777	2,545	2,065	2,356	2,100
Shepherd	777	924	1,072	1,219	1,366	1,447	1,566	1,810	1,900	2,037
Labor	1,268	2,017	2,766	1,808	1,988	1,884	1,495	1,533	1,286	1,111
Wood Designer	426	516	606	684	737	750	838	954	999	1,060
Driver	2,461	1,423	2,563	2,250	2,301	2,126	1,094	1,017	1,207	1,058
House Worker	257	324	391	458	525	596	650	728	792	858
Farmer	186	255	297	339	381	415	443	501	542	578
Waiter	320	369	406	409	438	398	517	549	552	577
Cleaner	831	1,156	1,111	973	909	882	614	649	637	489
Guard	149	179	209	239	269	296	318	361	385	414
Servant	195	226	248	273	299	296	346	371	389	412
Agriculture Labor	177	201	226	250	274	290	295	350	360	382
Technician	132	159	187	215	243	266	293	327	351	378

### B. Emerging Occupations

Occupations	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027
Foreman	300	311	322	333	345	358	370	384	397	411
General Worker	50	52	54	56	58	60	62	64	66	69
Helper	35	36	38	39	40	42	43	45	46	48
Hotel Boy	25	26	27	28	29	30	31	32	33	34
Furniture Maker	20	21	21	22	23	24	25	26	26	27
Plumber	20	21	21	22	23	24	25	26	26	27
Nurse	15	16	16	17	17	18	19	19	20	21
Semi-skilled Cleaner	15	16	16	17	17	18	19	19	20	21
Electrician	15	16	16	17	17	18	19	19	20	21
Carpenter	15	16	16	17	17	18	19	19	20	21
Machine Operator	15	16	16	17	17	18	19	19	20	21
Crane Operator	15	16	16	17	17	18	19	19	20	21
Heavy Vehicle Driver	14	15	15	16	16	17	17	18	19	19
Designer	12	12	13	13	14	14	15	15	16	16
Engineer (civil)	10	10	11	11	12	12	12	13	13	14
Doctor	10	10	11	11	12	12	12	13	13	14
Camel men	10	10	11	11	12	12	12	13	13	14
Service Boy	10	10	11	11	12	12	12	13	13	14
Fork Lift Driver	10	10	11	11	12	12	12	13	13	14
Bar Tender	8	8	9	9	9	10	10	10	11	11
Graphic and Animation	7	7	8	8	8	8	9	9	9	10
Loader	7	7	8	8	8	8	9	9	9	10
Manager	6	6	6	7	7	7	7	8	8	8
Web Developer	5	5	5	6	6	6	6	6	7	7
Barber	5	5	5	6	6	6	6	6	7	7
Lab. Technician	4	4	4	4	5	5	5	5	5	5
Programmer	3	3	3	3	3	4	4	4	4	4

## 2.11.7 Lebanon

Lebanon is one of key destination for Bangladeshi workers. Its services sector contributes the most to its GDP which is about 80.76%. Lebanon has the highest proportion of cultivable land in the Arab world. Its agricultural sector employs about 12% of the total workforce. Foreign labors are massively present in Lebanon. Currently, the number of international migrants is 1,939,212.

Bangladesh sets its labor migration journey towards Lebanon with 25 female workers back in 1991. It is believed that there are around 80 thousand Bangladeshi workers who are currently working in Lebanon.

### Map of Lebanon:



### Country Brief:

Official Name	Lebanese Republic
Capital	Beirut
Continent	Asia
Location	Middle East, bordering the Mediterranean Sea, between Israel and Syria
Distance from Bangladesh	Nautical miles : 2,897 Minutes : 485
Independence	22 November 1943
Currency	Lebanese pound (\$1 = 1502.05 LBP)
Area	Total: 10,400 sq. km
Time Zone	GMT + 2
Climate	Mediterranean; mild to cool, wet winters with hot, dry summers; the Lebanon Mountains experience heavy winter snows
Religion	Muslim 54% (27% Sunni, 27% Shia), Christian 40.5% (includes 21% Maronite Catholic, 8% Greek Orthodox, 5% Greek Catholic, 6.5% other Christian), Druze 5.6%, very small numbers of Jews, Baha'is, Buddhists, Hindus, and Mormons
Main Ports	Beirut, Tripoli

## 2.11.7.1 Drivers of Overseas Employment:

MACROECONOMIC SCENARIO <sup>55</sup>			
GDP Nominal (2016)	US\$ 49,598,825,982 US\$		
Growth rate (2016)	2.00		
Most important sources of GDP (2016)	Fertilizers, Planes, Helicopters, Spacecraft, Calcium Phosphates, Knit Sweaters, Unpackaged Medicaments		
Relative share of GDP (2016)	Service 79.50	Industry 16.74	Agriculture 3.76
Annual growth rate of the respective sector (2016)	Service 6.10%	Industry -2.83%	Agriculture 1.52%
Per Capita income (2016)	US\$ 8,257		
Main Industries	banking, tourism, food processing, wine, jewelry, cement, textiles, mineral and chemical products, wood and furniture products, oil refining, metal fabricating		
Arable Land	11.9%		
POPULATION <sup>56</sup>			
Population Size (2016)	6,006,668 Male : 3,014,068 Female : 2,992,600		
Annual growth rate (2016)	2.62		
Percentage of population above 65 years (2016)	8.32		
Density	587 sq. Km		
LABOR MARKET <sup>57</sup>			
Total Labor force (2017)	2,207,592		
Annual growth rate (2017)	0.0200		
Work age population (2016)	4,091,304 Male : 2,060,048      Female : 2,031,240		
Employment by sector (2016)	Service 1,429,420	Industry 461,369	Agriculture 168,894
Total Employment (2016)	2,059,683 Male : 1,579,380      Female : 480,980		
Total Unemployment	147,909 Male : 88,392      Female : 58,840		
Unemployment rate (2016)	6.70		

• <sup>55</sup> World Bank

• <sup>56</sup> World Bank

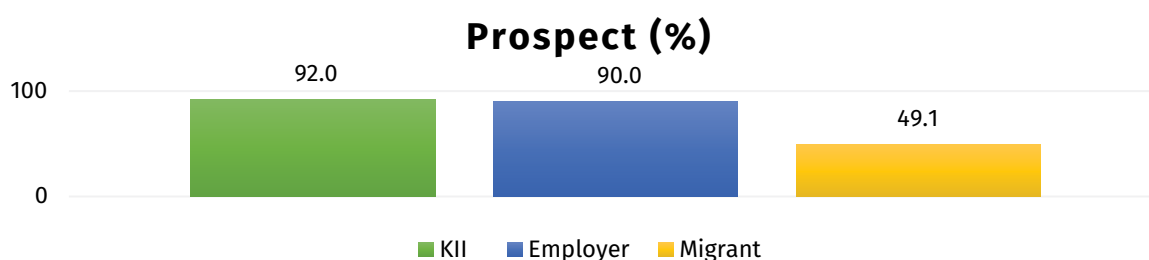
• <sup>57</sup> World Bank

### 2.11.7.2 Future Employment Prospect in Lebanon:

Lebanon hosts good number of female Bangladeshi migrants in different skill categories. But, the market is shrinking due to the Syrian crisis. Syrian refugee crisis significantly affects the labor market of the country. Besides, the country is experiencing negative economic growth due to volatile political situation. Considering the size of the country, the number of foreign population in Lebanon is relatively high. Yet, the ratio of Bangladeshi migrants against the total foreign population is not very significant. The number of outflow from Bangladesh to Lebanon was sharply decreased in 2017 than 2016. However, the country has significant prospect for Bangladeshi migrants. The Lebanese government in 2017 passed initiatives to encourage foreign investment to improve the country's infrastructure and exploit its offshore energy resources which indicates that the Lebanese construction companies will require more foreign workers. Moreover, the employers of Bangladeshi migrants in Lebanon expressed interest to recruit more Bangladeshi migrants.

#### EMPLOYMENT PROSPECTS BASED ON PERCEPTION OF KEY STAKEHOLDERS

The findings from the responses of the stakeholders (Migrant, Employer, and Key Informants) are given below:



#### EMPLOYMENT PROJECTION BASED ON COUNTRY ATTRACTIVENESS INDEX SCORE (CAIS)

Based on these CAIS, the prospective status of Lebanon will be as follows:

Dimension	Factors	Value/ Comment	Prospect Indicator	CAIS
DEMAND SIDE	<b>Rapid Economic Growth (Total 26%)</b>			
	Average GDP Growth Rate	4.19%	High	11.00
	Expansionary Fiscal Policy	0-<5% Growth	Moderate	10.00
	<b>Demographic Transition (Total 2.58%)</b>			
	Average Population Growth Rate	3.78%	Low	0.25
	Average Percentage of Total Population Aged 65 and Above (2000-2016)	7.81%	Moderate	0.58
	<b>Average Labor Force Growth Rate</b>	4.59%	Low	4.80
	<b>Attitude Towards Migrant (6.13%)</b>			
	Average Growth Rate of International Migrant Stock	31.37%	High	2.00
	Percentage of International Migrant Stock	32.28%	High	2.00
	Percentage of BD Migrants in Terms of International Migrant Stock	0.15%	Low	0.13
	<b>Unfavorable Attitude Towards Certain Jobs of Local Citizen</b>	Highly Unfavorable	High	3.98
	<b>Labor Importing Policy of Destination Country</b>	Moderately Restricted	Very Low	0.00

Dimension	Factors	Value/ Comment	Prospect Indicator	CAIS
SUPPLY SIDE	<b>Govt. Support (Total 20%)</b>			
	Need Based Training	Need to Improve	Moderate	5.00
	Govt. Recruitment System	Not Available	Low	1.00
	Easy/Systematic Migration Process	Need to Improve	Moderate	4.00
	<b>Branding</b>	No	Low	3.00
	<b>Bilateral Relationship</b>	Need to Improve	Moderate	1.37
	<b>Presence of Embassy</b>	In One Country	Moderate	1.14
	<b>Trade/Investment Relationship</b>	Need to Improve	Moderate	2.50

#### Country Attractiveness Index Score:

<b>Demand side score</b>	<b>34.74</b>
<b>Supply side score</b>	<b>18.01</b>
<b>Overall prospect score</b>	<b>52.75</b>

The demand side score of the country indicates that the country is prospective for future employment.

#### Country Specific Considerations:

- a) Lebanon has a long history of immigration. The country is one of the popular destination for temporary workers coming mainly from Syria and Asia. Meanwhile, it hosts large numbers of refugees and asylum seekers, especially Palestinians and Iraqis, who today make up important parts of the population residing in Lebanon. In addition, Lebanon has been the most affected country (together with Jordan) in terms of the arrival of forced migrants fleeing from Syria. The number of Syrians in Lebanon has stood at 450,639 as of 29 April 2013.
- b) Lebanon was one of the first few countries in the Middle-East to recognize Bangladesh at the early stage of her independence. Diplomatic relations between Bangladesh and Lebanon was established following Lebanon's recognition of Bangladesh on 28 March 1973. Soon after, Bangladesh established a resident mission in Lebanon in 1973. During the Liberation War, Bangladesh was able to open its first Information Centre in Beirut in 1971 in the Middle East region. Lebanon, therefore, had served as a convenient springboard for Bangladesh. Unfortunately, after the outbreak of civil war in Lebanon from 1975 onwards and the consequent deteriorating security situation, Bangladesh was compelled to wind up its Mission in Beirut in April 1976. Bangladesh reopened its Embassy in Beirut in July 2013.
- c) Bangladesh and Lebanon enjoy very cordial relations. There is no contentious issue between the two countries. Lebanon has also become one of the largest destinations for Bangladeshi workers. Bangladesh at first sent 25 female workers to Lebanon back in 1991. Currently 2,994 Bangladeshi migrants are working in Lebanon, among them 1,560 are female domestic workers. Although, till now, a total of 157,421<sup>58</sup> Bangladeshi workers have moved to Lebanon. However, most of the workers are unskilled domestic female workers. Another category of workers that come to Lebanon is cleaner. They face many problems after coming to Lebanon mainly due to the unethical activities of the Bangladeshi Overseas employment agents in Lebanon as well as the recruiting agencies in Dhaka.

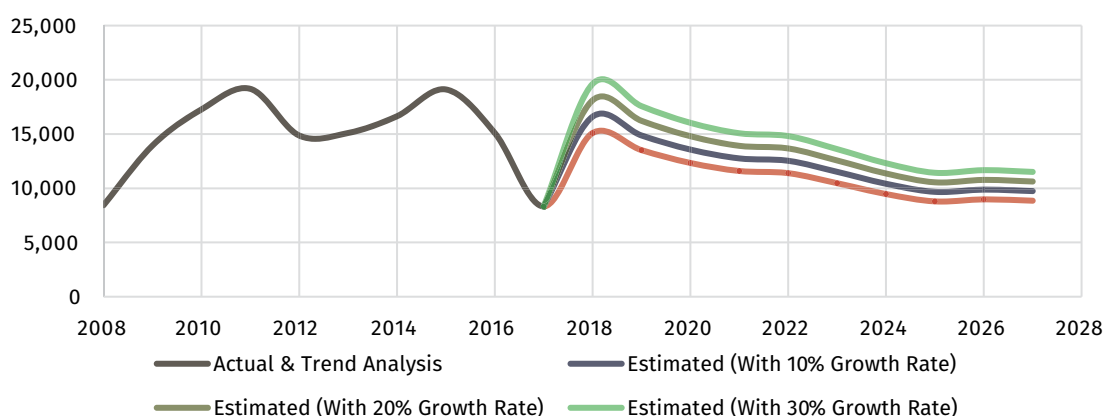
• <sup>58</sup> BMET Data

## PROJECTION OF FUTURE EMPLOYMENT WITH ESTIMATED GROWTH RATE:

Regression analysis model with time series data is used to project the overseas employment. In the regression exercise, the available data of overseas employment from Bangladesh (2008-2017)<sup>59</sup> is used to project future overseas employment from Bangladesh for the year of 2018 to 2027:

Year	Actual & Trend Analysis	Estimated (With 10% Growth Rate)	Estimated (With 20% Growth Rate)	Estimated (With 30% Growth Rate)
2008	8,444			
2009	13,941			
2010	17,268			
2011	19,169			
2012	14,864			
2013	15,098			
2014	16,640			
2015	19,113			
2016	15,095			
2017	8,327			
2018	15,092	16,602	18,111	19,620
2019	13,517	14,869	16,221	17,572
2020	12,335	13,568	14,802	16,035
2021	11,594	12,754	13,913	15,073
2022	11,394	12,533	13,672	14,812
2023	10,470	11,517	12,564	13,611
2024	9,470	10,417	11,364	12,311
2025	8,791	9,670	10,549	11,428
2026	8,977	9,874	10,772	11,670
2027	8,854	9,739	10,624	11,510

## Projection of Overseas Employment



<sup>59</sup> Overseas Employment from Bangladesh – BMET Database

### 2.11.7.3 Specific Demands in Various Job Sectors in Terms of Professional and Skill Trades

#### I. Prospective Sectors

Sectors	Weightage (%)
Service	44.00
Construction	28.00
Industry	28.00

#### II. Prospective Trades and Professional Categories

##### a. Professional Category

SL No.	Occupation
1	Cashier
2	Programmer
3	System Administrator
4	Nurse
5	Doctor
6	Web Developer

##### b. Skill Category

No.	Occupation	No.	Occupation
1	Semi-skilled Cleaner	9	Caregiver
2	Wood Designer	10	General Worker
3	Driver	11	House Maid
4	Plumber	12	Cleaner
5	Helper	13	Industrial Worker
6	Machine Operator	14	Agro Labor
7	Labor (construction)	15	Service Boy
8	Cook	16	Waiter

### 2.11.7.4 Forecast of Demanding Trades in Lebanon Job Market:

#### A. Existing Occupations

Occupations	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027
Labor	2,764	2,643	2,523	2,613	1,820	1,897	2,440	1,934	1,322	1,458
Farmer	169	205	274	322	370	418	443	506	554	595
Construction Worker	1,004	1,100	818	764	710	656	754	748	601	559
Waiter	368	94	330	321	440	311	656	372	739	494
Cleaner	196	219	242	265	288	311	334	357	380	403
Worker	1,080	996	731	631	542	460	585	326	257	220
Wood Designer	173	188	171	178	142	189	210	191	195	206

## A. Emerging Occupations

Occupations	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027
Semi-skilled Cleaner	301	356	420	497	587	694	820	969	1,145	1,354
House Maid	35	38	42	45	50	54	59	64	70	77
Helper	30	33	36	39	42	46	51	55	60	66
Industrial Worker	25	27	30	32	35	39	42	46	50	55
Plumber	23	25	27	30	33	36	39	42	46	50
Driver	15	16	18	19	21	23	25	28	30	33
Machine Operator	15	16	18	19	21	23	25	28	30	33
Agro Labor	15	16	18	19	21	23	25	28	30	33
Service Boy	10	11	12	13	14	15	17	18	20	22
Cashier	7	8	8	9	10	11	12	13	14	15

## 2.11.8 Malaysia

Malaysia is one of the major overseas employment market for Bangladesh. The country is located in Southeast Asia, and is known for its rainforests and mix of Malay, Chinese, Indian and European cultural influences. Since the 1980s the industrial sector has led the growth of the country. The economy of the country was primarily agrarian. FDI which grew strongly in the late 1980 was the key catalyst for transformation of the economy toward multi-sector economy. Malaysia is hosting nearly 2.75 million foreign workers. The demand for foreign workers is still high. Apart from Bangladesh; Indonesia, Philippines, Thailand, Myanmar are the major sources of the foreign migrants. The first migrant workers from modern-day Bangladesh were a group of 500 people who went there to work on plantations in 1986.

### Map of Malaysia:



### Country Brief:

Official Name	Malaysia
Capital	Kuala Lumpur
Continent	Asia
Location	Southeastern Asia, a peninsula bordering with Thailand and northern one-third of the island of Borneo, bordering Indonesia, Brunei, and the South China Sea, south of Vietnam
Distance from Bangladesh	Nautical miles : 1,348 Minutes : 221
Independence	31 August 1957
Currency	Malaysian ringgit (\$1 = 3.89 MYR)
Area	Total: 329,847 sq. km, Land: 328,657 sq. km, Water: 1,190 sq. km
Time Zone	GMT + 6
Climate	Tropical; annual southwest (April to October) and northeast (October to February) monsoons
Religion	Muslim (official) 61.3%, Buddhist 19.8%, Christian 9.2%, Hindu 6.3%, Confucianism, Taoism, other traditional Chinese religions 1.3%, other 0.4%, none 0.8%, unspecified 1%
Main Ports	Bintulu, Johor Bahru, George Town (Penang), Port Kelang (Port Klang), TanjungPelepas

## 2.11.8.1 Drivers of Overseas Employment:

### MACROECONOMIC SCENARIO<sup>60</sup>

GDP Nominal (2016)	US\$ 296,535,930,381		
Growth rate (2016)	4.22		
Most important sources of GDP (2016)	Integrated Circuits, Petroleum Gas , Refined Petroleum, Telephones, Semiconductor Devices		
Relative share of GDP (2016)	<b>Service</b> 53.01%	<b>Industry</b> 38.34%	<b>Agriculture</b> 8.66%
Annual growth rate of the respective sector (2016)	<b>Service</b> 5.73%	<b>Industry</b> 4.31%	<b>Agriculture</b> -5.08%
Per Capita income (2016)	9,631 USD		
Main Industries	Peninsular Malaysia - rubber and oil palm processing and manufacturing, petroleum and natural gas, light manufacturing, pharmaceuticals, medical technology, electronics and semiconductors, timber processing; Sabah - logging, petroleum and natural gas production;		
Arable Land	2.9%		

### POPULATION<sup>61</sup>

Population Size (2016)	31,187,265 Male : 16,110,866      Female : 15,076,399		
Annual growth rate (2016)	1.50		
Percentage of population above 65 years (2016)	6.08		
Density	86 sq. Km		

### LABOR MARKET<sup>62</sup>

Total Labor force (2017)	15,432,885		
Annual growth rate (2017)	0.0211		
Work age population (2016)	21,613,466 Male : 11,240,754      Female : 10,372,759		
Employment by sector (2017)	<b>Service</b> 9,079,074	<b>Industry</b> 4,069,929	<b>Agriculture</b> 1,759,164
Total Employment (2017)	14,908,167 Male : 9,242,818      Female : 5,657,283		
Total Unemployment (2017)	524,718 Male : 315,422      Female : 217,362		
Unemployment rate (2017)	3.40		

• <sup>60</sup> World Bank

• <sup>61</sup> World Bank

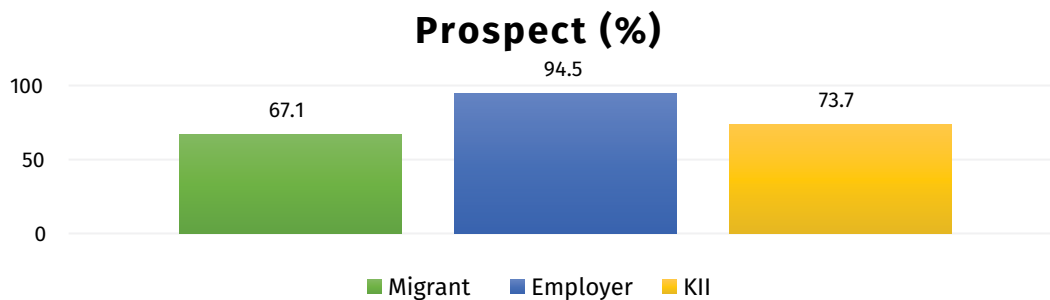
• <sup>62</sup> World Bank

### 2.11.8.2 Future Employment Prospect in Malaysia:

Malaysia is one of the major destination countries for Bangladeshi migrants. The country is attempting to achieve high-income status by 2020, and to move further up the value-added production chain by attracting investments in high technology, knowledge-based industries and services. To achieve the goal of the country, more professional and skilled people will require.

#### EMPLOYMENT PROSPECTS BASED ON PERCEPTION OF KEY STAKEHOLDERS

The findings from the responses of the stakeholders (Migrant, Employer, and Key Informants) are given below:



#### EMPLOYMENT PROJECTION BASED ON COUNTRY ATTRACTIVENESS INDEX SCORE (CAIS)

Based on these CAIS, the prospective status of Malaysia will be as follows:

Dimension	Factors	Value/ Comment	Prospect Indicator	CAIS
DEMAND SIDE	<b>Rapid Economic Growth (Total 26%)</b>			
	Average GDP Growth Rate	5.07%	Very High	13.00
	Expansionary Fiscal Policy	5% & Above Growth	High	13.00
	<b>Demographic Transition (Total 2.58%)</b>			
	Average Population Growth Rate	1.88%	Moderate	0.50
	Average Percentage of Total Population Aged 65 and Above (2000-2016)	4.84%	Low	0.08
	<b>Average Labor Force Growth Rate</b>	2.88%	Low	5.80
	<b>Attitude Towards Migrant (6.13%)</b>			
	Average Growth Rate of International Migrant Stock	26.25%	High	2.00
	Percentage of International Migrant Stock	8.67%	Low	1.00
	Percentage of BD Migrants in Terms of International Migrant Stock	13.52%	High	2.13
	<b>Unfavorable Attitude Towards Certain Jobs of Local Citizen</b>	Highly Unfavorable	High	3.98
	<b>Labor Importing Policy of Destination Country</b>	Moderately Restricted	Very Low	0.00

Dimension	Factors	Value/ Comment	Prospect Indicator	CAIS
SUPPLY SIDE	<b>Govt. Support (Total 20%)</b>			
	Need Based Training	Need to Improve	Moderate	5.00
	Govt. Recruitment System	Need to Improve	Moderate	1.50
	Easy/Systematic Migration Process	Need to Improve	Moderate	4.00
	<b>Branding</b>	No	Low	3.00
	<b>Bilateral Relationship</b>	Need to Improve	Moderate	1.37
	<b>Presence of Embassy</b>	In Both Countries	High	2.14
	<b>Trade/Investment Relationship</b>	Need to Improve	Moderate	2.50

#### Country Attractiveness Index Score:

<b>Demand side score</b>	<b>41.49</b>
<b>Supply side score</b>	<b>19.51</b>
<b>Overall prospect score</b>	<b>61.00</b>

The demand side score of the country indicates that the country is prospective for future employment.

#### Country Specific Considerations:

- a) Bangladesh is one of largest contributors of foreign workers in Malaysia. The total number of migrants from Bangladesh is around 500,000.
- b) Bangladesh and Malaysia have a governmental-level agreement on overseas employment since 1992. Since then, migration expanded sharply. Bangladesh is one of five countries along with Indonesia, Pakistan, the Philippines, and Thailand, which have similar agreements with Malaysia for overseas employment.
- c) Bangladeshi migrant workers are mainly employed in construction and plantation sectors.
- d) Moreover, the Malaysian Immigration Department Director General (DG) Dato' Seri Mustafar Bin Ali confirmed that illegal Bangladeshi immigrants will get the opportunity to be legalized under the rehiring process until December 31, 2017<sup>63</sup>. Malaysian authorities have so far rehired 250,000 Bangladeshi workers and provided them with proper documents, according to sources in the Expatriate Welfare and Overseas Employment Ministry.
- e) Recently, Malaysian Government has restricted recruitment of expat workers for some selected occupations due to high level of local unemployment rate and nationalization. As a result, this policy might affect the overall overseas employment from Bangladesh in the future and it might slow down the overseas employment to Malaysia.

<sup>63</sup> Raju, F. R. (2017, July 18). Opportunities for illegal Bangladeshi workers to gain legal status in Malaysia. Retrieved March 16, 2018, from <http://www.dhakatribune.com/labor/2017/07/18/malaysia-illegal-bangladeshi-workers-legal-status/>

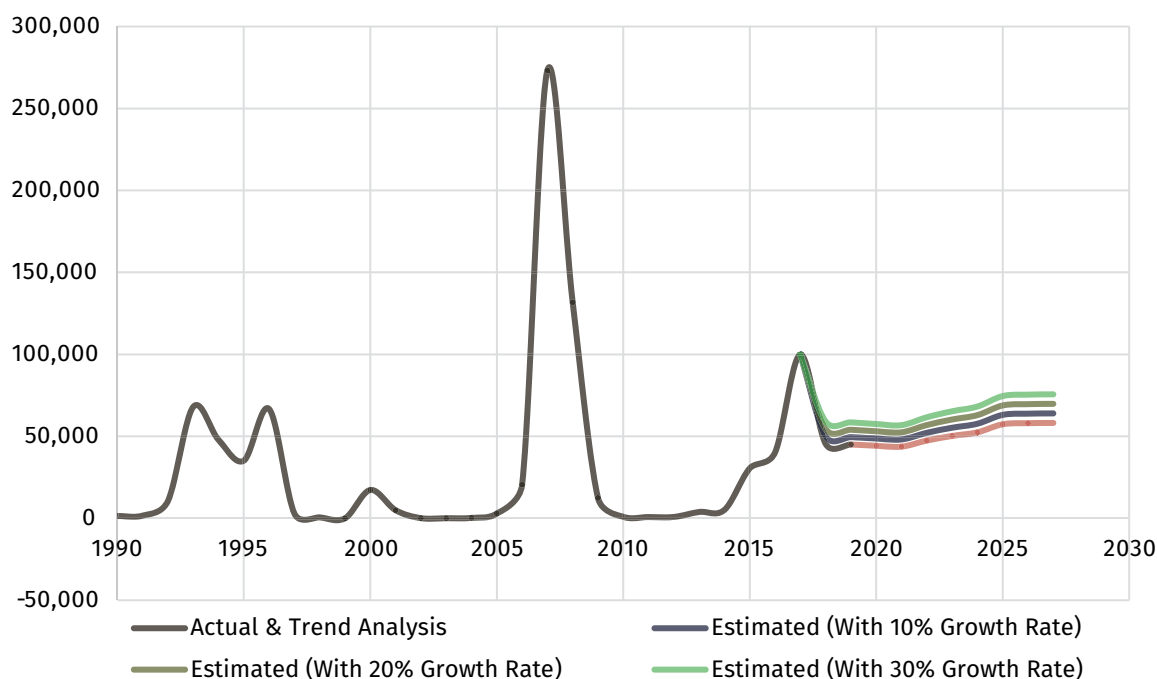
### PROJECTION OF FUTURE EMPLOYMENT WITH ESTIMATED GROWTH RATE:

Regression analysis model with time series data is used to project the overseas employment. In the regression exercise, the available data of overseas employment from Bangladesh (1990-2017)<sup>64</sup> is used to project future overseas employment from Bangladesh for the year of 2018 to 2027:

Year	Actual & Trend Analysis	Estimated (With 10% Growth Rate)	Estimated (With 20% Growth Rate)	Estimated (With 30% Growth Rate)
1990	1,385			
1991	1,628			
1992	10,537			
1993	67,938			
1994	47,826			
1995	35,174			
1996	66,631			
1997	2,844			
1998	551			
1999	0			
2000	17,237			
2001	4,921			
2002	85			
2003	28			
2004	224			
2005	2,911			
2006	20,469			
2007	273,201			
2008	131,762			
2009	12,402			
2010	919			
2011	742			
2012	804			
2013	3,853			
2014	5,134			
2015	30,483			
2016	40,126			
2017	99,787			
2018	45,384	49,923	54,461	59,000
2019	44,997	49,496	53,996	58,496
2020	44,224	48,646	53,069	57,491
2021	43,703	48,074	52,444	56,814
2022	47,397	52,137	56,876	61,616
2023	50,214	55,236	60,257	65,279
2024	52,433	57,677	62,920	68,163
2025	57,347	63,081	68,816	74,551
2026	58,012	63,813	69,615	75,416
2027	58,158	63,974	69,790	75,606

• <sup>64</sup> Overseas Employment from Bangladesh – BMET Database

## Projection of Overseas Employment



Although, the number of Bangladeshi migrants for the year of 2007 was more than 200,000, which is significantly higher than previous trend (1990 – 2017)<sup>65</sup>. Macro-economic indicators such as GDP, trending and upcoming projects, and competitiveness of Bangladeshi labor force, bilateral relationships indicate that, the opportunity may gradually decrease in the upcoming years and the overseas employment of Bangladeshi labor force could end up with 60,000 to 70,000 in the year of 2027<sup>66</sup>.

• <sup>65</sup> BMET Data  
 • <sup>66</sup> Time trend analysis based on historical data

### 2.11.8.3 Specific Demands in Various Job Sectors in Terms of Professional and Skill Trades

#### I. Prospective Sectors

Sectors	Weightage (%)
Service	36.8
Construction	23.9
Agriculture	14.5
Industry	11.1
Education	6.8
Health	3.4
Other	3.4

#### II. Prospective Trades and Professional Categories

##### a. Professional Category

No.	Occupation	No.	Occupation
1	Engineer (Computer)	9	Chartered Accountant
2	Engineer (civil)	10	Planner
3	Manager(construction)	11	Systems Analyst
4	Merchandiser	12	System Administrator
5	Manager	13	Engineer (maintenance)
6	Project Coordinator	14	Interior Designer
7	Programmer	15	Accountant
8	Web Developer		

##### b. Skill Category

No.	Occupation	No.	Occupation	No.	Occupation
1	Labor (construction)	13	Salesman	25	Driver
2	Agro Labor	14	Site Agent	26	House Maid
3	Plumber	15	Plantation/Harvester	27	Travel Guide
4	Mason	16	Cleaner	28	House Maid/Domestic Help
5	Electrician	17	Skilled Labor	29	Air Ticket Executive
6	Carpenter	18	Steel Fixer	30	Laundry Man
7	Cook	19	Machine Operator	31	General Worker
8	Waiter	20	Crane Operator	32	Supervisor (construction)
9	Welder Grade-A	21	Heavy Driver	33	Helper
10	Welder/Fabricator	22	Heavy Vehicle Driver	34	Vacuum Machine Operator
11	Wood Designer	23	Technician	35	Gardener
12	Semi-skilled Labor	24	AC Technician	36	Painter

## 2.11.8.4 Forecast of Demanding Trades in Malaysia Job Market:

### A. Existing Occupations

Occupations	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027
Factory Worker	1,080	1,238	1,397	1,556	1,714	1,873	2,032	2,190	2,349	2,507
Painter	828	1,017	1,213	1,398	1,547	1,620	1,609	2,014	2,082	2,214
Carpenter	795	928	1,135	1,290	1,433	1,507	1,538	1,880	1,951	2,085
Cook	504	741	881	1,020	1,219	1,377	1,500	1,585	1,802	1,938
Welder/Fabricator	731	860	989	1,134	1,246	1,293	1,343	1,653	1,686	1,799
Plumber	672	822	976	1,118	1,228	1,275	1,258	1,606	1,640	1,741
Mason	2,629	2,527	2,425	2,323	2,221	2,119	2,017	1,915	1,813	1,711
Construction Worker	2,937	2,738	2,539	2,340	2,141	1,942	1,743	1,544	1,345	1,146
Worker	7,543	6,614	5,685	4,756	3,827	2,898	1,969	1,040	959	1,014
Waiter	624	689	733	790	776	646	859	976	925	957
Labor	2,404	1,737	1,070	978	969	960	951	942	933	924
Electrician	304	369	434	493	547	571	560	709	726	770
Cleaner	304	351	398	445	492	539	586	633	680	727
Wood Designer	751	704	736	768	509	450	655	698	566	552
Welder Grade-A	205	239	291	330	366	385	408	477	502	537
Machine Operator	185	228	273	315	351	370	371	454	475	506
Driver	165	202	240	275	302	313	309	395	403	428
Technician	133	154	172	182	204	199	210	254	255	268
Operator	89	109	131	148	167	178	185	213	228	243
Fitter	83	96	107	119	118	125	127	158	156	164
Servant	40	55	61	63	59	47	66	73	71	71
Pipe Fitter	70	68	66	64	62	60	36	61	48	44
Engineer	20	21	30	25	29	24	16	21	21	19
Salesman	19	14	13	12	16	13	9	14	11	11

### B. Emerging Occupations

Occupations	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027
Semi-skilled Labor	520	553	587	622	660	700	742	787	835	885
Skilled Labor	500	511	542	574	609	646	685	727	771	817
Plantation/Harvester	500	511	542	574	609	646	685	727	771	817
Holster	350	357	379	402	426	452	480	509	539	572
General worker	250	255	271	287	305	323	343	363	385	409
Supervisor (construction)	185	197	209	221	235	249	264	280	297	315
Vacuum Machine Operator	150	153	162	172	183	194	206	218	231	245
Engineer (civil)	60	64	68	72	76	81	86	91	96	102
Site Agent	50	52	55	59	62	66	70	74	79	83
Gardener	50	51	54	57	61	65	69	73	77	82

Occupations	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027
AC Technician	45	47	50	53	56	59	63	67	71	75
Travel Guide	45	46	49	52	55	58	62	65	69	74
Engineer (site)	35	36	38	40	43	45	48	51	54	57
Supervisor	30	31	33	34	35	37	39	40	42	44
Helper	35	36	37	37	38	39	40	41	41	42
Project Coordinator	25	26	27	28	30	31	32	33	35	36
Manager(construction)	30	31	31	32	33	33	34	35	36	36
Merchandiser	30	31	31	32	33	33	34	35	36	36
House Maid	30	31	31	32	33	33	34	35	36	36
Manager	20	20	21	21	22	22	23	23	24	24
Agro Labor	20	20	21	21	22	22	23	23	24	24
Engineer (maintenance)	15	16	16	17	18	18	19	20	21	22
Interior Designer	15	15	16	16	16	17	17	17	18	18
Steel Fixer	15	15	16	16	16	17	17	17	18	18
Accountant	12	12	13	13	13	13	14	14	14	15
Systems Analyst	12	12	13	13	13	13	14	14	14	15
Chartered Accountant	10	10	10	11	11	11	11	12	12	12
Crane Operator	10	10	10	11	11	11	11	12	12	12
Heavy Vehicle Driver	10	10	10	11	11	11	11	12	12	12
Laundry Man	10	10	10	11	11	11	11	12	12	12
Planner	7	7	7	7	8	8	8	8	8	8
Programmer	7	7	7	7	8	8	8	8	8	8
System Administrator	5	5	5	5	5	6	6	6	6	6
Web Designer	5	5	5	5	5	6	6	6	6	6
Web Developer	5	5	5	5	5	6	6	6	6	6
Air Ticket Executive	5	5	5	5	5	6	6	6	6	6

## 2.11.9 Mauritius

Mauritius, an Indian Ocean island, is known for its beaches and lagoons. Since independence from Britain in 1968, Mauritius has transformed from a low-income, agriculture-based economy to a middle-income diversified economy particularly emphasizing on tourism, textiles, sugar, and financial services. The economic history of Mauritius since independence has been called “the Mauritian Miracle”

In recent years, information and communication technology, seafood, hospitality and property development, healthcare, renewable energy, and education and training have emerged as important sectors. Currently, the country has 40,000<sup>67</sup> international migrants amongst them 23,263<sup>68</sup> are from Bangladesh. Bangladeshi migrants are mostly employed as construction workers such as mason and carpenter. Moreover, Bangladesh female workers are dominating in RMG industry in different levels including some managerial positions.

### Map of Mauritius:



### Country Brief:

Official Name	Republic of Mauritius
Capital	Port Louis
Continent	Africa
Location	Southern Africa, island in the Indian Ocean, about 800 km (500 mi) east of Madagascar
Distance from Bangladesh	Nautical miles : 3,264 Minutes : 509
Independence	12 March 1968
Currency	Mauritian rupee (\$1 = 32.48 MUR)
Area	Total: 2,040 sq. km
Time Zone	GMT + 4
Climate	Tropical, modified by southeast trade winds; warm, dry winter (May to November); hot, wet, humid summer (November to May)
Religion	Hindu 48.5%, Roman Catholic 26.3%, Muslim 17.3%, other Christian 6.4%, other 0.6%, none 0.7%, unspecified 0.1%
Main Ports	Port Louis

<sup>67</sup> <http://africanbusinessmagazine.com/sectors/finance/mauritius-migrant-workers-driving-manufacturing>  
<sup>68</sup> <https://thefinancialexpress.com.bd/economy/bangladesh/mauritius-to-hire-more-bangladeshi-workers-1516081775>

## 2.11.9.1 Drivers of Overseas Employment:

MACROECONOMIC SCENARIO <sup>69</sup>			
GDP Nominal (2016)	US\$ 12,168,437,744		
Growth rate (2016)	3.80		
Most important sources of GDP (2016)	Refined Petroleum, Processed Fish, Broadcasting Equipment, Raw Sugar, Diamonds		
Relative share of GDP (2016)	<b>Service</b> 75.56	<b>Industry</b> 20.88	<b>Agriculture</b> 3.56
Annual growth rate of the respective sector (2016)	<b>Service</b> 4.35%	<b>Industry</b> -0.72%	<b>Agriculture</b> -0.34%
Per Capita income (2016)	US\$ 9,631		
Main Industries	Food processing (largely sugar milling), textiles, clothing, mining, chemicals, metal products, transport equipment, nonelectrical machinery, tourism		
Arable Land	38.4%		
POPULATION <sup>70</sup>			
Population Size (2016)	1,263,473 Male : 625,417      Female : 638,056		
Annual growth rate (2016)	0.07		
Percentage of population above 65 years (2016)	10.44		
Density	653 sq. Km		
LABOR MARKET <sup>71</sup>			
Total Labor force (2017)	606,810		
Annual growth rate (2017)	0.0044		
Work age population (2016)	892,649 Male : 447,075 Female : 445,578		
Employment by sector (2016)	<b>Service</b> 379,287	<b>Industry</b> 141,600	<b>Agriculture</b> 41,019
Total Employment (2016)	561,906 Male : 351,322      Female : 210,561		
Total Unemployment	44,904 Male : 18,102      Female : 26,825		
Unemployment rate (2016)	7.40		

• <sup>69</sup> World Bank

• <sup>70</sup> World Bank

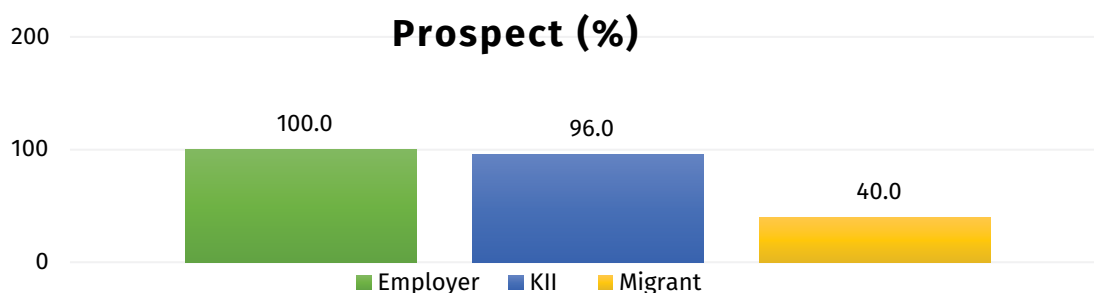
• <sup>71</sup> World Bank

### 2.11.9.2 Future Employment Prospect in Mauritius:

Mauritius is a small country with a positive GDP growth rate. GDP grew by 3-4% per year during 2010-16, and the country continues to expand its trade and investment around the globe. Apart from the miraculous economic stability driven by tourism, textiles, and financial services, Mauritius recently have developed other sectors like information and communication technology, hospitality management and property development. Since it's a small country, a large number of migration is not possible, but Bangladeshi migrants may take the opportunity to work in different sectors. The employers of Bangladeshi migrant's also expressed interest to recruit more Bangladeshi workers in near future.

#### EMPLOYMENT PROSPECTS BASED ON PERCEPTION OF KEY STAKEHOLDERS:

The findings from the responses of the stakeholders (Migrant, Employer, and Key Informants) are given below:



#### EMPLOYMENT PROJECTION BASED ON COUNTRY ATTRACTIVENESS INDEX SCORE (CAIS)

Based on these CAIS, the prospective status of Mauritius will be as follows:

Dimension	Factors	Value/ Comment	Prospect Indicator	CAIS
DEMAND SIDE	<b>Rapid Economic Growth (Total 26%)</b>			
	Average GDP Growth Rate	4.33%	High	11.00
	Expansionary Fiscal Policy	<0% Growth	Low	7.00
	<b>Demographic Transition (Total 2.58%)</b>			
	Average Population Growth Rate	2.90%	Low	0.25
	Average Percentage of Total Population Aged 65 and Above (2000-2016)	7.60%	Moderate	0.58
	<b>Average Labor Force Growth Rate</b>	0.86%	High	6.80
	<b>Attitude Towards Migrant (6.13%)</b>			
	Average Growth Rate of International Migrant Stock	47.20%	High	2.00
	Percentage of International Migrant Stock	2.27%	Low	1.00
	Percentage of BD Migrants in Terms of International Migrant Stock	29.13%	High	2.13
	<b>Unfavorable Attitude Towards Certain Jobs of Local Citizen</b>	Highly Unfavorable	High	3.98
	<b>Labor Importing Policy of Destination Country</b>	Moderately Restricted	Very Low	0.00

Dimension	Factors	Value/ Comment	Prospect Indicator	CAIS
SUPPLY SIDE	<b>Govt. Support (Total 20%)</b>			
	Need Based Training	Need to Improve	Moderate	5.00
	Govt. Recruitment System	Not Available	Low	1.00
	Easy/Systematic Migration Process	Need to Improve	Moderate	4.00
	<b>Branding</b>	No	Low	3.00
	<b>Bilateral Relationship</b>	Need to Improve	Moderate	1.37
	<b>Presence of Embassy</b>	In One Country	Moderate	1.14
	<b>Trade/Investment Relationship</b>	Need to Improve	Moderate	2.50

#### Country Attractiveness Index Score:

<b>Demand side score</b>	<b>34.74</b>
<b>Supply side score</b>	<b>18.01</b>
<b>Overall prospect score</b>	<b>52.75</b>

The demand side score of the country indicates that the country is prospective for future employment.

#### Country Specific Considerations:

- Mauritius is considered as one of the lucrative countries because the country is satisfied with the performance of Bangladeshi migrants. A memorandum of understanding (MoU) is going to be signed between the two countries within a short period to speed up the recruitment.<sup>72</sup>
- According to the labor minister of Mauritius, Bangladeshi workers are the highest among foreign workers in the country. He mentioned about the sincerity of Bangladeshi workers. Thus they want to recruit more workers in the near future.<sup>73</sup>
- In Mauritius, the major portion of migrants are working in manufacturing sector. Other sectors with strong migrant worker participation include construction, the hotel and tourism sectors and the bakery industry.<sup>74</sup>
- Currently, the country is expanding factories, which has raised the demand for labor force. Even though, 50% of the country's total employees should be local, according to the government guideline, but many locals are not interested in this type of work. Rather, locals prefer to work in the public sector because of job security. As a result, several campaigns to recruit locals failed to produce any results. As a result, textile, sugar, tourism, offshore financial services and ICT industry is facing difficult situation.<sup>75</sup>
- As a result, more employment opportunities are being created for foreign workers in service and manufacturing sectors. That is why, Mauritius can't afford to exclude foreign workers.

Consequently, investors are bringing in labor from abroad. According to IMF, there is also female labor participation gap created and it's being fulfilled by international workers which would help mitigate the impact on growth of the projected decline of the labor force.

<sup>72</sup> <https://thefinancialexpress.com.bd/economy/bangladesh/mauritius-to-hire-more-bangladeshi-workers-1516081775>

<sup>73</sup> <https://thefinancialexpress.com.bd/economy/bangladesh/mauritius-to-hire-more-bangladeshi-workers-1516081775>

<sup>74</sup> <http://africanbusinessmagazine.com/region/southern-africa/mauritius-migrant-workers-driving-manufacturing/>

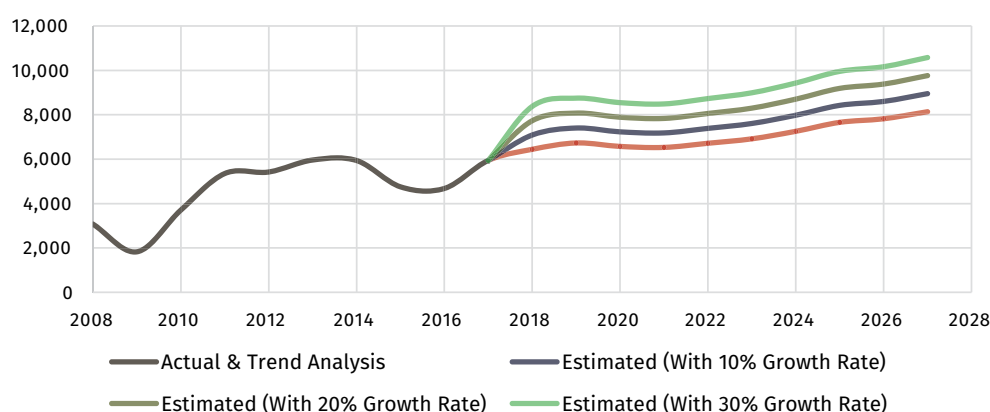
<sup>75</sup> <http://africanbusinessmagazine.com/region/southern-africa/mauritius-migrant-workers-driving-manufacturing/>

## PROJECTION OF FUTURE EMPLOYMENT WITH ESTIMATED GROWTH RATE:

Regression analysis model with time series data is used to project the overseas employment. In the regression exercise, the available data of overseas employment from Bangladesh (2008-2017)<sup>76</sup> is used to project future overseas employment from Bangladesh for the year of 2018 to 2027:

Year	Actual & Trend Analysis	Estimated (With 10% Growth Rate)	Estimated (With 20% Growth Rate)	Estimated (With 30% Growth Rate)
2008	3,071			
2009	1,825			
2010	3,705			
2011	5,353			
2012	5,421			
2013	5,961			
2014	5,938			
2015	4,753			
2016	4,679			
2017	5,942			
2018	6,443	7,088	7,732	8,376
2019	6,730	7,403	8,075	8,748
2020	6,573	7,231	7,888	8,545
2021	6,529	7,182	7,835	8,488
2022	6,715	7,387	8,058	8,730
2023	6,916	7,607	8,299	8,990
2024	7,254	7,979	8,705	9,430
2025	7,658	8,424	9,189	9,955
2026	7,820	8,601	9,383	10,165
2027	8,137	8,951	9,765	10,579

### Projection of Overseas Employment



Although the number of Bangladeshi migrants in 2017 is higher compared to the early migration from Bangladesh and the trend has increased compared to the previous period (2008 – 2016)<sup>77</sup>. Moreover, the value of demand side indicators show that there is significant opportunity waiting for Bangladeshi labor force in upcoming years and the overseas employment of Bangladeshi labor force could end up with 8,000 – 10,000 (approx.) for the year of 2027<sup>78</sup>.

<sup>76</sup> Overseas Employment from Bangladesh – BMET Database

<sup>77</sup> BMET Data

<sup>78</sup> Time trend analysis based on historical data

### 2.11.9.3 Specific Demands in Various Job Sectors in Terms of Professional and Skill Trades

#### I. Prospective Sectors

Sectors	Weightage (%)
Others	100.00

#### II. Prospective Trades and Professional Categories

##### a. Professional Category

SL No.	Occupation
1	Human Resource Executive/Manger
2	Garment Technician

##### b. Skill Category

No.	Occupation	No.	Occupation
1	Cook	20	Bar Tender
2	Carpenter	21	Black Smith
3	House Maid/Domestic Help	22	Gas Worker
4	Mason	23	Jewelry Maker
5	Electrician	24	Baker
6	Construction worker	25	Fish Cutter
7	Driver	26	Bar Tender
8	Garment Technician	27	Tailor
9	Electrician	28	Steel Fixer
10	Embroidery Worker	29	Barber
11	Cleaner	30	Machine Operator
12	Black Smith	31	Cutting Master
13	Waiter	32	Semi-skilled Labor
14	Welder/Fabricator	33	Mason
15	Welder Grade-A	34	Plumber
16	Tiles Fixer	35	Quality Controller
17	Fish Cutter	36	Painter
18	Barber	37	Iron Man
19	Garments Worker		

### 2.11.9.4 Forecast of Demanding Trades in Mauritius Job Market:

#### A. Existing Occupations

Occupations	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027
Operator	540	882	918	885	854	948	911	906	1,004	965
Machine Operator	853	643	921	738	772	765	759	781	785	789
Mason	410	462	510	555	589	618	619	638	697	720
Carpenter	214	220	258	267	292	322	330	342	370	391
Maker	66	65	85	99	106	118	116	122	138	147

Worker	362	452	353	181	175	158	161	118	142	122
Welder/Fabricator	47	55	61	66	74	84	88	93	101	108
Servant	203	212	193	149	135	82	172	157	116	107
House Worker	49	56	63	70	77	78	85	98	101	107
Factory Worker	23	27	30	34	40	45	46	51	55	59
Cook	25	28	33	36	40	44	47	48	53	56
Wood Designer	31	30	32	33	30	25	35	37	34	34
Painter	17	19	21	20	24	25	27	28	30	32
Tailor	12	13	15	18	19	21	22	24	26	27
Plumber	11	12	16	16	18	19	18	22	23	24
Technician	16	15	17	16	21	21	20	21	23	24
Mechanics	15	16	16	17	17	18	18	21	20	21

## B. Emerging Occupations

Occupations	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027
Tailor	333	356	381	407	435	465	497	532	568	608
Cutting Master	310	331	354	379	405	433	463	494	529	565
Semi-skilled Labor	200	214	229	244	261	279	298	319	341	365
Painter	267	276	285	295	305	316	327	338	350	362
Ironing	100	103	107	111	115	118	123	127	131	136
Supervisor	74	77	79	82	85	88	91	94	97	100
Quality Controller	50	52	54	55	57	59	61	63	66	68
Construction worker	30	31	32	33	34	36	37	38	39	41
Garments Worker	25	26	27	28	29	30	31	32	33	34
Embroidery Worker	20	21	21	22	23	24	25	25	26	27
Electrician	17	18	18	19	19	20	21	22	22	23
Bar Tender	17	18	18	19	19	20	21	22	22	23
Driver	15	16	16	17	17	18	18	19	20	20
Tiles Fixer	15	16	16	17	17	18	18	19	20	20
Steel Fixer	15	16	16	17	17	18	18	19	20	20
Welder/Fabricator	13	13	14	14	15	15	16	16	17	18
Waiter	12	12	13	13	14	14	15	15	16	16
Cleaner	10	10	11	11	11	12	12	13	13	14
Fish Cutter	10	10	11	11	11	12	12	13	13	14
Barber	10	10	11	11	11	12	12	13	13	14
Welder Grade-A	8	8	9	9	9	9	10	10	10	11
Black Smith	7	7	7	8	8	8	9	9	9	9
Gas Worker	5	5	5	6	6	6	6	6	7	7
Jewelry Maker	5	5	5	6	6	6	6	6	7	7
Baker	5	5	5	6	6	6	6	6	7	7
Human Resources Profes- sional	2	2	2	2	2	2	2	3	3	3

### 2.11.10 Oman

Oman is an Arab country on the Southeastern coast of the Arabian Peninsula in Western Asia. Oman has modest oil reserves, ranking 25th globally. Nevertheless, in 2010 the UNDP ranked Oman as the most improved nation in the world in terms of development during the preceding 40 years. A significant portion of its economy consist of the sectors of tourism, fishing, dates, and certain agricultural produce. This sets it apart from its neighbors' largely oil-dependent economies. The country is categorised as a high-income economy and ranks as the 70th most peaceful country in the world according to the Global Peace Index. Its oil-reserves were discovered in 1964 and extraction began in 1967. Since then, Oman had demand for foreign employees. India, Bangladesh, Pakistan, Philippines, Egypt and Indonesia are the major sources of foreign workers in Oman. Currently, there are good number of Bangladeshi migrant workers working in Oman in different skill categories such as Mason, Labor, Painter, Driver, Carpenter, Servant, Farmer, Cook etc.

#### Map of Oman:



#### Country Brief:

Official Name	Sultanate of Oman
Capital	Muscat
Continent	Middle East
Location	Middle East, bordering the Arabian Sea, Gulf of Oman, and Persian Gulf, between Yemen and the UAE
Distance from Bangladesh	Nautical miles : 1,907 Minutes : 240
Independence	18 November 1650
Currency	Omani Rial (\$1 = 0.38 OMR)
Area	Total: 309,500 sq. km
Time Zone	GMT + 4
Climate	Dry desert; hot, humid along coast; hot, dry interior; strong southwest summer monsoon (May to September) in far south
Religion	Muslim (official; citizens are 85-90% Sunni and 10-15% Shia), other (includes Eastern Orthodox, Protestant, Roman Catholic, Jewish, Hindu, Buddhist, and Sikh) Jeddah Islamic Port
Main Ports	Mina' Qabus, Salalah, Suhar

### 2.11.1.1 Drivers of Overseas Employment:

MACROECONOMIC SCENARIO <sup>79</sup>			
GDP Nominal (2016)	US\$ 66,293,368,010		
Growth rate (2016)	5.65		
Most important sources of GDP (2016)	Crude Petroleum, Petroleum Gas, Refined Petroleum, Nitrogenous Fertilizers, Acyclic Alcohols		
Relative share of GDP (2016)	Service 50.50%	Industry 47.52%	Agriculture 1.98%
Annual growth rate of the respective sector (2016)	Service 1.53%	Industry 4.85%	Agriculture 4.31%
Per Capita income (2016)	USD 14,982		
Main Industries	Crude oil production and refining, natural and liquefied natural gas production; construction, cement, copper, steel, chemicals, optic fiber		
Arable Land	0.1% (% of land area, 2015)		
POPULATION <sup>80</sup>			
Population Size (2016)	4,424,762 Male : 2,893,546      Female : 1,531,216		
Annual growth rate (2016)	5.22		
Percentage of population above 65 years (2016)	2.33		
Density	14.3 sq. Km		
LABOR MARKET <sup>81</sup>			
Total Labor force (2017)	2,544,139		
Annual growth rate (2017)	0.0560		
Work age population (2016)	3,346,874 Male : 2,348,421      Female : 999,647		
Employment by sector (2017)	Service 1,171,255	Industry 837,215	Agriculture 105,709
Total Employment (2017)	2,114,180 Male : 1,899,253      Female : 215,151		
Total Unemployment (2017)	429,959 Male : 316,912      Female : 112,823		
Unemployment rate (2017)	16.90		

### 2.11.10.2 Future Employment Prospect in Oman:

The economy of Oman is mostly dependent on its dwindling oil resources, which generate 84% of government revenue. Since a slump in oil prices in 1998, Oman has made active plans to diversify its economy and is placing a greater emphasis on other areas of industry, namely tourism and infrastructure. Currently, the foreign population of Oman is 55% of the total population. However, Oman government has made a policy to restrict the number of migrant workers within 33% of the total population. Since Bangladeshi migrants mostly works in construction sector, recent development projects will create employment opportunities for Bangladeshi expatriates. Additionally, Bangladeshi workers will have the opportunities to work in other diversified sectors.

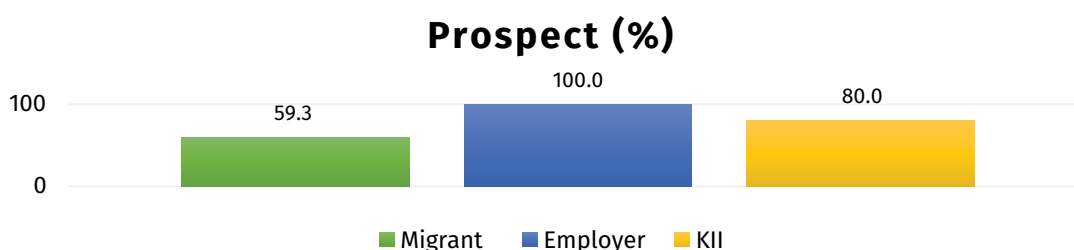
<sup>79</sup> World Bank

<sup>80</sup> World Bank

<sup>81</sup> World Bank

## EMPLOYMENT PROSPECTS BASED ON PERCEPTION OF KEY STAKEHOLDERS

The findings from the responses of the stakeholders (Migrant, Employer, and Key Informants) are given below:



## EMPLOYMENT PROJECTION BASED ON COUNTRY ATTRACTIVENESS INDEX SCORE (CAIS)

Based on these CAIS, the prospective status of Oman will be as follows:

Dimension	Factors	Value/ Comment	Prospect Indicator	CAIS
DEMAND SIDE	<b>Rapid Economic Growth (Total 26%)</b>			
	Average GDP Growth Rate	3.73%	High	11.00
	Expansionary Fiscal Policy	0-<5% Growth	Moderate	10.00
	<b>Demographic Transition (Total 2.58%)</b>			
	Average Population Growth Rate	3.97%	Low	0.25
	Average Percentage of Total Population Aged 65 and Above (2000-2016)	2.53%	Low	0.08
	<b>Average Labor Force Growth Rate</b>	6.80%	Low	4.80
	<b>Attitude Towards Migrant (6.13%)</b>			
	Average Growth Rate of International Migrant Stock	43.47%	High	2.00
	Percentage of International Migrant Stock	46.86%	High	2.00
	Percentage of BD Migrants in Terms of International Migrant Stock	13.34%	High	2.13
	<b>Unfavorable Attitude Towards Certain Jobs of Local Citizen</b>	Highly Unfavorable	High	3.98
	<b>Labor Importing Policy of Destination Country</b>	Moderately Restricted	Very Low	0.00
SUPPLY SIDE	<b>Govt. Support (Total 20%)</b>			
	Need Based Training	Need to Improve	Moderate	5.00
	Govt. Recruitment System	Not Available	Low	1.00
	Easy/Systematic Migration Process	Need to Improve	Moderate	4.00
	<b>Branding</b>	No	Low	3.00
	<b>Bilateral Relationship</b>	Need to Improve	Moderate	1.37
	<b>Presence of Embassy</b>	In One Country	Moderate	1.14
	<b>Trade/Investment Relationship</b>	Need to Improve	Moderate	2.50

### Country Attractiveness Index Score:

Demand side score	36.24
Supply side score	18.01
Overall prospect score	54.25

The demand side score of the country indicates that the country is prospective for future employment.

### Country Specific Considerations:

- a. Oman is one of the largest destination countries for Bangladeshi labor force. As of November-end, 2016, the number of Bangladeshis stood at 694,449, with Indians second highest at 691,775 with the number of Pakistani expats standing at 231,685<sup>82</sup>. For decades, Indians have made up the significant number of migrant workers in Oman. However, despite policy restrictions on the numbers of Bangladeshis allowed to enter Oman, as of November 2016, their number has overtaken the number of Indian migrants. Besides, due to economic development in India, most of the Indians are now being migrated to Oman for specific white collar jobs and only a few for some specific blue collar jobs. As a result, a vacuum has already created for the blue collar jobs such as construction worker, mason, painter etc.
- b. Recently Oman has undertaken more than 25 mega projects such as Duqm New Town, Blue City (Al Madina A'Zarqa) Project - Main File, Duqm Refinery & Petrochemical Complex, Oman Rail, and Oman Khazzan Gas Project<sup>83</sup>. These mega projects will require a large number of construction workers. This demand can be easily fulfilled by Bangladeshi labor force as they already have footprints in these occupations and their employers have expressed their interest to recruit Bangladeshis<sup>84</sup>.
- c. Moreover, it is expected that the existing mega projects will generate different kinds of employment opportunities such as house-keeping, driver, cook, and chef which will also bring potential job opportunities for Bangladeshi expatriates. As Bangladeshi migrants has gained reputation among the employers of Oman as hard worker, sincere, quick learner, and as well as cheap, Bangladeshi expatriates will enjoy competitive edge over its competitors which will positively affect the overseas employment from Bangladesh.
- d. Even though recently Oman has restricted recruitment of expat workers for some selected occupations due to high level of local unemployment rate and Omanization, in most cases, this will less likely to affect the scope of overseas employment from Bangladesh as most of the Bangladeshi labor force are already engaged in blue collar jobs. According to Oman's ruler, Sultan Qaboos bin, large numbers of foreign workers are required for industrial development and construction of a national railway. It would be impossible to find local replacements for many of these workers in the foreseeable future.

Considering all the above discussions, we can reasonably conclude that, Oman is one of the most attractive destination countries for overseas employment from Bangladesh.

### PROJECTION OF FUTURE EMPLOYMENT WITH ESTIMATED GROWTH RATE:

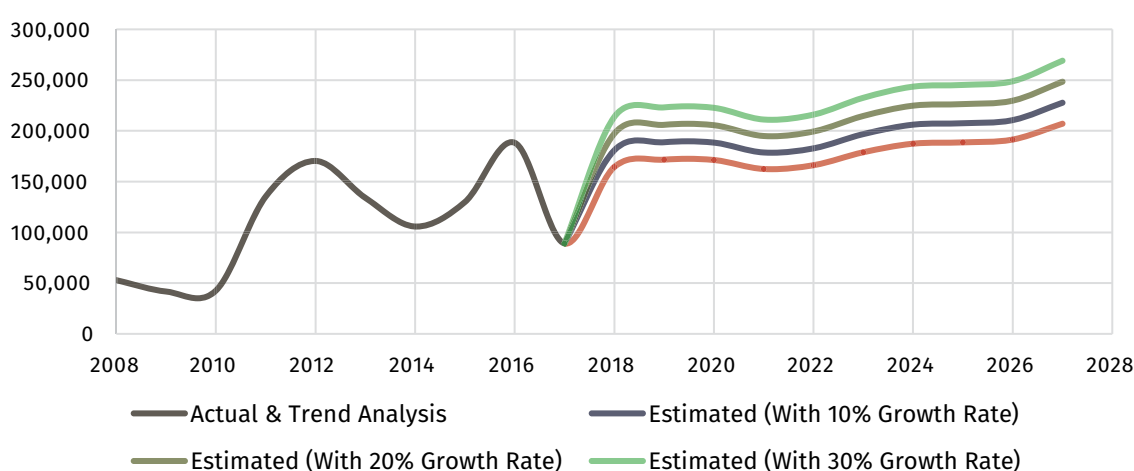
Regression analysis model with time series data is used to project the overseas employment. In the regression exercise, the available data of overseas employment from Bangladesh (2008-2017)<sup>85</sup> is used to project future overseas employment from Bangladesh for the year of 2018 to 2027:

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• <sup>82</sup> National Centre for Statistics and Information (NCSI)  
• <sup>83</sup> <https://www.venturesonsite.com/projects/projects-in-oman>  
• <sup>84</sup> Primary Data  
• <sup>85</sup> Overseas Employment from Bangladesh – BMET Database

Year	Actual & Trend Analysis	Estimated (With 10% Growth Rate)	Estimated (With 20% Growth Rate)	Estimated (With 30% Growth Rate)
2008	52,896			
2009	41,704			
2010	42,641			
2011	135,265			
2012	170,326			
2013	134,028			
2014	105,748			
2015	129,859			
2016	188,247			
2017	89,074			
2018	<b>164,400</b>	180,840	197,280	213,720
2019	<b>171,613</b>	188,775	205,936	223,097
2020	<b>171,294</b>	188,423	205,552	222,682
2021	<b>162,435</b>	178,679	194,922	211,166
2022	<b>166,157</b>	182,772	199,388	216,004
2023	<b>178,904</b>	196,795	214,685	232,576
2024	<b>187,350</b>	206,085	224,820	243,555
2025	<b>188,641</b>	207,505	226,369	245,233
2026	<b>191,437</b>	210,581	229,725	248,868
2027	<b>207,004</b>	227,704	248,404	269,105

## Projection of Overseas Employment



Currently, the number of Bangladeshi migrants for the year of 2017 has fallen below 100 thousand which is less than the previously recorded number (2011 – 2016)<sup>86</sup>. However, the demand side factors indicate there are significant opportunities waiting for Bangladeshi migrant workers.

• <sup>86</sup> BMET Data

### 2.11.10.3 Specific Demands in Various Job Sectors in Terms of Professional and Skill Trades

#### I. Prospective Sectors

Sectors	Weightage (%)
Service	42.86
Industry	28.57
Construction	26.53
Health	2.04

#### II. Prospective Trades and Professional Categories

##### a. Professional Category

No.	Occupation	No.	Occupation
1	Engineer (civil)	4	System Administrator
2	Systems Analyst	5	Programmer
3	Engineer (Computer)	6	Supervisor

##### b. Skill Category

No.	Occupation	No.	Occupation
1	Electrician	21	Heavy Driver
2	Agro Labor	22	Heavy Vehicle Driver
3	AC Technician	23	Heavy Equipment Mechanic
4	Technician	24	Tiles Fixer
5	Tailor	25	Fork Lift Driver
6	Assembling	26	Electrician
7	Baker	27	Semi-skilled Cleaner
8	Barber	28	House Maid
9	Black Smith	29	Farmer
10	Helper	30	Security Guard
11	Butcher	31	Steel Fixer
12	Welder/Fabricator	32	Seaman
13	Welder Grade-A	33	Salesman
14	Car Painter	34	Painter
15	Carpenter	35	Cook
16	Wood Designer	36	Hotel Boy
17	Crane Operator	37	Waiter
18	Construction worker	38	Mason
19	Industrial Worker	39	Plumber
20	Machine Operator	40	Driver

## 2.11.10.4 Forecast of Demanding Trades in Oman Job Market:

### A. Existing Occupations

Occupations	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027
Mason	21,611	22,216	22,960	23,411	24,757	25,553	23,884	29,843	28,302	29,360
Construction Worker	10,693	12,980	15,269	17,318	18,748	19,038	23,362	23,765	26,012	27,711
Servant	10,372	11,565	12,521	13,419	13,917	13,794	16,488	17,438	17,889	18,804
House Worker	6,293	7,057	7,495	7,391	7,320	8,552	8,942	9,955	9,920	10,377
Driver	4,285	5,040	5,850	6,558	7,238	7,623	7,505	9,312	9,543	10,122
Worker	24,942	23,154	21,366	19,578	17,790	16,002	14,214	12,426	10,638	8,850
Labor	15,908	13,102	12,828	12,977	12,416	10,798	7,303	8,628	7,106	6,273
Painter	6,260	6,109	5,912	5,547	5,994	6,085	5,388	6,844	6,095	6,221
Cook	2,928	3,256	3,525	3,765	4,073	4,340	4,271	5,174	5,178	5,456
Carpenter	3,345	3,532	3,622	3,605	3,803	4,094	3,850	4,812	4,555	4,741
Plumber	2,280	2,630	2,937	3,178	3,435	3,620	3,560	4,463	4,455	4,699
Wood Designer	2,731	3,085	3,430	3,605	3,549	3,274	4,085	4,639	4,505	4,691
Cleaner	2,304	2,574	2,800	2,936	3,202	3,520	3,534	4,062	4,163	4,396
Farmer	3,414	3,045	3,013	2,634	2,846	2,859	2,343	2,820	2,448	2,429
Welder/Fabricator	1,991	2,087	2,024	1,842	2,059	2,214	2,029	2,539	2,330	2,407
Maker	529	606	717	815	917	990	1,027	1,131	1,229	1,312
Tailor	1,093	1,065	1,001	953	1,022	1,043	988	1,178	1,065	1,094
Guard	474	543	622	682	720	782	803	955	975	1,034
Shepherd	328	400	477	550	608	663	691	783	844	901
Electrician	571	626	630	630	711	764	722	845	841	877
Salesman	836	796	670	640	747	818	717	795	746	772
Pipe Fitter	275	326	375	420	461	485	463	601	605	640
Black Smith	222	286	336	381	421	446	455	537	569	602
Machine Operator	205	251	299	344	380	396	381	497	506	537
Mechanics	175	213	245	274	310	340	343	391	419	446
Welder Grade-A	255	266	285	301	326	337	314	399	387	405
Technician	130	154	180	201	223	236	234	285	295	313
Fitter	406	325	286	299	276	267	228	250	203	200
Engineer	57	73	90	109	126	141	150	157	180	194
Tiles Fixer	72	75	73	66	82	91	84	96	95	100
Helper	65	66	62	62	73	79	75	81	82	86

### B. Emerging Occupations

Occupations	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027
Semi-skilled Cleaner	30	31	33	34	35	37	38	40	42	43
Industrial Worker	25	26	27	28	29	31	32	33	35	36
Steel Fixer	25	26	27	28	29	31	32	33	35	36

Hotel Boy	20	21	22	23	24	25	26	27	28	29
Waiter	20	21	22	23	24	25	26	27	28	29
Agro Labor	15	16	16	17	18	18	19	20	21	22
Butcher	15	16	16	17	18	18	19	20	21	22
Heavy Equipment Mechanic	15	16	16	17	18	18	19	20	21	22
AC Technician	12	13	13	14	14	15	15	16	17	17
Heavy Vehicle Driver	12	13	13	14	14	15	15	16	17	17
Foreman	10	10	11	11	12	12	13	13	14	14
Engineer (Computer)	10	10	11	11	12	12	13	13	14	14
Barber	10	10	11	11	12	12	13	13	14	14
Crane Operator	10	10	11	11	12	12	13	13	14	14
Fork Lift Driver	10	10	11	11	12	12	13	13	14	14
Engineer (civil)	7	7	8	8	8	9	9	9	10	10
Supervisor	6	6	7	7	7	7	8	8	8	9
Systems Analyst	5	5	5	6	6	6	6	7	7	7
Assembling	5	5	5	6	6	6	6	7	7	7
Baker	5	5	5	6	6	6	6	7	7	7
Car Painter	5	5	5	6	6	6	6	7	7	7
Programmer	4	4	4	5	5	5	5	5	6	6
System Administrator	3	3	3	3	4	4	4	4	4	4
Seaman	3	3	3	3	4	4	4	4	4	4

### 2.11.11 Qatar

Qatar is an Arab country on the southeastern coast of the Arabian Peninsula in Western Asia. It has the world's third largest natural gas and oil reserve. The country is one of the richest economies in the world based on GDP per capita, ranking between fifth and seventh on world rankings for 2015 and 2016.

Petroleum and natural gas are the cornerstones of Qatar's economy and account for more than 70% of total government revenue, more than 60% of gross domestic product, and roughly 85% of its export earnings. The country is the second-largest exporter of natural gas. Before the emergence of petrol based industry, Qatar was a poor pearl diving country until the exploration of oil and gas fields began in 1939. In 1973, oil production and revenues increased dramatically, moving Qatar out of the ranks of the world's poorest countries and providing it with one of the highest per capita income in the world. Despite several economic, regional and political challenges, Qatar remains one of the most competitive and powerful economies in the region. The country is reputed for high standard of living, hosting good numbers of expatriate workers including Bangladeshis. Currently, there are around 163,386 Bangladeshi migrants working primarily in Construction and Service industries.

#### Map of Qatar:



#### Country Brief:

Official Name	State of Qatar
Capital	Doha
Continent	Middle East
Location	Middle East, peninsula bordering the Persian Gulf and Saudi Arabia
Distance from Bangladesh	Nautical miles : 1,348 Minutes : 307
Independence	3 September 1971
Currency	Qatari riyal (\$1 = 3.64 QAR)
Area	11,586 sq. km
Time Zone	GMT + 3
Climate	Arid; mild, pleasant winters; very hot, humid summers
Religion	Muslim 67.7%, Christian 13.8%, Hindu 13.8%, Buddhist 3.1%, folk religion <.1%, Jewish <.1%, other 0.7%, unaffiliated 0.9%
Main Ports	Doha, Mesaieed (Umaieed), Ra's Laffan

### 2.11.11.1 Drivers of Overseas Employment:

MACROECONOMIC SCENARIO <sup>87</sup>			
GDP Nominal (2016)	US\$ 152,451,923,077		
Growth rate (2016)	2.22		
Most important sources of GDP (2016)	Petroleum Gas, Crude Petroleum, Refined Petroleum, Ethylene Polymers, Nitrogenous Fertilizers		
Relative share of GDP (2016)	<b>Service</b> 51.90%	<b>Industry</b> 47.64%	<b>Agriculture</b> 0.18%
Annual growth rate of the respective sector (2016)	<b>Service</b> 5.46%	<b>Industry</b> 0.77%	<b>Agriculture</b> 8.06%
Per Capita income (2016)	US\$ 59,324		
Main Industries	Liquefied natural gas, crude oil production and refining, ammonia, fertilizer, petrochemicals, steel reinforcing bars, cement, commercial ship repair		
Arable Land	1.1%		
POPULATION <sup>88</sup>			
Population Size (2016)	2,569,804 Male : 1,933,363      Female : 636,441		
Annual growth rate (2016)	3.50		
Percentage of population above 65 years (2016)	1.19		
Density	221 sq. Km		
LABOR MARKET <sup>89</sup>			
Total Labor force (2017)	1,974,377		
Annual growth rate (2017)	0.0238		
Work age population (2016)	2,182,534 Male : 1,730,566      Female : 452,029		
Employment by sector (2017)	<b>Service</b> 879,899	<b>Industry</b> 1,064,934	<b>Agriculture</b> 23,621
Total Employment (2017)	1,968,454 Male : 1,695,025      Female : 273,768		
Total Unemployment (2017)	5,923 Male : 1,697      Female : 3,887		
Unemployment rate (2017)	0.30		

### 2.11.11.2 Future Employment Prospect in Qatar:

Qatar has not been affected by the drop of oil price to the extent of other oil depended countries. Although, the weaker oil prices have led to a contraction in hydrocarbon revenues but non-hydrocarbon sector growth is still strong and experiencing a considerable growth. The country has an ambitious and long-term development plan under the National Vision 2030 to diversify its economy with infrastructure spending related to transport,

• <sup>87</sup> World Bank

• <sup>88</sup> World Bank

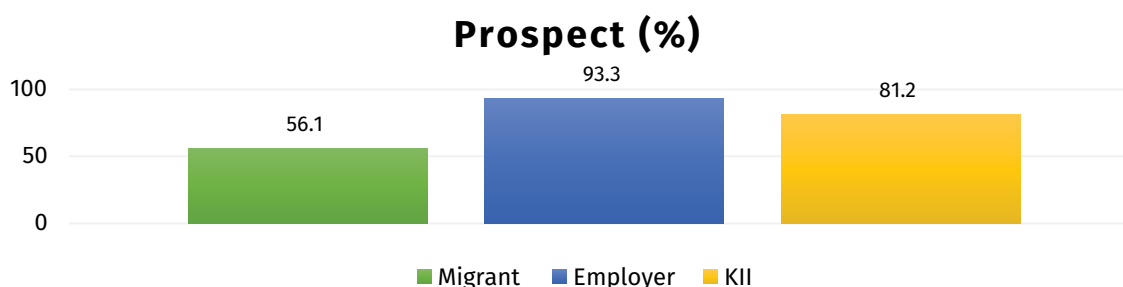
• <sup>89</sup> World Bank

education, sports, healthcare, telecommunication and hospitality being a key parts of the plan. Healthy economic growth in times of weaker oil prices is a demonstration that the strategy of economic diversification is already proving successful.

In Qatar, the non-hydrocarbon growth is led by the construction sector, and with a renewed commitment from the government to spend on the key projects especially as part of preparation for the FIFA World Cup 2022. The government expenditure on the infrastructure will remain a primary growth driver for the economy. Qatar is also assembling one of the most advanced multi-modal transport infrastructure systems in the world that is expected to facilitate long-term sustainable economic growth through the movement of people, goods and information. To construct proposed development projects, it will need large number of skilled human resources. Expatriate workers is the only feasible option for low cost skill labor force for coming years. Considering these facts, Bangladesh can explore the market with skilled human resources through creative and effective plans.

#### EMPLOYMENT PROSPECTS BASED ON PERCEPTION OF KEY STAKEHOLDERS

The findings from the responses of the stakeholders (Migrant, Employer, and Key Informants) are given below:



#### EMPLOYMENT PROJECTION BASED ON COUNTRY ATTRACTIVENESS INDEX SCORE (CAIS)

Based on these CAIS, the prospective status of Qatar will be as follows:

Dimension	Factors	Value/ Comment	Prospect Indicator	CAIS
DEMAND SIDE	<b>Rapid Economic Growth (Total 26%)</b>			
	Average GDP Growth Rate	10.44%	Very High	13.00
	Expansionary Fiscal Policy	0-<5% Growth	Moderate	10.00
	<b>Demographic Transition (Total 2.58%)</b>			
	Average Population Growth Rate	8.86%	Low	0.25
	Average Percentage of Total Population Aged 65 and Above (2000-2016)	1.22%	Low	0.08
	<b>Average Labor Force Growth Rate</b>	10.72%	Low	4.80
	<b>Attitude Towards Migrant (6.13%)</b>			
	Average Growth Rate of International Migrant Stock	39.86%	High	2.00
	Percentage of International Migrant Stock	66.99%	High	2.00
	Percentage of BD Migrants in Terms of International Migrant Stock	9.49%	High	2.13
	<b>Unfavorable Attitude Towards Certain Jobs of Local Citizen</b>	Highly Unfavorable	High	3.98
	<b>Labor Importing Policy of Destination Country</b>	Moderately Restricted	Very Low	0.00

Dimension	Factors	Value/ Comment	Prospect Indicator	CAIS
SUPPLY SIDE	<b>Govt. Support (Total 20%)</b>			
	Need Based Training	Need to Improve	Moderate	5.00
	Govt. Recruitment System	Not Available	Low	1.00
	Easy/Systematic Migration Process	Need to Improve	Moderate	4.00
	<b>Branding</b>	No	Low	3.00
	<b>Bilateral Relationship</b>	Need to Improve	Moderate	1.37
	<b>Presence of Embassy</b>	In Both Countries	High	2.14
	<b>Trade/Investment Relationship</b>	Need to Improve	Moderate	2.50

#### Country Attractiveness Index Score:

<b>Demand side score</b>	<b>38.24</b>
<b>Supply side score</b>	<b>19.01</b>
<b>Overall prospect score</b>	<b>57.25</b>

The demand side score of the country indicates that the country is prospective for future employment.

#### Country Specific Considerations:

- Though most of the Bangladeshi labor force are semi-skilled and less skilled workers, some of the Qatari employers have expressed their willingness to recruit professionals like physicians, engineers, IT experts, bankers and management specialists alongside semi-skilled and less skilled workers from Bangladesh<sup>90</sup>.
- Being a country of cultural homogeneity, Bangladesh is expected to enjoy a privilege in employment over her competitors like India and Sri Lanka. Additionally, due to the same factor, the Bangladeshi migrant workers are also expected to suitably adjust there for long-term employment.

It is expected that, this flow of migration will continue until 2022 and after that the flow will gradually slowdown, and by 2027, the total annual overseas employment in Qatar would be ended up by 15 thousand from 20 thousand.

#### PROJECTION OF FUTURE EMPLOYMENT WITH ESTIMATED GROWTH RATE:

Regression analysis model with time series data is used to project the overseas employment. In the regression exercise, the available data of overseas employment from Bangladesh (2008-2017)<sup>91</sup> is used to project future overseas employment from Bangladesh for the year of 2018 to 2027:

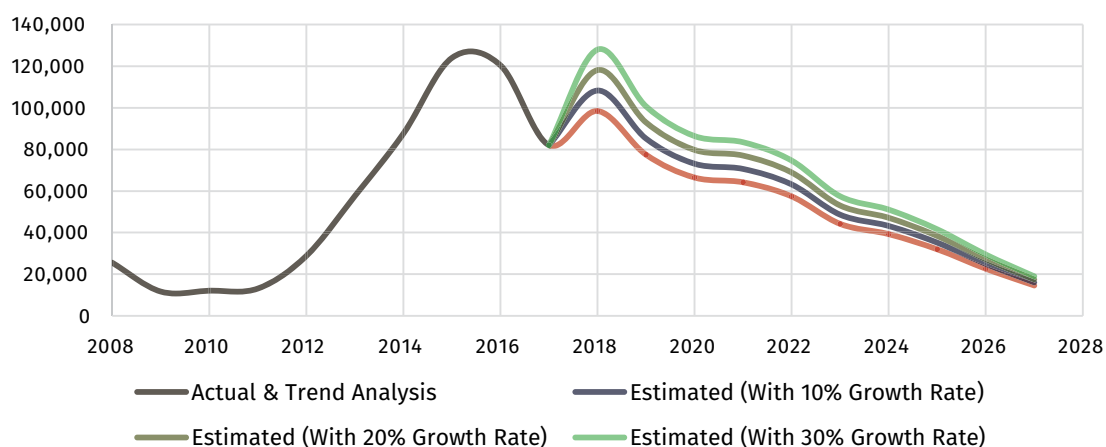
Year	Actual & Trend Analysis	Estimated (With 10% Growth Rate)	Estimated (With 20% Growth Rate)	Estimated (With 30% Growth Rate)
<b>2008</b>	25,548			
<b>2009</b>	11,672			
<b>2010</b>	12,085			
<b>2011</b>	13,111			

<sup>90</sup> Primary Data

<sup>91</sup> Overseas Employment from Bangladesh – BMET Database

<b>2012</b>	28,801			
<b>2013</b>	57,584			
<b>2014</b>	87,575			
<b>2015</b>	123,965			
<b>2016</b>	120,382			
<b>2017</b>	82,012			
<b>2018</b>	<b>98,416</b>	108,257	118,099	127,940
<b>2019</b>	<b>77,439</b>	85,183	92,927	100,671
<b>2020</b>	<b>66,456</b>	73,101	79,747	86,392
<b>2021</b>	<b>64,169</b>	70,586	77,003	83,420
<b>2022</b>	<b>57,405</b>	63,145	68,886	74,626
<b>2023</b>	<b>44,189</b>	48,608	53,027	57,446
<b>2024</b>	<b>39,267</b>	43,193	47,120	51,047
<b>2025</b>	<b>31,990</b>	35,189	38,388	41,587
<b>2026</b>	<b>22,655</b>	24,920	27,186	29,451
<b>2027</b>	<b>14,591</b>	16,050	17,509	18,969

### Projection of Overseas Employment



The number of employment from Bangladesh to Qatar were more than one 100 thousand for the year of 2015 and 2016, which is more than regular outflow recorded in the previous years<sup>92</sup>. The driver of exceptional growth is mostly because of the upcoming tournament of “FIFA World Cup 2022”. As a host country, Qatar has undertaken a number of construction projects which required large numbers of construction workers in different sectors. As construction of FIFA World Cup infrastructure like stadiums, dormitories and others are being constructed, the growth of outflow will decrease in coming years with completion of the project. However, as long as the implementation of other infrastructure projects and other projects undertaken as part of the government’s economic diversification, this will increase the scope of considerable employment for Bangladeshi workers there.

• <sup>92</sup> BMET Data

### 2.11.11.3 Specific Demands in Various Job Sectors in Terms of Professional and Skill Trades

#### I. Prospective Sectors

Sectors	Weightage (%)
Construction	62.86
Industry	25.71
Service	8.57
Agriculture	2.86

#### II. Prospective Trades and Professional Categories

##### a. Professional Category

No.	Occupation	No.	Occupation
1	Engineer (civil)	8	Interior Designer
2	Accountant	9	Purchases Officer
3	Supervisor	10	Receptionist
4	Manager	11	Architect
5	System Administrator	12	Designer
6	Systems Analyst	13	Engineer (Computer)
7	Programmer	14	Designer

##### b. Skill Category

No.	Occupation	No.	Occupation
1	Painter	26	Cook
2	AC Technician	27	Computer Operator
3	House Maid/Baby Sitter	28	Web Designer
4	Baker	29	Web Developer
5	Barber	30	Mason
6	Black Smith	31	Machine Operator
7	Helper	32	Driver
8	Butcher	33	Salesman (shop)
9	Embroidery Worker	34	Carpenter
10	Scaffolder Grade-A	35	Heavy Driver
11	Car Painter	36	Heavy Vehicle Driver
12	Black Smith	37	Heavy Equipment Mechanic
13	Tiles Fixer	38	Fork Lift Driver
14	Shepherd	39	Electrician
15	Welder Grade-A	40	House Maid
16	Welder/Fabricator	41	Hotel Boy
17	Carpenter	42	Waiter
18	Cashier	43	Plumber
19	Tailor	44	Crane Operator

No.	Occupation	No.	Occupation
20	Wood Designer	45	System Administrator
21	Wood Worker	46	Electrician
22	Steel Fixer	47	Construction worker
23	Technician	48	Security Guard
24	Foreman	49	General Worker
25	Imam	50	Cleaner

## 2.11.11.4 Forecast of Demanding Trades in Qatar Job Market:

### A. Existing Occupations

Occupations	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027
Pipe Fitter	610	503	656	635	730	748	818	853	911	953
Wood Designer	366	416	466	516	566	616	666	716	766	816
Black Smith	951	931	911	891	871	851	831	811	791	771
Tailor	513	548	550	550	570	629	658	707	707	737
Welder/Fabricator	401	446	471	472	469	534	567	629	627	656
Labor	5,710	3,371	2,171	972	905	852	795	730	686	609
Barber	230	274	315	357	402	445	464	505	551	589
Mechanics	277	315	341	357	375	430	422	495	502	529
Tiles Fixer	283	310	323	322	365	417	404	456	467	494
Cleaner	586	439	529	461	499	466	480	463	467	457
Salesman	706	532	614	525	550	499	499	465	453	426
Maker	836	792	588	713	589	550	550	468	449	408
Engineer	1,554	1,195	1,249	1,028	990	831	752	619	523	402
Construction Worker	6,238	3,421	3,042	2,663	2,284	1,906	1,527	1,148	769	390
Waiter	2,744	2,298	1,803	1,889	1,361	478	1,374	1,113	532	379
Technician	1,705	1,605	1,491	1,287	1,152	987	825	632	542	334
Machine Operator	190	214	230	232	230	255	272	312	307	321
Driver	2,754	1,392	1,769	986	977	774	700	540	437	296
Worker	4,751	1,399	1,329	875	677	415	390	345	305	288
Electrician	228	186	230	216	241	240	256	261	274	281
Guard	638	466	525	429	437	376	360	314	288	249
Operator	138	155	167	170	171	189	199	227	226	236
Welder Grade-A	120	128	149	152	146	174	180	195	201	211
Helper	93	105	114	120	137	144	145	170	174	184
Mason	4,032	3,353	2,063	2,141	1,157	1,325	872	464	322	179
Cook	2,015	1,939	1,246	1,491	1,107	883	814	510	363	176
Shepherd	569	593	423	469	396	333	320	252	214	173
Carpenter	2,666	2,335	1,512	1,427	850	601	434	212	156	145
Servant	1,535	1,378	1,221	1,064	907	750	593	436	279	122
Farmer	1,305	523	1,087	494	645	658	644	319	210	101
Wood Worker	44	51	58	64	69	75	79	89	93	99
Plumber	1,639	1,427	1,307	1,125	959	783	613	439	268	95
Painter	1,583	1,002	1,112	761	718	470	358	212	134	88
Fitter	971	848	725	602	479	356	233	205	101	84
Baby Sitter	36	41	46	50	53	59	60	69	72	76
Embroidery Labor	35	36	40	41	45	49	50	55	56	60

## B. Emerging Occupations

Occupations	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027
Engineer (civil)	20	21	21	22	23	23	24	25	26	26
General worker	20	21	21	22	23	23	24	25	26	26
Supervisor	15	15	16	16	17	17	18	19	19	20
Butcher	15	15	16	16	17	17	18	19	19	20
Steel Fixer	15	15	16	16	17	17	18	19	19	20
Foreman	13	13	14	14	15	15	16	16	17	17
Manager	10	10	11	11	11	12	12	12	13	13
AC Technician	10	10	11	11	11	12	12	12	13	13
Baker	10	10	11	11	11	12	12	12	13	13
Computer Operator	10	10	11	11	11	12	12	12	13	13
Hotel Boy	10	10	11	11	11	12	12	12	13	13
Scaffolder Grade-A	8	8	9	9	9	9	10	10	10	11
Heavy Equipment Mechanic	8	8	9	9	9	9	10	10	10	11
Programmer	7	7	7	8	8	8	8	9	9	9
Receptionist	7	7	7	8	8	8	8	9	9	9
Car Painter	7	7	7	8	8	8	8	9	9	9
Heavy Vehicle Driver	7	7	7	8	8	8	8	9	9	9
Designer	5	5	5	5	6	6	6	6	6	7
Accountant	5	5	5	5	6	6	6	6	6	7
System Administrator	5	5	5	5	6	6	6	6	6	7
Purchases Officer	5	5	5	5	6	6	6	6	6	7
Engineer (Computer)	5	5	5	5	6	6	6	6	6	7
Cashier	5	5	5	5	6	6	6	6	6	7
Imam	5	5	5	5	6	6	6	6	6	7
Web Designer	5	5	5	5	6	6	6	6	6	7
Web Developer	5	5	5	5	6	6	6	6	6	7
Fork Lift Driver	5	5	5	5	6	6	6	6	6	7
Crane Operator	5	5	5	5	6	6	6	6	6	7
Interior Designer	4	4	4	4	5	5	5	5	5	5
Systems Analyst	3	3	3	3	3	3	4	4	4	4
Architect	3	3	3	3	3	3	4	4	4	4
System Administrator	3	3	3	3	3	3	4	4	4	4

## 2.11.12 Singapore

Republic of Singapore, a global financial center is an island city-state off southern Malaysia. Singapore has a tropical climate and multicultural population. It is a global commerce, finance and transport hub. Its economy is known as one of the freest, innovative and competitive and business-friendly. Singapore's reputations include: the most "technology-ready" nation, city with "best investment potential", third-largest foreign exchange market, third-largest financial center, third-largest oil refining and trading center and the second-busiest container port.

Good number of Bangladeshi migrants working in different occupations such as Construction Worker, Electrician, Labor, and Painter.

### Map of Singapore:



### Country Brief:

Official Name	Republic of Singapore
Capital	Singapore
Continent	Southeast Asia
Location	Southeastern Asia, islands between Malaysia and Indonesia
Distance from Bangladesh	Nautical miles: 1,552 Minutes: 245
Independence	9 August 1965
Currency	Singapore dollar (\$1 = 1.31 SGD)
Area	Total: 719.2 sq. km
Time Zone	GMT + 8
Climate	Tropical; hot, humid, rainy; two distinct monsoon seasons - northeastern monsoon (December to March) and southwestern monsoon (June to September); inter-monsoon - frequent afternoon and early evening thunderstorms
Religion	Buddhist 33.9%, Muslim 14.3%, Taoist 11.3%, Catholic 7.1%, Hindu 5.2%, other Christian 11%, other 0.7%, none 16.4%
Main Ports	Singapore

## 2.11.12.1 Drivers of Overseas Employment:

### MACROECONOMIC SCENARIO<sup>93</sup>

GDP Nominal (2016)	US\$ 296,975,678,610		
Growth rate (2016)	2.00		
Most important sources of GDP (2016)	Integrated Circuits , Refined Petroleum, Computers, Oxygen Amino Compounds, Packaged Medicaments		
Relative share of GDP (2016)	<b>Service</b> 73.82%	<b>Industry</b> 26.14%	<b>Agriculture</b> 0.04%
Annual growth rate of the respective sector (2016)	<b>Service</b> 1.19%	<b>Industry</b> 2.79%	<b>Agriculture</b> -1.40%
Per Capita income (2016)	US\$ 52,962		
Main Industries	Electronics, chemicals, financial services, oil drilling equipment, petroleum refining, rubber processing and rubber products, processed food and beverages, ship repair, offshore platform construction, life sciences, entrepot trade		
Arable Land	0.9%		

### POPULATION<sup>94</sup>

Population Size (2016)	5,607,283 Male : 2,770,103      Female : 2,837,180		
Annual growth rate (2016)	1.30		
Percentage of population above 65 years (2016)	12.29		
Density	7,909 sq. Km		

### LABOR MARKET<sup>95</sup>

Total Labor force (2017)	3,310,882		
Annual growth rate (2017)	0.0145		
Work age population (2016)	4,063,707 Male : 2,017,413      Female : 2,046,293		
Employment by sector (2016)	<b>Service</b> 2,677,358	<b>Industry</b> 551,030	<b>Agriculture</b> 9,724
Total Employment (2016)	3,241,353 Male : 1,785,593      Female : 1,457,582		
Total Unemployment	69,529 Male : 36,441      Female : 31,266		
Unemployment rate (2016)	2.10		

• <sup>93</sup> World Bank

• <sup>94</sup> World Bank

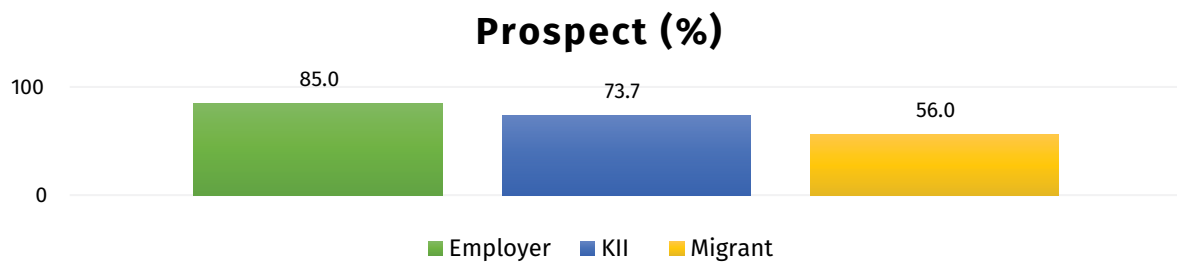
• <sup>95</sup> World Bank

### 2.11.12.2 Future Employment Prospect in Singapore:

Being an economic hub, Singapore undergoes a massive amount of economic activities. The country itself does not have adequate supply of workforce to carry out such activities. Employers, as a result, relentlessly hire foreign professionals. In order to align with the employers, government also welcomes expatriates with open arms. The tourism is also a flourished sector in Singapore, especially with the recent opening of major tourist attractions and luxury resorts. Besides, ICT professionals are very demanding in Singapore.

#### EMPLOYMENT PROSPECT BASED ON THE PERCEPTIONS OF KEY STAKEHOLDERS

The findings from the responses of the stakeholders (Migrant, Employer, and Key Informants) are given below:



#### EMPLOYMENT PROJECTION BASED ON COUNTRY ATTRACTIVENESS INDEX SCORE (CAIS)

Based on these CAIS, the prospective status of Singapore will be as follows:

Dimension	Factors	Value/ Comment	Prospect Indicator	CAIS
DEMAND SIDE	<b>Rapid Economic Growth (Total 26%)</b>			
	Average GDP Growth Rate	5.33%	Very High	13.00
	Expansionary Fiscal Policy	<0% Growth	Low	7.00
	<b>Demographic Transition (Total 2.58%)</b>			
	Average Population Growth Rate	2.05%	Low	0.25
	Average Percentage of Total Population Aged 65 and Above (2000-2016)	9.14%	Moderate	0.58
	Average Labor Force Growth Rate	2.85%	Moderate	5.80
	<b>Attitude Towards Migrant (6.13%)</b>			
	Average Growth Rate of International Migrant Stock	24.40%	High	2.00
	Percentage of International Migrant Stock	46.79%	High	2.00
	Percentage of BD Migrants in Terms of International Migrant Stock	3.17%	Moderate	1.13
	Unfavorable Attitude Towards Certain Jobs of Local Citizen	Highly Unfavorable	High	3.98
	Labor Importing Policy of Destination Country	Moderately Restricted	Very Low	0.00

Dimension	Factors	Value/ Comment	Prospect Indicator	CAIS
SUPPLY SIDE	<b>Govt. Support (Total 20%)</b>			
	Need Based Training	Need to Improve	Moderate	5.00
	Govt. Recruitment System	Not Available	Low	1.00
	Easy/Systematic Migration Process	Need to Improve	Moderate	4.00
	<b>Branding</b>	No	Low	3.00
	<b>Bilateral Relationship</b>	Need to Improve	Moderate	1.37
	<b>Presence of Embassy</b>	In Both Countries	High	2.14
	<b>Trade/Investment Relationship</b>	Need to Improve	Moderate	2.50

#### Country Attractiveness Index Score:

<b>Demand side score</b>	<b>35.74</b>
<b>Supply side score</b>	<b>19.01</b>
<b>Overall prospect score</b>	<b>54.75</b>

The demand side score of the country indicates that the country is prospective for future employment.

#### Country Specific Considerations:

- a. Singapore is one of the favorite destinations of Bangladeshi workers. The main reason is that the working condition of the country is better than any other destination countries.
- b. The year of 2013 was good one in terms of overseas employment. In that year, more than 60 thousand Bangladeshi workers went to Singapore. Due to foreign workers' restrain measure by the Singapore Government, the following years witnessed a slower pace of Bangladeshi workers but it will grow as the demand persists. At present around 80 thousand<sup>96</sup> Bangladeshi workers are working in Singapore. In 2013, according to Bangladesh Bank, the amount of remittance sent from Singapore was above 426.91 million. The country established its Labor Wing in 1992 to provide welfare oriented services to the Bangladeshi expatriates' and to explore the employment opportunities in Singapore.
- c. Recently Singapore has undertaken a number of mega projects. These mega projects will require a large number of construction workers. This demand can be fulfilled by Bangladeshi labor force as Bangladeshis already have footprints in these occupations and employers expressed their interest to recruit more Bangladeshis<sup>97</sup>. Moreover, in professional category, Bangladesh can also supply construction engineers.
- d. Moreover, it is expected that the existing mega projects will generate different kinds of employment opportunities, such as house-keeping, driver, cook, and chef which will emerge as potential occupations for Bangladeshi expatriates. As Bangladeshi migrants have well reputation among the employers of Singapore as hard worker, sincere, quick learner, and also cheap, Bangladeshi expatriates will enjoy competitive edge over its competitors which will positively affect overseas employment from Bangladesh.

Considering all the above discussions, we can conclude that, Singapore is one of the most attractive destination countries for overseas employment from Bangladesh.

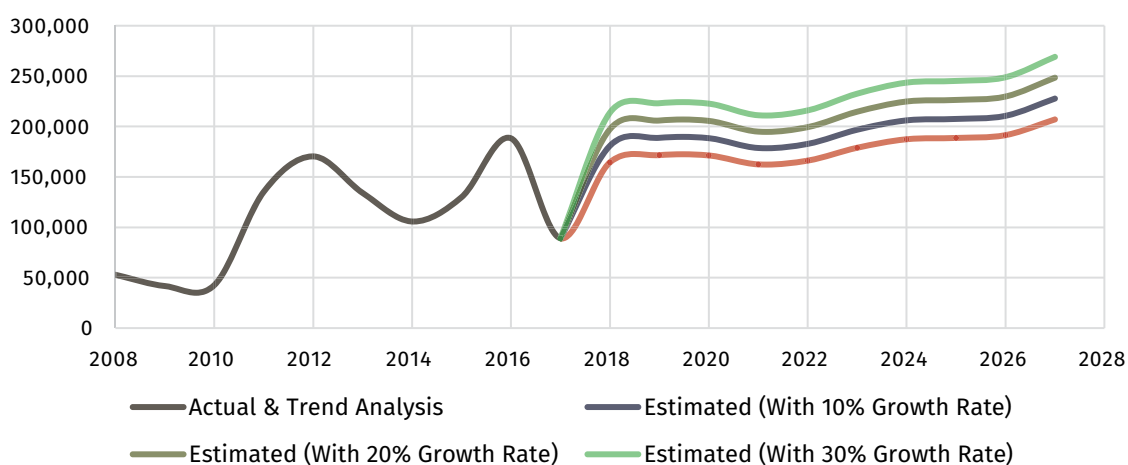
<sup>96</sup> UN Migrant Stock Data 2017  
<sup>97</sup> Primary Data

## PROJECTION OF FUTURE EMPLOYMENT WITH ESTIMATED GROWTH RATE:

Regression analysis model with time series data is used to project the overseas employment. In the regression exercise, the available data of overseas employment from Bangladesh (2008-2017)<sup>98</sup> is used to project future overseas employment from Bangladesh for the year of 2018 to 2027:

Year	Actual & Trend Analysis	Estimated (With 10% Growth Rate)	Estimated (With 20% Growth Rate)	Estimated (With 30% Growth Rate)
2008	56,581			
2009	39,581			
2010	39,053			
2011	48,667			
2012	58,657			
2013	60,057			
2014	54,750			
2015	55,523			
2016	54,730			
2017	40,401			
2018	52,881	58,169	63,457	68,745
2019	55,255	60,780	66,306	71,831
2020	54,291	59,721	65,150	70,579
2021	51,757	56,933	62,109	67,284
2022	49,757	54,733	59,709	64,684
2023	49,415	54,357	59,298	64,240
2024	49,903	54,893	59,884	64,874
2025	49,880	54,868	59,856	64,844
2026	50,377	55,415	60,453	65,491
2027	51,238	56,362	61,486	66,610

## Projection of Overseas Employment



The demand side factors indicate that the country has prospect to host a good number of Bangladeshi migrants at regular basis.

• <sup>98</sup> Overseas Employment from Bangladesh – BMET Database

### 2.11.12.3 Specific Demands in Various Job Sectors in Terms of Professional and Skill Trades

#### I. Prospective Sectors

Sectors	Weightage (%)
Construction	62.31
Industry	20.77
Service	14.62
Agriculture	0.77
ICT	0.77
Others	0.77

#### II. Prospective Trades and Professional Categories

##### a. Professional Category

No.	Occupation	No.	Occupation
1	Management	5	Manager(construction)
2	Doctor	6	Systems Analyst
3	Nurse	7	System Administrator
4	HR	8	Pharmacist

##### a. Skill Category

No.	Occupation	No.	Occupation
1	Semi-skilled Labor	15	General Worker
2	Driver	16	Gardener
3	Waiter	17	Cabin Crew
4	Welder/Fabricator	18	Shipyard Worker
5	Welder	19	Hotel Boy
6	Wood Designer	20	Helper
7	Cook	21	In charge
8	Electrician	22	Heavy Driver
9	Plumber	23	Heavy Vehicle Driver
10	Semi-skilled Cleaner	24	Crane Operator
11	Graphic and Animation	25	Construction worker
12	Web Designer	26	Technician
13	Web Developer	27	Labor (construction)
14	House Maid/Domestic Help	28	Foreman

## Forecast of Demanding Trades in Singapore Job Market:

### A. Existing Occupations

Occupations	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027
Construction Worker	10,671	12,880	15,437	17,523	18,387	18,032	19,866	22,721	23,793	24,981
Worker	10,258	14,105	9,742	10,852	8,313	8,207	7,492	7,184	6,604	6,205
Wood Designer	3,176	2,047	3,079	2,770	2,821	2,639	3,975	3,751	3,523	4,222
Plumber	366	216	342	305	383	388	350	513	396	533
Pipe Fitter	154	93	156	164	186	185	170	257	205	269
Welder/Fabricator	291	108	145	110	162	116	171	146	171	168
House Worker	36	46	50	59	68	73	75	86	92	98
Cook	9	60	46	67	70	81	83	80	111	96
Electrician	97	108	53	74	57	73	54	79	62	76
Fitter	85	13	56	15	35	18	35	23	30	26
Technician	8	8	11	13	16	13	20	20	22	24
Painter	33	20	29	23	26	21	15	27	14	21
Driver	6	3	3	5	4	3	4	4	3	4

### A. Emerging Occupations

Occupations	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027
In charge	200	207	215	223	231	240	249	258	268	277
Semi-skilled Labor	80	86	92	99	106	114	123	132	142	152
Helper	100	104	108	112	116	120	124	129	134	139
Foreman	80	83	86	89	93	96	100	103	107	111
HR	50	52	54	56	58	60	62	64	67	69
General Worker	50	52	54	56	58	60	62	64	67	69
Labor (construction)	50	52	54	56	58	60	62	64	67	69
Shipyard Worker	35	36	38	39	40	42	44	45	47	49
Pharmacist	30	31	32	33	35	36	37	39	40	42
Hotel Boy	30	31	32	33	35	36	37	39	40	42
Management	20	21	22	22	23	24	25	26	27	28
Semi-skilled Cleaner	20	21	22	22	23	24	25	26	27	28
Gardener	20	21	22	22	23	24	25	26	27	28
Waiter	15	16	16	17	17	18	19	19	20	21
Nurse	12	12	13	13	14	14	15	15	16	17
Wood Designer	10	10	11	11	12	12	12	13	13	14
Doctor	7	7	8	8	8	8	9	9	9	10
Heavy Driver	7	7	8	8	8	8	9	9	9	10
Manager(construction)	5	5	5	6	6	6	6	6	7	7
Systems Analyst	5	5	5	6	6	6	6	6	7	7
System Administrator	5	5	5	6	6	6	6	6	7	7
Graphic and Animation	5	5	5	6	6	6	6	6	7	7
Web Designer	5	5	5	6	6	6	6	6	7	7
Web Developer	5	5	5	6	6	6	6	6	7	7
Crane Operator	5	5	5	6	6	6	6	6	7	7
Cabin Crew	3	3	3	3	3	4	4	4	4	4

### 2.11.13 South Korea

South Korea has population of about 51.25 million with annual GDP growth rate 2.83%. In 2004, South Korea joined the trillion-dollar club of world economies. It is expected that South Korea's economy will gradually slow down by 2-3% from 2018 which is usual for advanced economies. This could be partially offset by efforts to address challenges arising from its rapidly aging population, inflexible labor market, continued dominance of the chaebols, and heavy reliance on exports rather than domestic consumption. The economy of the country is mostly built on industries such as electronics, telecommunications, and chemicals etc.

Currently, there are about fifteen thousand <sup>99</sup>Bangladeshi migrant workers employed in industrial sectors in South Korea.

#### Map of South Korea:



#### Country Brief:

Official Name	Republic of Korea
Capital	Seoul
Continent	Asia
Location	Eastern Asia, southern half of the Korean Peninsula bordering the Sea of Japan and the Yellow Sea
Distance from Bangladesh	Nautical miles: 2,066 Minutes: 339
Independence	August 15, 1945
Currency	South Korean won (\$1 = 1,066.04 KRW)
Area	Total: 99,720 Sq. Km
Time Zone	GMT + 9
Climate	temperate, with rainfall heavier in summer than winter; cold winters
Religion	Protestant 19.7%, Buddhist 15.5%, Catholic 7.9%, none 56.9%
Main Ports	Busan, Incheon, Gunsan, Kwangyang, Mokpo, Pohang, Ulsan, Yeosu

• <sup>99</sup> <http://www.newagebd.net/article/22930/bangladeshi-workers-job-scope-shrinks-in-s-korea>

### 2.11.13.1 Drivers of Overseas Employment:

MACROECONOMIC SCENARIO <sup>37</sup>			
GDP Nominal (2016)	US\$ 1,411,245,589,977		
Growth rate (2016)	2.83		
Most important sources of GDP (2016)	Integrated Circuits, Cars, Refined Petroleum, Passenger and Cargo Ships and Vehicle Parts		
Relative share of GDP (2016)	<b>Service</b> 59.24 %	<b>Industry</b> 38.56 %	<b>Agriculture</b> 2.20 %
Annual growth rate of the respective sector (2016)	<b>Service</b> 2.45%	<b>Industry</b> 3.33%	<b>Agriculture</b> -2.86%
Per Capita income (2016)	US \$27,539		
Main Industries	electronics, telecommunications, automobile production, chemicals, shipbuilding, steel		
Arable Land	15.0 (% of land area, 2015)		
POPULATION <sup>38</sup>			
Population Size (2016)	51,245,707 Male : 25,646,552 Female : 25,599,155		
Annual growth rate (2016)	0.45		
Percentage of population above 65 years (2016)	13.44		
Density	528 per Km2		
LABOR MARKET <sup>39</sup>			
Total Labor force (2017)	27,876,549		
Annual growth rate (2017)	0.0057		
Work age population (2016)	37,364,822 Male : 19,085,917      Female : 18,278,839		
Employment by sector (2017)	<b>Service</b> 18,872,118	<b>Industry</b> 6,630,744	<b>Agriculture</b> 1,342,256
Total Employment (2017)	26,845,117 Male : 15,569,298    Female : 11,266,767		
Total Unemployment (2017)	1,031,432 Male : 631,845      Female : 408,639		
Unemployment rate (2017)	3.70		

### 2.11.13.2 Future Employment Prospect in South Korea:

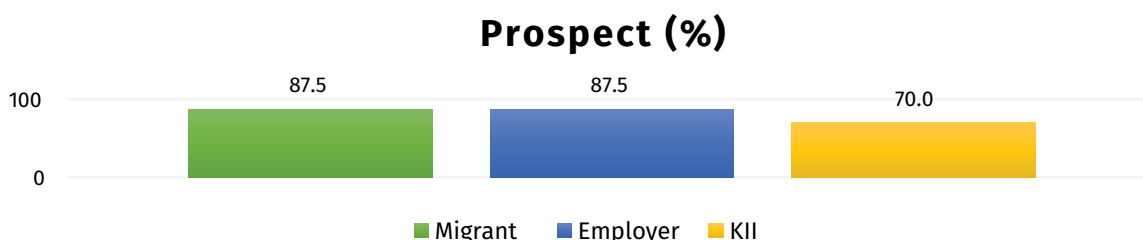
South Korea, a mixed economy, is the fourth largest in Asia and the eleventh largest in the world. Industries like electronics, telecommunications, automobile production, chemicals and shipbuilding are steering the current economy. The massive economic activity generally demands continuous workforce which cannot only be

• <sup>100</sup> World Bank  
 • <sup>101</sup> World Bank  
 • <sup>102</sup> World Bank

generated internally. Bangladeshis are working in South Korean job market with reputation. According to Primary data, Bangladeshi migrants have good image which might create an easy access in the job market of South Korea for Bangladeshi migrants in the near future. Furthermore, in agricultural sector, demand for efficient farmer is high in South Korea. Bangladeshi migrants can easily take the opportunity to contribute in the agricultural sector. Based on all of the scenarios, the country has been considered prospective for Bangladeshi migrants.

#### EMPLOYMENT PROSPECT BASED ON THE PERCEPTIONS OF KEY STAKEHOLDERS

The findings from the responses of the stakeholders (Migrant, Employer, and Key Informants) are given below:



#### EMPLOYMENT PROJECTION BASED ON COUNTRY ATTRACTIVENESS INDEX SCORE (CAIS)

Based on these CAIS, the prospective status of South Korea will be as follows:

Dimension	Factors	Value/ Comment	Prospect Indicator	CAIS
DEMAND SIDE	<b>Rapid Economic Growth (Total 26%)</b>			
	Average GDP Growth Rate	4.18%	High	11.00
	Expansionary Fiscal Policy	0-<5% Growth	Moderate	10.00
	<b>Demographic Transition (Total 2.58%)</b>			
	Average Population Growth Rate	0.56%	High	0.75
	Average Percentage of Total Population Aged 65 and Above (2000-2016)	10.08%	High	1.08
	<b>Average Labor Force Growth Rate</b>	1.26%	Moderate	5.80
	<b>Attitude Towards Migrant (6.13%)</b>			
	Average Growth Rate of International Migrant Stock	84.07%	High	2.00
	Percentage of International Migrant Stock	2.25%	Low	1.00
	Percentage of BD Migrants in Terms of International Migrant Stock	0.94%	Low	0.13
	<b>Unfavorable Attitude Towards Certain Jobs of Local Citizen</b>	Unfavorable	Moderate	2.98
	<b>Labor Importing Policy of Destination Country</b>	Moderately Restricted	Very Low	0.00
SUPPLY SIDE	<b>Govt. Support (Total 20%)</b>			
	Need Based Training	Available	High	10.00
	Govt. Recruitment System	Need to Improve	Moderate	1.50
	Easy/Systematic Migration Process	Need to Improve	Moderate	4.00
	<b>Branding</b>	No	Low	3.00
	<b>Bilateral Relationship</b>	Need to Improve	Moderate	1.37
	<b>Presence of Embassy</b>	In Both Countries	High	2.14
	<b>Trade/Investment Relationship</b>	Need to Improve	Moderate	2.50

### Country Attractiveness Index Score:

<b>Demand side score</b>	<b>34.74</b>
<b>Supply side score</b>	<b>24.51</b>
<b>Overall prospect score</b>	<b>59.25</b>

The demand side score of the country indicates that the country is prospective for future employment.

### Country specific considerations:

- a. South Korea is considered as one of the lucrative countries for Bangladeshi labor force as labor law in this country covers both the local and foreign labor equally. Also, labors don't need to sell properties or borrow at high interest to migrate to the country. The total cost of documentation, visa and airfare is about Tk. 80,000/-, which is nearly half of labor's one month's salary which they usually get in Korea.<sup>103</sup>
- b. The recruitment process starts every year with announcing quotas for each country. Those who get highest marks in both tests go for medical tests. Once approved from the authority, the applicant's information is put on the rosters managed by Korean Job Centre.<sup>104</sup>
- c. But job opportunities for Bangladeshi workers begin to shrink as employers want workers who have similar cultures with them. Employers prefer workers having Korean food habits and lifestyle.
- d. Current opportunity for the Bangladeshi workers is only in manufacturing sector. However, agricultural sector has vast potential for Bangladeshi workers.
- e. Employers who can prove that they couldn't find local workers for the posts after advertising in newspapers are eligible to ask the Job Centre for foreign workers. Skilled workers who has proficiency in spoken Korean language get preference for recruitment.
- f. South Korea's comparative advantage lies in technology and design, not in resource-intensive heavy-manufacturing industries, which will inevitably lose market share to competitors in China.

In the long run, South Korea can't rely solely on manufacturing, because investments in technology-intensive industries are inherently labor saving. In other words, they do not create jobs which also might be one of the reasons for less employment opportunities for Bangladeshi workers.

• <sup>103</sup> <http://www.thedailystar.net/frontpage/workers-migration-s-korea-unique-example-1328824>

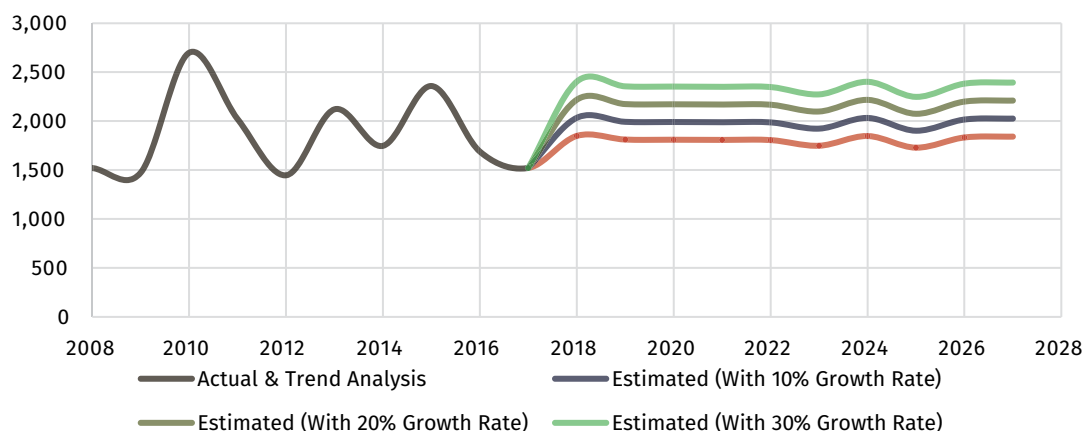
• <sup>104</sup> <http://www.thedailystar.net/frontpage/workers-migration-s-korea-unique-example-1328824>

## PROJECTION OF FUTURE EMPLOYMENT WITH ESTIMATED GROWTH RATE:

Regression analysis model with time series data is used to project the overseas employment. In the regression analysis, the available information of overseas employment from Bangladesh<sup>105</sup> (2008-2017) is used as base. Based on the year by year data, the future overseas employment from Bangladesh for the year of 2018 to 2027 is projected:

Year	Actual & Trend Analysis	Estimated (With 10% Growth Rate)	Estimated (With 20% Growth Rate)	Estimated (With 30% Growth Rate)
2008	1,521			
2009	1,474			
2010	2,699			
2011	2,021			
2012	1,447			
2013	2,121			
2014	1,748			
2015	2,359			
2016	1,689			
2017	1,522			
2018	<b>1,849</b>	2,034	2,219	2,404
2019	<b>1,812</b>	1,993	2,174	2,356
2020	<b>1,810</b>	1,991	2,172	2,353
2021	<b>1,808</b>	1,989	2,170	2,351
2022	<b>1,807</b>	1,987	2,168	2,349
2023	<b>1,749</b>	1,924	2,099	2,274
2024	<b>1,848</b>	2,033	2,217	2,402
2025	<b>1,729</b>	1,902	2,075	2,248
2026	<b>1,833</b>	2,016	2,200	2,383
2027	<b>1,842</b>	2,026	2,210	2,395

## Projection of Overseas Employment



• <sup>105</sup> Overseas Employment from Bangladesh – BMET Database

### 2.11.13.3 Specific Demands in Various Job Sectors in Terms of Professional and Skill Trades

#### I. Prospective Sectors

Sectors	Weightage (%)
Industry	39.39
Agriculture	30.30
Construction	21.21
Service	6.06
Health	3.03

#### II. Prospective Trades and Professional Categories

##### a. Professional Category

No.	Occupation	No.	Occupation
1	Accountant	4	Physiotherapists
2	Systems Analyst	5	System Support Engineer
3	System Administrator		

##### b. Skill Category

No.	Occupation	No.	Occupation
1	Machine Operator	11	Semi-skilled Cleaner
2	Unskilled Labor	12	Cook
3	Industrial Worker	13	Waiter
4	Electrician	14	Fork Lift Driver
5	Plumber	15	Electrician
6	Assembling	16	Plumber
7	Welder	17	Driver
8	Helper	18	Web Designer
9	Construction worker	19	Web Developer
10	General Worker	20	Service Boy

### 2.11.13.4 Forecast of Demanding Trades in South Korea Job Market:

#### A. Existing Occupations

Occupations	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027
Factory Worker	1,258	1,068	1,041	1,188	1,219	1,279	1,319	1,307	1,331	1,331

## B. Emerging Occupations

Occupations	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027
Machine Operator	25	28	31	35	39	43	48	54	60	67
Electrician	33	34	36	37	38	40	41	43	45	46
Plumber	28	29	30	31	33	34	35	36	38	39
Assembling	20	21	22	22	23	24	25	26	27	28
Welder	25	26	27	28	29	30	31	33	34	35
Helper	24	25	26	27	28	29	30	31	32	34
Service Boy	27	28	29	30	31	33	34	35	37	38
Unskilled Labor	22	24	26	27	30	32	34	37	40	43
Accountant	5	5	5	6	6	6	6	7	7	7
Systems Analyst	3	3	3	3	3	4	4	4	4	4
System Administrator	3	3	3	3	3	4	4	4	4	4
Physiotherapists	3	3	3	3	3	4	4	4	4	4
System Support Engineer	5	5	5	6	6	6	6	7	7	7
Industrial Worker	8	8	9	9	9	10	10	10	11	11
Construction worker	7	7	8	8	8	8	9	9	9	10
General Worker	10	10	11	11	12	12	13	13	14	14
Semi-skilled Cleaner	7	7	8	8	8	8	9	9	9	10
Cook	7	7	8	8	8	8	9	9	9	10
Waiter	10	10	11	11	12	12	13	13	14	14
Fork Lift Driver	4	4	4	4	5	5	5	5	5	6
Driver	8	8	9	9	9	10	10	10	11	11
Web Designer	5	5	5	6	6	6	6	7	7	7
Web Developer	3	3	3	3	3	4	4	4	4	4

## 2.11.14 UAE

UAE, a country located in Asian Continent, has population of about 9.27 million with 3.04% of annual GDP growth rate.

The economy of the country is based on industries such as petroleum and petrochemicals, fishing, aluminum, cement, fertilizer, commercial ship repair, construction materials, textiles etc. Most of the GDP come from Crude Petroleum, Refined Petroleum, Gold, Diamond, and Petroleum Gas. In terms of contribution to GDP, service sector is the largest contributor.

### Map of United Arab Emirates:



### Country Brief:

Official Name	United Arab Emirates
Capital	Abu Dhabi
Continent	Asia
Location	Middle East, bordering with the Gulf of Oman and the Persian Gulf, between Oman and Saudi Arabia
Distance from Bangladesh	Nautical miles : 2,002 Minutes : 290
Independence	December 2, 1971
Currency	United Arab Emirates dirham (\$1= 3.67 AED)
Area	Total: 83,600 Sq. Km Land: 83,600 Sq. Km
Time Zone	GMT + 4
Climate	desert; cooler in eastern mountains
Religion	Muslim (official) 76%, Christian 9%, other (primarily Hindu and Buddhist, less than 5% of the population consists of Parsi, Baha'i, Druze, Sikh, Ahmadi, Ismaili, Dawoodi Bohra Muslim, and Jewish) 15%
Main Ports	Al Fujayrah, Mina' Jabal 'Ali (Dubai), KhorFakkan (KhawrFakkan) (Sharjah), Mubarras Island (Abu Dhabi), Mina' Rashid (Dubai), Mina' Saqr (Ra's al Khaymah)

### 2.11.14.1 Drivers of Overseas Employment:

MACROECONOMIC SCENARIO <sup>106</sup>			
GDP Nominal (2016)	US\$ 348,743,265,705		
Growth rate (2016)	3.04		
Most important sources of GDP (2016)	Crude Petroleum, Refined Petroleum, Gold, Diamonds, Petroleum Gas		
Relative share of GDP (2016)	Service 44.25 %	Industry 55.06 %	Agriculture 0.67 %
Annual growth rate of the respective sector (2016)	Service 1.86%	Industry 4.07%	Agriculture 4.27%
Per Capita income (2016)	37,622 USD		
Main Industries	petroleum and petrochemicals; fishing, aluminum, cement, fertilizer, commercial ship repair, construction materials, handicrafts, textiles		
Arable Land	0.4 (% of land area, 2015)		
POPULATION <sup>107</sup>			
Population Size (2016)	Total: 9,269,612 Male : 6,744,664      Female : 2,524,948		
Annual growth rate (2016)	1.25		
Percentage of population above 65 years (2016)	1.08		
Density	112 per Km2		
LABOR MARKET <sup>108</sup>			
Total Labor force (2017)	6,447,171		
Annual growth rate (2017)	0.0049		
Work age population (2016)	Total: 7,881,775 Male : 6,018,891      Female : 1,862,781		
Employment by sector (2017)	Service 4,676,443	Industry 1,308,660	Agriculture 217,076
Total Employment (2017)	Total: 6,202,179 Male : 5,484,854      Female : 721,051		
Total Unemployment (2017)	Total: 244,992 Male : 163,811      Female : 77,455		
Unemployment rate (2017)	3.80		

### 2.11.14.2 Future Employment Prospect in United Arab Emirates:

UAE employed 2.3 million Bangladeshi migrants till 2017. Recently, UAE relaxed the visa for Bangladesh nationals, which was restricted over the last few years. Moreover, the country has undertaken development projects to host Expo 2020. The country require large number of skilled construction workers to build the projects. Subsequently, during and after the expo, it will require different set of people with appropriate skills.

- <sup>106</sup> World Bank
- <sup>107</sup> World Bank
- <sup>108</sup> World Bank

## EMPLOYMENT PROSPECT BASED ON THE PERCEPTIONS OF KEY STAKEHOLDERS

The findings from the responses of the stakeholders (Migrant, Employer, and Key Informants) are given below:



## EMPLOYMENT PROJECTION BASED ON COUNTRY ATTRACTIVENESS INDEX SCORE (CAIS)

Based on these CAIS, the prospective status of UAE will be as follows:

Dimension	Factors	Value/ Comment	Prospect Indicator	CAIS
DEMAND SIDE	<b>Rapid Economic Growth (Total 26%)</b>			
	Average GDP Growth Rate	4.58%	High	11.00
	Expansionary Fiscal Policy	0-<5% Growth	Moderate	10.00
	<b>Demographic Transition (Total 2.58%)</b>			
	Average Population Growth Rate	6.66%	Low	0.25
	Average Percentage of Total Population Aged 65 and Above (2000-2016)	0.92%	Low	0.08
	<b>Average Labor Force Growth Rate</b>	8.00%	Low	4.80
	<b>Attitude Towards Migrant (6.13%)</b>			
	Average Growth Rate of International Migrant Stock	40.69%	High	2.00
	Percentage of International Migrant Stock	89.67%	High	2.00
	Percentage of BD Migrants in Terms of International Migrant Stock	12.57%	High	2.13
	<b>Unfavorable Attitude Towards Certain Jobs of Local Citizen</b>	Highly Unfavorable	High	3.98
	<b>Labor Importing Policy of Destination Country</b>	Moderately Restrict-ed	Very Low	0.00
SUPPLY SIDE	<b>Govt. Support (Total 20%)</b>			
	Need Based Training	Need to Improve	Moderate	5.00
	Govt. Recruitment System	Not Available	Low	1.00
	Easy/Systematic Migration Process	Need to Improve	Moderate	4.00
	<b>Branding</b>	No	Low	3.00
	<b>Bilateral Relationship</b>	Need to Improve	Moderate	1.37
	<b>Presence of Embassy</b>	In Both Countries	High	2.14
	<b>Trade/Investment Relationship</b>	Need to Improve	Moderate	2.50

### Country Attractiveness Index Score:

<b>Demand side</b>	<b>36.24</b>
<b>Supply side</b>	<b>19.01</b>
<b>Overall prospect value</b>	<b>55.25</b>

The demand side score of the country indicates that the country is prospective for future employment.

### Country Specific Considerations:

- a. As of December 2016, there are 1,044,505 Bangladeshi migrants living in UAE. Expatriates from Bangladesh in the UAE form one of the largest communities along with others hailing from the Indian subcontinent. They are spread out over the various emirates of the country, with many based in Dubai and Abu Dhabi. A sizeable number of the South Asian labor force in the UAE is from Bangladesh. In the fiscal year 2015-16, Bangladeshis remitted up to US\$ 2,711.74M from UAE. There are a number of Bangladeshi-curriculum schools in the UAE, including the Shaikh Khalifa Bin Zayed Bangladesh Islamia School in Abu Dhabi. Trade between the Bangladesh and UAE stood at 967 million dollar in the 2012-2013 period. UAE has investments of 2.9 billion dollar in Bangladesh.
- b. Recently, UAE has undertaken more than 11 mega projects including Dubai Water Canal Project, Museum of the Future, Jewel of the Creek, Al Habtoor City, Deira Islands, MBR City – District One, Aladdin City, Dubai amusement parks, Dubai Frame, Bluewaters Island, and Mall of the World<sup>109</sup>. These mega projects will require large number of construction workers. This demand can be fulfilled by Bangladeshi labor force as Bangladeshis already have strong footprints in these occupations and employers expressed their interest to continue recruiting Bangladeshi workers<sup>110</sup>.
- c. Moreover, it is expected that the existing mega projects will generate different kinds of employment opportunities such as house-keeping, driver, cook, and chef, which will emerge as potential occupations for Bangladeshi expatriates. As Bangladeshi migrants has reputation among employers of UAE as hard worker, sincere, quick learner as well as cheap, Bangladeshi expatriates will enjoy competitive edge over its competitors which will leave positive impact on the overseas employment from Bangladesh.

Even though recently UAE has restricted recruitment of expat workers for some selected occupations due to high level of local unemployment rate and United Arab Emiratization, in most of the cases this will less likely affect the overseas employment from Bangladesh as most of the Bangladeshi labor force are engaged in blue collar jobs.

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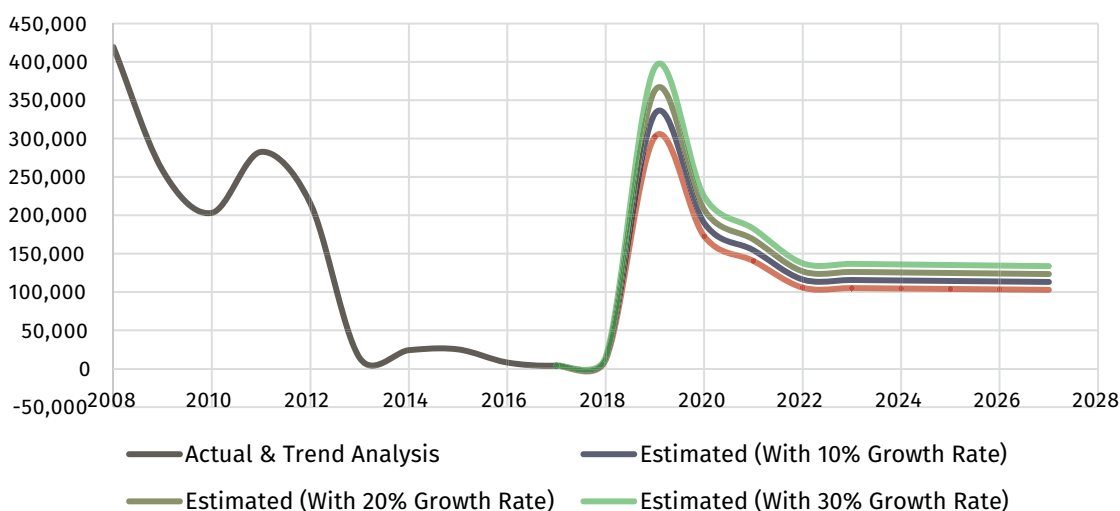
• <sup>109</sup> Yzer Property  
• <sup>110</sup> Primary Data

## PROJECTION OF FUTURE EMPLOYMENT WITH ESTIMATED GROWTH RATE:

Regression analysis model with time series data is used to project the overseas employment. In the regression exercise, the available data of overseas employment from Bangladesh (2008-2017)<sup>111</sup> is used to project future overseas employment from Bangladesh for the year of 2018 to 2027:

Year	Actual & Trend Analysis	Estimated (With 10% Growth Rate)	Estimated (With 20% Growth Rate)	Estimated (With 30% Growth Rate)
2008	419,355			
2009	258,348			
2010	203,308			
2011	282,739			
2012	215,452			
2013	14,241			
2014	24,232			
2015	25,271			
2016	8,131			
2017	4,135			
2018	11,917	13,109	14,300	15,492
2019	302,397	332,636	362,876	393,115
2020	172,718	189,989	207,261	224,533
2021	140,479	154,527	168,575	182,623
2022	105,781	116,359	126,937	137,515
2023	105,203	115,724	126,244	136,764
2024	104,626	115,088	125,551	136,014
2025	104,048	114,453	124,858	135,263
2026	103,471	113,818	124,165	134,512
2027	102,893	113,182	123,472	133,761

## Projection of Overseas Employment



• <sup>111</sup> Yzer Property

The number of migrants from Bangladesh fall down to below 30,000 between the period of 2013 and 2017, which is significantly lower than the previous years (2006 – 2012)<sup>112</sup>. The reason of dramatic fall of employment from Bangladesh is imposed restriction to recruit from Bangladesh. It is expected that the restriction will be uplifted soon which will lead to normal trend of employment from Bangladesh.

### 2.11.14.3 Specific Demands in Various Job Sectors in Terms of Professional and Skill Trades

#### I. Prospective Sectors

Sectors	Weightage (%)
Construction	44.57
Industry	29.35
Service	23.91
Agriculture	1.09
Health	1.09

#### II. Prospective Trades and Professional Categories

##### a. Professional Category

No.	Occupation	No.	Occupation
1	General Manager	5	System Administrator
2	Engineer (Computer)	6	Designer
3	Engineer (Civil)	7	System Administrator
4	Manager (site)	8	System Analysis

##### b. Skill Category

No.	Occupation	No.	Occupation
1	Supervisor	11	Heavy Driver
2	Semi-skilled Labor	12	Heavy Equipment Mechanic
3	Carpenter	13	Electrician
4	Agro Labor	14	Semi-skilled Cleaner
5	Construction worker	15	House Maid/Baby Sitter
6	Heavy Vehicle Driver	16	Cook
7	Fork Lift Driver	17	Hotel Boy
8	Crane Operator	18	Waiter
9	Painter	19	Helper
10	Foreman (Site)	20	Caregiver

• <sup>112</sup> BMET Data

## 2.11.14.4 Forecast of Demanding Trades in UAE Job Market:

### A. Existing Occupations

Occupations	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027
Worker	44,958	43,388	41,818	40,248	38,678	37,108	35,538	33,968	32,398	30,828
Servant	31,010	17,144	17,549	17,934	16,326	17,183	12,404	10,370	13,028	12,274
Labor	39,777	36,051	32,325	28,599	24,873	21,147	17,421	13,695	9,969	6,243
Cleaner	12,778	11,876	10,974	10,072	9,170	8,268	7,366	6,464	5,562	4,660
Driver	2,011	2,398	1,687	2,279	2,720	3,283	3,750	2,972	3,128	3,322
Cook	2,808	2,819	2,830	2,841	2,852	2,863	2,874	2,885	2,896	2,907
Painter	3,022	2,842	2,661	2,481	2,300	2,120	1,939	1,759	1,578	1,398
Baby Sitter	147	609	664	719	774	830	885	940	995	1,050
House Worker	902	565	741	527	670	838	718	920	695	949
Waiter	250	123	245	201	319	196	412	230	461	272
Farmer	48	49	69	58	93	74	110	90	131	102
Shepherd	15	13	21	12	25	15	28	17	33	17

### A. Emerging Occupations

Occupations	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027
Construction worker	120	125	131	137	143	150	157	164	171	179
Electrician	100	105	109	114	119	125	131	137	143	149
Helper	100	105	109	114	119	125	131	137	143	149
Semi-skilled Labor	100	105	109	114	119	125	131	137	143	149
Semi-skilled Cleaner	75	78	82	86	90	94	98	102	107	112
Agro Labor	65	68	71	74	78	81	85	89	93	97
Carpenter	50	52	55	57	60	62	65	68	71	75
Hotel Boy	50	52	55	57	60	62	65	68	71	75
Heavy Driver	25	26	27	29	30	31	33	34	36	37
Heavy Vehicle Driver	22	23	24	25	26	27	29	30	31	33
Supervisor	20	21	22	23	24	25	26	27	29	30
Plumber	20	21	22	23	24	25	26	27	29	30
Fork Lift Driver	17	18	19	19	20	21	22	23	24	25
Heavy Equipment Mechanic	15	16	16	17	18	19	20	20	21	22
Manager	10	10	11	11	12	12	13	14	14	15
Designer	10	10	11	11	12	12	13	14	14	15
Crane Operator	10	10	11	11	12	12	13	14	14	15
Web Developer	7	7	8	8	8	9	9	10	10	10
Mason	6	6	7	7	7	7	8	8	9	9
Market Analyst	5	5	5	6	6	6	7	7	7	7
System Administrator	5	5	5	6	6	6	7	7	7	7
Engineer (Computer)	4	4	4	5	5	5	5	5	6	6

## 2.11.15 UK

The United Kingdom (UK) is the earliest destination of Bangladesh nationals on employments. Based on colonial legacy, and pioneered by sea farers and students, there will at present be more than half a million people of Bangladesh origin living and/or working in the UK. And the process is expected to continue in the future. And the migrants there represent those who are often labeled at permanent migrants. UK is located at Western Europe and has a population size of 65 million with 1.79% of GDP growth rate. It is the 6th-largest national economy in the world measured by nominal gross domestic product (GDP), and 9th largest measured by purchasing power parity (PPP). It is the second-largest economy in the European Union by both metrics. The economy of the UK today is overwhelmingly fueled by the strength of its services sector, which accounts for some 80% of the total GDP. The financial services industry is particularly important, and London is the world's largest financial center. Britain's aerospace industry is the second-largest national aerospace industry. Its pharmaceutical industry, the 9th largest in the world, plays an important role in the economy.

### Map of United Kingdom:



### Country Brief:

Official Name	The United Kingdom of Great Britain and Northern Ireland
Capital	London
Continent	Europe
Location	Western Europe, islands - including the northern one-sixth of the island of Ireland - between the North Atlantic Ocean and the North Sea; northwest of France
Distance from Bangladesh	Nautical miles : 4,366 Minutes : 714
Independence	Does not have any recognized or official independence day.
Currency	British Pound (\$1 =0.71British Pound)
Area	Total : 243,610 sq. km; Land : 241,930 sq. km; Water : 1,680 sq. km;
Time Zone	GMT + 1
Climate	Temperate; moderated by prevailing southwest winds over the North Atlantic Current; more than one-half of the days are overcast
Religion	Christian (includes Anglican, Roman Catholic, Presbyterian, Methodist) 59.5%, Muslim 4.4%, Hindu 1.3%, other 2%, unspecified 7.2%, none 25.7% (2011 est.)
Main Ports	Dover, Felixstowe, Immingham, Liverpool, London, Southampton, Teesport (England); Forth Ports (Scotland); Milford Haven (Wales)

### 2.11.15.1 Drivers of Overseas Employment:

MACROECONOMIC SCENARIO <sup>113</sup>			
GDP Nominal (2016)	US\$ 2,647,898,654,635		
Growth rate (2016)	1.79		
Most important sources of GDP (2016)	Gold, Cars, Packaged Medicaments, Gas Turbines, Refined Petroleum		
Relative share of GDP (2016)	Service 79.23%	Industry 20.17%	Agriculture 0.60%
Annual growth rate of the respective sector (2016)	Service 1.70%	Industry 1.24%	Agriculture -6.48%
Per Capita income (2016)	US\$ 40,341		
Main Industries	Machine tools, electric power equipment, automation equipment, railroad equipment, shipbuilding, aircraft, motor vehicles and parts, electronics and communications equipment, metals, chemicals, coal, petroleum, paper products		
Arable Land	25.1% (% of land area, 2016)		
POPULATION <sup>114</sup>			
Population Size (2016)	Total: 65,637,239 Male : 32,368,558      Female : 33,268,681		
Annual growth rate (2016)	0.78		
Percentage of population above 65 years (2016)	18.35		
Density	395 per Km2		
LABOR MARKET <sup>115</sup>			
Total Labor force (2017)	33,866,063		
Annual growth rate (2017)	0.0045		
Work age population (2016)	Total: 42,028,042 Male : 20,966,117      Female : 21,061,864		
Employment by sector (2017)	Service 25,948,584	Industry 5,938,482	Agriculture 387,292
Total Employment (2017)	Total: 32,274,358 Male : 17,222,006      Female : 15,047,647		
Total Unemployment (2017)	Total: 1,591,705 Male : 887,359      Female : 709,051		
Unemployment rate (2017)	4.70		

### 2.11.15.2 Future Employment Prospect in United Kingdom:

UK is the third largest economy in Europe. Its unemployment rate is 4.70 percent at the end of 2017. According to the Office for National Statistics, non-UK nationals make up 40 percent of the increase in employment levels over the past year have been amongst non-UK nationals. There were over 326,000 workers born overseas working in the UK in the last year, a quarter from Eastern Europe like Poland, Hungary and Lithuania. Professionals with proficiency in any other language in addition to English enjoying privilege over only English speaking individuals. Moreover, in some occupation categories such as scientist, any type of engineer, in IT (architect, analyst, designer, programmer), an environmentalist, medical practitioner, science teacher, chef, professional orchestral musician, or ballet dancer

<sup>113</sup> World Bank

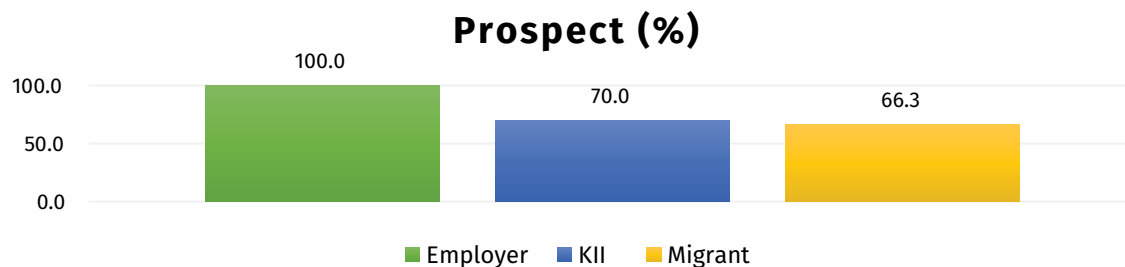
<sup>114</sup> World Bank

<sup>115</sup> World Bank

have high demand in UK market as the country is experiencing shortage of skill on those categories<sup>116</sup>, as these occupations are all in short supply in the UK. Candidates with appropriate skill may have opportunity to secure employment in the above mentioned occupations.

#### EMPLOYMENT PROSPECT BASED ON THE PERCEPTIONS OF KEY STAKEHOLDERS

The findings from the responses of the stakeholders (Migrant, Employer, and Key Informants) are given below:



#### EMPLOYMENT PROJECTION BASED ON COUNTRY ATTRACTIVENESS INDEX SCORE (CAIS)

Based on these CAIS, the prospective status of United Kingdom will be as follows:

Dimension	Factors	Value/ Comment	Prospect Indicator	CAIS
DEMAND SIDE	<b>Rapid Economic Growth (Total 26%)</b>			
	Average GDP Growth Rate	1.85%	Moderate	9.00
	Expansionary Fiscal Policy	0-<5% Growth	Moderate	10.00
	<b>Demographic Transition (Total 2.58%)</b>			
	Average Population Growth Rate	0.66%	High	0.75
	Average Percentage of Total Population Aged 65 and Above (2000-2016)	16.67%	Very High	1.58
	<b>Average Labor Force Growth Rate</b>	0.86%	High	6.80
	<b>Attitude Towards Migrant (6.13%)</b>			
	Average Growth Rate of International Migrant Stock	16.19%	Moderate	1.50
	Percentage of International Migrant Stock	13.47%	Moderate	1.50
	Percentage of BD Migrants in Terms of International Migrant Stock	2.58%	Moderate	1.13
	<b>Unfavorable Attitude Towards Certain Jobs of Local Citizen</b>	Unfavorable	Moderate	2.98
	<b>Labor Importing Policy of Destination Country</b>	Highly Restricted	Low	-10.00
SUPPLY SIDE	<b>Govt. Support (Total 20%)</b>			
	Need Based Training	Not Available	Low	0.00
	Govt. Recruitment System	Not Available	Low	1.00
	Easy/Systematic Migration Process	Not Supportive	Low	0.00
	<b>Branding</b>	No	Low	3.00
	<b>Bilateral Relationship</b>	Need to Improve	Moderate	1.37
	<b>Presence of Embassy</b>	In Both Countries	High	2.14
	<b>Trade/Investment Relationship</b>	Need to Improve	Moderate	2.50

<sup>116</sup> <http://workpermit.com/immigration/united-kingdom>

**Country Attractiveness Index Score:**

<b>Demand side score</b>	<b>25.24</b>
<b>Supply side score</b>	<b>10.01</b>
<b>Overall prospect value score</b>	<b>35.25</b>

The demand side score of the country indicates that the country is less prospective for future employment

**Country Specific Considerations:**

- a. The number of overseas employment from Bangladesh to UK seems insignificant. In UK, most of the foreign workers are from EU member countries. There were around 3.54 million people born in other EU countries living in the UK<sup>117</sup>.
- b. The migration from EU countries may fall significantly when BREXIT will be implemented completely which may boost up the growth of migration from Bangladesh. But as there is no significant information about the completion of BREXIT in near future, there is less possibility of growth of employment from Bangladesh in the next 10 years.

**PROJECTION OF FUTURE EMPLOYMENT WITH ESTIMATED GROWTH RATE:**

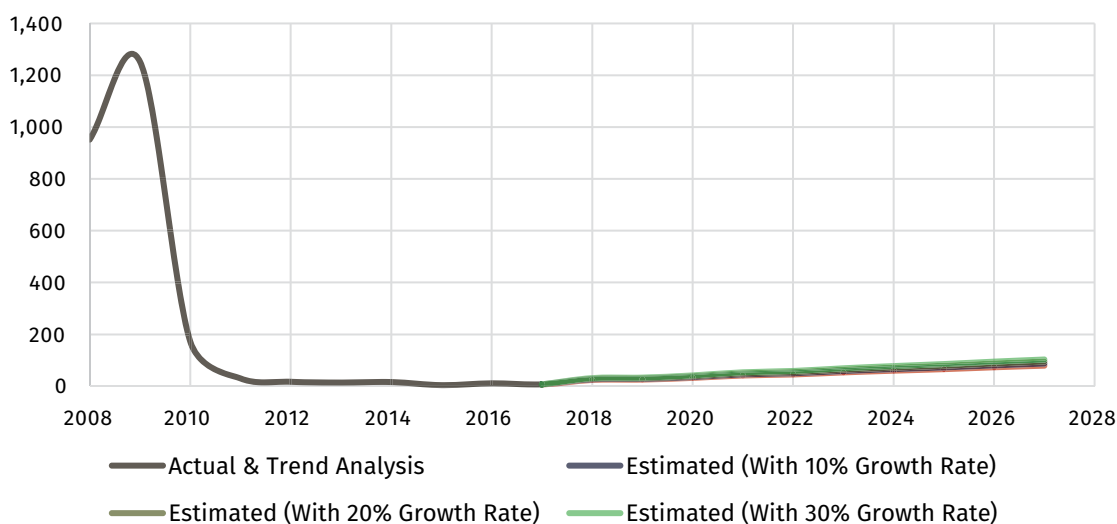
Regression analysis model with time series data is used to project the overseas employment. In the regression exercise, the available data of overseas employment from Bangladesh (2008-2017)<sup>118</sup> is used to project future overseas employment from Bangladesh for the year of 2018 to 2027:

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• <sup>117</sup> Labor force survey (2016)  
• <sup>118</sup> Overseas Employment from Bangladesh – BMET Database

Year	Actual & Trend Analysis	Estimated (With 10% Growth Rate)	Estimated (With 20% Growth Rate)	Estimated (With 30% Growth Rate)
2008	952			
2009	1,253			
2010	173			
2011	30			
2012	17			
2013	14			
2014	16			
2015	4			
2016	11			
2017	7			
2018	24	26	29	31
2019	26	28	31	33
2020	32	35	38	42
2021	41	45	50	54
2022	45	50	54	59
2023	53	58	64	69
2024	60	66	72	78
2025	66	72	79	85
2026	73	80	88	95
2027	79	87	95	103

### Projection of Overseas Employment



After considering demand side factors, it can be said that UK is less prospective for mass migration from Bangladesh. Being a conventional destination of high skilled Bangladeshi migrant, there will be some employment from Bangladesh.

### 2.11.15.3 Specific Demands in Various Job Sectors in Terms of Professional and Skill Trades

#### I. Prospective Sectors

Sectors	Weightage (%)
Service	57.14
Health	17.86
Others	16.07
Construction	7.14
ICT	1.79

#### II. Prospective Trades and Professional Categories

##### a. Professional Category

No.	Occupation	No.	Occupation
1	Designer	9	Engineer (civil)
2	Engineer (Computer)	10	Manager(construction)
3	Engineer (Mechanical)	11	Purchases Officer
4	Engineer(Electrical)	12	Doctor
5	Accountant	13	Nurse
6	Engineer(Chemical)	14	Graphic and Animation
7	Programmer	15	System Analysis
8	System Analysis		

##### b. Skill Category

No.	Occupation	No.	Occupation
1	Tailor	7	General Worker
2	Welder	8	Electrician
3	Quality Assurance	9	House Maid/Domestic Help
4	Cook	10	Driver
5	Waiter	11	Web Developer
6	Labor (construction)	12	Caregiver

## 2.11.16 Algeria

Algeria, the richest state of Northern Africa, is the tenth-largest country in the world, and the largest in Africa. Algeria is classified as an upper middle income country. Trading is significant activity of Algeria's economy. The economy, however, remains very dependent on hydrocarbon wealth.

There is a chronic shortage of skilled labor in Algeria, especially in the construction industry. Additionally, oil companies are having difficulty retaining trained engineers and field workers as because workers often leave Algeria for higher wages in the Gulf region. White collar employers also report a lack of skilled project managers, supply chain engineers, and even sufficient number of office workers with required computer and business skills.

Despite labor shortages, Algerian government does not have any open policy for foreign workers to participate in the local labor market. The foreign company which are operating in Algeria are allowed to recruit foreign nationals selectively. Currently, there are 277 Bangladesh migrants are working in Algeria in construction sector. They are mostly employed by China Railway Construction Corporation (CRCC) and Daewoo E&C of South Korea.

### Map of Algeria:



### Country Brief:

Official Name	People's Democratic Republic of Algeria
Capital	Algiers
Continent	Africa
Location	Northern Africa, bordering the Mediterranean Sea, between Morocco and Tunisia
Distance from Bangladesh	Nautical miles: 4,683 Minutes : 738
Independence	July 3, 1962
Currency	Algerian dinar (\$1 = 113.89 Algerian Dinar)
Area	total: 2,381,741 sq. km
Time Zone	GMT +1
Climate	Arid to semiarid; mild, wet winters with hot, dry summers along coast; drier with cold winters and hot summers on high plateau; sirocco is a hot, dust/sand-laden wind especially common in summer.
Religion	Muslim (official; predominantly Sunni) 99%, other (includes Christian and Jewish) <1% (2012 est.)
Main Ports	Arzew, Bethioua, Skikda

## 2.11.16.1 Drivers of Overseas Employment:

### MACROECONOMIC SCENARIO<sup>119</sup>

GDP Nominal (2016)	159,049,096,745 USD		
Growth rate (2016)	3.30		
Most important sources of GDP (2016)	Petroleum Gas, Crude Petroleum, Refined Petroleum, Ammonia and Coal Tar Oil		
Relative share of GDP (2016)	<b>Service</b> 48.90	<b>Industry</b> 37.78	<b>Agriculture</b> 13.32
Annual growth rate of the respective sector (2016)	<b>Service</b> 2.20%	<b>Industry</b> 5.34%	<b>Agriculture</b> 1.80%
Per Capita income (2016)	3,917 USD		
Main Industries	Agriculture, Cement, Clothing, Fertilizers, Food Processing, Iron and Steel, Mining, Machinery, Oil and Natural Gas Production		
Arable Land	3.1 % (% of land area, 2015)		

### POPULATION<sup>120</sup>

Population Size (2016)	40,606,052
	Male : 20,505,903      Female : 20,100,149
Annual growth rate (2016)	1.83
Percentage of population above 65 years (2016)	6.02
Density	17.05 per Km2

### LABOR MARKET<sup>121</sup>

Total Labor force (2017)	12,106,096		
Annual growth rate (2017)	0.0142		
Work age population (2016)	26,383,347		
	Male : 13,309,069	Female : 13,074,279	
Employment by sector (2017)	<div>Service</div> <div>5,847,257</div>	<div>Industry</div> <div>3,687,941</div>	<div>Agriculture</div> <div>1,154,486</div>
Total Employment (2017)	10,689,683		
	Male : 8,904,154	Female : 1,789,987	
Total Unemployment (2017)	1,416,413		
	Male : 989,350	Female : 422,605	
Unemployment rate (2017)	11.70		

• <sup>119</sup> World Bank

• <sup>120</sup> World Bank

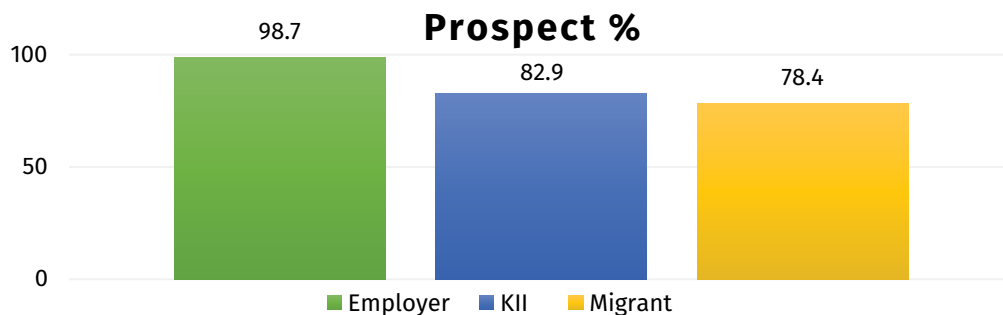
• <sup>121</sup> World Bank

### 2.11.16.2 Future Employment Prospect in Algeria:

The shortage of skilled labor in Algeria is intense because of the brain drain that is taking place due to the higher demand of Algerian professionals in other gulf regions. Construction companies and oil companies are reported to have difficulty in retaining trained engineers and field workers. Lack of skilled project managers, supply chain engineers, and even lack of office workers with required computer and business skills are some indicators of labor shortage. However Algerian government has not taken any apparent steps to address this issue by importing foreign migration.

#### EMPLOYMENT PROSPECT BASED ON THE PERCEPTIONS OF KEY STAKEHOLDERS

The findings from the responses of the stakeholders (Migrant, Employer, and Key Informants) are given below:



#### EMPLOYMENT PROJECTION BASED ON COUNTRY ATTRACTIVENESS INDEX SCORE (CAIS)

Based on these CAIS, the prospective status of Algeria will be as follows:

Dimension	Factors	Value/ Comment	Prospect Indicator	CAIS
DEMAND SIDE	<b>Rapid Economic Growth (Total 26%)</b>			
	Average GDP Growth Rate	3.67%	Moderate	9.00
	Expansionary Fiscal Policy	0-<5% Growth	Moderate	10.00
	<b>Demographic Transition (Total 2.58%)</b>			
	Average Population Growth Rate	1.63%	Moderate	0.50
	Average Percentage of Total Population Aged 65 and Above (2000-2016)	5.21%	Moderate	0.58
	<b>Average Labor Force Growth Rate</b>	1.85%	Moderate	5.80
	<b>Attitude Towards Migrant (6.13%)</b>			
	Average Growth Rate of International Migrant Stock	-1.57%	Very Low	0.00
	Percentage of International Migrant Stock	0.61%	Low	1.00
	Percentage of BD Migrants in Terms of International Migrant Stock	0.00%	Low	0.13
	<b>Unfavorable Attitude Towards Certain Jobs of Local Citizen</b>	Highly Unfavorable	High	3.98
	<b>Labor Importing Policy of Destination Country</b>	Moderately Restricted	Very Low	0.00

Dimension	Factors	Value/ Comment	Prospect Indicator	CAIS
SUPPLY SIDE	<b>Govt. Support (Total 20%)</b>			
	Need Based Training	Need to Improve	Moderate	5.00
	Govt. Recruitment System	Not Available	Low	1.00
	Easy/Systematic Migration Process	Need to Improve	Low	0.00
	<b>Branding</b>	Bad Reputation	Low	3.00
	<b>Bilateral Relationship</b>	Need to Strengthen	Moderate	1.37
	<b>Presence of Embassy</b>	In one country	Moderate	1.14
	<b>Trade/Investment Relationship</b>	Need to Improve	Moderate	0.00

#### Country Attractiveness Index Score:

<b>Demand side score</b>	<b>30.99</b>
<b>Supply side score</b>	<b>11.51</b>
<b>Overall prospect score</b>	<b>42.50</b>

The demand side score of the country indicates that the country is prospective for future employment.

#### Country Specific Considerations:

- Algeria's economy remains dominated by the state, a legacy of the country's socialist post-independence development model<sup>122</sup>. The hydrocarbons sector is the backbone of the Algerian economy, accounting for roughly 60% of budget revenues, 30% of GDP, and over 95% of export earnings<sup>123</sup>. Algeria has the 8<sup>th</sup> largest reserves of natural gas in the world and also ranks 16<sup>th</sup> in oil reserves, although the price of oil has fallen in global market but did not inflict any significant impact on the economy. Moreover, the real GDP has risen due to the higher oil output<sup>124</sup>.
- The Algerian govt. has undertaken a five-year investment program (2015-2019). Under this program govt. aims to expand their investments in construction, develop the country's road, railway, and airport infrastructure.
- The above information indicate that foreign migrants have opportunities in Algeria, but the foreign migration policy is very strict in Algeria. The principle of importing foreign Labor is maintained only for foreign operators. Only the foreign investors can carry out the recruitment of immigrant workers under the conditions fixed by the legislation and the regulation in force when there is not a qualified national work force<sup>125</sup>. Moreover, foreign workers in Algeria are required to pay a variety of fees in accordance with Algerian laws, such as social security, which amounts to 48% of the total salary<sup>126</sup>.

<sup>122</sup> <https://www.cia.gov/library/publications/resources/the-world-factbook/geos/ag.html>

<sup>123</sup> <https://www.cia.gov/library/publications/resources/the-world-factbook/geos/ag.html>

<sup>124</sup> <http://www.tendersinfo.com/algeria-projects.php>

<sup>125</sup> The national employment policy, 2008.

<sup>126</sup> The national employment policy, 2008.



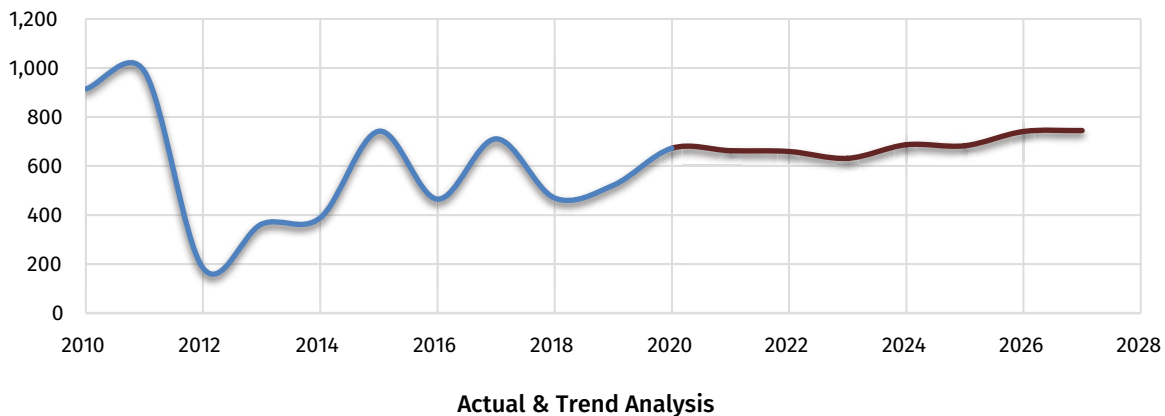
Field Visit -Algeria

### Time Series Regression Analysis to Project Future Employment:

Regression analysis model with time series data is used to project the overseas employment. In the regression exercise the available data of overseas employment from Bangladesh (2010-2016)<sup>127</sup> is used to project future employment for the year 2018 to 2027:

Year	Actual & Trend Analysis	Year	Actual & Trend Analysis
2010	914	2019	521
2011	986	2020	673
2012	184	2021	663
2013	363	2022	659
2014	389	2023	632
2015	742	2024	687
2016	465	2025	683
2017	711	2026	741
2018	470	2027	745

### Projection of Overseas Employment



• <sup>127</sup> Overseas Employment from Bangladesh – BMET Database

### 2.11.16.3 Specific Demands in Various Job Sectors in Terms of Professional and Skill Trades

#### I. Prospective Sectors

Sectors	Weightage (%)
Construction	68.63
Agriculture	17.65
Industry	9.80
Service	1.96
Others	1.96

#### II. Prospective Trades and Professional Categories

##### a. Professional Category

No.	Occupation	No.	Occupation
1	Engineer(Chemical)	5	Human Resource Professionals
2	Engineer (civil)	6	Administrator
3	Manager(construction)	7	Supervisor (construction)
4	Engineer (site)	8	Engineer (Computer)

##### b. Skill Category

No.	Occupation	No.	Occupation
1	Mason	11	Steel Fixer
2	Cutting Master	12	Painter
3	Cook	13	Technician
4	Driver	14	Labor (construction)
5	Plumber	15	Painter
6	Tailor	16	Technician
7	Fork Lift Driver	17	Construction worker
8	Welder/Fabricator	18	Welder
9	Electrician	19	Foreman
10	Carpenter	20	Helper

#### 2.11.16.4 Forecast of Demanding Trades in Algeria Job Market:

Occupations	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027
Mason	50	53	55	58	61	64	67	71	75	78
Plumber	45	47	50	52	55	58	61	64	67	71
Steel Fixer	50	51	53	54	55	57	58	60	61	63
Construction worker	20	21	21	22	22	23	23	24	24	25
Engineer(Chemical)	15	15	16	16	17	17	17	18	18	19
Driver	15	15	16	16	17	17	17	18	18	19
Machine Operator	15	15	16	16	17	17	17	18	18	19
Cook	12	12	13	13	13	14	14	14	15	15
Supervisor (construction)	10	10	11	11	11	11	12	12	12	13
Cutting Master	10	10	11	11	11	11	12	12	12	13
Tailor	10	10	11	11	11	11	12	12	12	13
Electrician	10	10	11	11	11	11	12	12	12	13
Carpenter	10	10	11	11	11	11	12	12	12	13
Farming Expert	10	10	11	11	11	11	12	12	12	13
Painter	10	10	11	11	11	11	12	12	12	13
Technician	10	10	11	11	11	11	12	12	12	13
Welder	10	10	11	11	11	11	12	12	12	13
Semi-skilled Labor	10	10	11	11	11	11	12	12	12	13
Garments Worker	10	10	11	11	11	11	12	12	12	13
Labor (construction)	10	10	11	11	11	11	12	12	12	13
Agro Labor	10	10	11	11	11	11	12	12	12	13
Foreman	10	10	11	11	11	11	12	12	12	13
Helper	10	10	11	11	11	11	12	12	12	13
Plantation/Harvester	10	10	11	11	11	11	12	12	12	13
Manager(construction)	8	8	8	9	9	9	9	10	10	10
Ironing	8	8	8	9	9	9	9	10	10	10
Agronomist	7	7	7	8	8	8	8	8	9	9
Fork Lift Driver	7	7	7	8	8	8	8	8	9	9
Welder/Fabricator	7	7	7	8	8	8	8	8	9	9
Engineer (civil)	6	6	6	6	7	7	7	7	7	8
Doctor	5	5	5	5	6	6	6	6	6	6
Merchandiser	5	5	5	5	6	6	6	6	6	6
Engineer (Computer)	5	5	5	5	6	6	6	6	6	6
HR	4	4	4	4	4	5	5	5	5	5
Administrator	4	4	4	4	4	5	5	5	5	5
Engineer (Industry)	4	4	4	4	4	5	5	5	5	5
Engineer (site)	3	3	3	3	3	3	3	4	4	4

## 2.11.17 Australia

Australia is surrounded by the Indian and Pacific oceans. It is the largest country in Oceania and the world's sixth-largest country by total area. Australia has the world's 13th-largest economy and tenth-highest per capita income with the second-highest human development index. The country ranks highly in quality of life, health, education, economic freedom, and civil liberties and political rights.

The country generates its income from various sources including mining-related exports, telecommunications, banking and manufacturing. The economy is highly developed and industries like mining, industrial and transportation equipment, food processing, and chemicals, steel are steering it. In terms of GDP, service sector contributes the most and creates the highest employment in the economy.

### Map of Australia:



### Country Brief:

Official Name	Commonwealth of Australia
Capital	Canberra
Continent	Oceania
Location	Oceania, continent between the Indian Ocean and the South Pacific Ocean
Distance from BD	Nautical miles: 3,872 Minutes: 639
Independence	January 1, 1901
Currency	Australian dollar (\$1 = 1.26 Australian Dollar)
Area	Total: 7,741,220 sq. km, Land: 7,682,300 sq. km, Water: 58,920 sq. km
Time Zone	GMT +10
Climate	Generally arid to semiarid; temperate in south and east; tropical in north.
Religion	Protestant 23.1% (Anglican 13.3%, Uniting Church 3.7%, Presbyterian and Reformed 2.3%, Baptist 1.5%, Pentecostal 1.1%, Lutheran .7%, other Protestant .5%), Roman Catholic 22.6%, other Christian 4.2%, Muslim 2.6%, Buddhist 2.4%, Orthodox 2.3%, Hindu 1.9%, other 1.3%, none 30.1%, unspecified 9.6%
Main Ports	Brisbane, Cairns, Darwin, Fremantle, Geelong, Gladstone, Hobart, Melbourne, Newcastle, Port Adelaide, Port Kembla, Sydney

## 2.11.17.1 Drivers of Overseas Employment:

MACROECONOMIC SCENARIO <sup>128</sup>			
GDP Nominal (2016)	US\$ 1,204,616,439,828		
Growth rate (2016)	2.77		
Most important sources of GDP (2016)	Iron Ore, Coal Briquettes, Petroleum Gas, Gold and Wheat		
Relative share of GDP (2016)	Service 73.07%	Industry 24.33%	Agriculture 2.61%
Annual growth rate of the respective sector (2016)	Service 3.14%	Industry 2.22%	Agriculture -5.00%
Per Capita income (2016)	USD 49,928		
Main Industries	Mining, Industrial and transportation equipment, Food processing, Chemicals, Steel		
Arable Land	6.0 % (% of land area, 2015)		
POPULATION <sup>129</sup>			
Population Size (2016)	24,127,159 Male : 12,021,005      Female : 12,106,154		
Annual growth rate (2016)	1.41		
Percentage of population above 65 years (2016)	15.25		
Density	3.1 per Km2		
LABOR MARKET <sup>130</sup>			
Total Labor force (2017)	12,830,216		
Annual growth rate (2017)	0.0104		
Work age population (2016)	15,887,445 Male : 7,954,185      Female : 7,933,222		
Employment by sector (2017)	Service 9,207,258	Industry 2,564,966	Agriculture 326,670
Total Employment (2017)	12,098,894 Male : 6,519,539      Female : 5,580,337		
Total Unemployment (2017)	731,322 Male : 386,752      Female : 343,588		
Unemployment rate (2017)	5.70		

• <sup>128</sup> World Bank

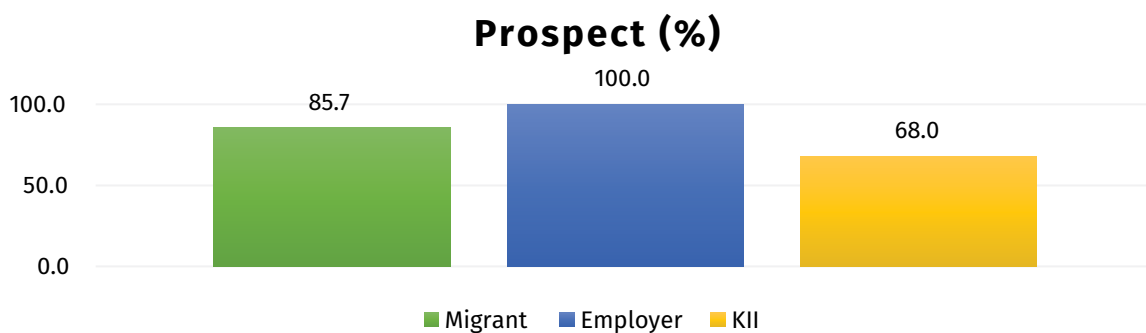
• <sup>129</sup> World Bank

• <sup>130</sup> World Bank

### 2.11.17.2 Future Employment Prospect in Australia:

Australia is one of the most desired countries for work, according to the Bangladeshi migrants. The economic situation and healthy wages attract migrants. Currently, Australia is going through the most successful economic growth period. In construction and service sector, Australia is creating a large demand for the skilled workers. Bangladeshi migrants are highly recommended for their potentialities and skills.

#### EMPLOYMENT PROSPECT BASED ON THE PERCEPTIONS OF KEY STAKEHOLDERS



The findings from the responses of the stakeholders (Migrant, Employer, and Key Informants) are given below:

#### EMPLOYMENT PROJECTION BASED ON COUNTRY ATTRACTIVENESS INDEX SCORE (CAIS)

Based on these CAIS, the prospective status of Australia will be as follows:

Dimension	Factors	Value/ Comment	Prospect Indicator	CAIS
DEMAND SIDE	<b>Rapid Economic Growth (Total 26%)</b>			
	Average GDP Growth Rate	2.98%	Moderate	9.00
	Expansionary Fiscal Policy	0-<5% Growth	Moderate	10.00
	<b>Demographic Transition (Total 2.58%)</b>			
	Average Population Growth Rate	1.43%	High	0.50
	Average Percentage of Total Population Aged 65 and Above (2000-2016)	13.44%	High	1.08
	<b>Average Labor Force Growth Rate</b>	1.73%	Moderate	5.80
	<b>Attitude Towards Migrant (6.13%)</b>			
	Average Growth Rate of International Migrant Stock	10.24%	Moderate	1.50
	Percentage of International Migrant Stock	29.16%	High	2.00
	Percentage of BD Migrants in Terms of International Migrant Stock	0.55%	Low	0.13
	<b>Unfavorable Attitude Towards Certain Jobs of Local Citizen</b>	Highly Unfavorable	High	3.98
	<b>Labor Importing Policy of Destination Country</b>	Moderately Restricted	Very Low	0.00

Dimension	Factors	Value/ Comment	Prospect Indicator	CAIS
SUPPLY SIDE	<b>Govt. Support (Total 20%)</b>			
	Need Based Training	Not Available	Low	0.00
	Govt. Recruitment System	Not Available	Low	1.00
	Easy/Systematic Migration Process	Need to Improve	Low	0.00
	<b>Branding</b>	Bad Reputation	Low	3.00
	<b>Bilateral Relationship</b>	Need to Strengthen	Moderate	1.37
	<b>Presence of Embassy</b>	In both countries	High	2.14
	<b>Trade/Investment Relationship</b>	Need to Improve	Moderate	2.50

#### Country Attractiveness Index Score:

Demand side score	33.99
Supply side score	10.01
Overall prospect score	44.00

The demand side score of the country indicates that the country is prospective for future employment.

#### Country Specific Considerations:

- Demand for construction workers with different skills have high demand in the country after economic recovery.<sup>131</sup>
- As the world is moving to “Digital Age”, the shortage of skilled IT professional may increase. Furthermore, Nurse, midwife, plumbers are high in demand.<sup>132</sup>
- Also, the economy is largely dominated by service sector and this sector creates highest employment. Due to the demand gap, there are lot of employment opportunities in different sectors including service sector.<sup>133</sup>

#### PROJECTION OF FUTURE EMPLOYMENT WITH ESTIMATED GROWTH RATE:

Regression analysis model with time series data is used to project the overseas employment. In the regression exercise the available data of overseas employment from Bangladesh (2010-2016)<sup>134</sup> is used to project future employment for the year 2018 to 2027:

The forecasted overseas employment from Bangladesh to Australia are illustrated below for three different scenario:

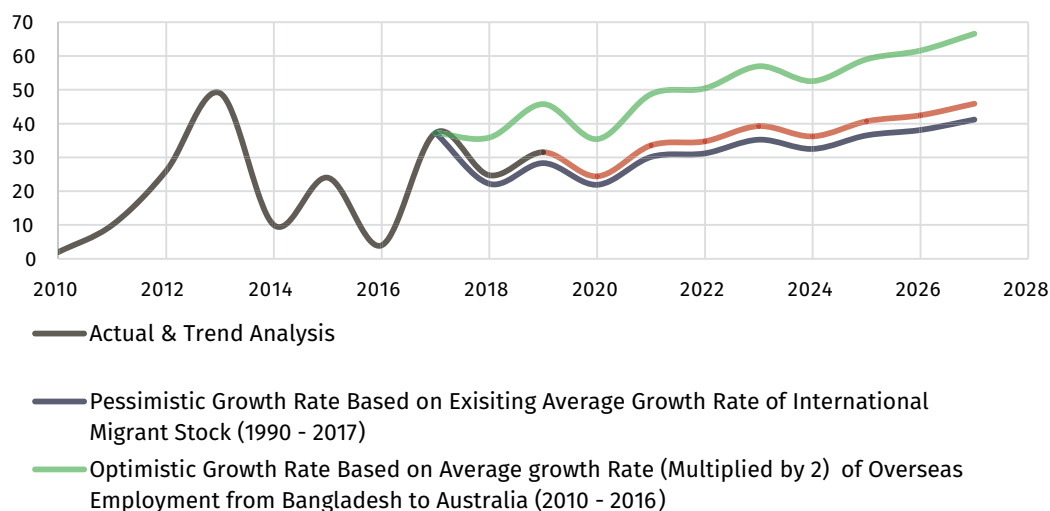
Year	Actual & Trend Analysis	Pessimistic Growth Rate Based on Existing Average Growth Rate of International Migrant Stock (1990 - 2017)	Optimistic Growth Rate Based on Average growth Rate (Multiplied by 2) of Overseas Employment from Bangladesh to Australia (2010 - 2016)
2010	2		
2011	10		
2012	26		
2013	49		
2014	10		
2015	24		

<sup>131</sup> <https://blog.orbitremit.com/15-high-demand-jobs-in-australia-for-foreign-workers/>

<sup>132</sup> <https://blog.orbitremit.com/15-high-demand-jobs-in-australia-for-foreign-workers/>

<sup>133</sup> <https://www.gostudy.com.au/work/>

<sup>134</sup> Overseas Employment from Bangladesh – BMET Database



Year	Actual & Trend Analysis	Pessimistic Growth Rate Based on Existing Average Growth Rate of International Migrant Stock (1990 - 2017)	Optimistic Growth Rate Based on Average growth Rate (Multiplied by 2) of Overseas Employment from Bangladesh to Australia (2010 - 2016)
2016	4		
2017	37		
2018	25	22	36
2019	32	28	46
2020	24	22	35
2021	34	30	49
2022	35	31	50
2023	39	35	57
2024	36	33	53
2025	41	37	59
2026	42	38	62
2027	46	41	67

The number of Bangladeshi migrants in 2017 is higher compared to the early migration from Bangladesh and the trend increased compared to the previous trend (2008 – 2016)<sup>135</sup>. Moreover, demand side indicators show the country has potential to host good number of skilled migrant in different skill categories such as IT professional, Accountant.

• <sup>135</sup> BMET Data

### 2.11.17.3 Specific Demands in Various Job Sectors in Terms of Professional and Skill Trades

#### I. Prospective Sectors

Sectors	Weightage (%)
Agriculture	30.00
Service	20.00
Health	20.00
Construction	10.00
Industry	10.00
Others	10.00

#### II. Prospective Trades and Professional Categories

##### a. Professional Category

No.	Occupation	No.	Occupation
1	Systems Analyst	9	Nurse
2	System Administrator	10	Pharmacist
3	Engineer (Computer)	11	Architect
4	Engineer(Electrical)	12	Aeronautical Engineer
5	Engineer(Mechanical)	13	Agronomist
6	Engineer (civil)	14	Medical Officer
7	Accountant	15	Web Developer
8	Web Designer	16	Telecommunications Engineer

##### b. Skill Category

No.	Occupation	No.	Occupation
1	Bar Tender	8	Waiter
2	Cook	9	Welder Grade-A
3	Programmer	10	Welder
4	Foreman	11	Machine Operator
5	Receptionist	12	Electrician
6	Salesman	13	Plumber
7	Technician		

## 2.11.18 Belarus

Belarus, located at Eastern Europe has population of 9.5 million with negative GDP growth rate. The economy of the country is stagnant since 2012 which led to widening productivity and income gaps between Belarus and its neighboring countries. Since 2015, the Belarusian government has tightened its macro-economic policies, allowed more flexibility to its exchange rate, taken steps towards price liberalization, and reduced subsidized government lending to state-owned industrial and agricultural enterprises. As a result, the economy returned to the growth path. The major economic sectors of the country are service and manufacturing industries. The country relies on Russia for various imports, including petroleum and agricultural products.

### Map of Belarus:



### Country Brief:

Official Name	Republic of Belarus
Capital	MINSK 1.915 million (2015)
Continent	Europe
Location	Eastern Europe, east of Poland
Distance from Bangladesh	Nautical miles: 3,295 Minutes: 547
Independence	25 August 1991
Currency	Belarusian ruble (\$1 = 1.97 Belarusian Ruble)
Area	Total: 207,600 sq. km Land: 202,900 sq. km Water: 4,700 sq. km
Time Zone	GMT+3
Climate	Cold winters, Cool and moist summers; Transitional between continental and maritime.
Religion	Orthodox 48.3%, Catholic 7.1%, other 3.5%, non-believers 41.1% (2011 est.)
Main Ports	Mazyr (Prypyats')

### 2.11.18.1 Drivers of Overseas Employment:

MACROECONOMIC SCENARIO <sup>136</sup>			
GDP Nominal (2016)	47,407,217,531 USD		
Growth rate (2016)	-2.65		
Most important sources of GDP (2016)	Refined Petroleum, Potassic Fertilizers, Cheese, Crude Petroleum, Delivery Trucks		
Relative share of GDP (2016)	Service 55.96%	Industry 36.12%	Agriculture 7.92%
Annual growth rate of the respective sector (2016)	Service -2.91%	Industry -4.63%	Agriculture 3.84%
Per Capita income (2016)	4,986 USD		
Main Industries	metal-cutting machine tools, tractors, trucks, earthmovers, motorcycles, synthetic fibers, fertilizer, textiles, refrigerators, washing machines and other household appliances		
Arable Land	28.0 % (% of land area, 2015)		
POPULATION <sup>137</sup>			
Population Size (2016)	9,507,120 Male : 4,423,747      Female : 5,083,373		
Annual growth rate (2016)	0.18		
Percentage of population above 65 years (2016)	14.56		
Density	46 per Km2		
LABOR MARKET <sup>138</sup>			
Total Labor force (2017)	5,052,049		
Annual growth rate (2017)	-0.0100		
Work age population (2016)	6,558,135 Male : 3,170,334      Female : 3,387,811		
Employment by sector (2017)	Service 2,935,645	Industry 1,608,572	Agriculture 482,572
Total Employment (2017)	5,026,789 Male : 2,527,779      Female : 2,499,010		
Total Unemployment (2017)	25,260 Male : 12,702      Female : 12,558		
Unemployment rate (2017)	0.50		

• <sup>136</sup> World Bank

• <sup>137</sup> World Bank

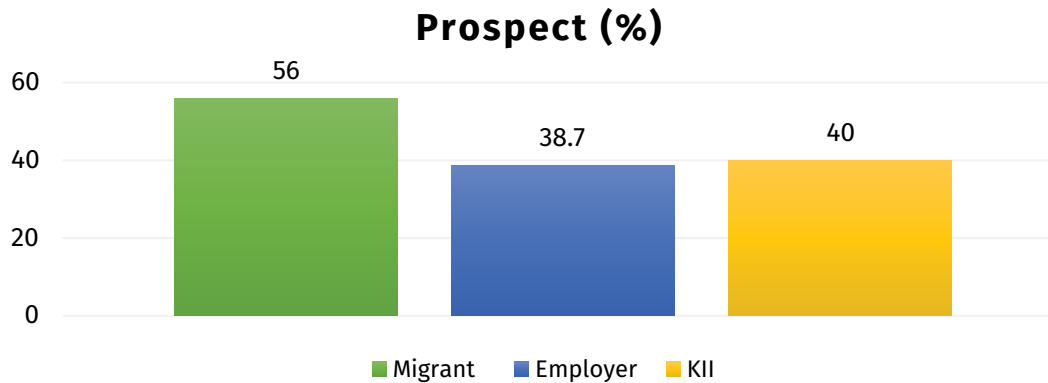
• <sup>138</sup> World Bank

### 2.11.18.2 Future Employment Prospect in Belarus:

Belarus, an Eastern European country, experiencing sluggish economy growth which lead to low employment growth. The citizen of the country is moving to neighboring states for better living. Moreover, the average number of foreign migrants are decreasing day by day. Besides, labor importing policy of the country is very stringent.

#### EMPLOYMENT PROSPECT BASED ON THE PERCEPTIONS OF KEY STAKEHOLDERS

The findings from the responses of the stakeholders (Migrant, Employer, and Key Informants) are given below:



#### EMPLOYMENT PROJECTION BASED ON COUNTRY ATTRACTIVENESS INDEX SCORE (CAIS)

Based on these CAIS, the prospective status of Belarus will be as follows:

Dimension	Factors	Value/ Comment	Prospect Indicator	CAIS
DEMAND SIDE	<b>Rapid Economic Growth (Total 26%)</b>			
	Average GDP Growth Rate	4.93%	High	11.00
	Expansionary Fiscal Policy	<0% Growth	Low	7.00
	<b>Demographic Transition (Total 2.58%)</b>			
	Average Population Growth Rate	-0.31%	High	0.75
	Average Percentage of Total Population Aged 65 and Above (2000-2016)	14.26%	High	1.08
	<b>Average Labor Force Growth Rate</b>	0.34%	High	6.80
	<b>Attitude Towards Migrant (6.13%)</b>			
	Average Growth Rate of International Migrant Stock	-2.39%	Very Low	1.00
	Percentage of International Migrant Stock	11.35%	Moderate	1.50
	Percentage of BD Migrants in Terms of International Migrant Stock	0.00%	Low	0.13
	<b>Unfavorable Attitude Towards Certain Jobs of Local Citizen</b>	Less Favorable	Low	1.98
	<b>Labor Importing Policy of Destination Country</b>	Highly Restricted	Negative	-10.00

Dimension	Factors	Value/ Comment	Prospect Indicator	CAIS
SUPPLY SIDE	<b>Govt. Support (Total 20%)</b>			
	Need Based Training	Not Available	Low	0.00
	Govt. Recruitment System	Not Available	Low	1.00
	Easy/Systematic Migration Process	Need to Improve	Low	0.00
	<b>Branding</b>	Bad Reputation	Low	3.00
	<b>Bilateral Relationship</b>	No Bi-lateral Relationship	Low	0.00
	<b>Presence of Embassy</b>	No	Low	0.00
	<b>Trade/Investment Relationship</b>	No Trade Relationship	Low	0.00

#### Country Attractiveness Index Score:

<b>Demand side score</b>	<b>21.24</b>
<b>Supply side score</b>	<b>4.00</b>
<b>Overall prospect score</b>	<b>25.24</b>

The demand side score of the country indicates that the country is less prospective for future employment.

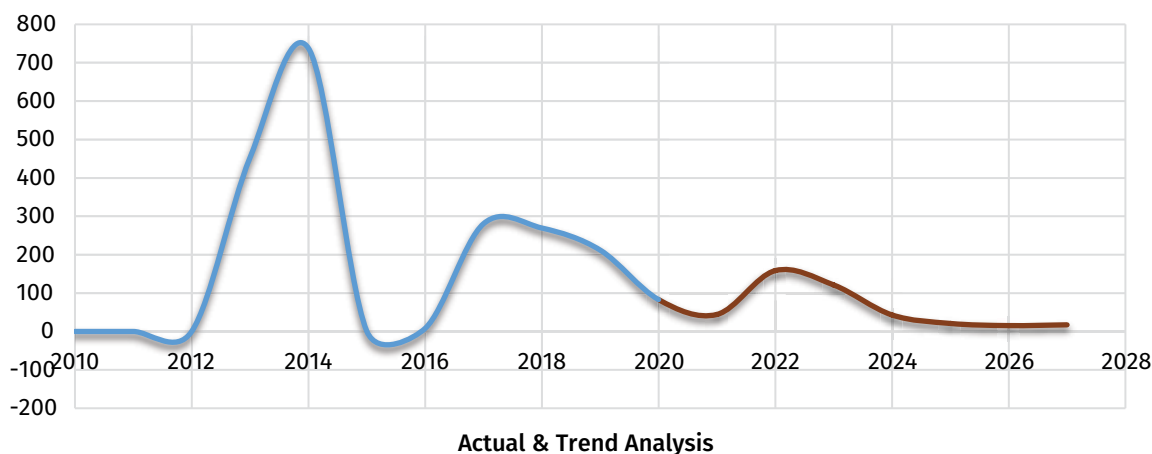
#### PROJECTION OF FUTURE EMPLOYMENT:

Regression analysis model with time series data is used to project the overseas employment. In the regression exercise the available data of overseas employment from Bangladesh (2010-2016)<sup>139</sup> is used to project future employment for the year 2018 to 2027:

Year	Actual & Trend Analysis	Year	Actual & Trend Analysis
2010	0	2019	212
2011	0	2020	83
2012	0	2021	44
2013	453	2022	159
2014	738	2023	121
2015	1	2024	43
2016	8	2025	21
2017	281	2026	15
2018	269	2027	17

• <sup>139</sup> Overseas Employment from Bangladesh – BMET Database

## Projection of Overseas Employment



*Field Visit - Belarus*

### Reasons for Inconsistent trend of Migration to Belarus:

Despite labor shortage, the country is conservative to accommodate foreign labor. However, the country is flexible to the citizens of CIS member countries such as Azerbaijan, Armenia, Belarus, Kazakhstan, Kyrgyzstan, Russia, Tajikistan, and Uzbekistan.<sup>140</sup>

Furthermore, the employment situation in Belarus itself is quite gloomy since Belarusians lose jobs or take pay cuts from a salary that is already very small. Even though it is easy to get agriculture based work, but chances of finding jobs for executive position is quite impossible<sup>141</sup>. Foreign workers need to receive “special permission” (approved by an executive committee and the police), which is extremely difficult step for foreigners. Besides, the macro economic variables and primary data indicates that the country is less prospective for Bangladeshi migrants.

<sup>140</sup> <https://belarusdigest.com/story/belarus-immigration-policy-perpetuating-a-demographic-crisis/>  
<sup>141</sup> <https://belarusdigest.com/story/belarus-immigration-policy-perpetuating-a-demographic-crisis/>

## 2.11.19 Canada

Canada is a developed country. The country possesses substantial amount of oil reserve which is 3<sup>rd</sup> in rank, and sixth largest producer of oil. It enjoyed solid economic growth during the last two decades and ranks 10th highest in the Human Development Index. The key industries of the country are transportation equipment, food and fish product, petroleum and natural gas.

According to World Bank, service sector created the highest employment opportunities in Canada. Countries such as UK, India, Philippines, and China are the major suppliers of migrant workers in the country. Apart from senior executives, professionals, and workers with specialized skill-sets, most foreign workers in Canada are employed in the domestic care or agriculture sectors. Currently, more than 50,000 Bangladeshis are working in the country mostly in the industrial sector.

### Map of Canada:



### Country Brief:

Official Name	Canada
Capital	Ottawa
Continent	North America
Location	Northern North America
Distance from Bangladesh	Nautical miles: 5,936 Minutes: 1,109
Independence	1 July, 1867
Currency	Canadian Dollar (\$1 = 1.25 CAD)
Area	Total: 9,984,670 Sq. Km Land: 9,093,507 Sq. Km Water: 891,163 Sq. Km
Time Zone	GMT-8, GMT-7, GMT-6, GMT-5, GMT-4, GMT-3.30, GMT-3.
Climate	Varies from temperate in south to subarctic and arctic in north
Religion	Catholic 39, Protestant 20.3%, Orthodox 1.6%, other Christian 6.3%, Muslim 3.2%, Hindu 1.5%, Sikh 1.4%, Buddhist 1.1%, Jewish 1%, none 23.9%
Main Ports	Halifax, Saint John (New Brunswick), Vancouver

### 2.11.19.1 Drivers of Overseas Employment:

MACROECONOMIC SCENARIO <sup>142</sup>			
GDP Nominal (2016)	US\$ 1,529,760,492,201		
Growth rate (2016)	1.47		
Most important sources of GDP (2016)	Crude Petroleum, Cars, Refined Petroleum, Vehicle Parts and Planes, Helicopters, and Spacecraft		
Annual growth rate of the respective sector (2016)	Service 2.19%	Industry -1.07%	Agriculture 4.33%
Per Capita income (2016)	42,158 USD		
Main Industries	Transportation equipment, chemicals, processed and unprocessed minerals, food products, wood and paper products, fish products, petroleum, natural gas		
Arable Land	4.7% (% of land area, 2016)		
POPULATION <sup>143</sup>			
Population Size (2016)	Total: 36,286,425 Male : 18,001,277      Female : 18,285,148		
Annual growth rate (2016)	1.21		
Percentage of population above 65 years (2016)	16.57		
Density	3.7 per Km2		
LABOR MARKET <sup>144</sup>			
Total Labor force (2017)	20,046,224		
Annual growth rate (2017)	0.0054		
Work age population (2016)	Total: 24,477,514 Male : 12,283,536      Female : 12,193,909		
Employment by sector (2017)	Service 14,678,968	Industry 3,651,019	Agriculture 393,187
Total Employment (2017)	Total: 18,723,173 Male : 9,813,798      Female : 8,901,486		
Total Unemployment (2017)	Total: 1,323,051 Male : 772,823      Female : 558,117		
Unemployment rate (2017)	6.60		

### 2.11.19.3 Future Employment Prospect in Canada:

The economy of Canada is a highly developed and mixed economy with tenth largest GDP by nominal and seventeenth largest GDP in terms of purchasing power parity in the world. Industries like transportation equipment, food and fish product, petroleum and natural gas are steering the current economy. But Canada is having a significant labor

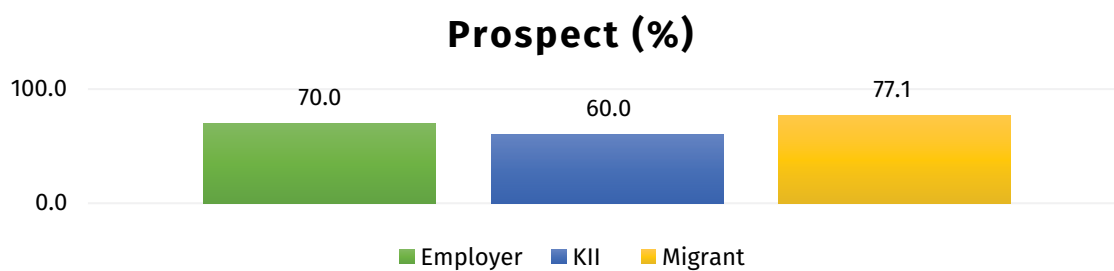
• <sup>142</sup> World Bank  
 • <sup>143</sup> World Bank  
 • <sup>144</sup> World Bank

shortage where local workforce is aging in some regions. So, Bangladeshi migrants can get into these workforces and meet the demand. Job openings in Canada jumped 15% in the third quarter of 2017 from the beginning of the year, to 468,000, according to government figures. The rise was led by vacancies in sectors such as transportation, manufacturing and food service.

According to primary data, Bangladeshi migrants have positive image in the country which can create more employment opportunities in near future. But Canada's strict merit based immigration policy makes the situation difficult. "The Canadian Federation of Independent Business which advocates for small businesses has urged the government to broaden its immigration system to include more trade and semiskilled workers", said President and Chief Executive Dan Kelly.<sup>145</sup> Polls have shown that Canadians generally feel immigration is positive for the economy.

#### EMPLOYMENT PROSPECT BASED ON THE PERCEPTIONS OF KEY STAKEHOLDERS

The findings from the responses of the stakeholders (Migrant, Employer, and Key Informants) are given below:



#### PROJECTION OF OVERSEAS EMPLOYMENT AFTER CONSIDERING COUNTRY ATTRACTIVENESS INDEX SCORE (CAIS):

Based on these factors, the prospect status of Canada will be as follows:

Dimension	Factors	Value/ Comment	Prospect Indicator	CAIS
DEMAND SIDE	<b>Rapid Economic Growth (Total 26%)</b>			
	Average GDP Growth Rate	2.13%	Moderate	9.00
	Expansionary Fiscal Policy	<0% Growth	Low	7.00
	<b>Demographic Transition (Total 2.58%)</b>			
	Average Population Growth Rate	1.02%	Moderate	0.50
	Average Percentage of Total Population Aged 65 and Above (2000-2016)	14.03%	High	1.08
	<b>Average Labor Force Growth Rate</b>	1.27%	Moderate	5.80
	<b>Attitude Towards Migrant (6.13%)</b>			
	Average Growth Rate of International Migrant Stock	10.55%	Moderate	1.50
	Percentage of International Migrant Stock	21.66%	High	2.00
	Percentage of BD Migrants in Terms of International Migrant Stock	0.67%	Low	0.13
	<b>Unfavorable Attitude Towards Certain Jobs of Local Citizen</b>	Unfavorable	Moderate	2.98
	<b>Labor Importing Policy of Destination Country</b>	Moderately Restricted	Very Low	0.00

<sup>145</sup> <https://www.wsj.com/articles/canadas-immigration-system-leaves-some-employers-wanting-1522143000>

Dimension	Factors	Value/ Comment	Prospect Indicator	CAIS
SUPPLY SIDE	<b>Govt. Support (Total 20%)</b>			
	Need Based Training	Not Available	Low	0.00
	Govt. Recruitment System	Not Available	Low	1.00
	Easy/Systematic Migration Process	Need to Improve	Low	0.00
	<b>Branding</b>	Bad Reputation	Low	3.00
	<b>Bilateral Relationship</b>	Need to Strengthen	Moderate	1.37
	<b>Presence of Embassy</b>	In both countries	High	2.14
	<b>Trade/Investment Relationship</b>	Need to Improve	Moderate	2.50

#### Country Attractiveness Index Score:

<b>Demand side score</b>	<b>29.99</b>
<b>Supply side score</b>	<b>10.01</b>
<b>Overall prospect score</b>	<b>40.00</b>

The demand side score indicates that the country is less prospective for employment from Bangladesh. However, being a traditional destination of high skilled migrants, there is a possibility to send limited number of highly skilled migrants (Doctor, Nurse, Pharmacist, IT professional) in the country.

#### Country Specific Considerations:

- It has been observed that the respondents are quite positive about the country, which is supported by economic factors.
- Canada's economic competitiveness has been sustained by strong rule of law. The government is pushing ahead with massive infrastructure spending, including through a proposed infrastructure bank, and accelerated growth rates are enhancing government revenue.<sup>146</sup> Due to the continued economic development, there can be lot of employment opportunities will emerge in upcoming years.
- Canada ranks 38<sup>th</sup> in total population while it has the second largest landmass. So the majority of the country is sparsely inhabited. On a different note, the material slack that existed in the economy and especially in the labor market has been largely absorbed. Also the past trend in economy over the past few quarters have been quite encouraging.<sup>147</sup>
- From the past trend of migration, it has been observed that the amount is very few. Compare to the international migration stock, number of migrants are also very few. Canada is more interested in Professional category workers and it has been observed that migrants from countries such as UK, China, India, USA, Germany, and Poland are dominating among foreign workers.

<sup>146</sup> <https://www.heritage.org/index/country/canada>

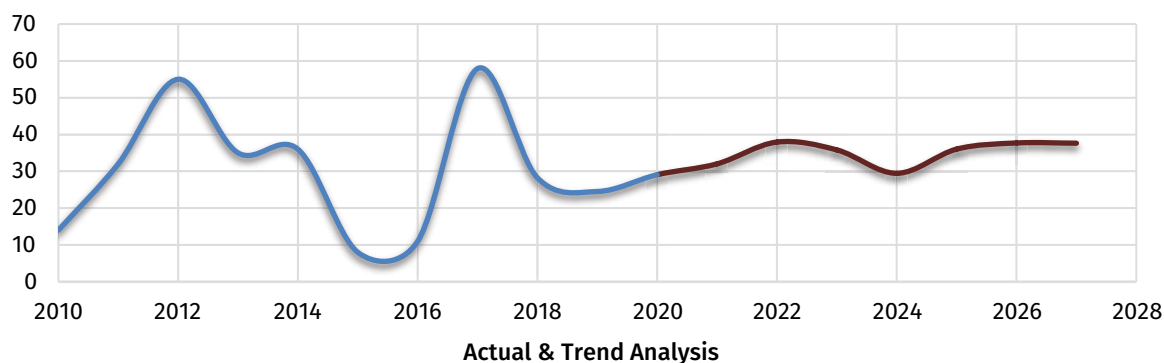
<sup>147</sup> <https://www.bankofcanada.ca/2018/03/canadas-economic-expansion-a-progress-report/>

### PROJECTION OF FUTURE EMPLOYMENT:

Regression analysis model with time series data is used to project the overseas employment. In the regression exercise the available data of overseas employment from Bangladesh (2010-2016)<sup>148</sup> is used to project future employment for the year 2018 to 2027:

Year	Actual & Trend Analysis	Year	Actual & Trend Analysis
2010	14	2019	25
2011	32	2020	29
2012	55	2021	32
2013	35	2022	38
2014	36	2023	36
2015	8	2024	29
2016	11	2025	36
2017	58	2026	38
2018	28	2027	38

### Projection of Overseas Employment



### 2.11.19.3 Specific Demands in Various Job Sectors in Terms of Professional and Skill Trades

#### I. Prospective Sectors

Sectors	Weightage (%)
Health	28.57
Service	21.43
Construction	14.29
Others	14.29
Industry	7.14
Agriculture	7.14
ICT	7.14

• <sup>148</sup> Overseas Employment from Bangladesh – BMET Database

Since the country is less prospective for Bangladeshi workers as the growth rate of migration will not be high in upcoming years. Yet there are specific skilled professionals we can send to this country. These skills are mentioned below:

## **II. Prospective Trades and Professional Categories**

### **a. Professional Category**

<b>No.</b>	<b>Occupation</b>	<b>No.</b>	<b>Occupation</b>
1	Engineer (Computer)	10	Accountant
2	Nurse	11	Pharmacist
3	Programmer	12	Architect
4	Systems Analyst	13	Aeronautical Engineer
5	System Administrator	14	Agronomist
6	Engineer(Electrical)	15	Medical Officer
7	Engineer(Mechanical)	16	Telecommunications Engineer
8	Engineer (civil)	17	Doctor
9	Market Analyst	18	Web Developer

### **b. Skill Category**

<b>No.</b>	<b>Occupation</b>	<b>No.</b>	<b>Occupation</b>
1	Computer Operator	7	Technician
2	Graphic and Animation	8	Fork Lift Driver
3	Salesman	9	Crane Operator
4	Electrician	10	Carpenter
5	Plumber	11	Welder
6	Agro Labor	12	Care giver

## 2.11.20 China

The People's Republic of China is the world's most populous country and also is considered the fourth-largest country by total area coverage. Governed by the Communist Party of China, economy has been one of the world's fastest-growing since reform in 1978. Currently it is the world's second-largest economy by nominal GDP. This country is also the world's largest exporter and second-largest importer of goods. Due to large population and internal migration policy, the number of foreign migrants are relatively low in china.

### Map of China:



### Country Brief:

Official Name	People's Republic of China
Capital	Beijing
Continent	Asia
Location	Eastern Asia, bordering the East China Sea, Korea Bay, Yellow Sea, and South China Sea, between North Korea and Vietnam
Distance from Bangladesh	Nautical miles : 1,024 Minutes : 678
Independence	October 1, 1949
Currency	Renminbi (\$1 = 6.35 Chinese Yuan)
Area	Total: 9,596,960 sq. km Land: 9,326,410 sq. km Water: 270,550 sq. km
Time Zone	GMT + 8
Climate	Extremely diverse; Tropical in south to subarctic in north
Religion	Buddhist 18.2%, Christian 5.1%, Muslim 1.8%, folk religion 21.9%, Hindu < 0.1%, Jewish < 0.1%, other 0.7% (includes Daoist (Taoist)), unaffiliated 52.2%
Main Ports	Dalian, Ningbo, Qingdao, Qinhuangdao, Shanghai, Shenzhen, Tianjin

### 2.11.20.1 Drivers of Overseas Employment:

MACROECONOMIC SCENARIO <sup>149</sup>			
GDP Nominal (2016)	US\$ 11,199,145,157,649		
Growth rate (2016)	6.69		
Most important sources of GDP (2016)	Computers, Broadcasting Equipment, Telephones, Integrated Circuits and Office Machine Parts		
Relative share of GDP (2016)	<b>Service</b> 51.63%	<b>Industry</b> 39.81%	<b>Agriculture</b> 8.56%
Annual growth rate of the respective sector (2016)	<b>Service</b> 7.76%	<b>Industry</b> 6.11%	<b>Agriculture</b> 3.30%
Per Capita income (2016)	8,123 USD		
Main Industries	World leader in gross value of industrial output; mining and ore processing, iron, steel, aluminum, and other metals, coal; machine building; armaments; textiles and apparel; petroleum; cement; chemicals; fertilizer;		
Arable Land	12.7 (% of land area, 2015)		
POPULATION <sup>150</sup>			
Population Size (2016)	Total : 1,378,665,000; Male : 710,373,422; Female : 668,291,578		
Annual growth rate (2016)	0.54		
Percentage of population above 65 years (2016)	10.12		
Density	147 per Km2		
LABOR MARKET <sup>151</sup>			
Total Labor force (2017)	785,399,319		
Annual growth rate (2017)	-0.0021		
Work age population (2016)	Total : 995,072,896; Male : 511,975,905; Female : 483,096,850		
Employment by sector (2017)	<b>Service</b> 367,892,026	<b>Industry</b> 179,075,754	<b>Agriculture</b> 202,303,157
Total Employment (2017)	749,270,951 Male : 419,587,873 Female : 329,769,827		
Total Unemployment (2017)	Total : 36,128,368; Male : 23,015,368; Female : 13,026,251		
Unemployment rate (2017)	4.60		

### 2.11.20.2 Future Employment Prospect in China:

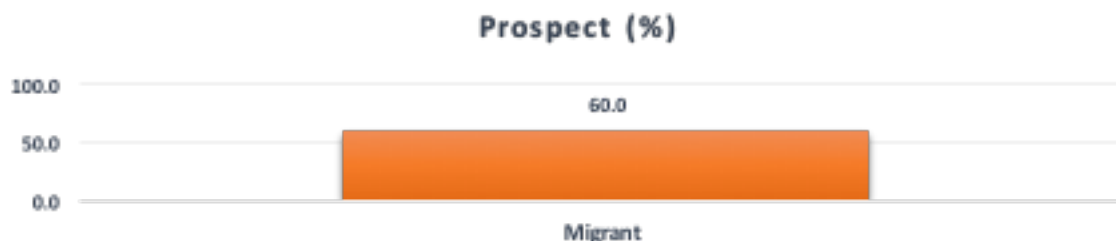
China is one of the most economically powerful countries. The economy and employment ratio is significantly higher. However, the labor market of china still depending on its own capacity. Due to large population and internal migration policy, the number of foreign migrants are relatively low. The internal migrants who are also surplus rural labor who made the economic miracle possible. While with the on growing expansion of various economic sectors and market, China needs a good number of expert which cannot be sourced internally. However,

• <sup>149</sup> World Bank  
 • <sup>150</sup> World Bank  
 • <sup>151</sup> World Bank

that expert market would be rather challenging for Bangladesh to grasp. Although, the number of foreign workers is increasing day by day but the rate is yet insignificantly low. The number of Bangladeshi workers is also very low in the country. Additionally, labor importing policy of the country is very strict. All these variables are indication of low prospect of migration in China.

#### EMPLOYMENT PROSPECT BASED ON THE PERCEPTIONS OF KEY STAKEHOLDERS

The findings from the responses of the stakeholders (Migrant, Employer, and Key Informants) are given below:



#### EMPLOYMENT PROJECTION BASED ON COUNTRY ATTRACTIVENESS INDEX SCORE (CAIS)

Based on these CAIS, the prospective status of China will be as follows:

Dimension	Factors	Value/ Comment	Prospect Indicator	CAIS
DEMAND SIDE	<b>Rapid Economic Growth (Total 26%)</b>			
	Average GDP Growth Rate	9.42%	Very High	13.00
	Expansionary Fiscal Policy	5% and above Growth	High	13.00
	<b>Demographic Transition (Total 2.58%)</b>			
	Average Population Growth Rate	0.56%	High	0.75
	Average Percentage of Total Population Aged 65 and Above (2000-2016)	8.23%	Moderate	0.58
	<b>Average Labor Force Growth Rate</b>	0.44%	High	6.80
	<b>Attitude Towards Migrant (6.13%)</b>			
	Average Growth Rate of International Migrant Stock	21.35%	High	2.00
	Percentage of International Migrant Stock	0.07%	Low	1.00
	Percentage of BD Migrants in Terms of International Migrant Stock	0.41%	Low	0.13
	<b>Unfavorable Attitude Towards Certain Jobs of Local Citizen</b>	Less Favorable	Low	1.98
	<b>Labor Importing Policy of Destination Country</b>	Moderately Restricted	Very Low	0.00
SUPPLY SIDE	<b>Govt. Support (Total 20%)</b>			
	Need Based Training	Not Available	Low	0.00
	Govt. Recruitment System	Not Available	Low	1.00
	Easy/Systematic Migration Process	Need to Improve	Low	0.00
	<b>Branding</b>	Bad Reputation	Low	3.00
	<b>Bilateral Relationship</b>	Need to Strengthen	Moderate	0.00
	<b>Presence of Embassy</b>	In both countries	High	3.37
	<b>Trade/Investment Relationship</b>	Need to Improve	Moderate	2.50

**Country Attractiveness Index Score:**

<b>Demand side score</b>	<b>39.24</b>
<b>Supply side score</b>	<b>9.87</b>
<b>Overall prospect score</b>	<b>49.11</b>

Although, the score of demand side shows that the country is suitable for overseas employment, the prospect may not be realized in short run due to large population and internal migration policy of the country. However, the demographic pattern indicates that the country will face labor shortage in the coming years. Government of Bangladesh should observe the demographic transition pattern of the country to realize emerging demand of foreign workers.

**PROJECTION OF FUTURE EMPLOYMENT:**

Regression analysis model with time series data is used to project the overseas employment. In the regression exercise the available data of overseas employment from Bangladesh (2010-2016)<sup>152</sup> is used to project future employment for the year 2018 to 2027:

<b>Year</b>	<b>Actual &amp; Trend Analysis</b>	<b>Year</b>	<b>Actual &amp; Trend Analysis</b>
2010	<b>5</b>	2019	<b>42</b>
2011	<b>11</b>	2020	<b>47</b>
2012	<b>23</b>	2021	<b>51</b>
2013	<b>17</b>	2022	<b>54</b>
2014	<b>23</b>	2023	<b>58</b>
2015	<b>31</b>	2024	<b>62</b>
2016	<b>30</b>	2025	<b>66</b>
2017	<b>36</b>	2026	<b>69</b>
2018	<b>39</b>	2027	<b>73</b>

• <sup>152</sup> Overseas Employment from Bangladesh – BMET Database

### 2.11.21 Egypt

Egypt, a Muslim majority country of Northern Africa, gained independence from the British Empire in 1922. Occupying the northeast corner of the African continent, Egypt is bisected by the highly fertile Nile valley where most economic activity takes place. Egypt's economy was highly centralized. Agriculture, hydrocarbons, manufacturing, and tourism drove the country's relatively diverse economic activity. Although the major manufacturing industries are textiles, food Processing and pharmaceuticals, Service sector plays the most significant role in GDP growth and creation of employment.

#### Map of Egypt:



#### Country Brief:

Official Name	Egypt
Capital	Cairo
Continent	Africa
Location	Middle East, bordering the Persian Gulf and the Red Sea, north of Yemen
Distance from Bangladesh	Nautical miles: 3,208 Minutes : 523
Independence	28 February, 1922
Currency	Egyptian Pound (\$1 = 17.72 Egyptian Pound)
Area	Total: 1,001,450 Sq. Km Land: 995,450 Sq. Km Water : 6,000 Sq. Km
Time Zone	UTC+2
Climate	Desert; hot, dry summers with moderate winters
Religion	Muslim (predominantly Sunni) 90%, Christian (majority Coptic Orthodox, other Christians include Armenian Apostolic, Catholic, Orthodox, and Anglican) 10%
Main Ports	Mediterranean Sea - Alexandria, Damietta, El Dekheila, Port Said; Gulf of Suez - Suez

## 2.11.21.1 Drivers of Overseas Employment:

MACROECONOMIC SCENARIO <sup>153</sup>			
GDP Nominal (2016)	US\$ 332,791,045,964		
Growth rate (2016)	4.30		
Most important sources of GDP (2016)	Crude Petroleum, Refined Petroleum, Insulated Wire, Video Displays, Gold		
Relative share of GDP (2016)	Service 55.18%	Industry 32.89%	Agriculture 11.93%
Annual growth rate of the respective sector (2016)	Service 3.50%	Industry 0.18%	Agriculture 3.10%
Per Capita income (2016)	3,478 USD		
Main Industries	textiles, food processing, tourism, chemicals, pharmaceuticals, hydrocarbons, construction, cement, metals, light manufactures		
Arable Land	2.8% (% of land area, 2016)		
POPULATION <sup>154</sup>			
Population Size (2016)	95,688,681 Male : 48,379,865    Female : 47,308,816		
Annual growth rate (2016)	2.02		
Percentage of population above 65 years (2016)	5.11		
Density	84 per Km2		
LABOR MARKET <sup>155</sup>			
Total Labor force (2017)	31,148,925		
Annual growth rate (2017)	0.0223		
Work age population (2016)	58,789,880 Male : 29,748,619    Female : 29,041,255		
Employment by sector (2017)	Service 13,575,075	Industry 6,966,519	Agriculture 6,994,055
Total Employment (2017)	18,723,173 Male : 9,813,798    Female : 8,901,486		
Total Unemployment (2017)	3,613,275 Male : 1,917,021    Female : 558,117		
Unemployment rate (2017)	11.60		

• <sup>153</sup> World Bank

• <sup>154</sup> World Bank

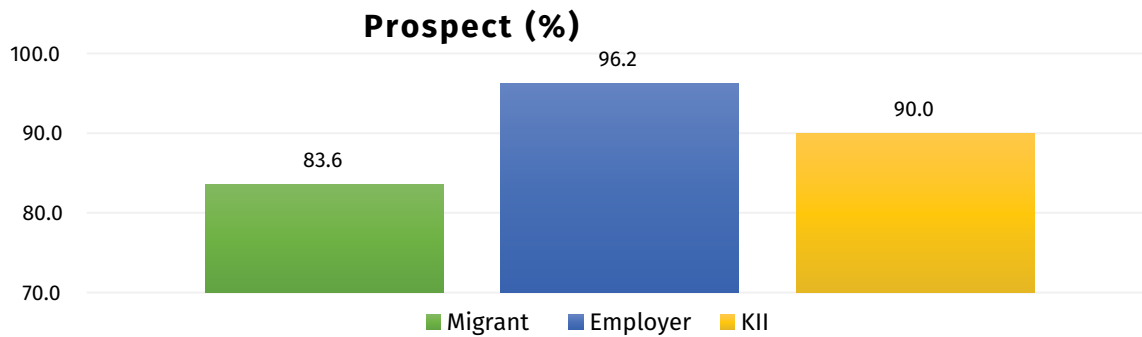
• <sup>155</sup> World Bank

### 2.11.21.2 Future Employment Prospect in Egypt:

Egypt is hosting good number of expatriate workers from across the world. Government is the main employer of foreign workers; over 50% of foreign workers are being recruited by different government entities. Almost 40 percent of foreign employees in Egypt work in the public sector, with the majority employed by the Egyptian Natural Gas Holding. Currently, there are only few thousand Bangladeshi expatriates working mostly in garments sector of Egypt. Bangladeshi migrant workers have reputation as hard worker, sincere, skilled amongst the employers.

#### EMPLOYMENT PROSPECT BASED ON THE PERCEPTIONS OF KEY STAKEHOLDERS

The findings from the responses of the stakeholders (Migrant, Employer, and Key Informants) are given below:



#### EMPLOYMENT PROJECTION BASED ON COUNTRY ATTRACTIVENESS INDEX SCORE (CAIS)

Based on these CAIS, the prospective status of Egypt will be as follows:

Dimension	Factors	Value/ Comment	Prospect Indicator	CAIS
DEMAND SIDE	<b>Rapid Economic Growth (Total 26%)</b>			
	Average GDP Growth Rate	4.22%	High	11.00
	Expansionary Fiscal Policy	0-<5% Growth	Moderate	10.00
	<b>Demographic Transition (Total 2.58%)</b>			
	Average Population Growth Rate	1.96%	Moderate	0.50
	Average Percentage of Total Population Aged 65 and Above (2000-2016)	4.90%	Low	0.08
	<b>Average Labor Force Growth Rate</b>	2.51%	Moderate	5.80
	<b>Attitude Towards Migrant (6.13%)</b>			
	Average Growth Rate of International Migrant Stock	21.57%	High	2.00
	Percentage of International Migrant Stock	0.50%	Low	1.00
	Percentage of BD Migrants in Terms of International Migrant Stock	0.05%	Low	0.13
	<b>Unfavorable Attitude Towards Certain Jobs of Local Citizen</b>	Unfavorable	Moderate	2.98
	<b>Labor Importing Policy of Destination Country</b>	Highly Restricted	Negative	-10.00

Dimension	Factors	Value/ Comment	Prospect Indicator	CAIS
SUPPLY SIDE	<b>Govt. Support (Total 20%)</b>			
	Need Based Training	Need to Improve	Moderate	5.00
	Govt. Recruitment System	Not Available	Low	1.00
	Easy/Systematic Migration Process	Need to Improve	Low	0.00
	<b>Branding</b>	Bad Reputation	Low	3.00
	<b>Bilateral Relationship</b>	No Bi-lateral Relationship	Low	0.00
	<b>Presence of Embassy</b>	In both countries	High	3.37
	<b>Trade/Investment Relationship</b>	Not Trade Relationship	Low	0.00

#### Country Attractiveness Index Score:

<b>Demand side score</b>	<b>23.49</b>
<b>Supply side score</b>	<b>12.37</b>
<b>Overall prospect score</b>	<b>35.86</b>

The demand side indicators show the country is not much suitable for mass employment from Bangladesh. However, the survey team found that there are niche opportunities for Bangladeshi migrant workers in textile industry. Moreover, the employers expressed overwhelming interest to recruit more Bangladeshi expatriates in the sector.

#### Country Specific Considerations:

- Due to the deadlock/banning in issuance of work permits for the last few years, demand of skilled Bangladeshi workers accumulated to approximately 80 thousand. It is expected that the demand of Bangladeshi workers will be realized in next 3 to 4 years if the banning is uplifted.
- Moreover, Egyptian govt. sets a vision 2030, by then Egyptian economy will be a balanced, knowledge-based, competitive, diversified, market economy, characterized by a stable macroeconomic environment, capable of achieving sustainable inclusive growth<sup>156</sup>. Government has undertaken several incentive packages to attract more investment. It is expected that the number of industries in Egypt will increase and more employment opportunities will be created for local and foreign workers which also positively affect the employment from Bangladesh.



Field Visit - Egypt

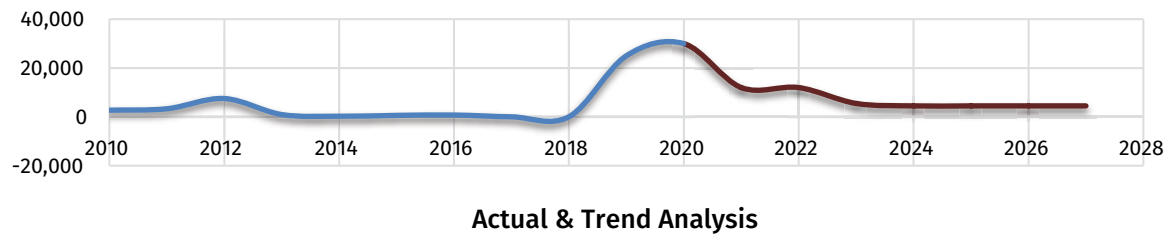
<sup>156</sup> World Bank

### Projected Future Employment:

The projection is made from the findings and observations of the field visit team.

Year	Actual & Trend Analysis	Year	Actual & Trend Analysis
2010	2,730	2019	25,000
2011	3,312	2020	30,000
2012	7,518	2021	12,000
2013	949	2022	12,000
2014	266	2023	5,500
2015	603	2024	4,500
2016	746	2025	4,500
2017	30	2026	4,500
2018	30	2027	4,500

### Projection of Overseas Employment



### 2.11.21.3 Specific Demands in Various Job Sectors in Terms of Professional and Skill Trades

#### I. Prospective Sectors

Sectors	Weightage (%)
Industry	80.77
Service	11.54
Construction	3.85
Agriculture	3.85

#### II. Prospective Trades and Professional Categories

##### a. Professional Category

No.	Occupation	No.	Occupation
1	Doctor	4	Engineer (food)
2	Merchandiser	5	Nurse
3	Manager		

**b. Skill Category**

No.	Occupation	No.	Occupation
1	Salesman	9	Skilled Labor
2	Garments Worker	10	Farming Expert
3	Tailor	11	Cook
4	Quality Controller	12	Fisherman
5	Machine Operator	13	Ironing
6	Cutting Master	14	Sewing
7	Technician	15	Unskilled Labor
8	Supervisor		

### 2.11.21.4 Forecast of Demanding Trades in Egypt Job Market:

Occupations	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027
Machine Operator	2,500	2,861	3,275	2,499	1,907	873	666	508	582	666
Unskilled Labor	2,000	2,169	2,352	1,700	1,843	800	578	418	453	491
Garments Worker	2,000	2,048	2,098	1,432	1,467	601	410	280	287	294
Tailor	720	824	943	720	824	377	288	220	251	288
Manager	540	618	707	540	618	283	216	165	189	216
Quality Controller	510	541	573	405	430	182	129	91	97	102
Ironing staff	500	512	524	358	367	150	103	70	72	73
Sewing	500	512	524	358	367	150	103	70	72	73
Salesman	100	102	105	72	73	30	21	14	14	15
Skilled Labor	100	102	105	72	73	30	21	14	14	15
Technician	50	54	59	42	46	20	14	10	11	12
Cutting Master	50	51	52	36	37	15	10	7	7	7
Cook	50	51	52	36	37	15	10	7	7	7
Farming Expert	40	41	42	29	29	12	8	6	6	6
Fisherman	40	41	42	29	29	12	8	6	6	6
Nurse	20	20	21	14	15	6	4	3	3	3
Supervisor	20	20	21	14	15	6	4	3	3	3
Doctor	10	10	10	7	7	3	2	1	1	1
Engineer (food)	10	10	10	7	7	3	2	1	1	1
Merchandiser	7	7	7	5	5	2	1	1	1	1

## 2.11.22 Hong Kong

Hong Kong, an administrative region of the people's republic of China, is an autonomous territory, having a population of about 7.35 million with 2.05% of GDP growth rate.

Hong Kong is one of the most significant global financial centers, holding the highest Financial Development Index score and consistently ranking as the most competitive and freest economic area in the world. Hong Kong has a capitalist mixed service economy, characterized by low taxation, minimal government market intervention, and an established international financial market. The major industries of the economy is textiles, clothing, banking, shipping, plastic etc. Service sector contributes the most in terms of GDP and employment opportunities.

### Map of Hong Kong:



### Country Brief:

Official Name	Hong Kong Special Administrative Region of the People's Republic of China
Capital	Central
Continent	Asia
Location	Eastern Asia, on the southeast coast of the People's Republic of China, facing the South China Sea
Distance from Bangladesh	Nautical miles: 1,312 Minutes : 225
Independence	July, 1 1997
Currency	Hong Kong dollar (\$1 = 7.82 HKD)
Area	Total: 2,754 Sq. Km; Land: 1,104 Sq. Km; Water: 1,650 Sq. Km
Time Zone	GMT +8
Climate	Warm and humid spring, hot and rainy summer, pleasant and sunny autumn, cool and dry winter
Religion	Buddhism, Taoism and Confucianism. 43% of the population is religious, and the majority of these follow Chinese traditional religion in Hong Kong. This is a mixture of Buddhism, Taoism and Confucianism
Main Ports	Port of Hong Kong

### 2.11.22.1 Drivers of Overseas Employment:

MACROECONOMIC SCENARIO <sup>157</sup>			
GDP Nominal (2016)	US\$ 320,914,302,646		
Growth rate (2016)	2.05		
Most important sources of GDP (2016)	Gold, Diamonds, Telephones, Broadcasting Equipment, Jewelry		
Relative share of GDP (2016)	Service 92.19 %	Industry 7.73 %	Agriculture 0.08 %
Annual growth rate of the respective sector (2016)	Service 2.57%	Industry 1.65%	Agriculture -2.94%
Per Capita income (2016)	US\$ 43,681		
Main Industries	textiles, clothing, tourism, banking, shipping, electronics, plastics, toys, watches, clocks		
Arable Land	3.0 (% of land area, 2015)		
POPULATION <sup>158</sup>			
Population Size (2016)	Total : 7,346,700 Male : 3,386,891      Female : 3,959,809		
Annual growth rate (2016)	0.56		
Percentage of population above 65 years (2016)	15.77		
Density	6,997 per Km2		
LABOR MARKET <sup>159</sup>			
Total Labor force (2017)	3,957,616		
Annual growth rate (2017)	0.0007		
Work age population (2016)	Total: 5,364,716 Male : 2,419,612      Female : 2,945,077		
Employment by sector (2017)	Service 3,242,415	Industry 569,046	Agriculture 7,638
Total Employment (2017)	Total: 3,819,099 Male : 1,940,446      Female : 1,876,392		
Total Unemployment (2017)	Total: 138,517 Male : 78,749      Female : 62,029		
Unemployment rate (2017)	3.50		

### 2.11.22.2 Future Employment Prospect in Hong Kong:

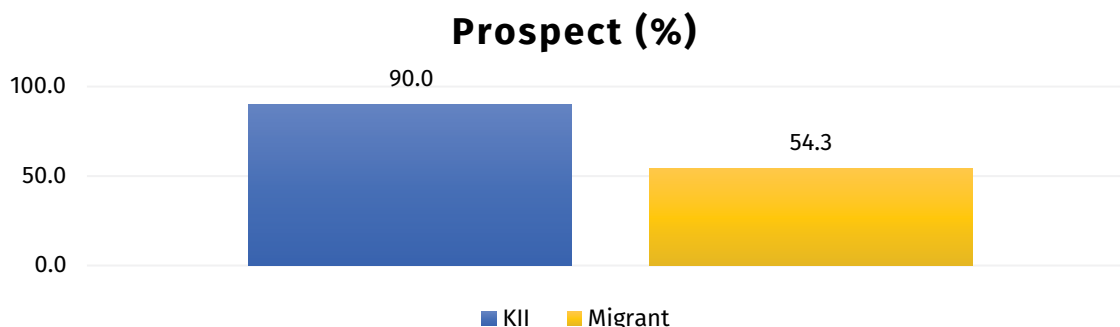
Hong Kong has free market economy which boosts trade and business with different countries. As a result, more employment opportunities will continue to grow in near future. Bangladeshi migrants will have easy opportunity

- <sup>157</sup> World Bank
- <sup>158</sup> World Bank
- <sup>159</sup> World Bank

to work at industries like textiles, shipping, and clothing which has strong influence in their economy. According to key informant interview, the prospect for Bangladeshi migrants is very good.

#### EMPLOYMENT PROSPECT BASED ON THE PERCEPTIONS OF KEY STAKEHOLDERS

The findings from the responses of the stakeholders (Migrant, Employer, and Key Informants) are given below:



#### EMPLOYMENT PROJECTION BASED ON COUNTRY ATTRACTIVENESS INDEX SCORE (CAIS)

Based on these CAIS, the prospective status of Hong Kong will be as follows:

Dimension	Factors	Value/ Comment	Prospect Indicator	CAIS
DEMAND SIDE	<b>Rapid Economic Growth (Total 26%)</b>			
	Average GDP Growth Rate	3.87%	High	11.00
	Expansionary Fiscal Policy	0-<5% Growth	Moderate	10.00
	<b>Demographic Transition (Total 2.58%)</b>			
	Average Population Growth Rate	0.62%	High	0.75
	Average Percentage of Total Population Aged 65 and Above (2000-2016)	12.94%	High	1.08
	<b>Average Labor Force Growth Rate</b>	0.93%	High	6.80
	<b>Attitude Towards Migrant (6.13%)</b>			
	Average Growth Rate of International Migrant Stock	4.53%	Low	1.00
	Percentage of International Migrant Stock	39.24%	High	2.00
	Percentage of BD Migrants in Terms of International Migrant Stock	0.02%	Low	0.13
	<b>Unfavorable Attitude Towards Certain Jobs of Local Citizen</b>	Less Favorable	Low	1.98
	<b>Labor Importing Policy of Destination Country</b>	Moderately Restricted	Very Low	0.00

Dimension	Factors	Value/ Comment	Prospect Indicator	CAIS
SUPPLY SIDE	<b>Govt. Support (Total 20%)</b>			
	Need Based Training	Need to Improve	Moderate	5.00
	Govt. Recruitment System	Not Available	Low	1.00
	Easy/Systematic Migration Process	Need to Improve	Low	0.00
	<b>Branding</b>	Bad Reputation	Low	3.00
	<b>Bilateral Relationship</b>	No Bi-lateral Relationship	Low	0.00
	<b>Presence of Embassy</b>	In one country	Moderate	1.14
	<b>Trade/Investment Relationship</b>	Need to Improve	Moderate	2.50

#### Country Attractiveness Index Score:

<b>Demand side score</b>	<b>34.74</b>
<b>Supply side score</b>	<b>12.64</b>
<b>Overall prospect score</b>	<b>47.38</b>

The score of demand side indicates that the country is prospective for overseas employment from Bangladesh.

#### Country Specific Considerations:

- According to the previous trend, the rate of migration is increasing gradually. But It's still very low compared to the international migrant stock.
- In Hong Kong, Population growth rate is very low and the country has a large portion of aged person in the population. As a result, the demand of foreign workers is pretty high.
- But Hong Kong also has an abundant supply of labor from the neighboring regions. A skilled labor force coupled with the adoption of modern British/Western business methods and technology ensured that opportunities for external trade, investment, and recruitment are maximized.
- The economy of this country is service oriented and it is characterized by low taxation, free port trade and well established international financial market.

#### PROJECTION OF FUTURE EMPLOYMENT WITH ESTIMATED GROWTH RATE:

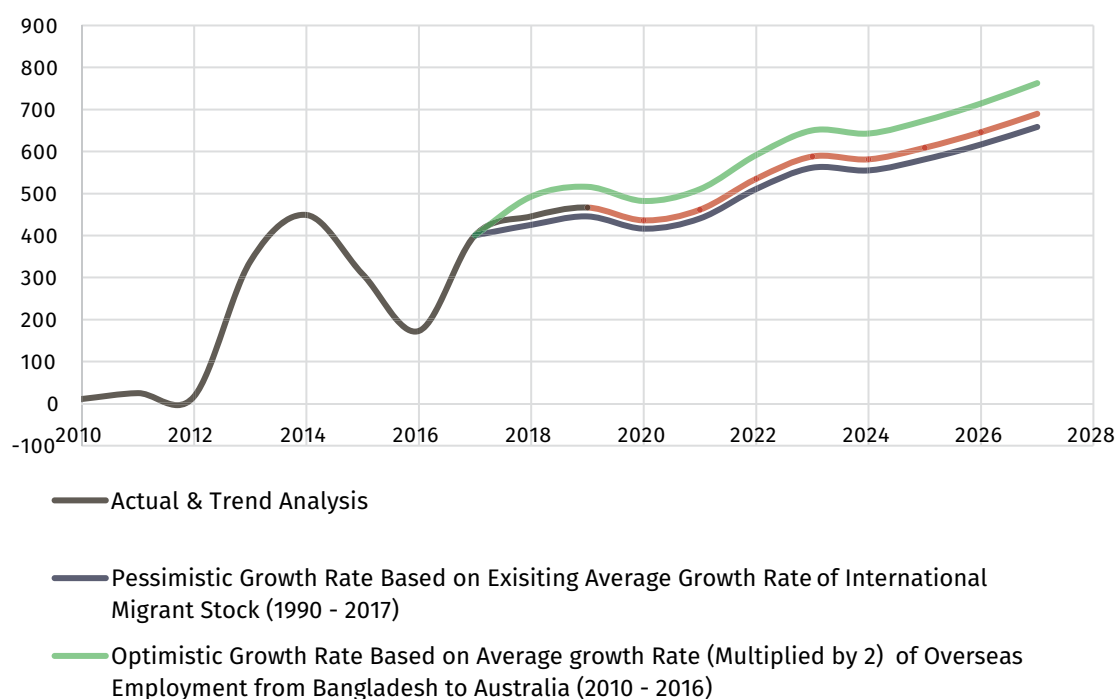
Regression analysis model with time series data is used to project the overseas employment. In the regression exercise the available data of overseas employment from Bangladesh (2010-2016) is used to project future employment for the year 2018 to 2027:

The forecasted overseas employment from Bangladesh to Hong Kong are illustrated below for three different scenarios:

Year	Actual & Trend Analysis	Pessimistic Growth Rate Based on Existing Average Growth Rate of International Migrant Stock (1990 - 2017)	Optimistic Growth Rate Based on Average growth Rate (Multiplied by 2) of Overseas Employment from Bangladesh to Australia (2010 - 2016)
2010	11		
2011	25		
2012	17		

Year	Actual & Trend Analysis	Pessimistic Growth Rate Based on Existing Average Growth Rate of International Migrant Stock (1990 - 2017)	Optimistic Growth Rate Based on Average growth Rate (Multiplied by 2) of Overseas Employment from Bangladesh to Australia (2010 - 2016)
2013	338		
2014	449		
2015	308		
2016	173		
2017	401		
2018	446	426	493
2019	467	446	516
2020	436	416	482
2021	462	441	510
2022	535	511	592
2023	588	562	650
2024	581	555	643
2025	609	581	673
2026	646	617	714
2027	690	659	763

### Projection of Overseas Employment



### 2.11.22.3 Specific Demands in Various Job Sectors in Terms of Professional and Skill Trades

#### I. Prospective Sectors

Sectors	Weightage (%)
Service	77.78
Construction	11.11
Health	11.11

#### II. Prospective Trades and Professional Categories

##### a. Professional Category

No.	Occupation	No.	Occupation
1	Engineer (Computer)	3	Doctor
2	Engineer (civil)	4	Banker

##### b. Skill Category

No.	Occupation	No.	Occupation
1	Construction worker	4	House Maid
2	Waiter	5	Driver
3	Helper	6	Semi-skilled Cleaner

### 2.11.23 Japan

Japan, one of the most technologically advanced countries in the world and located in Eastern Asia, has population of about 127 million with 1.03% annual GDP growth rate.

Strong global economic dynamics and accommodative monetary conditions led the economy to expand for the eighth consecutive quarter marking the longest period of uninterrupted growth since 1980. The economy of the country is built on industries such as motor vehicles, machine tools, ships, chemicals, textiles, processed foods etc. Most of the GDP comes from cars, vehicle parts, industrial printers, cargo ships etc. Service sector dominates among all other sectors and creates the highest job opportunities in the country. Bangladeshi migrants can also utilize the arable land offered by Japan.

#### Map of Japan:



#### Country Brief:

Official Name	Japan, Local Formal Name: Nihon Koku
Capital	Tokyo
Continent	Asia
Location	Eastern Asia, island chain between the North Pacific Ocean and the Sea of Japan, east of the Korean Peninsula
Distance from Bangladesh	Nautical miles : 2,573 Minutes : 415
Independence	February 11 (National day)
Currency	Japanese yen(\$1= 106.42 JPY)
Area	Total : 377,915 Sq. Km Land : 364,485 Sq. Km Water : 13,4300 Sq. Km
Time Zone	GMT +9
Climate	varies from tropical in south to cool temperate in north
Religion	Shintoism 79.2%, Buddhism 66.8%, Christianity 1.5%, other 7.1%
Main Ports	Chiba, Kawasaki, Kobe, Mizushima, Moji, Nagoya, Osaka, Tokyo, Tomakomai, Yokohama

### 2.11.23.1 Drivers of Overseas Employment:

MACROECONOMIC SCENARIO <sup>160</sup>			
GDP Nominal (2016)	US\$ 4,940,158,776,617		
Growth rate (2016)	1.03		
Most important sources of GDP (2016)	Cars, Integrated Circuits, Vehicle Parts, Industrial Printers, Passenger, Cargo Ship		
Relative share of GDP (2016)	Service 70.04 %	Industry 28.89 %	Agriculture 1.07 %
Annual growth rate of the respective sector (2016)	Service -0.38%	Industry 1.49%	Agriculture -2.29%
Per Capita income (2016)	38,901 USD		
Main Industries	motor vehicles, electronic equipment, machine tools, steel and nonferrous metals, ships, chemicals, textiles, processed foods		
Arable Land	11.5 (% of land area, 2015)		
POPULATION <sup>161</sup>			
Population Size (2016)	Total : 126,994,511 Male : 62,032,385      Female : 64,962,126		
Annual growth rate (2016)	-0.12		
Percentage of population above 65 years (2016)	26.56		
Density	348 per Km2		
LABOR MARKET <sup>162</sup>			
Total Labor force (2017)	66,427,560		
Annual growth rate (2017)	-0.0062		
Work age population (2016)	Total : 76,831,284 Male : 38,990,759      Female : 37,840,103		
Employment by sector (2017)	Service 45,021,812	Industry 17,092,808	Agriculture 2,386,543
Total Employment (2017)	Total : 64,501,161 Male : 36,548,794      Female : 27,934,349		
Total Unemployment (2017)	Total : 1,926,399 Male : 1,169,260      Female : 775,157		
Unemployment rate (2017)	2.90		

### 2.11.23.2 Future Employment Prospect in Japan:

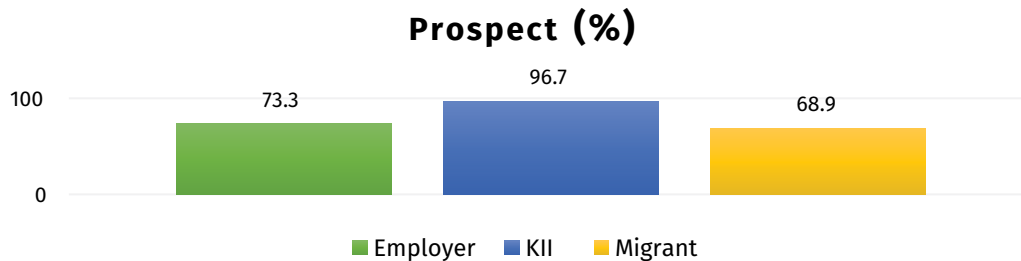
The economy of the country is highly developed and market oriented and known as the fourth largest economy in terms of purchasing power parity. The economy is growing steadily and running at close to full capacity. However, the country is facing acute labor shortage due to demographic transition. As per the information received from

• <sup>160</sup> World Bank  
 • <sup>161</sup> World Bank  
 • <sup>162</sup> World Bank

the central government of Japan, the Availability of jobs rose to highest level in 44 years in 2017. Moreover, the jobs-to-applicant's ratio was 1.50 in 2017. This means that 150 positions were available for every 100 job seekers.

#### EMPLOYMENT PROSPECT BASED ON THE PERCEPTIONS OF KEY STAKEHOLDERS

The findings from the responses of the stakeholders (Migrant, Employer, and Key Informants) are given below:



#### EMPLOYMENT PROJECTION BASED ON COUNTRY ATTRACTIVENESS INDEX SCORE (CAIS)

Based on these CAIS, the prospective status of Japan will be as follows:

Dimension	Factors	Value/ Comment	Prospect Indicator	CAIS
DEMAND SIDE	<b>Rapid Economic Growth (Total 26%)</b>			
	Average GDP Growth Rate	0.91%	Low	7.00
	Expansionary Fiscal Policy	0-<5% Growth	Moderate	10.00
	<b>Demographic Transition (Total 2.58%)</b>			
	Average Population Growth Rate	0.02%	High	0.75
	Average Percentage of Total Population Aged 65 and Above (2000-2016)	21.52%	Very High	1.58
	<b>Average Labor Force Growth Rate</b>	-0.11%	Very High	7.80
	<b>Attitude Towards Migrant (6.13%)</b>			
	Average Growth Rate of International Migrant Stock	14.21%	Moderate	1.50
	Percentage of International Migrant Stock	1.83%	Low	1.00
	Percentage of BD Migrants in Terms of International Migrant Stock	0.43%	Low	0.13
	<b>Unfavorable Attitude Towards Certain Jobs of Local Citizen</b>	Less Favorable	Low	1.98
	<b>Labor Importing Policy of Destination Country</b>	Moderately Restricted	Very Low	0.00
SUPPLY SIDE	<b>Govt. Support (Total 20%)</b>			
	Need Based Training	Need to Improve	Moderate	8.00
	Govt. Recruitment System	Available	High	2.00
	Easy/Systematic Migration Process	Yes	High	8.00
	<b>Branding</b>	Bad Reputation	Low	3.00
	<b>Bilateral Relationship</b>	Need to Strengthen	Moderate	1.37
	<b>Presence of Embassy</b>	In both countries	High	2.14
	<b>Trade/Investment Relationship</b>	Need to Improve	Moderate	2.50

### Country Attractiveness Index Score:

Demand side score	31.74
Supply side score	27.01
Overall prospect score	58.75

The score of demand side indicates that Japan is suitable for further employment from Bangladesh, and the country has scope for growth.

### Country Specific Considerations:

- Although the rate of migration from Bangladesh is increasing gradually, it is still low compared to the international migrant stock.
- The economy of this country is highly developed and market oriented. Businesses have benefitted from rising global demand because of an improving global economic outlook as well as from sustained financial stimulus measures from the government and central bank. Also the unemployment rate is at multi-decade low.<sup>163</sup>
- In Japan, population growth rate is negative and they have a large portion of aged person in the population. As a result, the demand of foreign workers is pretty high.
- Japan is one of the advanced countries in terms of technology, so they focus mostly on professional skilled workers to meet the demand of their labor force.

### PROJECTION OF FUTURE EMPLOYMENT WITH ESTIMATED GROWTH RATE:

Regression analysis model with time series data is used to project the overseas employment. In the regression exercise the available data of overseas employment from Bangladesh (2010-2016)<sup>164</sup> is used to project future employment for the year 2018 to 2027:

The forecasted overseas employment from Bangladesh to Japan are illustrated below for three different scenarios:

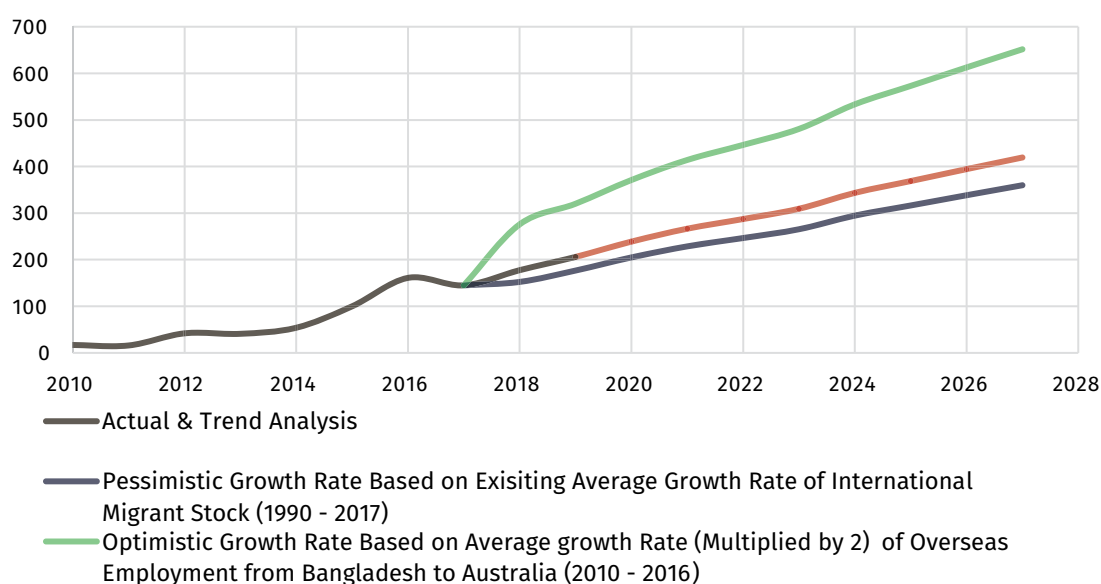
Year	Actual & Trend Analysis Growth	Pessimistic Growth Rate Based on Existing Average Growth Rate of International Migrant Stock (1990 - 2017)	Optimistic Growth Rate Based on Average growth Rate (Multiplied by 2) of Overseas Employment from Bangladesh to Australia (2010 - 2016)
2010	17		
2011	16		
2012	42		
2013	41		
2014	54		
2015	100		
2016	161		
2017	145	145	145
2018	178	152	276
2019	206	177	320
2020	239	205	371

<sup>163</sup> <https://www.nytimes.com/2017/11/14/business/japan-economy-gdp.html>

<sup>164</sup> Overseas Employment from Bangladesh – BMET Database

<b>2021</b>	<b>267</b>	229	414
<b>2022</b>	<b>287</b>	247	446
<b>2023</b>	<b>309</b>	265	481
<b>2024</b>	<b>343</b>	295	533
<b>2025</b>	<b>369</b>	316	573
<b>2026</b>	<b>394</b>	338	613
<b>2027</b>	<b>419</b>	360	652

### Projection of Overseas Employment



The respondents of the survey suggested that the government should take steps to strengthen the capacity of supply such as sufficient arrangement of Japanese language training center, need based training and building image of Bangladeshi expatriate through branding.

### 2.11.23.3 Specific Demands in Various Job Sectors in Terms of Professional and Skill Trades

#### I. Prospective Sectors

Sectors	Weightage (%)
Industry	40.00
Construction	33.33
Service	13.33
Health	6.67
Others	6.67

## II. Prospective Trades and Professional Categories

### a. Professional Category

No.	Occupation	No.	Occupation
1	Teacher	8	Engineer (Computer)
2	Accountant	9	Engineer(Electrical)
3	System Administrator	10	Doctor
4	Systems Analyst	11	IT project managers
5	Manager	12	Nurse
6	Marketing Manager	13	Programmer
7	Engineer(Electrical)		

### b. Skill Category

No.	Occupation	No.	Occupation
1	Cook	5	Salesman
2	Car Painter	6	Web Designer
3	Scaffolder Grade-A	7	Web Developer
4	Technician		

## F2.11.23.4 Forecast of Demanding Trades in Japan Job Market:

Occupations	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027
Engineer(Electrical)	10	11	11	12	12	13	14	14	15	16
Cook	10	11	11	12	12	13	14	14	15	16
Salesman	10	11	11	12	12	13	14	14	15	16
Manager	10	11	11	12	12	13	14	14	15	16
Marketing Manager	10	11	11	12	12	13	14	14	15	16
Car Painter	10	11	11	12	12	13	14	14	15	16
Scaffolder Grade-A	10	11	11	12	12	13	14	14	15	16
Technician	10	11	11	12	12	13	14	14	15	16
Teacher	5	5	6	6	6	6	7	7	8	8
Web Designer	5	5	6	6	6	6	7	7	8	8
Programmer	5	5	6	6	6	6	7	7	8	8
Accountant	5	5	6	6	6	6	7	7	8	8
System Administrator	5	5	6	6	6	6	7	7	8	8
Systems Analyst	5	5	6	6	6	6	7	7	8	8
Engineer (Computer)	5	5	6	6	6	6	7	7	8	8
Doctor	5	5	6	6	6	6	7	7	8	8
IT project managers	5	5	6	6	6	6	7	7	8	8
Nurse	5	5	6	6	6	6	7	7	8	8
Web Developer	5	5	6	6	6	6	7	7	8	8

## 2.11.24 Netherlands

The Netherlands is one of the most developed countries of the world. It has many industries and agriculture on a very high level of productivity. It has the sixth largest economy in the European Union, which plays an important role as stable industrial relations and low unemployment. Industry focuses on mainly food processing, chemicals, petroleum refining and electrical machinery. A highly mechanized agricultural sector employs around 2% of the labor force but provides large surpluses for the food-processing industry and for exports.

The government has implemented significant policy measures to improve public finances and has instituted broad structural reforms in key policy areas, including the labor market, the housing sector, the energy market, and the pension system. In 2017, the government budget returned to a surplus of 0.7% of GDP, with economic growth of 3.2%, and GDP per capita finally surpassed pre-crisis levels.

### Map of Netherlands:



### Country Brief:

Official Name	Kingdom of the Netherlands
Capital	Amsterdam
Continent	Europe
Location	Western Europe, bordering the North Sea, between Belgium and Germany
Distance from Bangladesh	Nautical miles : 4,114 Minutes : 684
Independence	3 January 1579
Currency	Euro (\$1 = 0.80 EUR)
Area	Total : 41,543 sq. km
Time Zone	GMT + 1
Climate	Temperate; marine; cool summers and mild winters
Religion	Roman Catholic 23.7%, Protestant 15.5% (includes Dutch Reformed 6.5%, Protestant Church of The Netherlands 5.7%, Calvinist 3.3%), Islam 4.9%, other 5.7% (includes Hindu, Buddhist, Jewish), none 50.1%
Main Ports	IJmuiden, Vlissingen

### 2.11.24.1 Drivers of Overseas Employment:

MACROECONOMIC SCENARIO <sup>165</sup>			
GDP Nominal (2016)	777,227,541,581 USD		
Growth rate (2016)	2.21		
Most important sources of GDP (2016)	Refined Petroleum, Crude Petroleum, Computers, Petroleum Gas, Packaged Medicaments		
Relative share of GDP (2016)	Service 78.18%	Industry 20.00%	Agriculture 1.83%
Annual growth rate of the respective sector (2016)	Service 1.99%	Industry 2.75%	Agriculture 1.90%
Per Capita income (2016)	45,670 USD		
Main Industries	Agro industries, metal and engineering products, electrical machinery and equipment, chemicals, petroleum, construction, microelectronics, fishing		
Arable Land	29.8%		
POPULATION <sup>166</sup>			
Population Size (2016)	17,018,408 Male : 8,463,503                      Female : 8,554,905		
Annual growth rate (2016)	0.46		
Percentage of population above 65 years (2016)	18.37		
Density	488 sq. Km		
LABOR MARKET <sup>167</sup>			
Total Labor force (2017)	9,064,523		
Annual growth rate (2017)	0.0023		
Work age population (2016)	11,068,819 Male : 5,585,014                      Female : 5,483,772		
Employment by sector (2016)	Service 7,060,076	Industry 1,370,637	Agriculture 189,648
Total Employment (2016)	8,620,361 Male : 4,662,580    Female : 3,960,581		
Total Unemployment	444,162 Male : 219,703                      Female : 221,659		
Unemployment rate (2016)	4.90		

### 2.11.24.2 Future Employment Prospect in Netherlands:

The Netherlands is one of the countries in European Union, which has the lowest rates of unemployment that reflects the strength and stability of the economy. The major industries of the economy are food processing, chemicals, petroleum refining and electronic machinery. Agriculture is also one of the key sectors in the economy. After the economic crisis in 2008, the Netherlands' GDP started to recover in 2011. From the secondary data, it shows that aged people are increasing in the population. As a result, significant number of employment opportunities may create to replace aged population in the near future. However, the country is more interested to take skilled category workers to meet the labor shortage. Demands for engineers, web developer, system analyst, doctors, and pharmacists are expected to rise.

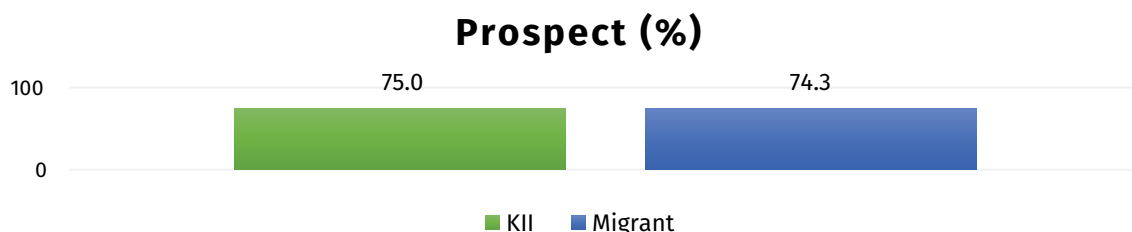
• <sup>165</sup> World Bank

• <sup>166</sup> World Bank

• <sup>167</sup> World Bank

## EMPLOYMENT PROSPECT BASED ON THE PERCEPTIONS OF KEY STAKEHOLDERS

The findings from the responses of the stakeholders (Migrant, Employer, and Key Informants) are given below:



## EMPLOYMENT PROJECTION BASED ON COUNTRY ATTRACTIVENESS INDEX SCORE (CAIS)

Based on these CAIS, the prospective status of Netherlands will be as follows:

Dimension	Factors	Value/ Comment	Prospect Indicator	CAIS
DEMAND SIDE	<b>Rapid Economic Growth (Total 26%)</b>			
	Average GDP Growth Rate	1.40%	Moderate	9.00
	Expansionary Fiscal Policy	0-<5% Growth	Moderate	10.00
	<b>Demographic Transition (Total 2.58%)</b>			
	Average Population Growth Rate	0.43%	High	0.75
	Average Percentage of Total Population Aged 65 and Above (2000-2016)	15.31%	Very High	1.58
	<b>Average Labor Force Growth Rate</b>	0.73%	High	6.80
	<b>Attitude Towards Migrant (6.13%)</b>			
	Average Growth Rate of International Migrant Stock	9.75%	Low	1.00
	Percentage of International Migrant Stock	12.08%	Moderate	1.50
	Percentage of BD Migrants in Terms of International Migrant Stock	0.07%	Low	0.13
	<b>Unfavorable Attitude Towards Certain Jobs of Local Citizen</b>	Less Favorable	Low	1.98
	<b>Labor Importing Policy of Destination Country</b>	Moderately Restricted	Very Low	0.00
SUPPLY SIDE	<b>Govt. Support (Total 20%)</b>			
	Need Based Training	Not Available	Low	0.00
	Govt. Recruitment System	Not Available	Low	1.00
	Easy/Systematic Migration Process	Need to Improve	Low	0.00
	<b>Branding</b>	Bad Reputation	Low	3.00
	<b>Bilateral Relationship</b>	Need to Strengthen	Moderate	1.37
	<b>Presence of Embassy</b>	In both countries	High	2.14
	<b>Trade/Investment Relationship</b>	Need to Improve	Moderate	2.50

### Country Attractiveness Index Score:

<b>Demand side score</b>	<b>32.74</b>
<b>Supply side score</b>	<b>10.01</b>
<b>Overall prospect score</b>	<b>42.75</b>

The score of demand side indicates that the country is prospective for overseas employment from Bangladesh. Recently, the Dutch labor migration system has undergone substantive changes in recent years. To induce

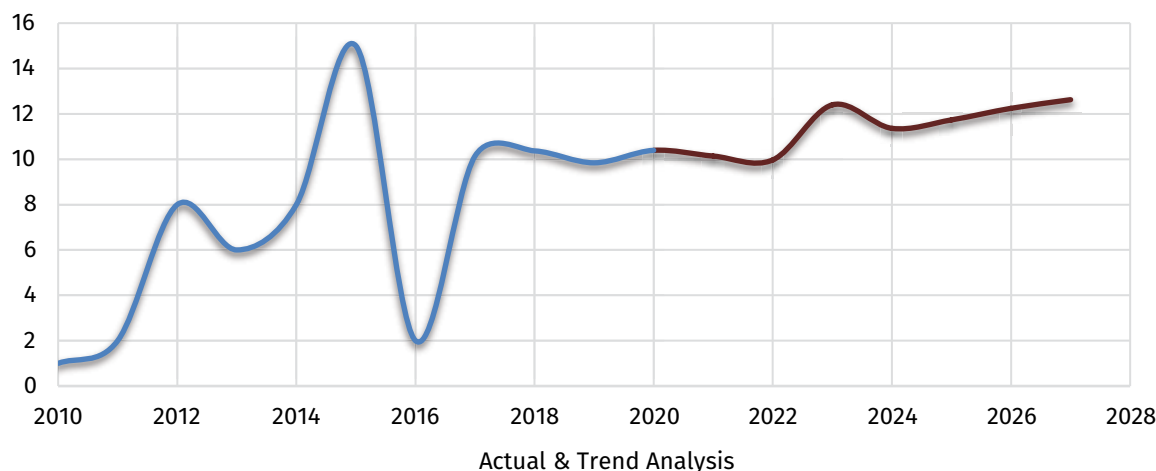
a transition to more high-skilled migration, a program based on salary approach has grown in volume while a program based on work permits after a labor market test has shrunk.<sup>168</sup> New programs target international graduates either of Dutch educational institutions or of selected institutions abroad. The country may selectively suitable for high skilled professionals such as IT professional, different types of engineer, and technician.

#### PROJECTION OF FUTURE EMPLOYMENT:

Regression analysis model with time series data is used to project the overseas employment. In the regression exercise the available data of overseas employment from Bangladesh (2010-2016)<sup>169</sup> is used to project future employment for the year 2018 to 2027:

Year	Actual & Trend Analysis	Year	Actual & Trend Analysis
2010	1	2019	10
2011	2	2020	10
2012	8	2021	10
2013	6	2022	10
2014	8	2023	12
2015	15	2024	11
2016	2	2025	12
2017	10	2026	12
2018	10	2027	13

#### Projection of Overseas Employment



• <sup>168</sup> <http://www.oecd.org/migration/recruiting-immigrant-workers-the-netherlands-2016-9789264259249-en.htm>  
• <sup>169</sup> Overseas Employment from Bangladesh – BMET Database

### 2.11.24.3 Specific Demands in Various Job Sectors in Terms of Professional and Skill Trades

#### I. Prospective Sectors

Sectors	Weightage (%)
Others	33.33
Service	22.22
Construction	11.11
Industry	11.11
Health	11.11
ICT	11.11

#### II. Prospective Trades and Professional Categories

##### a. Professional Category

No.	Occupation	No.	Occupation
1	Engineer (Computer)	5	Systems Analyst
2	Engineer (Mechanical)	6	System Administrator
3	Engineer(Electrical)	7	Pharmacist
4	Doctor	8	Geotechnical engineers

##### b. Skill Category

No.	Occupation	No.	Occupation
1	Web Designer	4	Technician
2	Web Developer	5	Driver
3	Cook		

## 2.11.25 New Zealand

New Zealand is an island country in the southwestern Pacific Ocean consisting of two main islands, both marked by volcanoes and glaciation. New Zealand is situated some 1,500 kilometers east of Australia across the Tasman Sea. It is a developed country and ranks highly in national performance, such as health, education, economic freedom and quality of life.

New Zealand is a market economy with sizable service sector which is closely aligned with the Australian economy. Large scale manufacturing industries include aluminum production, food processing, metal fabrication, wood and paper products.

The UK and Australian citizens are accounted for 10% of migrant arrivals to New Zealand, while India and China are major contributors in the job market.

### Map of New Zealand:



### Country Brief:

Official Name	New Zealand
Capital	Wellington
Continent	Oceania
Location	Oceania, islands in the South Pacific Ocean, southeast of Australia
Distance from Bangladesh	Nautical miles: 6,082 Minutes: 998
Independence	26 September 1907
Currency	New Zealand dollar (\$1 = 1.35 New Zealand Dollar)
Area	Total: 268,838 sq. km
Time Zone	GMT+12
Climate	Temperate with sharp regional contrasts
Religion	Christian 44.3% (Catholic 11.6%, Anglican 10.8%, Presbyterian and Congregational 7.8%, Methodist, 2.4%, Pentecostal 1.8%, other 9.9%), Hindu 2.1%, Buddhist 1.4%, Maori Christian 1.3%, Islam 1.1%, other religion 1.4%
Main Ports	Auckland, Lyttelton, Manukau Harbor, Marsden Point, Tauranga, Wellington

## 2.11.25.1 Drivers of Overseas Employment:

### MACROECONOMIC SCENARIO<sup>170</sup>

GDP Nominal (2016)	US\$ 184,969,146,624		
Growth rate (2015)	3.05		
Most important sources of GDP (2016)	Concentrated Milk, Sheep and Goat Meat, Frozen Bovine Meat, Butter, Rough Wood		
Relative share of GDP (2014)	<b>Service</b> 71.44	<b>Industry</b> 21.76	<b>Agriculture</b> 6.80
Annual growth rate of the respective sector (2014)	<b>Service</b> 2.70%	<b>Industry</b> 4.52%	<b>Agriculture</b> 8.17%
Per Capita income (2016)	US\$ 22,579		
Main Industries	Agriculture, Forestry, Fishing, Logs and wood articles, Manufacturing, Mining, Construction, Financial services		
Arable Land	2.2 (% of land area, 2015)		

### POPULATION<sup>171</sup>

Population Size (2016)	4,692,700	
	Male : 2,307,565	Female : 2,385,135
Annual growth rate (2016)	2.09	
Percentage of population above 65 years (2016)	15.00	
Density	17.9per Km2	

### LABOR MARKET<sup>172</sup>

Total Labor force (2017)	2,630,061		
Annual growth rate (2017)	0.0085		
Work age population (2016)	3,058,685		
	Male : 1,502,820	Female : 1,555,865	
Employment by sector (2017)	<b>Service</b> 1,810,134	<b>Industry</b> 533,566	<b>Agriculture</b> 147,105
Total Employment (2017)	2,493,298		
	Male : 1,315,747	Female : 1,175,468	
Total Unemployment (2017)	136,763		
	Male : 67,794	Female : 71,052	
Unemployment rate (2017)	5.20		

## 2.11.25.2 Future Employment Prospect in New Zealand:

The potential benefits of immigration are not being achieved, largely because of New Zealanders' perceptions of immigrants. These problems stem from the fact that New Zealand has been left ill-equipped to deal with arrivals from these non-traditional sources because of the historical emphasis on immigration from the UK. New Zealand's initial immigration policy encouraged immigration from traditional source country, which was, Britain. Later there was a major shift in immigration policy parallel to other similar destination countries like Canada and Australia. Since 1991 when the points system was introduced immigration policy has encouraged an inflow of highly qualified

• <sup>170</sup> World Bank

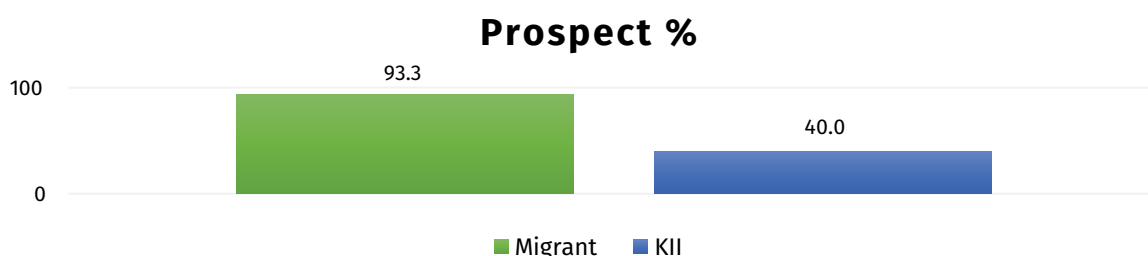
• <sup>171</sup> World Bank

• <sup>172</sup> World Bank

and skilled young immigrants from non-traditional sources, i.e. from countries other than the U.K. and Europe. Immigrants are frequently unable to find jobs in the areas for which they are qualified, for reasons including qualifications (they are either overqualified or their qualifications are not recognized in New Zealand), and their lack of familiarity with the English language as spoken in New Zealand.

#### EMPLOYMENT PROSPECT BASED ON THE PERCEPTIONS OF KEY STAKEHOLDERS

The findings from the responses of the stakeholders (Migrant, Employer, and Key Informants) are given below:



#### EMPLOYMENT PROJECTION BASED ON COUNTRY ATTRACTIVENESS INDEX SCORE (CAIS)

Based on these CAIS, the prospective status of New Zealand will be as follows:

Dimension	Factors	Value/ Comment	Prospect Indicator	CAIS
DEMAND SIDE	<b>Rapid Economic Growth (Total 26%)</b>			
	Average GDP Growth Rate	2.67%	Moderate	9.00
	Expansionary Fiscal Policy	0-<5% Growth	Moderate	10.00
	<b>Demographic Transition (Total 2.58%)</b>			
	Average Population Growth Rate	1.19%	Moderate	0.50
	Average Percentage of Total Population Aged 65 and Above (2000-2016)	12.90%	High	1.08
	<b>Average Labor Force Growth Rate</b>	1.80%	Moderate	5.80
	<b>Attitude Towards Migrant (6.13%)</b>			
	Average Growth Rate of International Migrant Stock	12.98%	Moderate	1.50
	Percentage of International Migrant Stock	22.75%	High	2.00
	Percentage of BD Migrants in Terms of International Migrant Stock	0.15%	Low	0.13
	<b>Unfavorable Attitude Towards Certain Jobs of Local Citizen</b>	Less Favorable	Low	1.98
	<b>Labor Importing Policy of Destination Country</b>	Moderately Restricted	Very Low	0.00
SUPPLY SIDE	<b>Govt. Support (Total 20%)</b>			
	Need Based Training	Not Available	Low	0.00
	Govt. Recruitment System	Not Available	Low	1.00
	Easy/Systematic Migration Process	Need to Improve	Low	0.00
	<b>Branding</b>	Bad Reputation	Low	3.00
	<b>Bilateral Relationship</b>	Need to Strengthen	Moderate	1.37
	<b>Presence of Embassy</b>	In one country	Moderate	1.14
	<b>Trade/Investment Relationship</b>	Need to Improve	Moderate	2.50

### Country Attractiveness Index Score:

<b>Demand side score</b>	<b>31.99</b>
<b>Supply side score</b>	<b>9.01</b>
<b>Overall prospect score</b>	<b>41.00</b>

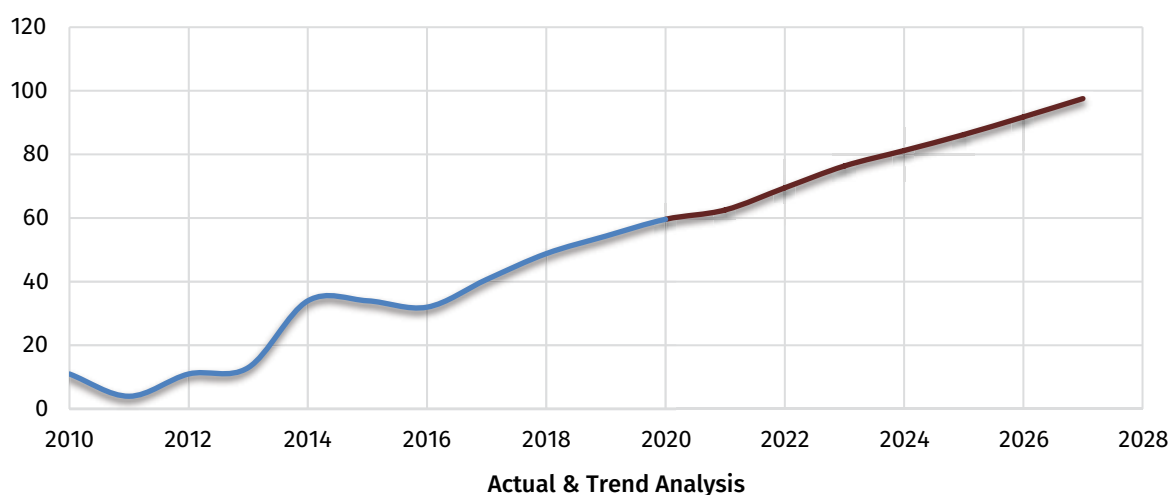
The demand side indicators show that there are prospect of employment from Bangladesh. However, by focusing on the current dire issues like Skill mismatch and language barrier, Bangladeshi migrants will have opportunities at limited extent.

### PROJECTION OF FUTURE EMPLOYMENT:

Regression analysis model with time series data is used to project the overseas employment. In the regression exercise the available data of overseas employment from Bangladesh (2010-2016)<sup>171</sup> is used to project future employment for the year 2018 to 2027:

<b>Year</b>	<b>Actual &amp; Trend Analysis</b>	<b>Year</b>	<b>Actual &amp; Trend Analysis</b>
2010	<b>11</b>	2019	<b>54</b>
2011	<b>4</b>	2020	<b>60</b>
2012	<b>11</b>	2021	<b>63</b>
2013	<b>13</b>	2022	<b>70</b>
2014	<b>34</b>	2023	<b>76</b>
2015	<b>34</b>	2024	<b>81</b>
2016	<b>32</b>	2025	<b>86</b>
2017	<b>41</b>	2026	<b>92</b>
2018	<b>49</b>	2027	<b>98</b>

### Projection of Overseas Employment



• <sup>173</sup> Overseas Employment from Bangladesh – BMET Database

## Reasons for Insignificant Trend of Migration to New Zealand:

New Zealand has rigid migration system and the country is picky when choosing employees for their labor force. To improve the quality of their labor workforce, they put different assessment on employees to pass the test. Also, the country is more focused on professional skill category employees. To meet the requirement of specific criteria in their labor force, the requirement varies from time to time. However, currently the country is facing shortage of skills such as Construction manager, Project Builder, Surveyor, Quantity Surveyor, Procurement manager, Psychologist, Psychiatrist, Physicist, Gynecologist, Surgeon, Chef, Food technologist, Environmental research scientist, Electrician, Automotive electrician etc.<sup>174</sup>

### 2.11.25.3 Specific Demands in Various Job Sectors in Terms of Professional and Skill Trades

#### I. Prospective Sectors

Sectors	Weightage (%)
Construction	33.33
Industry	33.33
Agriculture	33.33

#### II. Prospective Trades and Professional Categories

##### a. Professional Category

No.	Occupation	No.	Occupation
1	Engineer (Computer)	10	Engineer (civil)
2	Engineer (Mechanical)	11	Psychologists
3	Engineer(Electrical)	12	Physiotherapists
4	Doctor	13	Engineer(Chemical)
5	Systems Analyst	14	Telecommunications Engineer
6	System Administrator	15	Engineer (food)
7	Manager(construction)	16	Gynecologists
8	Nurse	17	Engineer (civil)
9	Web Designer		

##### b. Skill Category

No.	Occupation	No.	Occupation
1	Electrician	5	Construction worker
2	Foreman	6	Fabricator
3	Technician	7	Cook
4	Driver	8	Carpenter

<sup>174</sup> <http://skillshortages.immigration.govt.nz/long-term-skill-shortage-list.pdf>

## 2.11.26 Sudan

Republic of the Sudan also known as North Sudan is located in Northern Africa. It is the third largest country in Africa. Agricultural production remains Sudan's most important sector employing 80 percent of the workforce and contributing 39 percent of GDP. Sudan's economy is basically agro centric.

Sudan is attempting to develop non-petroleum sources of revenues, such as gold mining, while carrying out a program to reduce expenditures. Sudan produces and exports 75-80% of the world's gum Arabic. The country's multi-phase strategy to reduce poverty and reform the economy rely on increasing agricultural productivity and exploiting livestock.

Sudan has almost 735,821 number of International migrants amongst them 350<sup>175</sup> are Bangladeshi. However, it is believed that the number of Bangladeshi migrants are few thousands, which is supported by the trend of employment from Bangladesh. Bangladeshi migrants are working in factories, and some are involved in business.

### Map of North Sudan:



### Country Brief:

Official Name	Republic of the Sudan
Capital	Khartoum
Continent	Africa
Location	North-eastern Africa, bordering the Red Sea, between Egypt and Eritrea
Distance from Bangladesh	Nautical miles : 3,464 Minutes : 493
Independence	1 January 1956
Currency	Sudanese pound (\$1 = 17.90 SDN)
Area	1,861,484 sq. km
Time Zone	GMT + 2
Climate	Hot and dry; arid desert; rainy season varies by region (April to November)
Religion	Sunni Muslim, small Christian minority
Main Ports	Port Sudan

• <sup>175</sup> UN data

## 2.11.26.1 Drivers of Overseas Employment:

MACROECONOMIC SCENARIO <sup>176</sup>			
GDP Nominal (2016)	US\$ 95,584,380,032		
Growth rate (2016)	4.70		
Most important sources of GDP (2016)	Crude Petroleum, Gold, Sheep and Goats, Other Oily Seeds, Insect Resins		
Relative share of GDP (2016)	Service 58.10%	Industry 39.00%	Agriculture 2.90%
Annual growth rate of the respective sector (2016)	Service 3.81%	Industry 5.50%	Agriculture 5.20%
Per Capita income (2016)	US\$ 2,415		
Main Industries	Oil, cotton ginning, textiles, cement, edible oils, sugar, soap distilling, shoes, petroleum refining, pharmaceuticals, armaments, automobile/light truck assembly, milling		
Arable Land	15.7%		
POPULATION <sup>177</sup>			
Population Size (2016)	39,578,828 Male : 19,775,707      Female : 19,803,121		
Annual growth rate (2016)	2.38		
Percentage of population above 65 years (2016)	3.50		
Density	23 sq. Km		
LABOR MARKET <sup>178</sup>			
Total Labor force (2017)	11,149,536		
Annual growth rate (2017)	0.0278		
Work age population (2016)	21,900,668 Male : 10,855,863      Female : 11,044,798		
Employment by sector (2017)	Service 4,514,325	Industry 3,180,327	Agriculture 1,971,996
Total Employment (2017)	9,666,648 Male : 9,242,818      Female : 5,657,283		
Total Unemployment (2017)	1,482,888 Male : 927,620      Female : 553,372		
Unemployment rate (2017)	13.30		

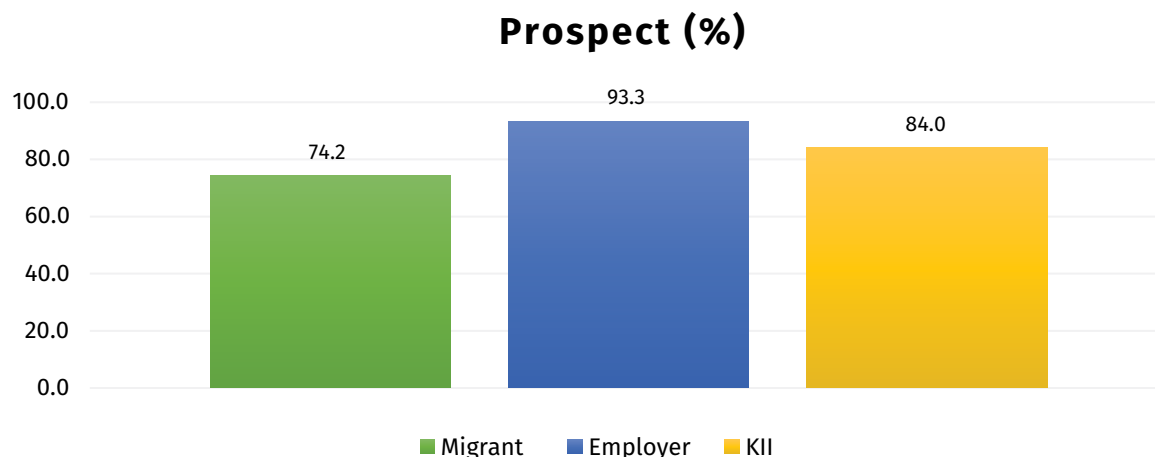
## 2.11.26.2 Future Employment Prospect in North Sudan:

There are few thousands of Bangladeshi migrants who are mostly working in construction and industrial sector.

• <sup>176</sup> World Bank  
 • <sup>177</sup> World Bank  
 • <sup>178</sup> World Bank

## EMPLOYMENT PROSPECT BASED ON THE PERCEPTIONS OF KEY STAKEHOLDERS

The findings from the responses of the stakeholders (Migrant, Employer, and Key Informants) are given below:



## EMPLOYMENT PROJECTION BASED ON COUNTRY ATTRACTIVENESS INDEX SCORE (CAIS)

Based on these CAIS, the prospective status of North Sudan will be as follows:

Dimension	Factors	Value/ Comment	Prospect Indicator	CAIS
DEMAND SIDE	<b>Rapid Economic Growth (Total 26%)</b>			
	Average GDP Growth Rate	5.28%	Very High	13.00
	Expansionary Fiscal Policy	0-<5% Growth	Moderate	10.00
	<b>Demographic Transition (Total 2.58%)</b>			
	Average Population Growth Rate	2.34%	Low	0.25
	Average Percentage of Total Population Aged 65 and Above (2000-2016)	3.24%	Low	0.08
	Average Labor Force Growth Rate	2.17%	Moderate	5.80
	<b>Attitude Towards Migrant (6.13%)</b>			
	Average Growth Rate of International Migrant Stock	46.15%	High	2.00
	Percentage of International Migrant Stock	1.86%	Low	1.00
	Percentage of BD Migrants in Terms of International Migrant Stock	0.00%	Low	0.13
	Unfavorable Attitude Towards Certain Jobs of Local Citizen	Highly Unfavorable	High	3.98
	Labor Importing Policy of Destination Country	Moderately Restricted	Very Low	0.00
SUPPLY SIDE	<b>Govt. Support (Total 20%)</b>			
	Need Based Training	Need to Improve	Moderate	5.00
	Govt. Recruitment System	Not Available	Low	1.00
	Easy/Systematic Migration Process	Need to Improve	Low	0.00
	Branding	Bad Reputation	Low	3.00
	Bilateral Relationship	Need to Strengthen	Moderate	1.37
	Presence of Embassy	No	Low	0.00
	Trade/Investment Relationship	Need to Improve	Moderate	2.50

### Country Attractiveness Index Score:

Demand side score	36.24
Supply side score	12.87
Overall prospect score	49.11

The demand side indicators show that the country is prospective for overseas employment from Bangladesh. The country is suitable for skilled worker (Construction worker, machine operator, electrician, Cook), and moderate skilled labor such as welder, and general labor.

### Country Specific Considerations:

- Sudan's economy mostly depends on Oil and Agriculture sectors. Since the price of oil has fallen significantly in the global market, it has affected the economy of Sudan as expected. So, Sudan is attempting to develop non-oil sources of revenues, such as gold mining and agriculture, while carrying out an austerity program to reduce expenditures. The world's largest exporter of gum Arabic, Sudan produces 75-80% of the world's total output<sup>179</sup>. Sudanese govt. also tries to boom their agriculture sector also, as agriculture continues to employ 80% of the work force<sup>180</sup>.
- Primary key findings indicate that Sudanese employers have highly positive approach for the Bangladeshi migrants, but they want mostly low skilled labor force like general worker, unskilled labor, farmer etc. with lower salary. As Bangladeshi migrants are favorable with these kind of occupations and salary, they have higher opportunity in migration to Sudan. Not only the low skilled labor has demand but also the skilled and professional migrants have demand too. Although skilled and professional categories have low demand, but the number will increase in future as the country's economy is developing.



Field Visit - Sudan

### PROJECTION OF FUTURE EMPLOYMENT WITH ESTIMATED GROWTH RATE:

Regression analysis model with time series data is used to project the overseas employment. In the regression exercise the available data of overseas employment from Bangladesh (2010-2016)<sup>181</sup> is used to project future employment for the year 2018 to 2027:

The forecasted overseas employment from Bangladesh to North Sudan are illustrated below for three different scenarios:

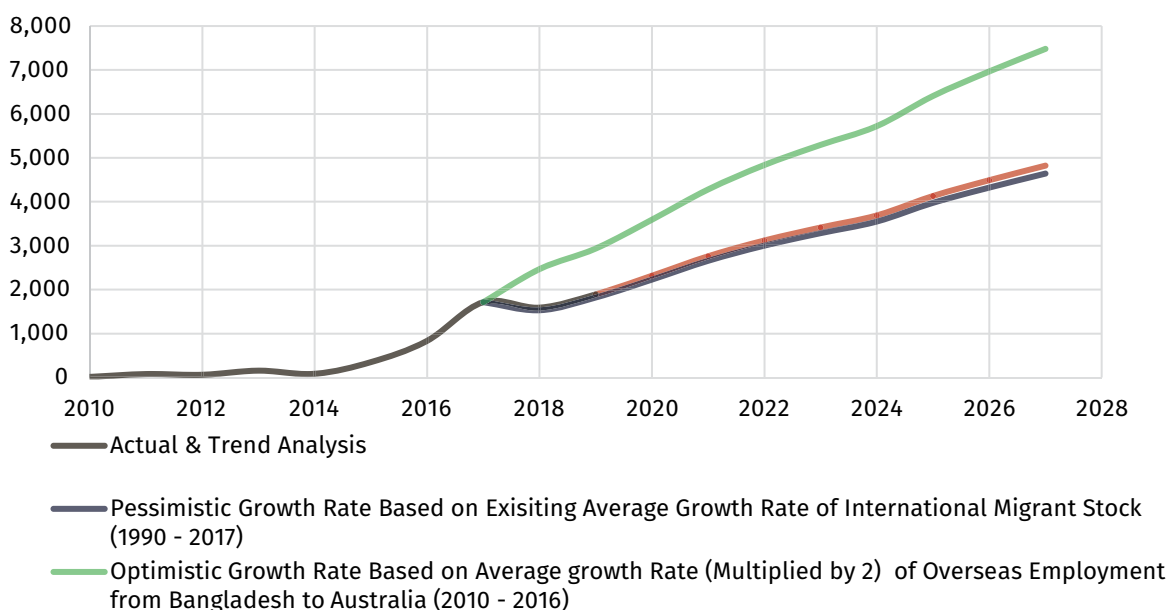
<sup>179</sup> <https://www.cia.gov/library/publications/resources/the-world-factbook/geos/su.html>

<sup>180</sup> <https://www.cia.gov/library/publications/resources/the-world-factbook/geos/su.html>

<sup>181</sup> Overseas Employment from Bangladesh – BMET Database

Year	Actual & Trend Analysis	Pessimistic Growth Rate Based on Existing Average Growth Rate of International Migrant Stock (1990 - 2017)	Optimistic Growth Rate Based on Average growth Rate (Multiplied by 2) of Overseas Employment from Bangladesh to Australia (2010 - 2016)
2010	14		
2011	79		
2012	63		
2013	156		
2014	85		
2015	350		
2016	835		
2017	1,716		
2018	1,591	1,531	2,468
2019	1,893	1,822	2,936
2020	2,316	2,229	3,593
2021	2,760	2,657	4,281
2022	3,119	3,002	4,837
2023	3,413	3,286	5,295
2024	3,689	3,551	5,722
2025	4,131	3,977	6,408
2026	4,491	4,323	6,966
2027	4,822	4,642	7,480

### Projection of Overseas Employment



Macro-economic indicators (GDP, trending and upcoming projects, and competitiveness of Bangladeshi labor force, bilateral relationships, and some other factors) and last year's overseas employment (2017)<sup>182</sup> indicate that there is a significant opportunity for Bangladeshi migrants in the next 10 years. The regression analysis shows that the number of overseas employment will increase year by year. But we are expecting that if the necessary steps have taken then the number of migration will be higher than the current analysis trend.

<sup>182</sup> BMET Data

### 2.11.26.3 Specific Demands in Various Job Sectors in Terms of Professional and Skill Trades

#### I. Prospective Sectors

Sectors	Weightage (%)
Industry	42.47
Agriculture	28.77
Construction	26.03
Health	1.37
Others	1.37

#### II. Prospective Trades and Professional Categories

##### a. Professional Category

No.	Occupation	No.	Occupation
1	Engineer(Chemical)	5	Systems Analyst
2	Engineer (Computer)	6	System Administrator
3	Supervisor	7	Engineer (maintenance)
4	Engineer(Electrical)		

##### b. Skill Category

No.	Occupation	No.	Occupation
1	Electrician	13	Line Leader
2	Machine Operator	14	Waiter
3	Mason	15	Labor (construction)
4	Cook	16	Cleaner
5	Cutting Master	17	Helper
6	Salesman	18	Carpenter
7	General Worker	19	Driver
8	Welder	20	Painter
9	Tiles Fixer	21	Salesman
10	Fork Lift Driver	22	Wood Designer
11	Crane Operator	23	Unskilled Labor
12	Semi-skilled Labor		

#### 2.11.26.4 Forecast of Demanding Trades in North Sudan Job Market:

Occupations	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027
General worker	260	307	363	429	507	599	708	837	989	1,169
Machine Operator	130	151	175	202	235	272	315	365	424	491
Cleaner	105	112	120	128	137	146	156	167	178	190
Labor (Construction)	100	102	105	107	109	112	114	117	120	122
Semi-skilled Labor	50	51	52	53	55	56	57	59	60	61
Helper	50	51	52	53	55	56	57	59	60	61
Unskilled Labor	50	51	52	53	55	56	57	59	60	61
Welder	30	31	31	32	33	34	34	35	36	37
Mason	25	26	26	27	27	28	29	29	30	31
Tiles Fixer	20	20	21	21	22	22	23	23	24	24
Carpenter	20	20	21	21	22	22	23	23	24	24
Cutting Master	15	15	16	16	16	17	17	18	18	18
Waiter	15	15	16	16	16	17	17	18	18	18
Electrician	15	15	16	16	16	17	17	18	18	18
Driver	15	15	16	16	16	17	17	18	18	18
Salesman	12	12	13	13	13	13	14	14	14	15
Cook	10	10	10	11	11	11	11	12	12	12
Engineer(Chemical)	10	10	10	11	11	11	11	12	12	12
Engineer (Computer)	10	10	10	11	11	11	11	12	12	12
Supervisor	10	10	10	11	11	11	11	12	12	12
Engineer(Electrical)	10	10	10	11	11	11	11	12	12	12
Systems Analyst	10	10	10	11	11	11	11	12	12	12
System Administrator	10	10	10	11	11	11	11	12	12	12
Engineer (Maintenance)	10	10	10	11	11	11	11	12	12	12
Fork Lift Driver	10	10	10	11	11	11	11	12	12	12
Crane Operator	10	10	10	11	11	11	11	12	12	12
Line Leader	10	10	10	11	11	11	11	12	12	12
Painter	10	10	10	11	11	11	11	12	12	12
Wood Designer	10	10	10	11	11	11	11	12	12	12

## 2.11.27 Palau

Palau is an island country located in the western Pacific Ocean.

Palau is an archipelago of over 500 islands. Politically, Palau is a presidential republic in free association with the United States, which provides defense, funding, and access to social services. Legislative power is concentrated in the bicameral Palau National Congress. Palau's economy is based mainly on tourism, subsistence agriculture and fishing. The country uses the United States dollar as its currency.

Palau has around 5,000 international migrant workers who are mostly from China, Guam, Japan, Micronesia, Northern Mariana Islands, Philippines, United States. Currently less than a thousand Bangladeshis are working in Palau as foreign migrants, who are involved in Construction, Service, Industry, and Agriculture sectors.

### Map of Palau:



### Country Brief:

Official Name	Republic of Palau
Capital	Ngerulmud
Continent	Oceania
Location	Oceania, group of islands in the North Pacific Ocean, southeast of the Philippines
Distance from Bangladesh	Nautical miles : 2,719 Minutes : 653
Independence	1 October 1994
Currency	United States Dollar
Area	Total : 459 sq. km Land: 459 sq. km Water : 0 sq. km
Time Zone	GMT + 9
Climate	Tropical; hot and humid; wet season May to November
Religion	Roman Catholic 45.3%, Protestant 34.9% (includes Evangelical 26.4%, Seventh Day Adventist 6.9%, Assembly of God .9%, Baptist .7%), Modekngei 5.7% (indigenous to Palau), Muslim 3%, Mormon 1.5%, other 9.7%
Main Ports	Koror

### 2.11.27.1 Drivers of Overseas Employment:

#### MACROECONOMIC SCENARIO<sup>183</sup>

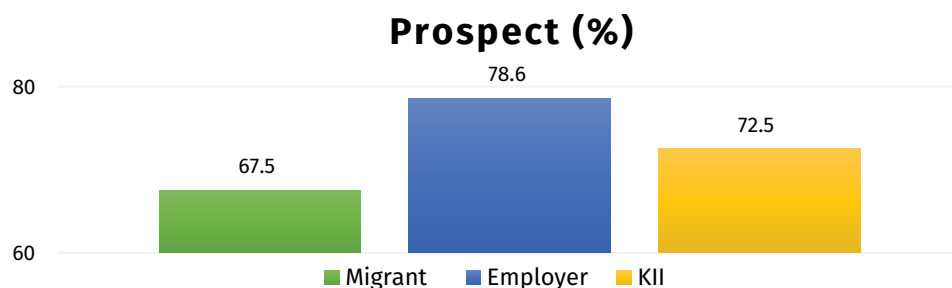
GDP Nominal (2016)	US\$ 310,248,300		
Growth rate (2016)	1.93		
Most important sources of GDP (2016)	Non-fillet Fresh Fish, Special Purpose Ships, Scrap Vessels, Surveying Equipment, Fork-Lift		
Relative share of GDP (2016)	<b>Service</b> 75.75%	<b>Industry</b> 20.86%	<b>Agriculture</b> 3.39%
Annual growth rate of the respective sector (2016)	<b>Service</b> 0.62%	<b>Industry</b> 7.90%	<b>Agriculture</b> 3.69%
Per Capita income (2016)	14,428 USD		
Main Industries	Tourism, fishing, subsistence agriculture		
Arable Land	2.2%		
<b>POPULATION</b> <sup>184</sup>			
Population Size (2016)	21,503		
Annual growth rate (2016)	1.00		
Density	46.75 sq. Km		

### 2.11.27.2 Future Employment Prospect in Palau:

Tourism and fishing are the main employment generating sectors in the country. The government is the major employer. Women typically gather and cultivate taro, sweet potato, and cassava, and men fish and tend pigs. Near shore reef fishing is carried out on a subsistence and small-venture basis, but it does not generate significant government revenue. Offshore tuna fishing by foreign vessels provides a small amount of government revenue through the sale of licenses. There are no major exportable crops; tuna and clothing are the country's main exports. Tourism grew considerably particularly during the late 20th century and has also made significant contribution to the republic's economic growth. The country's per capita income is one of the highest in the region.

#### EMPLOYMENT PROSPECT BASED ON THE PERCEPTIONS OF KEY STAKEHOLDERS

The findings from the responses of the stakeholders (Migrant, Employer, and Key Informants) are given below:



• <sup>183</sup> World Bank  
• <sup>184</sup> World Bank

## EMPLOYMENT PROJECTION BASED ON COUNTRY ATTRACTIVENESS INDEX SCORE (CAIS)

Based on these CAIS, the prospective status of Palau will be as follows:

Dimension	Factors	Value/ Comment	Prospect Indicator	CAIS
DEMAND SIDE	<b>Rapid Economic Growth (Total 26%)</b>			
	Average GDP Growth Rate	1.26%	Moderate	9.00
	Expansionary Fiscal Policy	5% and above Growth	High	13.00
	<b>Demographic Transition (Total 2.58%)</b>			
	Average Population Growth Rate	0.77%	High	0.50
	Average Percentage of Total Population Aged 65 and Above (2000-2016)		Moderate	0.58
	<b>Average Labor Force Growth Rate</b>			High 6.80
	<b>Attitude Towards Migrant (6.13%)</b>			
	Average Growth Rate of International Migrant Stock	13.31%	Moderate	1.50
	Percentage of International Migrant Stock	23.20%	High	2.00
	Percentage of BD Migrants in Terms of International Migrant Stock	0.00%	Low	0.13
	<b>Unfavorable Attitude Towards Certain Jobs of Local Citizen</b>	Highly Unfavorable	High	3.98
	<b>Labor Importing Policy of Destination Country</b>	Highly Restricted	Negative	-10.00
SUPPLY SIDE	<b>Govt. Support (Total 20%)</b>			
	Need Based Training	Need to Improve	Moderate	5.00
	Govt. Recruitment System	Not Available	Low	1.00
	Easy/Systematic Migration Process	Need to Improve	Low	0.00
	<b>Branding</b>	Bad Reputation	Low	3.00
	<b>Bilateral Relationship</b>	Need to Strengthen	Moderate	1.37
	<b>Presence of Embassy</b>	No	Low	0.00
	<b>Trade/Investment Relationship</b>	Need to Improve	Moderate	2.50

### Country Attractiveness Index Score:

<b>Demand side score</b>	<b>27.49</b>
<b>Supply side score</b>	<b>12.87</b>
<b>Overall prospect score</b>	<b>40.36</b>

The score of demand side indicates that the country is less prospective for mass migration from Bangladesh. Moreover, being a small island country, it can host maximum 5,000 Bangladeshi migrant workers with the present size of economy. Tourism is the major industry in Palau. To attract more tourists, Palauan government and private sectors have undertaken several projects to construct luxury hotels and recreation facilities. Construction workers will be required in the development phase. Moreover, in operation phase, operational staffs such as housekeeping staff, tour guide, and cook will be required. Bangladeshi workers can fill up the needs in both the phases.

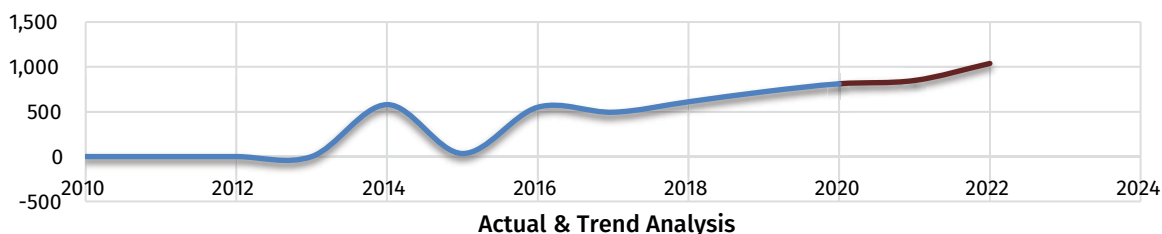


Field Visit - Palau

### PROJECTION OF FUTURE EMPLOYMENT:

Regression analysis model with time series data is used to project the overseas employment. In the regression exercise the available data of overseas employment from Bangladesh (2010-2016)<sup>185</sup> is used to project future employment for the year 2018 to 2027:

### Projection of Overseas Employment



Year	Actual & Trend Analysis	Year	Actual & Trend Analysis
2010	0	2017	494
2011	0	2018	611
2012	0	2019	723
2013	0	2020	812
2014	579	2021	848
2015	34	2022	1,038
2016	550		

• <sup>185</sup> Overseas Employment from Bangladesh – BMET Database

### 2.11.27.3 Specific Demands in Various Job Sectors in Terms of Professional and Skill Trades

#### I. Prospective Sectors

Sectors	Weightage (%)
Construction	39.44
Agriculture	29.58
Tourism	19.72
Service	7.04
Industry	2.82
Health	1.41

#### II. Prospective Trades and Professional Categories

##### a. Professional Category

No.	Occupation	No.	Occupation
1	Accountant	6	Manager
2	Engineer (civil)	7	Shipping Agent
3	Support Service Engineer	8	Human Resources Professional
4	Systems Analyst	9	Payroll Asst.
5	Systems Administrator		

##### b. Skill Category

No.	Occupation	No.	Occupation
1	Salesman	16	Farmer
2	Cook	17	Electrician
3	Mason	18	Helper
4	Technician	19	Receptionist
5	Computer Operator	20	Construction worker
6	Carpenter	21	Salesman
7	Mechanic	22	Travel Guide
8	Wood Designer	23	Welder
9	Painter	24	Security Guard
10	Plumber	25	Warehouse Asst.
11	Cashier	26	Service Boy
12	Driver	27	Foreman
13	Fork Lift Driver	28	Labor (construction)
14	Crane Operator	29	Supervisor
15	Heavy Driver		

## 2.11.27.4 Forecast of Demanding Trades in Palau Job Market:

OCCUPATIONS	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027
Construction worker	100	106	112	119	127	134	142	151	160	170
Helper	50	54	58	62	67	72	77	83	90	96
Salesman	36	39	43	47	51	56	61	66	72	79
Labor (construction)	50	52	53	55	56	58	60	62	63	65
Mason	22	23	24	25	26	27	29	30	31	33
Painter	20	21	21	22	23	23	24	25	25	26
Manager	14	15	16	17	18	19	20	21	22	24
Service Boy	20	20	21	21	21	22	22	22	23	23
House Maid	20	20	21	21	21	22	22	22	23	23
Carpenter	12	13	13	14	14	15	16	16	17	18
Mechanic	15	15	15	16	16	16	16	17	17	17
Wood Designer	12	12	12	13	13	13	13	13	14	14
Farmer	12	12	12	13	13	13	13	13	14	14
Technician	10	10	11	11	11	12	12	12	13	13
Plumber	10	10	11	11	11	12	12	12	13	13
Electrician	10	10	11	11	11	12	12	12	13	13
Foreman	10	10	11	11	11	12	12	12	13	13
Cook	10	10	10	10	11	11	11	11	11	11
Welder	10	10	10	10	11	11	11	11	11	11
Driver	10	10	10	10	11	11	11	11	11	11
Heavy Driver	8	8	8	8	8	9	9	9	9	9
Receptionist	7	7	7	8	8	8	8	9	9	9
Shipping Agent	7	7	7	7	7	8	8	8	8	8
Warehouse Asst.	7	7	7	7	7	8	8	8	8	8
Engineer (civil)	7	7	7	7	7	8	8	8	8	8
Fork Lift Driver	7	7	7	7	7	8	8	8	8	8
Accountant	5	5	5	5	6	6	6	6	6	7
Computer Operator	5	5	5	5	6	6	6	6	6	7
Supervisor	5	5	5	5	5	5	5	6	6	6
HR	5	5	5	5	5	5	5	6	6	6
Payroll Asst.	5	5	5	5	5	5	5	6	6	6
Security Guard	5	5	5	5	5	5	5	6	6	6
Support Service Engineer	5	5	5	5	5	5	5	6	6	6
Crane Operator	5	5	5	5	5	5	5	6	6	6
System Administrator	4	4	4	4	4	4	4	4	5	5
Travel Guide	4	4	4	4	4	4	4	4	5	5
Systems Analyst	3	3	3	3	3	3	3	3	3	3
Cashier	3	3	3	3	3	3	3	3	3	3

## 2.11.28 Poland

Poland is an eastern European country on the Baltic Sea known for its medieval architecture and Jewish heritage. It has the eighth largest and one of the most dynamic economies in the European Union simultaneously achieving a very high rank on the Human Development Index.

Poland's economy is considered to be one of the more resilient of the post-Communist countries and is one of the fastest growing within the EU. Having a strong domestic market, low private debt, flexible currency, and not being dependent on a single export sector, Poland is the only European economy to have avoided the late-2000s recession. Since the fall of the communist government, Poland has pursued a policy of liberalizing the economy. It is an example of the transition from a centrally planned to a primarily market-based economy.

### Map of Poland:



### Country Brief:

Official Name	Republic of Poland
Capital	Warsaw
Continent	Europe
Location	Middle East, bordering the Persian Gulf and the Red Sea, north of Yemen
Distance from Bangladesh	Nautical miles : 3,607 Minutes : 589
Independence	11 November 1918
Currency	Polish złoty (1 USD= 3.35 PLN)
Area	Total : 312,685 sq. km Land : 304,255 sq. km Water : 8,430 sq. km
Time Zone	GMT + 1
Climate	Tropical; hot and humid; wet season May to November
Religion	Catholic 87.2%, Orthodox 1.3% (almost all are Polish Autocephalous Orthodox), Protestant 0.4%, other 0.4, unspecified 10.8%
Main Ports	Gdansk, Gdynia, Swinoujscie

## 2.11.28.1 Drivers of Overseas Employment:

MACROECONOMIC SCENARIO <sup>186</sup>			
GDP Nominal (2016)	US\$ 471,364,408,714		
Growth rate (2016)	2.86		
Most important sources of GDP (2016)	Vehicle Parts, Cars, Seat, Other Furniture Passenger, Cargo Ships		
Relative share of GDP (2016)	Service 63.60%	Industry 33.71%	Agriculture 2.69%
Annual growth rate of the respective sector (2016)	Service 3.94%	Industry 0.85%	Agriculture 2.80%
Per Capita income (2016)	12,421 USD		
Main Industries	Machine building, iron and steel, coal mining, chemicals, shipbuilding, food processing, glass, beverages, textiles		
Arable Land	36.2%		
POPULATION <sup>187</sup>			
Population Size (2016)	37,948,016 Male : 18,328,230      Female : 19,619,786		
Annual growth rate (2016)	-0.10		
Percentage of population above 65 years (2016)	16.19		
Density	123 sq. Km		
LABOR MARKET <sup>188</sup>			
Total Labor force (2017)	18,270,200		
Annual growth rate (2017)	-0.0061		
Work age population (2016)	26,187,409 Male: 13,053,845      Female: 13,133,560		
Employment by sector (2017)	Service 10,316,360	Industry 5,132,172	Agriculture 1,889,888
Total Employment (2017)	17,338,420 Male : 9,539,698      Female : 7,800,536		
Total Unemployment (2017)	931,780 Male : 502,089      Female : 427,877		
Unemployment rate (2017)	5.10		

## 2.11.28.2 Future Employment Prospect in Poland:

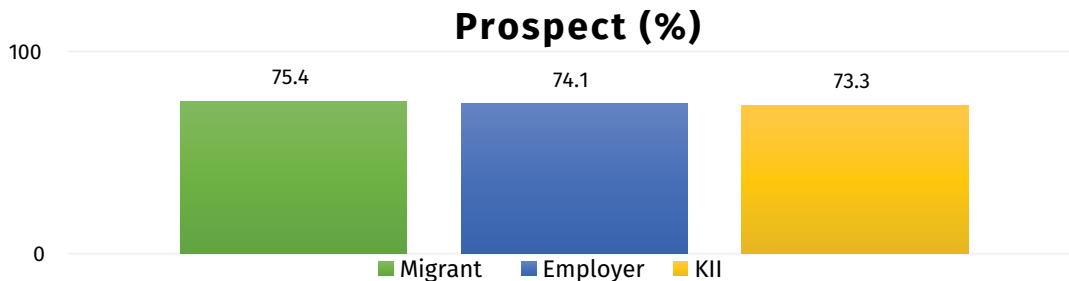
Poland's unemployment rate fell to 6.5 percent in November 2017. The country is facing labor shortage particularly in construction sector. Moreover, the country is going to undertake a number of EU-funded infrastructure projects

• <sup>186</sup> World Bank  
 • <sup>187</sup> World Bank  
 • <sup>188</sup> World Bank

which are expected to commence from 2018<sup>189</sup>. The upcoming construction projects will require good number of construction workers. The local supply of labor cannot fulfill the emerging need. The country will need more foreign workers to implement the upcoming projects.

#### EMPLOYMENT PROSPECT BASED ON THE PERCEPTIONS OF KEY STAKEHOLDERS

The findings from the responses of the stakeholders (Migrant, Employer, and Key Informants) are given below:



#### EMPLOYMENT PROJECTION BASED ON COUNTRY ATTRACTIVENESS INDEX SCORE (CAIS)

Based on these CAIS, the prospective status of Poland will be as follows:

Dimension	Factors	Value/ Comment	Prospect Indicator	CAIS
DEMAND SIDE	<b>Rapid Economic Growth (Total 26%)</b>			
	Average GDP Growth Rate	3.64%	High	11.00
	Expansionary Fiscal Policy	5% and above Growth	High	13.00
	<b>Demographic Transition (Total 2.58%)</b>			
	Average Population Growth Rate	-0.11%	Very High	1.00
	Average Percentage of Total Population Aged 65 and Above (2000-2016)	13.62%	High	1.08
	Average Labor Force Growth Rate	0.35%	High	6.80
	<b>Attitude Towards Migrant (6.13%)</b>			
	Average Growth Rate of International Migrant Stock	-8.76%	Low	1.00
	Percentage of International Migrant Stock	1.69%	Low	1.00
	Percentage of BD Migrants in Terms of International Migrant Stock	0.02%	Low	0.13
	Unfavorable Attitude Towards Certain Jobs of Local Citizen	Less Favorable	Low	1.98
	Labor Importing Policy of Destination Country	Moderately Restricted	Very Low	0.00
SUPPLY SIDE	<b>Govt. Support (Total 20%)</b>			
	Need Based Training	Not Available	Low	0.00
	Govt. Recruitment System	Not Available	Low	1.00
	Easy/Systematic Migration Process	Need to Improve	Low	0.00
	Branding	Bad Reputation	Low	3.00
	Bilateral Relationship	No Bi-lateral Relationship	Low	0.00
	Presence of Embassy	In one country	Moderate	1.14
	Trade/Investment Relationship	Need to Improve	Moderate	2.50

<sup>189</sup> <https://www.irishtimes.com/business/construction/poland-facing-labor-shortage-for-infrastructure-development-1.3100819>

### Country Attractiveness Index Score:

<b>Demand side score</b>	<b>36.99</b>
<b>Supply side score</b>	<b>7.64</b>
<b>Overall prospect score</b>	<b>44.63</b>

The demand side score of the country indicates that the country is prospective for future employment.

### PROJECTION OF FUTURE EMPLOYMENT WITH ESTIMATED GROWTH RATE:

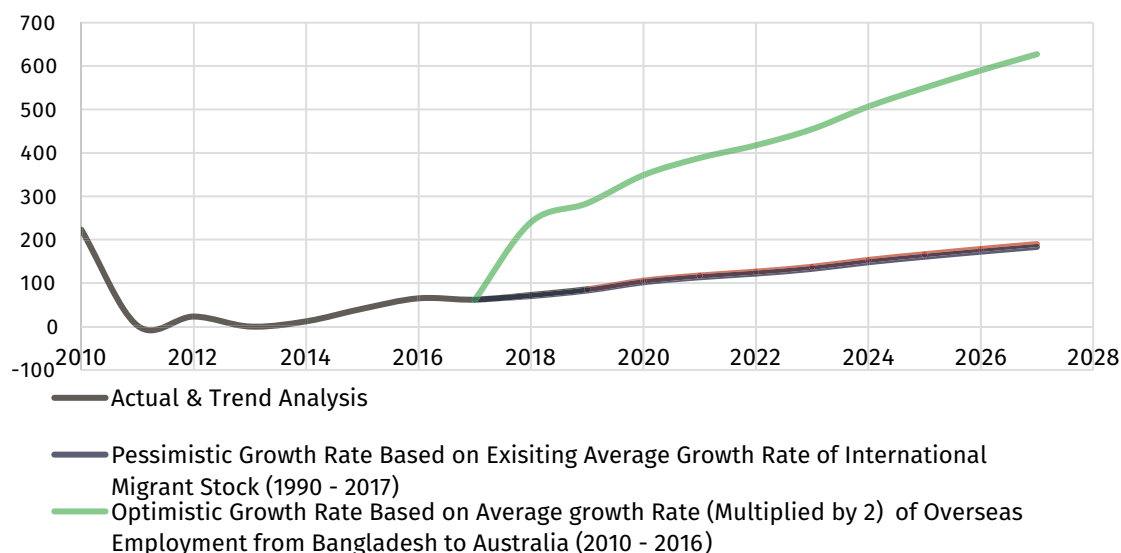
Regression analysis model with time series data is used to project the overseas employment. In the regression exercise the available data of overseas employment from Bangladesh (2010-2016)<sup>190</sup> is used to project future employment for the year 2018 to 2027:

The forecasted overseas employment from Bangladesh to Poland are illustrated below for three different scenarios:

<b>Year</b>	<b>Actual &amp; Trend Analysis</b>	<b>Pessimistic Growth Rate Based on Existing Average Growth Rate of International Migrant Stock (1990 - 2017)</b>	<b>Optimistic Growth Rate Based on Average growth Rate (Multiplied by 2) of Overseas Employment from Bangladesh to Australia (2010 - 2016)</b>
<b>2010</b>	223		
<b>2011</b>	2		
<b>2012</b>	23		
<b>2013</b>	0		
<b>2014</b>	12		
<b>2015</b>	41		
<b>2016</b>	65		
<b>2017</b>	62		
<b>2018</b>	<b>73</b>	70	240
<b>2019</b>	<b>86</b>	83	284
<b>2020</b>	<b>106</b>	102	349
<b>2021</b>	<b>118</b>	113	388
<b>2022</b>	<b>126</b>	122	418
<b>2023</b>	<b>138</b>	133	455
<b>2024</b>	<b>153</b>	148	507
<b>2025</b>	<b>167</b>	161	550
<b>2026</b>	<b>179</b>	172	590
<b>2027</b>	<b>190</b>	183	627

• <sup>190</sup> Overseas Employment from Bangladesh – BMET Database

## Projection of Overseas Employment



The demand side indicators show the country as prospective for further employment from Bangladesh. The respondents of the survey also identified the country as prospective with certain challenges such as language, cultural differences, lack of bilateral relationship, G2G agreement. The country is conservative to protect cultural harmony and so reluctant to recruit Bangladeshi workers despite acute demand. Demand of labor market are mostly filled up by neighboring countries like Ukraine. The growth of employment from Bangladesh can be improved further, if the government takes initiative on the supply side factors as describe above.



Field Visit - Poland

### 2.11.28.3 Specific Demands in Various Job Sectors in Terms of Professional and Skill Trades

#### I. Prospective Sectors

Sectors	Weightage (%)
Construction	27.55
Agriculture	26.53
Industry	23.47
Service	15.31
Health	4.08
Tourism	1.02
ICT	1.02
Others	1.02

#### II. Prospective Trades and Professional Categories

##### a. Professional Category

No.	Occupation	No.	Occupation
1	Manager	6	Cashier
2	Fashion Designer	7	Engineer (maintenance)
3	Accountant	8	Financial Expert
4	Nurse	9	Human Resources Professional
5	Pilot		

##### b. Skill Category

No.	Occupation	No.	Occupation
1	Cook	9	Semi-skilled Cleaner
2	Cabin Crew	10	Helper
3	Welder/Fabricator	11	Baker
4	Welder Grade-A	12	Waiter
5	Mechanic	13	House Boy/Domestic Help
6	Construction worker	14	Salesman
7	Fork Lift Driver	15	Service Boy
8	Crane Operator		

## 2.11.29 Seychelles:

Republic of Seychelles is located in African continent and has the population of about 94,000 with GDP growth rate of 4.5%. After the independence from the United Kingdom in 1976, Seychelles has transformed from a agricultural society to a market-based diversified economy, with agriculture being replaced by rapidly rising service and public sectors as well as tourism. Since 1976, nominal GDP output has increased nearly sevenfold and the purchasing power parity nearly sixteen fold.

### Map of Seychelles:



### Country Brief:

Official Name	Republic of Seychelles
Capital	Victoria
Continent	Africa
Location	Archipelago in the Indian Ocean, northeast of Madagascar
Distance from Bangladesh	Nautical miles: 3,054 Minutes : 327
Independence	29th June,1976
Currency	Seychellois Rupee ( 1 USD= 13.42 SCR)
Area	Total : 455 sq. km Land : 455 sq. km
Time Zone	UTC +4h Standard Time
Climate	Tropical marine; humid; cooler season during southeast monsoon (late May to September); warmer season during northwest monsoon (March to May)
Religion	Roman Catholic 76.2%, Protestant 10.5% (Anglican 6.1%, Pentecostal Assembly 1.5%, Seventh Day Adventist 1.2%, other Protestant 1.7), other Christian 2.4%, Hindu 2.4%, Muslim 1.6%, other non-Christian 1.1%, unspecified 4.8%, none 0.9% (2010 est.)
Main Ports	Victoria

## 2.11.29.1 Drivers of Overseas Employment:

MACROECONOMIC SCENARIO <sup>191</sup>			
GDP Nominal (2016)	US\$ 1,427,323,889		
Growth rate (2016)	4.50		
Most important sources of GDP (2016)	Processed Fish, Refined Petroleum, Recreational Boats, Non-fillet Frozen Fish and Rolled Tobacco		
Relative share of GDP (2016)	Service 83.04%	Industry 14.32%	Agriculture 2.64%
Annual growth rate of the respective sector (2016)	Service 4.49%	Industry -1.26%	Agriculture -5.61%
Per Capita income (2016)	US\$ 15,076		
Main Industries	fishing, tourism, beverages		
Arable Land	2.2% (% of land area, 2016)		
POPULATION <sup>192</sup>			
Population Size (2016)	94,677 Male : 46,727      Female : 47,950		
Annual growth rate (2016)	1.34		
Percentage of population above 65 years (2016)	8.38		
Density	206 per Km2		
LABOR MARKET <sup>193</sup>			
Work age population (2016)	65,880 Male : 32,833      Female : 33,044		
Employment by sector (2017)	Service 10,316,360	Industry 5,132,172	Agriculture 1,889,888

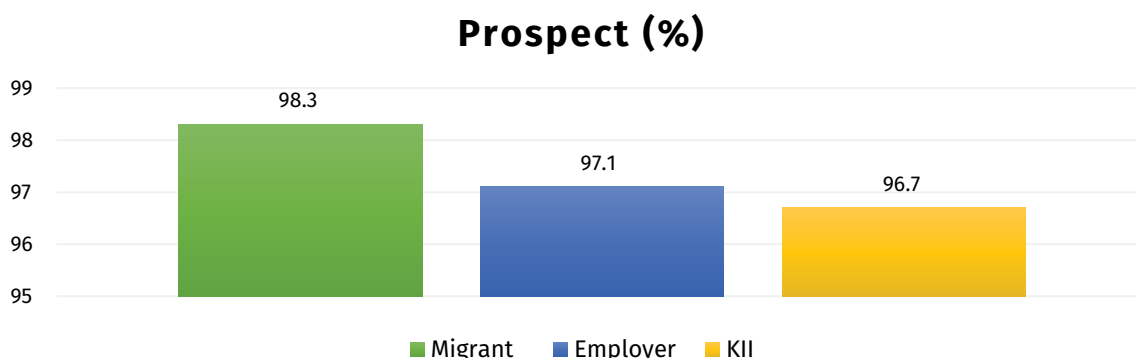
## 2.11.29.2 Future Employment Prospect in Seychelles:

In Seychelles, Industries like fishing, tourism and beverages are steering the economy. Overall, the country's recent strategy of attracting more tourists from emerging countries has paid off, with record number of visitors in recent years (10% increase in 2016 compared to the previous year). Tourism employs 30% of the labor force and generates a quarter of the country's GDP. Moreover, the country has been supporting anti-piracy operations to push back Somali pirates, which had threatened its fishing and tourism industries. Success in nearly eradicating this piracy allowed the country to re-launch its tuna fishing industry in 2012. The Government is trying to diversify the economy by developing the agricultural and fishing sectors, as well as the small-unit manufacturing industry. Migrants represented around 25 per cent of the country's labor force, and their contribution to national development was recognized by the Government.

• <sup>191</sup> World Bank  
 • <sup>192</sup> World Bank  
 • <sup>193</sup> World Bank

## EMPLOYMENT PROSPECT BASED ON THE PERCEPTIONS OF KEY STAKEHOLDERS

The findings from the responses of the stakeholders (Migrant, Employer, and Key Informants) are given below:



## EMPLOYMENT PROJECTION BASED ON COUNTRY ATTRACTIVENESS INDEX SCORE (CAIS)

Based on these factors, the prospective status of Seychelles will be as follows:

Dimension	Factors	Value/ Comment	Prospect Indicator	CAIS
DEMAND SIDE	<b>Rapid Economic Growth (Total 26%)</b>			
	Average GDP Growth Rate	3.24%	High	11.00
	Expansionary Fiscal Policy	<0% Growth	Low	7.00
	<b>Demographic Transition (Total 2.58%)</b>			
	Average Population Growth Rate	0.96%	High	0.75
	Average Percentage of Total Population Aged 65 and Above (2000-2016)	7.60%	Moderate	0.58
	<b>Average Labor Force Growth Rate</b>		Moderate	5.80
	<b>Attitude Towards Migrant (6.13%)</b>			
	Average Growth Rate of International Migrant Stock	23.82%	High	2.00
	Percentage of International Migrant Stock	13.65%	Moderate	1.50
	Percentage of BD Migrants in Terms of International Migrant Stock	1.72%	Low	0.13
	<b>Unfavorable Attitude Towards Certain Jobs of Local Citizen</b>	Unfavorable	Moderate	2.98
	<b>Labor Importing Policy of Destination Country</b>	Moderately Restricted	Very Low	0.00
SUPPLY SIDE	<b>Govt. Support (Total 20%)</b>			
	Need Based Training	Need to Improve	Moderate	5.00
	Govt. Recruitment System	Not Available	Low	1.00
	Easy/Systematic Migration Process	Need to Improve	High	8.00
	<b>Branding</b>	Bad Reputation	Low	3.00
	<b>Bilateral Relationship</b>	Need to Strengthen	Moderate	1.37
	<b>Presence of Embassy</b>	No	Low	0.00
	<b>Trade/Investment Relationship</b>	Need to Improve	Moderate	2.50

### Country Attractiveness Index Score:

Demand side score	31.74
Supply side score	20.87
Overall prospect score	52.61

The demand side indicators show that the country is prospective for migration from Bangladesh. Although being a small sized island country, it can host maximum 10,000 Bangladeshi migrant workers.

### Country Specific Considerations:

- a. The economy of Seychelles is mostly depended on the tourism and fishing industry. GDP growth of Seychelles has been led by the tourist sector, which directly employs about 26% of the labor force and directly and indirectly accounts for more than 55% of GDP, and by tuna fishing<sup>194</sup>. In recent years, the govt. has encouraged foreign investment to upgrade their hotels, building new hotels to attract more tourist and other services. Although the economy is tourism based, the government is promoting the development of farming, fishing, and small-scale manufacturing to reduce the dependency on tourism sector<sup>195</sup>. Foreign labor force has the major contribution of the country's economy.
- b. According to the BMET data, Seychelles is currently hosting very few Bangladeshi migrants<sup>196</sup>. Most of the Bangladeshi migrants over there are working in construction, service and agricultural sectors. Bangladeshi workforce has the major contribution in the development of the country's agricultural sector. In accordance with the employers view, Bangladeshi migrants have a good image in the country<sup>197</sup>.
- c. Till now, the majority of the Bangladeshi migrants are working in the construction sector. As the govt. of Seychelles and other private investors are investing more for building new hotels, upgrading the existing facilities to develop their tourism industry, more skilled foreign workers in recent future will be required. Bangladeshi workforce has great opportunity for overseas employment in this particular sector in various jobs like mason, carpenter, electrician, plumber<sup>198</sup> etc.
- d. Since the Seychelles govt. is developing and upgrading their tourism industry, it is expected that there will be a demand for some diversified occupations like hotel housekeeping, cook, waiter, hotel boy, hotel manager etc. Bangladeshi migrants also have the opportunity to capture the positions of these occupations<sup>199</sup>.
- e. Since, Seychelles is an islands country, they cannot absorb large number of foreign workforce. That's why the employers prefer multi skilled foreign employee mostly.

<sup>194</sup> <https://www.cia.gov/library/publications/the-world-factbook/geos/se.html>

<sup>195</sup> <https://www.cia.gov/library/publications/the-world-factbook/geos/se.html>

<sup>196</sup> BMET Data

<sup>197</sup> Primary Data

<sup>198</sup> Primary Data



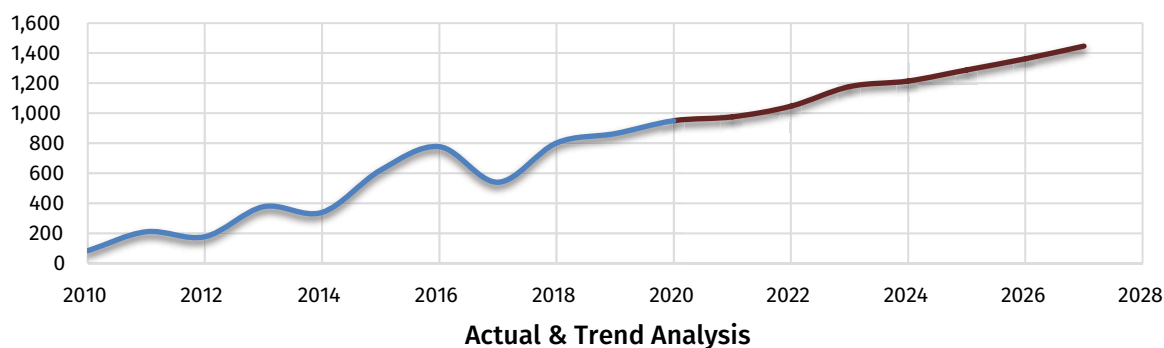
*Field Visit - Seychelles*

### PROJECTION OF FUTURE EMPLOYMENT:

Regression analysis model with time series data is used to project the overseas employment. In the regression exercise the available data of overseas employment from Bangladesh (2010-2016)<sup>200</sup> is used to project future employment for the year 2018 to 2027:

Year	Actual & Trend Analysis	Year	Actual & Trend Analysis
2010	83	2019	864
2011	210	2020	950
2012	177	2021	976
2013	377	2022	1,047
2014	339	2023	1,177
2015	621	2024	1,214
2016	777	2025	1,288
2017	540	2026	1,363
2018	801	2027	1,447

### Projection of Overseas Employment



• <sup>200</sup> Overseas Employment from Bangladesh – BMET Database

### 2.11.29.3 Specific Demands in Various Job Sectors in Terms of Professional and Skill Trades

#### I. Prospective Sectors

Sectors	Weightage (%)
Construction	29.11
Service	27.85
Agriculture	25.32
Health	11.39
Others	5.06
Tourism	1.27

#### II. Prospective Trades and Professional Categories

##### a. Professional Category

No.	Occupation	No.	Occupation
1	Engineer (civil)	8	Manager
2	Accountant	9	Sales Manager
3	Architect	10	Engineer (Industry)
4	Supervisor	11	Agronomist
5	Doctor	12	Engineer (site)
6	Programmer	13	Project Coordinator
7	System Administrator	14	Engineer (Computer)

##### b. Skill Category

No.	Occupation	No.	Occupation
1	Mason	16	Driver
2	Construction worker	17	Fork Lift Driver
3	Cook	18	Electrician
4	Farming Expert	19	House Maid/Domestic Help
5	Machine Operator	20	Painter
6	Salesman	21	Security Guard
7	Baker	22	Steel Fixer
8	Plumber	23	Tailor
9	Skilled Labor	24	Technician
10	Carpenter	25	Warehouse Asst.
11	Waiter	26	Welder/Fabricator
12	Butcher	27	Hotel Boy
13	House Maid	28	Semi-skilled Cleaner
14	Foreman	29	Farmer
15	Web Developer		

## 2.11.29.4 Forecast of Demanding Trades in Seychelles Job Market:

Occupations	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027
Mason	120	124	129	133	138	143	148	153	159	165
Skilled Labor	120	124	129	133	138	143	148	153	159	165
Carpenter	100	102	104	105	107	109	111	113	115	117
Construction worker	50	51	52	53	54	55	56	57	58	59
Supervisor	25	27	30	32	35	38	42	45	50	54
Farming Expert	30	31	32	33	35	36	37	38	40	41
Salesman	20	21	21	22	23	24	25	26	26	27
Technician	20	20	21	21	21	22	22	23	23	23
Farmer	20	20	21	21	21	22	22	23	23	23
Engineer (civil)	12	13	13	14	15	16	16	17	18	19
House Maid	15	15	16	16	16	16	17	17	17	18
Foreman	15	15	16	16	16	16	17	17	17	18
Electrician	15	15	16	16	16	16	17	17	17	18
Painter	15	15	16	16	16	16	17	17	17	18
Welder/Fabricator	15	15	16	16	16	16	17	17	17	18
Semi-skilled Cleaner	15	15	16	16	16	16	17	17	17	18
Hotel Boy	13	13	13	14	14	14	14	15	15	15
Tailor	12	12	12	13	13	13	13	14	14	14
Project Coordinator	10	10	11	11	12	12	12	13	13	14
Cook	10	10	11	11	12	12	12	13	13	14
Machine Operator	10	10	11	11	12	12	12	13	13	14
Architecture	10	10	10	11	11	11	11	11	12	12
Engineer (Industry)	10	10	10	11	11	11	11	11	12	12
Engineer (Computer)	10	10	10	11	11	11	11	11	12	12
Waiter	10	10	10	11	11	11	11	11	12	12
Manager	10	10	10	11	11	11	11	11	12	12
Sales Manager	10	10	10	11	11	11	11	11	12	12
Plumber	10	10	10	11	11	11	11	11	12	12
Driver	10	10	10	11	11	11	11	11	12	12
Steel Fixer	10	10	10	11	11	11	11	11	12	12
Butcher	8	8	8	8	9	9	9	9	9	9
Accountant	7	7	7	7	8	8	8	8	8	8
Doctor	7	7	7	7	8	8	8	8	8	8
System Administrator	7	7	7	7	8	8	8	8	8	8
Baker	7	7	7	7	8	8	8	8	8	8
Engineer (site)	5	5	5	5	5	5	6	6	6	6
Architect	5	5	5	5	5	5	6	6	6	6
Fork Lift Driver	5	5	5	5	5	5	6	6	6	6
Security Guard	5	5	5	5	5	5	6	6	6	6
Warehouse Asst.	5	5	5	5	5	5	6	6	6	6
Programmer	4	4	4	4	4	4	4	5	5	5
Web Developer	4	4	4	4	4	4	4	5	5	5
Agronomist	3	3	3	3	3	3	3	3	3	4

### 2.11.30 South Africa

The Republic of South Africa (RSA), is the largest country in Southern Africa and the 25<sup>th</sup> largest country in the world. The World Bank classifies South Africa as an upper-middle-income economy, and a newly industrialized country. South Africa has a mixed economy. It also has a relatively high GDP per capita compared to other countries in Sub-Saharan Africa.

Currently, South Africa has insignificant number of Bangladeshi workers who are mostly self-employed.

#### Map of South Africa:



#### Country Brief:

Official Name	Republic of South Africa
Capital	Cape Town
Continent	Southeast Asia
Location	Southern Africa, at the southern tip of the continent of Africa
Distance from Bangladesh	Nautical miles : 5,061 Minutes : 893
Independence	31 May 1910
Currency	South African rand (\$1 = 11.63 ZAR)
Area	Total : 1,219,090 sq. km Land : 1,214,470 sq. km Water : 4,620 sq. km
Time Zone	GMT + 2
Climate	Mostly semiarid; subtropical along east coast; sunny days, cool nights
Religion	Protestant 36.6% (Zionist Christian 11.1%, Pentecostal/Charismatic 8.2%, Methodist 6.8%, Dutch Reformed 6.7%, Anglican 3.8%), Catholic 7.1%, Muslim 1.5%, other Christian 36%, other 2.3%, unspecified 1.4%, none 15.1%
Main Ports	Cape Town, Durban, Port Elizabeth, Richards Bay, Saldanha Bay

### 2.11.30.1 Drivers of Overseas Employment:

MACROECONOMIC SCENARIO <sup>201</sup>			
GDP Nominal (2016)	US\$ 295,456,189,492		
Growth rate (2016)	0.28		
Most important sources of GDP (2016)	Gold, Diamonds, Platinum, Coal Briquettes and Cars		
Relative share of GDP (2016)	Service 68.63%	Industry 28.93%	Agriculture 2.43%
Annual growth rate of the respective sector (2016)	Service 1.37%	Industry -1.28%	Agriculture -7.81%
Per Capita income (2016)	5,285 USD		
Main Industries	Mining (world's largest producer of platinum, gold, chromium), automobile assembly, metalworking, machinery, textiles, iron and steel, chemicals, fertilizer, foodstuffs, commercial ship repair		
Arable Land	9.9%		
POPULATION <sup>202</sup>			
Population Size (2016)	55,908,865 Male : 27,446,835      Female : 28,462,030		
Annual growth rate (2016)	1.62		
Percentage of population above 65 years (2016)	5.21		
Density	700 sq. Km		
LABOR MARKET <sup>203</sup>			
Total Labor force (2017)	22,010,535		
Annual growth rate (2017)	0.0162		
Work age population (2016)	36,683,542 Male : 18,111,609      Female : 18,571,944		
Employment by sector (2017)	Service 10,833,123	Industry 4,192,435	Agriculture 976,101
Total Employment (2017)	16,001,659 Male : 1,785,593      Female : 1,457,582		
Total Unemployment (2017)	6,008,876 Male : 3,013,929      Female : 3,001,640		
Unemployment rate (2017)	27.30		

### 2.11.30.2 Future Employment Prospect in South Africa:

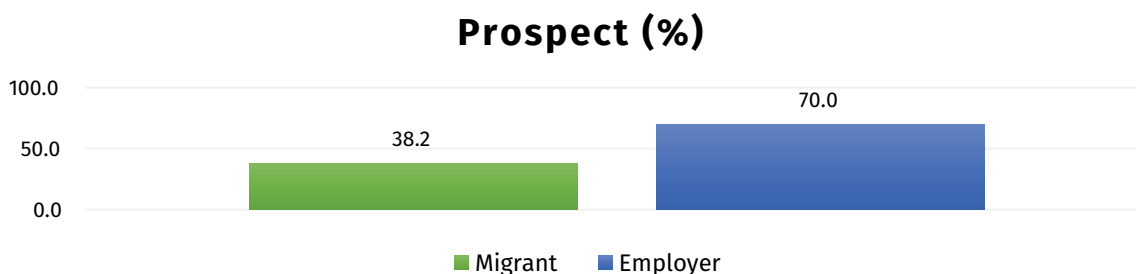
South Africa is a middle income country with abundant supply of natural resources. The country is the most industrialized country in Africa. But ironically, South Africa's growth in the last few years has been slower than the increase in population. The unemployment rate is worse than one in four. There is also the big issue of corruption and Government borrowing is quite high.

- <sup>201</sup> World Bank
- <sup>202</sup> World Bank
- <sup>203</sup> World Bank

Moreover, the average growth rate of the foreign workers in the country is negative. Percentage of Bangladeshi migrants compare to foreign workers is also very low. Additionally, stringent labor importing policy of the country is strictly followed. All these variables are indication of low prospect in South Africa.

#### EMPLOYMENT PROSPECT BASED ON THE PERCEPTIONS OF KEY STAKEHOLDERS

The findings from the responses of the stakeholders (Migrant, Employer, and Key Informants) are given below:



#### EMPLOYMENT PROJECTION BASED ON COUNTRY ATTRACTIVENESS INDEX SCORE (CAIS)

Based on these CAIS, the prospective status of South Africa will be as follows:

Dimension	Factors	Value/ Comment	Prospect Indicator	CAIS
DEMAND SIDE	<b>Rapid Economic Growth (Total 26%)</b>			
	Average GDP Growth Rate	2.96%	Moderate	9.00
	Expansionary Fiscal Policy	0-<5% Growth	Moderate	10.00
	<b>Demographic Transition (Total 2.58%)</b>			
	Average Population Growth Rate	1.38%	Moderate	0.50
	Average Percentage of Total Population Aged 65 and Above (2000-2016)	4.57%	Low	0.08
	<b>Average Labor Force Growth Rate</b>	2.00%	Moderate	5.80
	<b>Attitude Towards Migrant (6.13%)</b>			
	Average Growth Rate of International Migrant Stock	26.26%	High	2.00
	Percentage of International Migrant Stock	7.22%	Low	1.00
	Percentage of BD Migrants in Terms of International Migrant Stock	0.10%	Low	0.13
	<b>Unfavorable Attitude Towards Certain Jobs of Local Citizen</b>	Unfavorable	Moderate	2.98
	<b>Labor Importing Policy of Destination Country</b>	Moderately Restricted	Very Low	0.00
SUPPLY SIDE	<b>Govt. Support (Total 20%)</b>			
	Need Based Training	Not Available	Low	0.00
	Govt. Recruitment System	Not Available	Low	1.00
	Easy/Systematic Migration Process	Need to Improve	Low	0.00
	<b>Branding</b>	Bad Reputation	Low	3.00
	<b>Bilateral Relationship</b>	Need to Strengthen	Moderate	1.37
	<b>Presence of Embassy</b>	In one country	Moderate	1.14
	<b>Trade/Investment Relationship</b>	Need to Improve	Moderate	2.50

### Country Attractiveness Index Score:

Demand side score	31.49
Supply side score	9.01
Overall prospect score	40.50

The demand side score of the country indicates that the country is prospective for future employment. The country is mostly suitable for self-employment, and less prospective for mass migration.

### Major issues in South Africa:

Apart from the slow economic growth and the high corruption linked with poor governance, the recent unplanned refugee policy is a major barrier for Bangladeshi migrants to enter South African market.

Between 2006 and 2012, South Africa received the highest number of asylum seekers of any country in the world.<sup>204</sup> Additionally, aside from a limited number of visas for professionals, South Africa maintains strict limits on almost all other forms of immigration.<sup>205</sup> So, even if someone is an unskilled economic migrant or even a highly skilled one, without the money and time to negotiate a complicated bureaucracy; it is nearly impossible to live legally in South Africa.<sup>206</sup>

Furthermore, based on the macro economic variables and primary data indicates that there are limited amount of opportunities for Bangladeshi migrants which also shows the migration rate over the past years.

<sup>204</sup> <http://foreignpolicy.com/2015/10/13/south-africas-tough-lessons-on-migrant-policy/>

<sup>205</sup> [https://www.washingtonpost.com/news/worldviews/wp/2017/02/15/south-africas-role-as-a-refugee-haven-may-be-coming-to-an-end/?utm\\_term=.18cd488c8b4b](https://www.washingtonpost.com/news/worldviews/wp/2017/02/15/south-africas-role-as-a-refugee-haven-may-be-coming-to-an-end/?utm_term=.18cd488c8b4b)

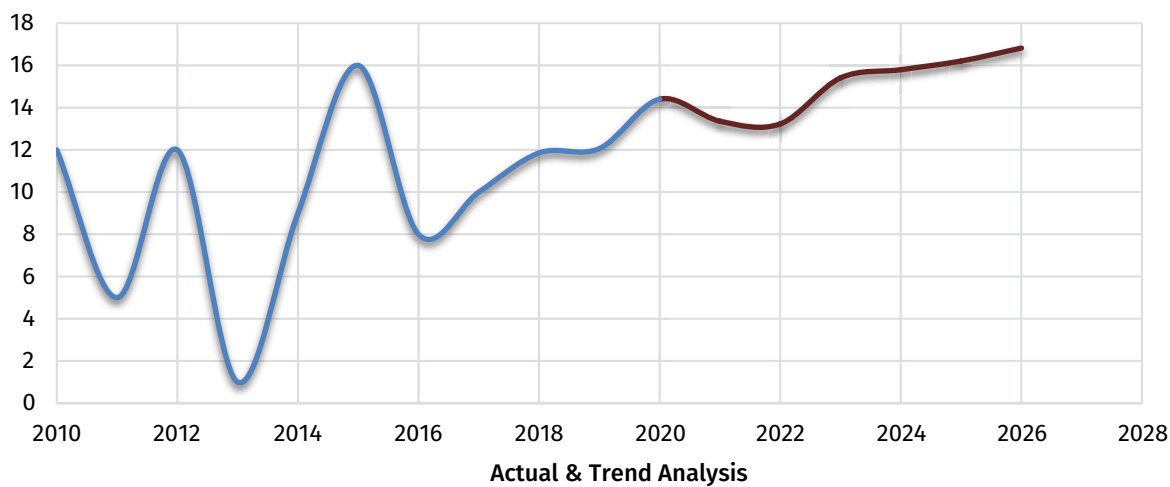
<sup>206</sup> <http://foreignpolicy.com/2015/10/13/south-africas-tough-lessons-on-migrant-policy/>

### PROJECTION OF FUTURE EMPLOYMENT:

Regression analysis model with time series data is used to project the overseas employment. In the regression exercise the available data of overseas employment from Bangladesh (2010-2016) is used to project future employment for the year 2018 to 2027:

Year	Actual & Trend Analysis	Year	Actual & Trend Analysis
2010	12	2019	12
2011	5	2020	14
2012	12	2021	13
2013	1	2022	13
2014	9	2023	15
2015	16	2024	16
2016	8	2025	16
2017	10	2026	17
2018	12	2027	17

### Projection of Overseas Employment



## 2.11.31 Sweden

Sweden located at European continent, has population about 10 million with 3.23% of annual GDP growth rate. Sweden has small, open, and competitive economy and achieved an enviable standard of living with its combination of free-market capitalism and extensive welfare benefits. The economy is built on industries such as steel, precision equipment, Wood pulp and paper products, processed foods, motor vehicles etc. Timber, hydropower, and iron ore constitute the resource base of a manufacturing economy that relies heavily on foreign trade. Exports, including engines and other machines, motor vehicles, and telecommunications equipment contributes greatly in GDP. Service sector contributes the most and creates the highest employment in the country.

### Map of Sweden:



### Country Brief:

Official Name	Sweden
Capital	Stockholm
Continent	Europe
Location	Northern Europe, bordering the Baltic Sea, Gulf of Bothnia, Kattegat, and Skagerrak, between Finland and Norway
Distance from Bangladesh	Nautical miles: 3,634 Minutes: 607
Independence	6 June 1523
Currency	Swedish krona (\$1= 7.9 Swedish kronor)
Area	Total: 450,295 Sq. Km Land: 410,335 Sq. Km, Water: 39,960 Sq. Km
Time Zone	GMT + 1
Climate	Temperate in south with cold, Cloudy winters and cool, partly cloudy summers; Subarctic in north
Religion	Church of Sweden (Lutheran) 63%, other (includes Roman Catholic, Orthodox, Baptist, Muslim, Jewish, and Buddhist) 17% (2016 est.)
Main Ports	Brofjorden, Goteborg, Helsingborg, Karlshamn, Lulea, Malmo, Stockholm,

### 2.11.31.1 Drivers of Overseas Employment:

MACROECONOMIC SCENARIO <sup>207</sup>			
GDP Nominal (2016)	US\$ 514,459,972,806		
Growth rate (2016)	3.23		
Most important sources of GDP (2016)	Refined Petroleum, Packaged Medicaments, Cars, Vehicle Parts and Telephones		
Relative share of GDP (2016)	Service 74.16	Industry 24.54	Agriculture 1.30
Annual growth rate of the respective sector (2016)	Service 3.09%	Industry 2.87%	Agriculture 1.22%
Per Capita income (2016)	51,949 USD		
Main Industries	Iron and steel, Precision equipment (bearings, radio and telephone parts, armaments), Wood pulp and paper products, Processed foods, Motor vehicles		
Arable Land	6.3 (% of land area, 2015)		
POPULATION <sup>208</sup>			
Population Size (2016)	9,903,122 Male : 4,952,881    Female : 4,950,241		
Annual growth rate (2016)	1.06		
Percentage of population above 65 years (2016)	19.83		
Density	22 per Km2		
LABOR MARKET <sup>209</sup>			
Total Labor force (2017)	5,266,003		
Annual growth rate (2017)	0.0060		
Work age population (2016)	6,215,850 Male : 3,162,163    Female : 3,053,682		
Employment by sector (2017)	Service 3,904,594	Industry 889,407	Agriculture 87,963
Total Employment (2017)	4,886,851 Male : 2,549,985    Female : 2,338,632		
Total Unemployment (2017)	379,152 Male : 206,756    Female : 170,630		
Unemployment rate (2017)	7.20		

### 2.11.31.2 Future Employment Prospect in Sweden:

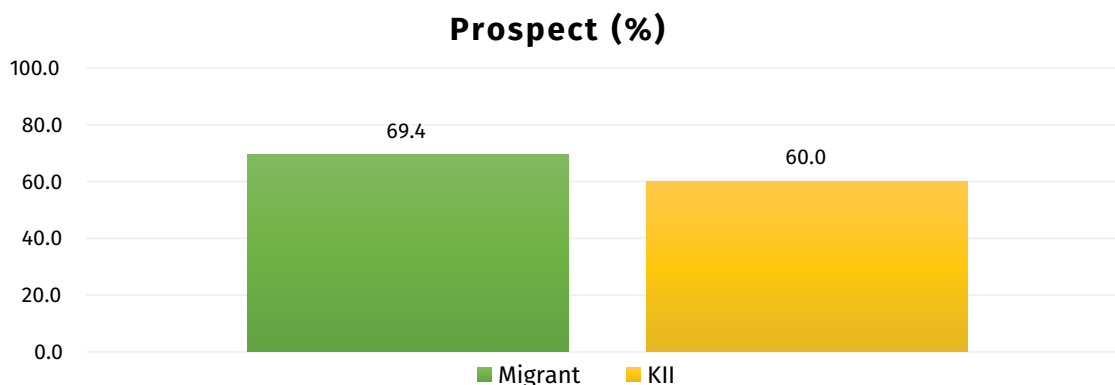
Sweden is considered as one of the most popular desirable destination for migrants in the world. The economic

• <sup>207</sup> World Bank  
 • <sup>208</sup> World Bank  
 • <sup>209</sup> World Bank

situation of Sweden is better than many other European countries. It currently is hosting a big number of Bangladeshi migrants. Most of them are working on service and industry sectors. However, the recent refugee influx from middle-east has created a surplus scenario for foreign migration.

#### EMPLOYMENT PROSPECT BASED ON THE PERCEPTIONS OF KEY STAKEHOLDERS

The findings from the responses of the stakeholders (Migrant, Employer, and Key Informants) are given below:



#### EMPLOYMENT PROJECTION BASED ON COUNTRY ATTRACTIVENESS INDEX SCORE (CAIS)

Based on these CAIS, the prospective status of Sweden will be as follows:

Dimension	Factors	Value/ Comment	Prospect Indicator	CAIS
DEMAND SIDE	<b>Rapid Economic Growth (Total 26%)</b>			
	Average GDP Growth Rate	2.37%	Moderate	9.00
	Expansionary Fiscal Policy	0-<5% Growth	Moderate	10.00
	<b>Demographic Transition (Total 2.58%)</b>			
	Average Population Growth Rate	0.66%	High	0.75
	Average Percentage of Total Population Aged 65 and Above (2000-2016)	18.10%	Very High	1.58
	<b>Average Labor Force Growth Rate</b>	0.83%	High	6.80
	<b>Attitude Towards Migrant (6.13%)</b>			
	Average Growth Rate of International Migrant Stock	14.34%	Moderate	1.50
	Percentage of International Migrant Stock	17.65%	Moderate	1.50
	Percentage of BD Migrants in Terms of International Migrant Stock	0.43%	Low	0.13
	<b>Unfavorable Attitude Towards Certain Jobs of Local Citizen</b>	Unfavorable	Moderate	2.98
	<b>Labor Importing Policy of Destination Country</b>	Moderately Restricted	Very Low	0.00
SUPPLY SIDE	<b>Govt. Support (Total 20%)</b>			
	Need Based Training	Not Available	Low	0.00
	Govt. Recruitment System	Not Available	Low	1.00
	Easy/Systematic Migration Process	Need to Improve	Low	0.00
	<b>Branding</b>	Bad Reputation	Low	3.00
	<b>Bilateral Relationship</b>	Need to Strengthen	Moderate	1.37
	<b>Presence of Embassy</b>	In both countries	High	2.14
	<b>Trade/Investment Relationship</b>	Need to Improve	Moderate	2.50

#### Country Attractiveness Index Score:

<b>Demand side score</b>	<b>34.24</b>
<b>Supply side score</b>	<b>10.01</b>
<b>Overall prospect score</b>	<b>44.25</b>

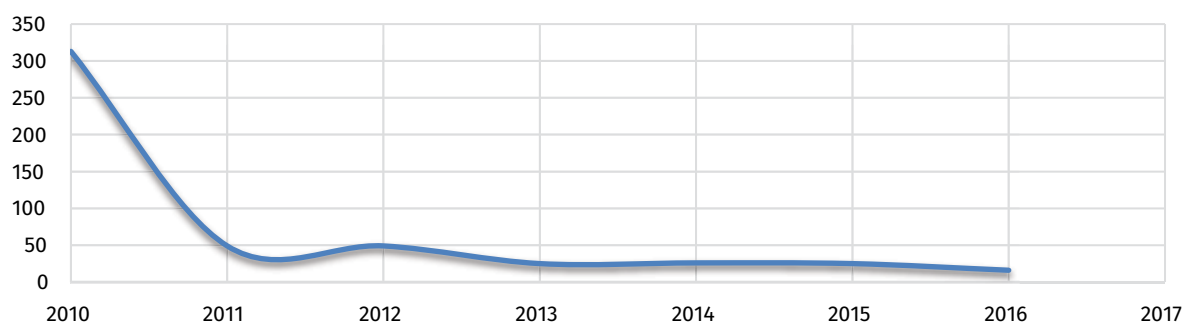
The demand side indicators show that the country is prospective for overseas employment. But the demand for foreign workers is mostly fulfilled by the neighboring countries due to free mobility of labor across EU member states.

The previous trend of overseas employment from Bangladesh to Sweden (2010-2016) has been shown below:

<b>Year</b>	<b>Employment</b>
<b>2010</b>	313
<b>2011</b>	49
<b>2012</b>	49
<b>2013</b>	25
<b>2014</b>	26
<b>2015</b>	25
<b>2016</b>	16

#### Reasons for Inconsistent trend of Migration to Sweden:

##### Actual Trend



Sweden became a prime destination for refugees fleeing wars in Syria, Afghanistan and Iraq. This country accepted more than 160,000 migrants seeking asylum in 2015.<sup>210</sup> As a result, these refugees are meeting the labor demand in this country. Due to this surplus of workers, demand for foreign workers dropped in the country.

The government of Bangladesh should observe the country's economic development along with future development project. However, there still could be some possibilities for the need of certain specific skilled workers. Therefore, the government of Bangladesh can observe those needs and send specific skilled workers in the country.

<sup>210</sup> <https://www.pri.org/stories/2017-06-20/refugees-sweden-adjust-anti-migrant-sentiment-and-tougher-asylum-laws>

### 2.11.32 USA:

The United States of America is located at North America, and has a population size of about 323.1 million. The US has the most powerful economy in the world which is largest by nominal GDP and the second-largest by purchasing power parity. US firms are at or near the forefront in technological advances, especially in computers, pharmaceuticals, medical, aerospace, and military equipment. It's currency being used in most international transactions. In terms of contribution to GDP, service sector dominates over other sectors and generates highest employment in the country. Currently, there are lots of Bangladeshi migrants working in their construction, industry and service sectors. Besides, migrants from different countries such as Mexico, China, India, Philippines, and Puerto Rico are working in different sectors.

#### Map of USA:



#### Country Brief:

Official Name	United States of America
Capital	Washington, D.C.
Continent	North America
Location	North America, bordering both the North Atlantic Ocean and the North Pacific Ocean, between USA and Mexico
Distance from Bangladesh	Nautical miles : 7,137 Minutes : 1,231
Independence	4th July,1776
Currency	USD
Area	Total: 9,833,517 sq. km; Land: 9,147,593 sq. km; Water: 685,924 sq. km;
Time Zone	UTC-10.00, UTC-9.00, UTC-8.00, UTC-7.00, UTC-6.00, UTC-5.00
Climate	Mostly temperate, but tropical in some areas, arctic in Alaska, semiarid in the west of the Mississippi River; low winter temperatures in the northwest are ameliorated occasionally in January and February by warm chinook winds from the eastern slopes of the Rocky Mountains.
Religion	Protestant 46.5%, Roman Catholic 20.8%, Jewish 1.9%, Mormon 1.6%, other Christian 0.9%, Muslim 0.9%, Jehovah's Witness 0.8%, Buddhist 0.7%, Hindu 0.7%, other 1.8%, unaffiliated 22.8%,
Main Ports	Baton Rouge, Corpus Christi, Hampton Roads, Houston, Long Beach, Los Angeles, New Orleans, New York, Plaquemines (LA), Tampa, Texas City

## 2.11.32.1 Drivers of Overseas Employment:

MACROECONOMIC SCENARIO <sup>211</sup>			
GDP Nominal (2016)	US\$ 18,624,475,000,000		
Growth rate (2016)	1.49		
Most important sources of GDP (2016)	Refined Petroleum, Planes, Helicopters, Spacecraft, Cars, Gas Turbines, Packaged Medicaments		
Relative share of GDP (2016)	Service 78.92%	Industry 20.03%	Agriculture 1.05%
Annual growth rate of the respective sector (2014)	Service 2.26%	Industry 1.71%	Agriculture 2.68%
Per Capita income (2016)	57,638 USD		
Main Industries	highly diversified, world leading, high-technology innovator, second-largest industrial output in the world; petroleum, steel, motor vehicles, aerospace, telecommunications, chemicals, electronics, food processing, consumer goods, lumber, mining		
Arable Land	16.8% (% of land area, 2016)		
POPULATION <sup>212</sup>			
Population Size (2016)	Total : 323,127,513 Male : 159,894,419      Female : 163,233,094		
Annual growth rate (2016)	0.69		
Percentage of population above 65 years (2016)	15.03		
Density	1205 per Km2		
LABOR MARKET <sup>213</sup>			
Total Labor force (2017)	163,364,869		
Annual growth rate (2017)	0.0045		
Work age population (2016)	Total : 213,071,223 Male : 106,908,102      Female : 106,162,939		
Employment by sector (2017)	Service 126,307,677	Industry 26,721,920	Agriculture 2,330,400
Total Employment (2017)	Total : 155,359,990 Male : 84,172,185      Female : 71,262,661		
Total Unemployment (2017)	Total : 8,004,879 Male : 4,336,948      Female : 3,593,075		
Unemployment rate (2017)	4.90		

## 2.11.32.2 Future Employment Prospect in USA:

United States is currently holding a good number of Bangladeshi migrants in different sectors. Although the United States is considered to be a land of opportunity but the President Trump's immigration policies follow economic nationalism. Trump's "Put America First" program seeks to protect American workers and industries. During his first 100 days in office, President Trump has taken a set of actions on immigration, ranging from imposing travel ban to cutting refugee admissions by extreme vetting, and fortifying immigration enforcement at the border and in the U.S. interior.

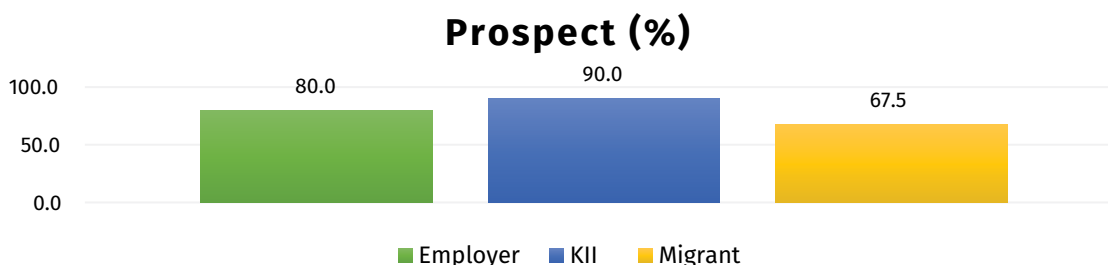
• <sup>211</sup> World Bank

• <sup>212</sup> World Bank

• <sup>213</sup> World Bank

## EMPLOYMENT PROSPECT BASED ON THE PERCEPTIONS OF KEY STAKEHOLDERS

The findings from the responses of the stakeholders (Migrant, Employer, and Key Informants) are given below:



## EMPLOYMENT PROJECTION BASED ON COUNTRY ATTRACTIVENESS INDEX SCORE (CAIS)

Based on these factors, the prospective status of USA will be as follows:

Dimension	Factors	Value/ Comment	Prospect Indicator	CAIS
DEMAND SIDE	<b>Rapid Economic Growth (Total 26%)</b>			
	Average GDP Growth Rate	1.94%	Moderate	9.00
	Expansionary Fiscal Policy	0-<5% Growth	Moderate	10.00
	<b>Demographic Transition (Total 2.58%)</b>			
	Average Population Growth Rate	0.86%	High	0.75
	Average Percentage of Total Population Aged 65 and Above (2000-2016)	13.03%	High	1.08
	<b>Average Labor Force Growth Rate</b>	0.67%	High	6.80
	<b>Attitude Towards Migrant (6.13%)</b>			
	Average Growth Rate of International Migrant Stock	13.72%	Moderate	1.50
	Percentage of International Migrant Stock	15.40%	Moderate	1.50
	Percentage of BD Migrants in Terms of International Migrant Stock	0.44%	Low	0.13
	<b>Unfavorable Attitude Towards Certain Jobs of Local Citizen</b>	Unfavorable	Moderate	2.98
	<b>Labor Importing Policy of Destination Country</b>	Moderately Restricted	Very Low	0.00
SUPPLY SIDE	<b>Govt. Support (Total 20%)</b>			
	Need Based Training	Not Available	Low	0.00
	Govt. Recruitment System	Not Available	Low	1.00
	Easy/Systematic Migration Process	Need to Improve	Low	0.00
	<b>Branding</b>	Bad Reputation	Low	3.00
	<b>Bilateral Relationship</b>	Need to Strengthen	Moderate	1.37
	<b>Presence of Embassy</b>	In both countries	High	2.14
	<b>Trade/Investment Relationship</b>	Need to Improve	Moderate	2.50

**Country Attractiveness Index Score:**

<b>Demand side score</b>	<b>33.74</b>
<b>Supply side score</b>	<b>10.01</b>
<b>Overall prospect score</b>	<b>43.75</b>

The demand side score of the country indicates that the country is prospective for future employment

**Country Specific Considerations:**

- a. USA's industries are highly diversified, world's leading and second largest in terms of industrial output in the world. According to the previous trend, the rate of worker's migration from Bangladesh is expected to rise. However, the newly elected Trump's immigration policies follow an economic nationalism where they decided to "Put America First" program seeks to protect American workers and industries, which may shrink the employment opportunity for foreign migrant workers.
- b. Currently, there are good number of Bangladeshi migrants in the market. But compared to its international migrant stock, it is still very low. Migrants from countries like Mexico, China, India, Philippines, and Puerto Rico, Vietnam are dominating among the foreign workers.

**PROJECTION OF FUTURE EMPLOYMENT WITH ESTIMATED GROWTH RATE:**

Regression analysis model with time series data is used to project the overseas employment. In the regression exercise, the available data of overseas employment from Bangladesh (2010-2017)<sup>214</sup> is used to project future overseas employment from Bangladesh for the year of 2018 to 2027:

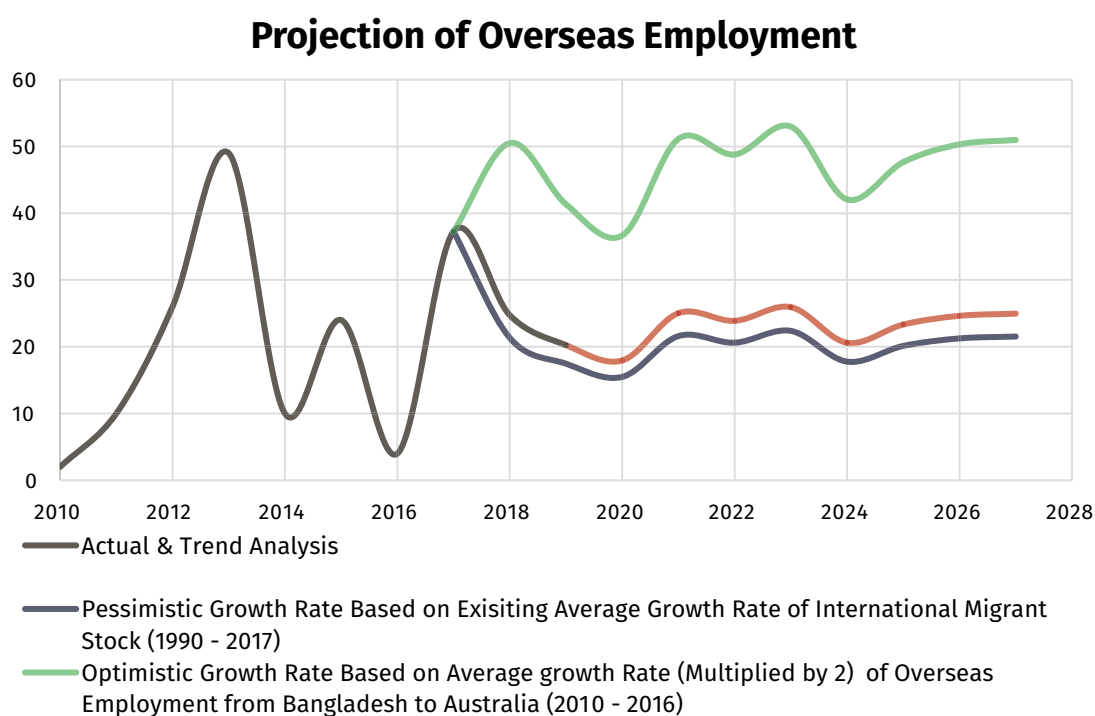
The forecasted overseas employment from Bangladesh to USA are illustrated below for three different scenarios:

<b>Year</b>	<b>Actual &amp; Trend Analysis</b>	<b>Pessimistic Growth Rate Based on Existing Average Growth Rate of International Migrant Stock (1990 - 2017)</b>	<b>Optimistic Growth Rate Based on Average growth Rate (Multiplied by 2) of Overseas Employment from Bangladesh to Australia (2010 - 2016)</b>
<b>2010</b>	2		
<b>2011</b>	10		
<b>2012</b>	26		
<b>2013</b>	49		
<b>2014</b>	10		
<b>2015</b>	24		
<b>2016</b>	4		
<b>2017</b>	37		
<b>2018</b>	<b>25</b>	28	50
<b>2019</b>	<b>20</b>	23	41
<b>2020</b>	<b>18</b>	20	37
<b>2021</b>	<b>25</b>	28	51
<b>2022</b>	<b>24</b>	27	49

• <sup>214</sup> Overseas Employment from Bangladesh – BMET Database

Year	Actual & Trend Analysis	Pessimistic Growth Rate Based on Existing Average Growth Rate of International Migrant Stock (1990 - 2017)	Optimistic Growth Rate Based on Average growth Rate (Multiplied by 2) of Overseas Employment from Bangladesh to Australia (2010 - 2016)
2023	26	29	53
2024	21	23	42
2025	23	27	48
2026	25	28	50
2027	25	28	51

### 2.11.32.3 Specific Demands in Various Job Sectors in Terms of Professional and Skill Trades



**I. Prospective Sectors**

Sectors	Weightage (%)
Service	52.38
Industry	19.05
Construction	14.29
Health	9.52
Others	4.76

**II. Prospective Trades and Professional Categories****a. Professional Category**

No.	Occupation	No.	Occupation
1	Programmer	7	Systems Analyst
2	Project Coordinator	8	System Administrator
3	Management	9	Architect
4	Engineer (Computer)	10	Manager
5	Engineer (Mechanical)	11	Accountant
6	Engineer(Electrical)	12	Cashier

**b. Skill Category**

No.	Occupation	No.	Occupation
1	Machine Operator	6	Semi-skilled Cleaner
2	Quality Controller	7	Automobile Mechanic
3	Cook	8	Bar Tender
4	Carpenter	9	Waiter
5	Semi-skilled Labor	10	Service Boy

### 2.11.33 Uzbekistan

Uzbekistan has population about 31.85 million with 7.8% of annual GDP growth rate. The major industries of the economy are textiles, food processing, machine building, mining, chemicals. Significant portion of GDP comes from Gold, Petroleum Gas, Non-Retail Pure Cotton Yarn, Radioactive Chemicals and Refined Copper. Uzbekistan is the world's fifth-largest cotton exporter and seventh-largest producer. Uzbek agriculture remains largely centered on cotton. Uzbekistan's growth has been driven primarily by state-led investments, and export of natural gas, gold, and cotton provides a significant share of foreign exchange earnings. Part of its economic reform efforts, the Uzbek Government is looking to expand opportunities for small and medium enterprises and prioritizes increasing foreign direct investment.

#### Map of Uzbekistan:



#### Country Brief:

Official Name	Republic of Uzbekistan
Capital	Tashkent
Continent	Asia
Location	Central Asia, north of Turkmenistan, south of Kazakhstan
Distance from Bangladesh	Nautical miles : 1,670 Minutes : 247
Independence	1 September 1991
Currency	Uzbekistani so'm (\$1= 8,198.00 Uzbekistani so'm)
Area	Total: 447,400 Sq. Km; Land: 425,400 Sq. Km; Water: 22,000 Sq. Km
Time Zone	GMT + 5
Climate	Mostly mid-latitude desert, long, Hot summers, Mild winters; Semiarid grass-land in east
Religion	Muslim 88% (mostly Sunni), Eastern Orthodox 9%, other 3%
Main Ports	Termiz

## 2.11.33.1 Drivers of Overseas Employment:

MACROECONOMIC SCENARIO <sup>215</sup>			
GDP Nominal (2016)	US\$ 67,220,335,570		
Growth rate (2016)	7.80		
Most important sources of GDP (2016)	Gold, Petroleum Gas, Non-Retail Pure Cotton Yarn, Radioactive Chemicals, Refined Copper		
Relative share of GDP (2016)	<b>Service</b> 32.86	<b>Industry</b> 49.54	<b>Agriculture</b> 17.60
Annual growth rate of the respective sector (2016)	<b>Service</b> 11.40%	<b>Industry</b> 6.74%	<b>Agriculture</b> 6.60%
Per Capita income (2016)	2,111 USD		
Main Industries	textiles, food processing, machine building, metallurgy, mining, hydrocarbon extraction, chemicals		
Arable Land	10.3 (% of land area, 2015)		
POPULATION <sup>216</sup>			
Population Size (2016)	Total : 31,848,200 Male : 15,872,485      Female : 15,975,715		
Annual growth rate (2016)	1.74		
Percentage of population above 65 years (2016)	4.33		
Density	74.87 per Km2		
LABOR MARKET <sup>217</sup>			
Total Labor force (2017)	15,252,919		
Annual growth rate (2017)	0.0148		
Work age population (2016)	Total : 21,558,511 Male : 10,697,942      Female : 10,860,570		
Employment by sector (2017)	<b>Service</b> 6,559,106	<b>Industry</b> 3,328,294	<b>Agriculture</b> 4,038,515
Total Employment (2017)	Total : 13,925,915 Male : 8,119,918      Female : 5,803,443		
Total Unemployment (2017)	Total : 1,327,004 Male : 783,501      Female : 546,057		
Unemployment rate (2017)	8.70		

• <sup>215</sup> World Bank

• <sup>216</sup> World Bank

• <sup>217</sup> World Bank

### 2.11.33.2 Future Employment Prospect in Uzbekistan:

The government of Uzbekistan is committed to a gradual transition to a market based economy and cumulatively Uzbekistan has progressed its economy. The development of small-sized private businesses in all sectors of the economy created most of the jobs, which contributed to private income growth and poverty reduction. Increased exports of gas, gold, and copper, aided by high commodity prices, generated state budget revenues that financed large increases in investment and salaries to bolster consumption. The services sector also grew robustly. But Uzbekistan has the largest labor force in the region, which is 60 percent of the country's total population. About 65 percent of the population is under age 30. So, it is easy to find qualified employees, and salaries are low by Western standards.

Accordingly, Uzbekistan is the largest supplier of labor migrants among former Soviet Union republics. But recent sharp economic slowdowns and currency depreciation in these countries has caused return migration among members of the Uzbek labor force who had sought work abroad.<sup>218</sup> So demand might be very few in the labor market. Based on the findings of primary data, there is a less demand for Bangladeshi workers among the employers.

#### EMPLOYMENT PROSPECT BASED ON THE PERCEPTIONS OF KEY STAKEHOLDERS

The findings from the responses of the stakeholders (Migrant, Employer, and Key Informants) are given below:



#### EMPLOYMENT PROJECTION BASED ON COUNTRY ATTRACTIVENESS INDEX SCORE (CAIS)

Based on these CAIS, the prospective status of Uzbekistan will be as follows:

<sup>218</sup> <https://www.export.gov/article?id=Uzbekistan-9-2-Labor-Policies-and-Practices>

Dimension	Factors	Value/ Comment	Prospect Indicator	CAIS
DEMAND SIDE	<b>Rapid Economic Growth (Total 26%)</b>			
	Average GDP Growth Rate	7.17%	Very High	13.00
	Expansionary Fiscal Policy	0-<5% Growth	Moderate	10.00
	<b>Demographic Transition (Total 2.58%)</b>			
	Average Population Growth Rate	1.59%	High	0.75
	Average Percentage of Total Population Aged 65 and Above (2000-2016)	4.57%	Low	0.08
	<b>Average Labor Force Growth Rate</b>	2.20%	Moderate	5.80
	<b>Attitude Towards Migrant (6.13%)</b>			
	Average Growth Rate of International Migrant Stock	-5.71%	Low	1.00
	Percentage of International Migrant Stock	3.64%	Low	1.00
	Percentage of BD Migrants in Terms of International Migrant Stock	0.00%	Low	0.13
	<b>Unfavorable Attitude Towards Certain Jobs of Local Citizen</b>	Less Favorable	Low	1.98
	<b>Labor Importing Policy of Destination Country</b>	Highly Restricted	Negative	0.00
SUPPLY SIDE	<b>Govt. Support (Total 20%)</b>			
	Need Based Training	Need to Improve	Moderate	5.00
	Govt. Recruitment System	Not Available	Low	1.00
	Easy/Systematic Migration Process	Need to Improve	Low	0.00
	<b>Branding</b>	Bad Reputation	Low	3.00
	<b>Bilateral Relationship</b>	Need to Strengthen	Moderate	1.37
	<b>Presence of Embassy</b>	In one country	Moderate	1.14
	<b>Trade/Investment Relationship</b>	Need to Improve	Moderate	2.50

#### Country Attractiveness Index Score:

<b>Demand side score</b>	<b>33.74</b>
<b>Supply side score</b>	<b>14.01</b>
<b>Overall prospect score</b>	<b>47.75</b>

The demand side score of the country indicates that the country is prospective for future employment. However, it has the largest and young labor force in the region. Therefore, there is a limited chance of growth in migration from Bangladesh to Uzbekistan.

#### Country Specific Considerations:

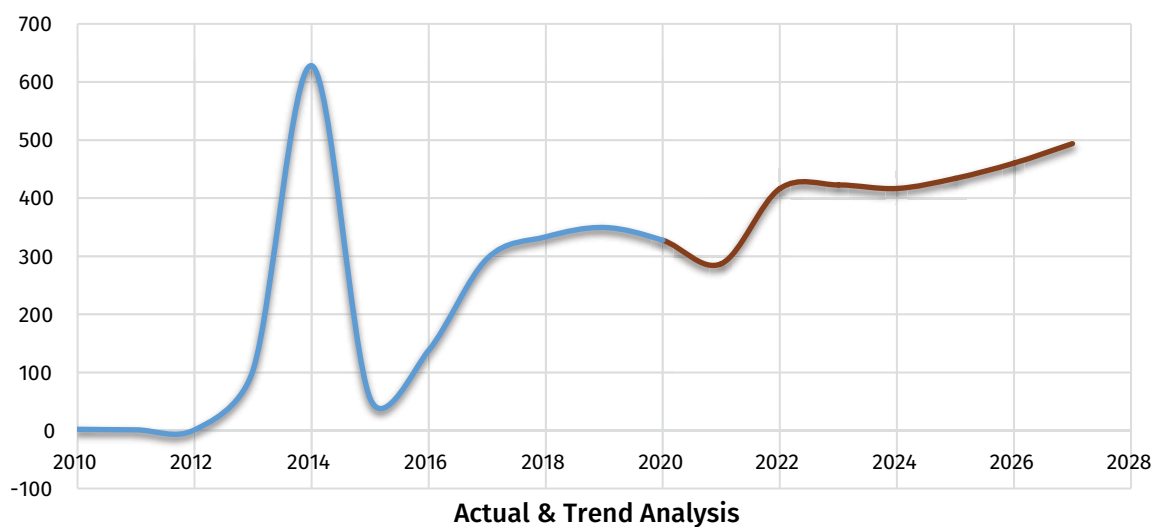
- Uzbekistan's industries like textiles, food processing, mining, chemicals are steering the overall economy in the country. Even though agriculture sector contributes less than industry sector in terms of GDP, still agricultural sector creates more employment than industry sector.
- Based on the previous trend, the rate of worker's migration from Bangladesh is expected to rise, but not significantly. Compared to the international migrant stock, percentage of Bangladeshi migrant is abysmally low.
- Besides, Uzbekistan has a large number of population of age below 30 which makes the country less prospective for foreign workers.

### PROJECTION OF FUTURE EMPLOYMENT:

Regression analysis model with time series data is used to project the overseas employment. In the regression exercise, the available data of overseas employment from Bangladesh (2010-2017)<sup>219</sup> is used to project overseas employment from Bangladesh for the year of 2018 to 2027:

Year	Actual & Trend Analysis Growth	Year	Actual & Trend Analysis Growth
2010	2	2019	349
2011	1	2020	327
2012	1	2021	287
2013	104	2022	416
2014	628	2023	423
2015	55	2024	417
2016	138	2025	434
2017	296	2026	460
2018	333	2027	494

### Projection of Overseas Employment



• <sup>219</sup> Overseas Employment from Bangladesh – BMET Database

### 2.11.33.3 Specific Demands in Various Job Sectors in Terms of Professional and Skill Trades

#### I. Prospective Trades and Professional Categories

##### a. Professional Category

No.	Occupation	No.	Occupation
1	Purchases Officer	4	Accountant
2	Engineer (site)	5	Management
3	Engineer (civil)	6	HR

##### b. Skill Category

No.	Occupation	No.	Occupation
1	Salesman	5	Welder
2	Electrician	6	Technician
3	Fork Lift Driver	7	Construction worker
4	Crane Operator		

### 2.11.34 Albania:

Albania is a small country which is classified as an upper-middle income. With 14.7% in 2016, Albania has the 4<sup>th</sup> lowest unemployment rate in the Balkans.

The Foreign direct investment has significantly increased in recent years since the government has taken the initiative to improve the business climate through fiscal and legislative reforms. In this country, agriculture remains a significant sector of the economy of Albania which employs 41% of the population.

#### Map of Albania:



#### Country Brief:

Official Name	Republic of Albania
Capital	Tirana
Continent	Europe
Location	Southeastern Europe, bordering the Adriatic Sea and Ionian Sea, between Greece to the south and Montenegro and Kosovo to the north
Distance from Bangladesh	Nautical miles : 8,482 Minutes : 603
Independence	28 November 1912
Currency	Albanian lek (\$1 = 106.65 Albanian Lek)
Area	Total : 28,748 sq. km; Land : 27,398 sq. km; Water : 1,350 sq. km
Time Zone	GMT +1
Climate	Mild temperate; Cool, Cloudy, Wet winters; Hot, Clear, Dry summers; Interior is cooler and wetter
Religion	Muslim 56.7%, Roman Catholic 10%, Orthodox 6.8%, atheist 2.5%, Bektashi (a Sufi order) 2.1%, other 5.7%, unspecified 16.2%.
Main Ports	Durres, Sarande, Shengjin, Vlore

### 2.11.34.1 Drivers of Overseas Employment:

MACROECONOMIC SCENARIO <sup>220</sup>			
GDP Nominal (2016)	US\$ 11,863,865,978		
Growth rate (2016)	3.37		
Most important sources of GDP (2016)	Crude Petroleum, Leather Footwear, Footwear Parts, Chromium Ore & Non-Knit Men’s Suits		
Relative share of GDP (2016)	<b>Service</b> 53.37%	<b>Industry</b> 23.73%	<b>Agriculture</b> 22.89%
Annual growth rate of the respective sector (2016)	<b>Service</b> 5.10%	<b>Industry</b> 3.18%	<b>Agriculture</b> 0.68%
Per Capita income (2016)	4,125 USD		
Main Industries	Food; Footwear, Apparel and Clothing; lumber, Oil, Cement, Chemicals, Mining, Basic metals, Hydropower		
Arable Land	22.4 % (% of land area, 2015)		
POPULATION <sup>221</sup>			
Population Size (2016)	2,876,101 Male : 1,452,292      Female : 1,423,809		
Annual growth rate (2016)	-0.16		
Percentage of population above 65 years (2016)	12.83		
Density	105 per Km2		
LABOR MARKET <sup>222</sup>			
Total Labor force (2017)	1,333,344		
Annual growth rate (2017)	0.0012		
Work age population (2016)	1,997,271 Male : 1,009,659      Female : 987,613		
Employment by sector (2017)	<b>Service</b> 456,737	<b>Industry</b> 207,402	<b>Agriculture</b> 469,204
Total Employment (2017)	1,133,342 Male : 660,058      Female : 473,367		
Total Unemployment (2017)	200,002 Male : 113,750      Female : 86,169		
Unemployment rate (2017)	15.00		

### 2.11.34.2 Future Employment Prospect in Albania:

Albania managed to weather the first waves of the global financial crisis, but the negative effects of the crisis caused a significant economic slowdown. Currently, it has a modern open-market economy. The new plan for market-oriented economy makes the country's economic transformation continues to build on its huge potential and opportunities. Since the economy is struggling due to lack of foreign investment, it resulted cost-cut among

• <sup>220</sup> World Bank

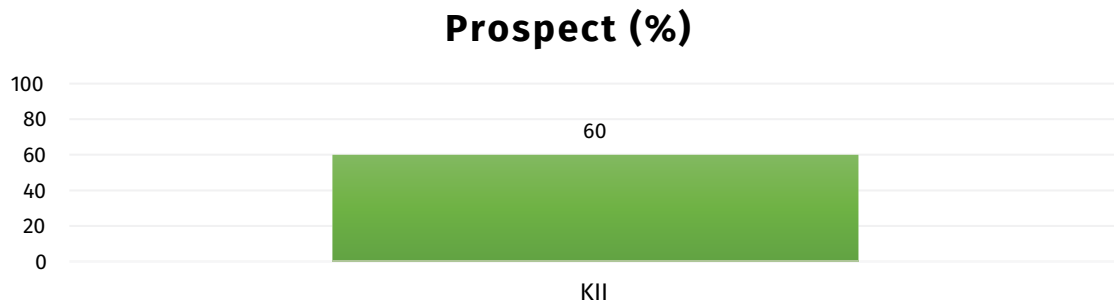
• <sup>221</sup> World Bank

• <sup>222</sup> World Bank

the employees. As a result, it has been observed that there is a tendency to replace foreign workers with Albanian employees to reduce cost.

#### EMPLOYMENT PROSPECT BASED ON THE PERCEPTIONS OF KEY STAKEHOLDERS

The findings from the responses of the stakeholders (Migrant, Employer, and Key Informants) are given below:



#### EMPLOYMENT PROJECTION BASED ON COUNTRY ATTRACTIVENESS INDEX SCORE (CAIS)

Based on these CAIS, the prospective status of Albania will be as follows:

Dimension	Factors	Value/ Comment	Prospect Indicator	CAIS
DEMAND SIDE	<b>Rapid Economic Growth (Total 26%)</b>			
	Average GDP Growth Rate	4.15%	High	11.00
	Expansionary Fiscal Policy	5% & Above Growth	High	13.00
	<b>Demographic Transition (Total 2.58%)</b>			
	Average Population Growth Rate	-0.46%	Very High	1.00
	Average Percentage of Total Population Aged 65 and Above (2000-2016)	9.84%	Moderate	0.58
	Average Labor Force Growth Rate	-0.06%	Very High	7.80
	<b>Attitude Towards Migrant (6.13%)</b>			
	Average Growth Rate of International Migrant Stock	-3.04%	Very Low	0.00
	Percentage of International Migrant Stock	1.82%	Low	1.00
	Percentage of BD Migrants in Terms of International Migrant Stock	0.00%	Low	0.13
	Unfavorable Attitude Towards Certain Jobs of Local Citizen	Less Favorable	Low	1.98
	Labor Importing Policy of Destination Country	Moderately Restricted	Very Low	0.00
SUPPLY SIDE	<b>Govt. Support (Total 20%)</b>			
	Need Based Training	Not Available	Low	0.00
	Govt. Recruitment System	Not Available	Low	1.00
	Easy/Systematic Migration Process	Not Supportive	Low	0.00
	Branding	No	Low	3.00
	Bilateral Relationship	No Bilateral Relationship	Low	0.00
	Presence of Embassy	No Presence	Low	0.00
	Trade/Investment Relationship	No Trade Relationship	Low	0.00

**ATTRACTIVENESS INDEX SCORE:**

Demand side score	<b>36.49</b>
Supply side score	<b>4.00</b>
Overall prospect score	<b>40.49</b>

The demand side indicators show that there is prospect of employment. However, the respondents of the primary data identified the country is less prospective for Bangladeshi migrants as the requirement of foreign labor is mainly fulfilled by the citizen of neighboring countries. But there might be some needs in specific profession where Bangladesh migrant can be employed at limited extent.

### 2.11.35 Argentina:

Argentina has vast natural resources in energy and agriculture within its 2.8 million square kilometers of territory. The country is one of leading food producers of the world with large-scale agricultural and livestock industries. In addition, Argentina has significant opportunities in manufacturing subsectors, and high-tech industries. The country was the top performer in the region in reducing poverty and boosting shared prosperity between 2004 and 2008. Incomes of the bottom 40% grew at an annualized rate of 11.8% compared to average income growth of 7.6%. This trend continued but slowed after 2008. However, the economy began to recover from 2016.

#### Map of Argentina:



#### Country Brief:

Official Name	Argentine Republic
Capital	Buenos Aires
Continent	South America
Location	Southern South America, bordering the South Atlantic Ocean, between Chile and Uruguay
Distance from Bangladesh	Nautical miles: 9,206 Minutes: 1,508
Independence	9 July 1816
Currency	Argentine peso (\$1 = 19.77 Argentine Peso)
Area	Total: 2,780,40 sq. km
Time Zone	GMT -3
Climate	Mostly temperate; Arid in southeast; Sub Antarctic in southwest
Religion	Nominally Roman Catholic 92% (less than 20% practicing), Protestant 2%, Jewish 2%, other 4%
Main Ports	Bahia Blanca, Buenos Aires, La Plata, Punta Colorada, Ushuaia

## 2.11.35.1 Drivers of Overseas Employment:

MACROECONOMIC SCENARIO <sup>223</sup>			
GDP Nominal (2016)	545,476,103,427 USD		
Growth rate (2015)	-2.25		
Most important sources of GDP (2016)	Soybean Meal, Soybeans, Soybean Oil, Corn and Delivery Trucks		
Relative share of GDP (2016)	Service 65.76	Industry 26.68	Agriculture 7.56
Annual growth rate of the respective sector (2016)	Service -0.04%	Industry -5.76%	Agriculture -5.45%
Per Capita income (2016)	12,440 USD		
Main Industries	Food processing, Motor vehicles, Consumer durables, Textiles, Chemicals and Petrochemicals, Printing, Metallurgy, Steel		
Arable Land	14.3 % (% of land area, 2015)		
POPULATION <sup>224</sup>			
Population Size (2016)	43,847,430 Male : 21,457,908      Female : 22,389,522		
Annual growth rate (2016)	0.98		
Percentage of population above 65 years (2016)	11.06		
Density	15 per Km2		
LABOR MARKET <sup>225</sup>			
Total Labor force (2017)	19,901,954		
Annual growth rate (2017)	0.0100		
Work age population (2016)	28,009,966 Male : 13,916,930      Female : 14,092,994		
Employment by sector (2017)	Service 13,369,913	Industry 4,535,894	Agriculture 365,798
Total Employment (2017)	18,289,896 Male : 10,918,979      Female : 7,371,047		
Total Unemployment (2017)	1,612,058 Male : 847,162      Female : 764,766		
Unemployment rate (2017)	8.10		

## 2.11.35.2 Future Employment Prospect in Argentina:

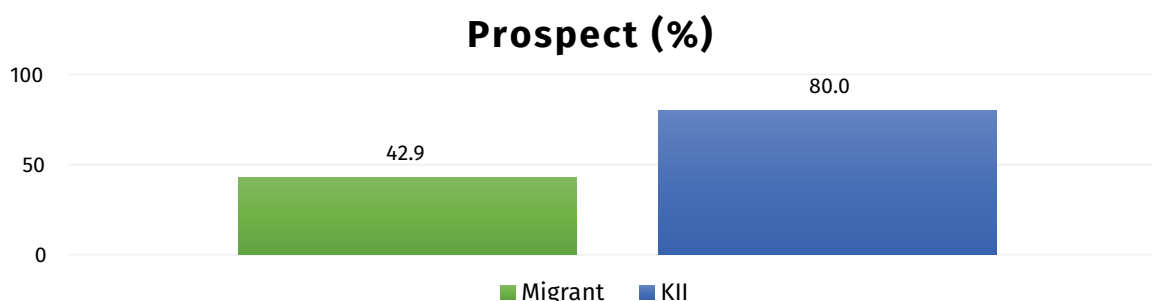
Economic growth is projected to strengthen and become more broad-based. Inflation is falling as monetary policy remains restrictive, raising households' purchasing power and lifting consumer spending. Infrastructure outlays, improvements in the business environment and rising capital flows will boost investment. The country has lack

• <sup>223</sup> World Bank  
 • <sup>224</sup> World Bank  
 • <sup>225</sup> World Bank

of skilled workers in several sectors such as information, automobile, and IT industries. Fluency in Spanish is required to secure jobs in the country.

#### EMPLOYMENT PROSPECT BASED ON THE PERCEPTIONS OF KEY STAKEHOLDERS

The findings from the responses of the stakeholders (Migrant, Employer, and Key Informants) are given below:



#### EMPLOYMENT PROJECTION BASED ON COUNTRY ATTRACTIVENESS INDEX SCORE (CAIS)

Based on these CAIS, the prospective status of Argentina will be as follows:

Dimension	Factors	Value/ Comment	Prospect Indicator	CAIS
DEMAND SIDE	<b>Rapid Economic Growth (Total 26%)</b>			
	Average GDP Growth Rate	2.42%	Moderate	9.00
	Expansionary Fiscal Policy	0-<5% Growth	Moderate	10.00
	<b>Demographic Transition (Total 2.58%)</b>			
	Average Population Growth Rate	1.06%	Moderate	0.50
	Average Percentage of Total Population Aged 65 and Above (2000-2016)	10.36%	High	1.08
	<b>Average Labor Force Growth Rate</b>	1.16%	High	5.80
	<b>Attitude Towards Migrant (6.13%)</b>			
	Average Growth Rate of International Migrant Stock	4.85%	Low	1.00
	Percentage of International Migrant Stock	4.94%	Low	1.00
	Percentage of BD Migrants in Terms of International Migrant Stock	0.00%	Low	0.13
	<b>Unfavorable Attitude Towards Certain Jobs of Local Citizen</b>	Less-Favorable	Low	1.98
	<b>Labor Importing Policy of Destination Country</b>	Moderately Restricted	Very Low	0.00
SUPPLY SIDE	<b>Govt. Support (Total 20%)</b>			
	Need Based Training	Not Available	Low	0.00
	Govt. Recruitment System	Not Available	Low	1.00
	Easy/Systematic Migration Process	Not Supportive	Low	0.00
	<b>Branding</b>	No	Low	3.00
	<b>Bilateral Relationship</b>	No Bilateral Relationship	Low	0.00
	<b>Presence of Embassy</b>	No Presence	Low	0.00
	<b>Trade/Investment Relationship</b>	No Trade Relationship	Low	0.00

**Country Attractiveness Index Score:**

<b>Demand side score</b>	<b>30.49</b>
<b>Supply side score</b>	<b>4.00</b>
<b>Overall prospect score</b>	<b>34.49</b>

The demand side score of the country indicates that the country is less prospective for future employment.

### 2.11.35.3 Specific Demands in Various Job Sectors in Terms of Professional and Skill Trades

<b>I. Prospective Sectors</b>	
<b>Sectors</b>	<b>Weightage (%)</b>
Others	35.71
Construction	14.29
Industry	14.29
Agriculture	14.29
Service	14.29
Health	7.14

#### II. Prospective Trades and Professional Categories

##### a. Professional Category

No.	Occupation	No.	Occupation
1	Engineer (Computer)	4	System Administrator
2	Engineer (Mechanical)	5	Systems Analyst
3	Engineer(Electrical)	6	Web Developer

##### b. Skill Category

No.	Occupation	No.	Occupation
1	Agro Labor	4	Salesman
2	Waiter	5	Bar Tender
3	House Maid		

### 2.11.36 Austria:

Austria is a famous country in Central Europe with glorious past. It is one of the 14<sup>th</sup> richest countries in the world in terms of GDP per capita and has a well-developed social market economy with a high standard of living. Economy is closely related to other EU economies. Apart from a highly developed industry, tourism is the most important part of the national economy. The service sector accounts for two thirds of the total GDP worth 232 billion Euros. Trade and industry make up about a third of the GDP.

#### Map of Austria:



#### Country Brief:

Official Name	Republic of Austria
Capital	Vienna (1.753 million)
Continent	Europe
Location	Central Europe, north of Italy and Slovenia
Distance from Bangladesh	Nautical miles : 3,803 Minutes : 619
Independence	26 October (1955)
Currency	Euro (\$1 = 0.80 Euro)
Area	Total: 83,871 sq. km Land: 82,445 sq. km Water: 1,426 sq. km
Time Zone	GMT + 1
Climate	Temperate; continental, cloudy; cold winters with frequent rain and some snow in lowlands and snow in mountains; moderate summers with occasional showers
Religion	Catholic 73.8% (includes Roman Catholic 73.6%, other Catholic 0.2%), Protestant 4.9%, Muslim 4.2%, Orthodox 2.2%,
Main Ports	Enns, Krems, Linz, Vienna (Danube)

## 2.11.36.1 Drivers of Overseas Employment:

MACROECONOMIC SCENARIO <sup>226</sup>			
GDP Nominal (2016)	US\$ 390,799,991,147		
Growth rate (2016)	1.48		
Most important sources of GDP (2016)	Packaged Medicaments, Vehicle Parts, Cars, Human or Animal Blood and Combustion Engines		
Relative share of GDP (2016)	Service 71.02%	Industry 27.74%	Agriculture 1.24%
Annual growth rate of the respective sector (2016)	Service 1.39%	Industry 1.21%	Agriculture 4.94%
Per Capita income (2016)	44,676 USD		
Main Industries	Construction, Machinery, Vehicles and parts, Food, Metals, Chemicals, Lumber, Paper and paperboard, Communications equipment, Tourism		
Arable Land	16.3 % (% of land area, 2015)		
POPULATION <sup>227</sup>			
Population Size (2016)	8,747,358 Male : 4,285,735      Female : 4,461,623		
Annual growth rate (2016)	1.31		
Percentage of population above 65 years (2016)	19.03		
Density	106 per Km2		
LABOR MARKET <sup>228</sup>			
Total Labor force (2017)	4,545,481		
Annual growth rate (2017)	0.0010		
Work age population (2016)	5,849,908 Male : 2,936,175      Female : 2,913,744		
Employment by sector (2017)	Service 2,987,613	Industry 1,097,315	Agriculture 201,460
Total Employment (2017)	4,286,389 Male : 2,271,838      Female : 2,011,251		
Total Unemployment (2017)	259,092 Male :147,585      Female : 114,807		
Unemployment rate (2017)	5.70		

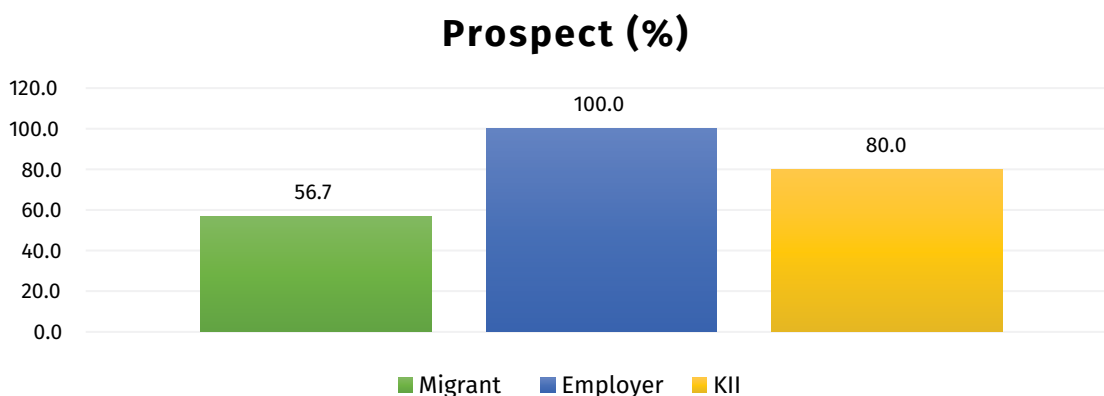
## 2.11.36.2 Future Employment Prospect in Austria:

Austria is a small EU country. Most of foreign workers are from EU member states as citizen of EU country enjoys of freedom of movement and the right to work in Austria within the context of the fundamental European freedoms.

- <sup>226</sup> World Bank
- <sup>227</sup> World Bank
- <sup>228</sup> World Bank

## EMPLOYMENT PROSPECT BASED ON THE PERCEPTIONS OF KEY STAKEHOLDERS

The findings from the responses of the stakeholders (Migrant, Employer, and Key Informants) are given below:



## EMPLOYMENT PROJECTION BASED ON COUNTRY ATTRACTIVENESS INDEX SCORE (CAIS)

Based on these CAIS, the prospective status of Austria will be as follows:

Dimension	Factors	Value/ Comment	Prospect Indicator	CAIS
DEMAND SIDE	<b>Rapid Economic Growth (Total 26%)</b>			
	Average GDP Growth Rate	1.49%	Moderate	9.00
	Expansionary Fiscal Policy	0-<5% Growth	Moderate	10.00
	<b>Demographic Transition (Total 2.58%)</b>			
	Average Population Growth Rate	0.53%	High	0.75
	Average Percentage of Total Population Aged 65 and Above (2000-2016)	17.16%	Very High	1.58
	<b>Average Labor Force Growth Rate</b>	0.88%	High	6.80
	<b>Attitude Towards Migrant (6.13%)</b>			
	Average Growth Rate of International Migrant Stock	13.12%	Moderate	1.50
	Percentage of International Migrant Stock	18.98%	Moderate	1.50
	Percentage of BD Migrants in Terms of International Migrant Stock	0.18%	Low	0.13
	<b>Unfavorable Attitude Towards Certain Jobs of Local Citizen</b>	Unfavorable	Moderate	2.98
	<b>Labor Importing Policy of Destination Country</b>	Moderately Restricted	Very Low	0.00
SUPPLY SIDE	<b>Govt. Support (Total 20%)</b>			
	Need Based Training	Need to Improve	Moderate	5.00
	Govt. Recruitment System	Not Available	Low	0.00
	Easy/Systematic Migration Process	Need to Improve	Moderate	5.00
	<b>Branding</b>	No	Low	3.00
	<b>Bilateral Relationship</b>	Need to Improve	Moderate	1.37
	<b>Presence of Embassy</b>	In one country	Moderate	1.14
	<b>Trade/Investment Relationship</b>	No Trade Relationship	Low	0.00

**Country Attractiveness Index Score:**

<b>Demand side score</b>	<b>34.24</b>
<b>Supply side score</b>	<b>15.51</b>
<b>Overall prospect score</b>	<b>49.75</b>

Although, demand side score of the country indicates that the country is prospective for future employment, the country is not much suitable for mass employment from Bangladesh as the demand of foreign workers are mostly fulfilled by the citizen of neighboring EU countries.

### 2.11.36.3 Specific Demands in Various Job Sectors in Terms of Professional and Skill Trades

#### I. Prospective Sectors

Sectors	Weightage (%)
Service	50.00
Industry	22.22
Construction	16.67
ICT	11.11

#### II. Prospective Trades and Professional Categories

##### a. Professional Category

SL	Occupation	SL	Occupation	SL	Occupation
1	Nurse	4	System Administrator	7	Manager (Healthcare)
2	Engineer (Mechanical)	5	Web Developer		
3	Agronomist	6	Programmer		

##### b. Skill Category

SL	Occupation	SL	Occupation	SL	Occupation
1	Food Processing staff	4	Driver	7	Bar Tender
2	Waiter	5	Welder	8	Hotel Boy
3	Cook	6	Semi-skilled Cleaner	9	Carpenter

### 2.11.37 Belgium:

Belgium is a developed country with an advanced high-income economy. The country achieves very high standard of living, life quality, healthcare and education and categorized as “very high” in the Human Development Index. It also ranks as one of the safest or most peaceful countries in the world.

The economy is characterized by a highly productive work force and high exports per capita. Belgium’s main imports are raw materials, machinery and equipment, chemicals, raw diamonds, pharmaceuticals, foodstuffs, transportation equipment, and oil products. Its main exports are machinery and equipment, chemicals, finished diamonds, metals and metal products, and foodstuffs. There were estimated 1.2 million foreign-born residents in Belgium, which is 12.9% of the total population. The prevalent foreign nationals were Italian, French, Dutch, Moroccan, Portuguese, Spanish, Turkish and German. The share of Bangladeshi migrants are relatively less, little over thousand.

#### Map of Belgium:



#### Country Brief:

Official Name	Kingdom of Belgium
Capital	Brussels (Population- 2.045 million)
Continent	Europe
Location	Western Europe, bordering the North Sea, between France and the Netherlands
Distance from Bangladesh	Nautical miles : 4,164 Minutes : 692
Independence	21 July 1831
Currency	Euro (\$1 = 0.81 Euro)
Area	Total : 30,528 sq. km Land : 30,278 sq. km Water : 250 sq. km
Time Zone	GMT+2
Climate	Temperate; Mild winters, Cool summers; Rainy, Humid, Cloudy
Religion	Roman Catholic 50%, Protestant and other Christian 2.5%, Muslim 5%, Jewish 0.4%, Buddhist 0.3%, atheist 9.2%, none 32.6% (2009 est)
Main Ports	Oostende, Zeebrugge

### 2.11.37.1 Drivers of Overseas Employment:

MACROECONOMIC SCENARIO <sup>229</sup>			
GDP Nominal (2016)	US\$ 467,955,709,818		
Growth rate (2016)	1.47		
Most important sources of GDP (2016)	Cars, Diamonds, Refined Petroleum, Packaged Medicaments, Petroleum Gas.		
Relative share of GDP (2016)	<b>Service</b> 77.16%	<b>Industry</b> 22.15%	<b>Agriculture</b> 0.69%
Annual growth rate of the respective sector (2016)	<b>Service</b> 1.48%	<b>Industry</b> 0.70%	<b>Agriculture</b> -9.09%
Per Capita income (2016)	41,236 USD		
Main Industries	Engineering and metal products, motor vehicle assembly, transportation equipment, scientific instruments, processed food and beverages, chemicals, pharmaceuticals, base metals, textiles, glass, petroleum		
Arable Land	27.4 (% of land area, 2015)		
POPULATION <sup>230</sup>			
Population Size (2016)	11,348,159 Male : 5,585,783      Female : 5,762,376		
Annual growth rate (2016)	0.65		
Percentage of population above 65 years (2016)	18.37		
Density	375 per Km2		
LABOR MARKET <sup>231</sup>			
Total Labor force (2017)	5,031,000		
Annual growth rate (2017)	0.0038		
Work age population (2016)	7,330,928 Male : 3,694,667      Female : 3,636,206		
Employment by sector (2017)	<b>Service</b> 3,615,156	<b>Industry</b> 987,646	<b>Agriculture</b> 55,904
Total Employment (2017)	4,658,706 Male : 2,515,518      Female : 2,145,091		
Total Unemployment (2017)	372,294 Male : 203,961      Female : 166,430		
Unemployment rate (2017)	7.40		

### 2.11.37.2 Future Employment Prospect in Belgium:

Belgium is one of the top chosen countries by migrants in Western Europe. Currently, the country is maintaining a healthy economic situation. According to primary data, lot of employment opportunities may be created for Bangladeshi migrants in near future. Industrial sector of the country has been leading the economic growth over the last few decades.

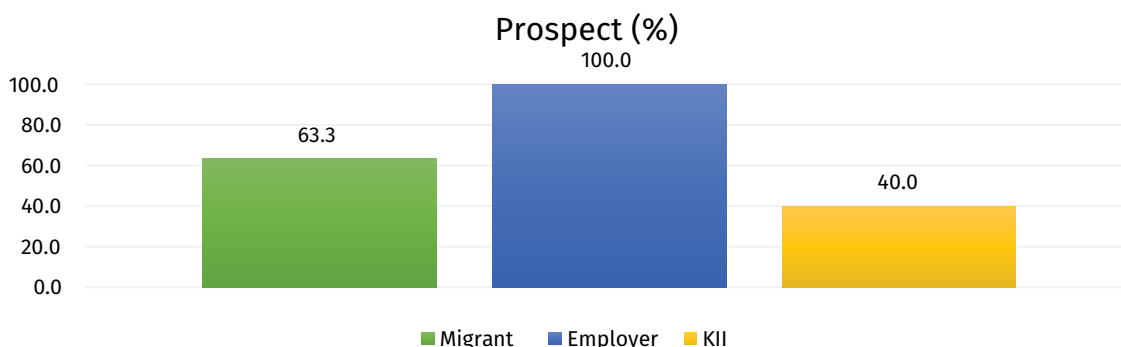
• <sup>229</sup> World Bank

• <sup>230</sup> World Bank

• <sup>231</sup> World Bank

## EMPLOYMENT PROSPECT BASED ON THE PERCEPTIONS OF KEY STAKEHOLDERS

The findings from the responses of the stakeholders (Migrant, Employer, and Key Informants) are given below:



## EMPLOYMENT PROJECTION BASED ON COUNTRY ATTRACTIVENESS INDEX SCORE (CAIS)

Based on these CAIS, the prospective status of Belgium will be as follows:

Dimension	Factors	Value/ Comment	Prospect Indicator	CAIS
DEMAND SIDE	<b>Rapid Economic Growth (Total 26%)</b>			
	Average GDP Growth Rate	1.55%	Moderate	9.00
	Expansionary Fiscal Policy	0-<5% Growth	Moderate	10.00
	<b>Demographic Transition (Total 2.58%)</b>			
	Average Population Growth Rate	0.61%	High	0.75
	Average Percentage of Total Population Aged 65 and Above (2000-2016)	17.44%	Very High	1.58
	<b>Average Labor Force Growth Rate</b>	0.80%	High	6.80
	<b>Attitude Towards Migrant (6.13%)</b>			
	Average Growth Rate of International Migrant Stock	6.98%	Low	1.00
	Percentage of International Migrant Stock	11.18%	Moderate	1.50
	Percentage of BD Migrants in Terms of International Migrant Stock	0.08%	Low	0.13
	<b>Unfavorable Attitude Towards Certain Jobs of Local Citizen</b>	Unfavorable	Moderate	2.98
	<b>Labor Importing Policy of Destination Country</b>	Moderately Restricted	Very Low	0.00
SUPPLY SIDE	<b>Govt. Support (Total 20%)</b>			
	Need Based Training	Not Available	Low	0.00
	Govt. Recruitment System	Not Available	Low	1.00
	Easy/Systematic Migration Process	Need to Strengthen	Moderate	4.00
	<b>Branding</b>	No	Low	3.00
	<b>Bilateral Relationship</b>	Need to Improve	Moderate	1.37
	<b>Presence of Embassy</b>	In One Country	Moderate	1.14
	<b>Trade/Investment Relationship</b>	No Trade Relationship	Low	0.00

**Country Attractiveness Index Score:**

<b>Demand side score</b>	<b>33.74</b>
<b>Supply side score</b>	<b>10.51</b>
<b>Overall prospect score</b>	<b>44.25</b>

The demand side score of the country indicates that the country is prospective for future employment.

### 2.11.37.3 Specific Demands in Various Job Sectors in Terms of Professional and Skill Trades

Following sectors have demand for foreign workers:

I. **Prospective sectors:**

<b>Sectors</b>	<b>Weightage (%)</b>	<b>Sectors</b>	<b>Weightage (%)</b>
Service	41.67	Health	16.67
Industry	33.33	Agriculture	8.33

II. **Prospective Trades and Professional Categories**

The country has demand for following occupations:

a. **Professional Category**

<b>SL</b>	<b>Occupation</b>	<b>SL</b>	<b>Occupation</b>	<b>SL</b>	<b>Occupation</b>
1	Nurse	4	Engineer (Computer)	7	Engineer (civil)
2	Systems Analyst	5	System Administrator		
3	System Administrator	6	Engineer(Mechanical)		

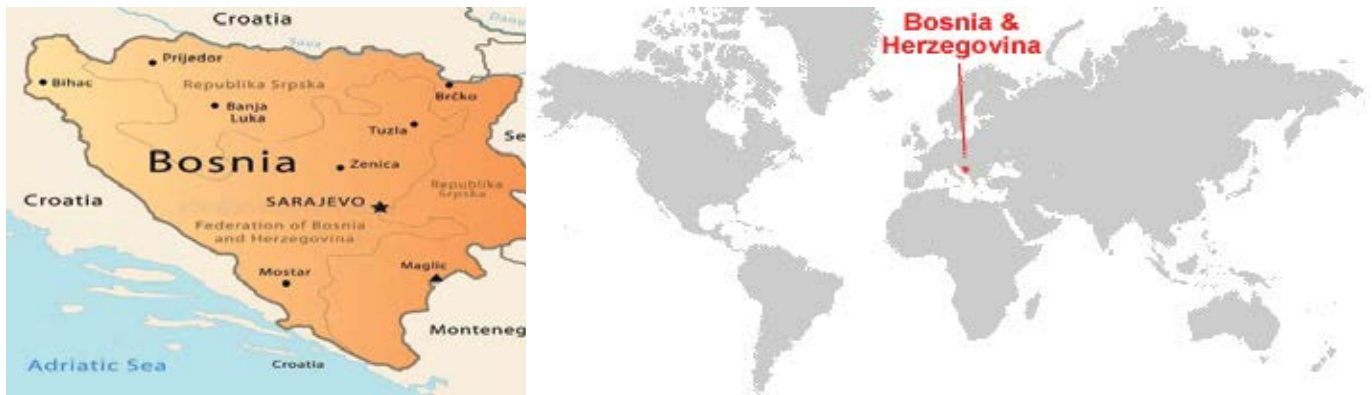
b. **Skill Category**

<b>SL</b>	<b>Occupation</b>	<b>SL</b>	<b>Occupation</b>	<b>SL</b>	<b>Occupation</b>
1	Semi-skilled Cleaner	4	Programmer	7	Telecommunications Engineer
2	Waiter	5	Cook	8	Salesman (shop)
3	Web Developer	6	Technician		

### 2.11.38 Bosnia:

Bosnia and Herzegovina is a Southeastern European country located in the western Balkans bordering with the Adriatic Sea. The country was formerly one of the states of the former federation of Yugoslavia until it declared its independence in March 1992. The country has a population of 3.53 million inhabitants in 51,200 km<sup>2</sup>. National capital and largest city is Sarajevo. The country is the home to three main ethnic groups, Bosniaks are the largest group, second Serbs and Croats third. There are three official languages for each ethnic group. These are: Bosnian, Croatian, and Serbian.

#### Map of Bosnia:



#### Country Brief:

Official Name	Bosnia and Herzegovina
Capital	Sarajevo
Continent	Europe
Location	Southeastern Europe, bordering the Adriatic Sea and Croatia
Distance from Bangladesh	Nautical miles : 3,698 Minutes : 611
Independence	1 March 1992
Currency	Bosnia and Herzegovina convertible mark (\$1 = 1.57 Bosnia-Herzegovina Convertible Mark)
Area	Total : 51,197 sq. km Land : 51,187 sq. km Water : 10 sq. km
Time Zone	GMT+2
Climate	Hot summers and cold winters; areas of high elevation have short, cool summers and long, severe winters; mild, rainy winters along coast
Religion	Muslim 50.7%, Orthodox 30.7%, Roman Catholic 15.2%, atheist 0.8%, agnostic 0.3%, other 1.2%, undeclared/no answer 1.1% (2013 est.)
Main Ports	Bosanska Gradiska, Bosanski Brod, Bosanski Samac, Brcko, Orasje (Sava River)

## 2.11.38.1 Drivers of Overseas Employment:

### MACROECONOMIC SCENARIO<sup>232</sup>

GDP Nominal (2016)	US\$ 16,910,277,134		
Growth rate (2016)	3.06		
Most important sources of GDP (2016)	Croatia, Serbia, Montenegro, Slovak, Macedonia, Slovenia, Germany, Romania, Austria, Russia		
Relative share of GDP (2016)	<b>Service</b> 64.20	<b>Industry</b> 28.07	<b>Agriculture</b> 7.74
Annual growth rate of the respective sector (2016)	<b>Service</b> 1.95%	<b>Industry</b> 4.43%	<b>Agriculture</b> 7.64%
Per Capita income (2016)	US\$ 4,808		
Main Industries	Steel, Coal, Iron ore, Lead, Zinc, Manganese, Bauxite, Aluminum, Motor vehicle assembly, Textiles, Tobacco products, Wooden furniture, Ammunition, Domestic appliances, Oil refining		
Arable Land	20.1 % (% of land area, 2015)		

### POPULATION<sup>233</sup>

Population Size (2016)	Total : 3,516,816    Male : 1,726,228    Female : 1,790,588
Annual growth rate (2016)	-0.54
Percentage of population above 65 years (2016)	16.13
Density	68.69 per Km2

### LABOR MARKET<sup>234</sup>

Total Labor force (2017)	1,403,020		
Annual growth rate (2017)	-0.0047		
Work age population (2016)	Total : 2,449,320 Male : 1,234,823    Female : 1,214,490		
Employment by sector (2017)	<b>Service</b> 538,218	<b>Industry</b> 316,476	<b>Agriculture</b> 187,387
Total Employment (2017)	Total : 1,041,041 Male : 622,483    Female : 417,749		
Total Unemployment (2017)	Total : 361,979 Male : 237,300    Female : 125,488		
Unemployment rate (2017)	25.80		

## 2.11.38.2 Future Employment Prospect in Bosnia:

The economy of the country is facing acute social and economic challenges since 1990s war. The war caused a dramatic change in the economy of the country. GDP fell by 60% and the destruction of physical infrastructure devastated the economy. Production capacity of the country affected significantly, which led to high unemployment rate.

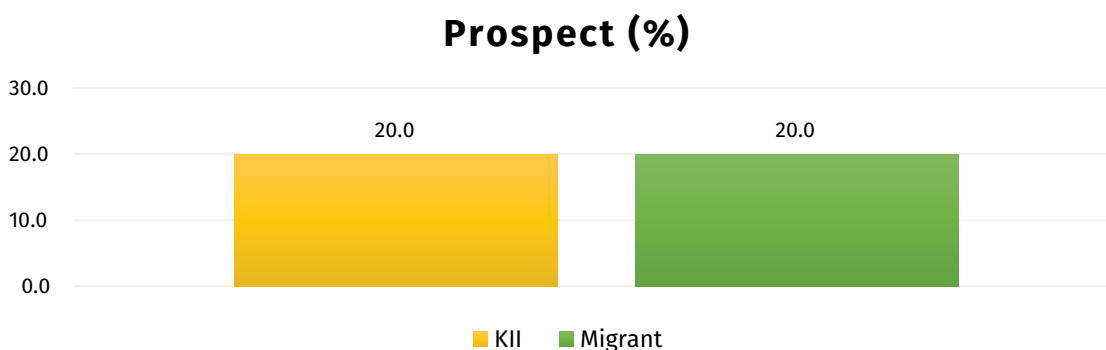
<sup>232</sup> World Bank

<sup>233</sup> World Bank

<sup>234</sup> World Bank

## EMPLOYMENT PROSPECT BASED ON THE PERCEPTIONS OF KEY STAKEHOLDERS

The findings from the responses of the stakeholders (Migrant, Employer, and Key Informants) are given below:



## EMPLOYMENT PROJECTION BASED ON COUNTRY ATTRACTIVENESS INDEX SCORE (CAIS)

Based on these CAIS, the prospective status of Bosnia will be as follows:

Dimension	Factors	Value/ Comment	Prospect Indicator	CAIS
DEMAND SIDE	<b>Rapid Economic Growth (Total 26%)</b>			
	Average GDP Growth Rate	3.43%	High	11.00
	Expansionary Fiscal Policy	0-<5% Growth	Moderate	10.00
	<b>Demographic Transition (Total 2.58%)</b>			
	Average Population Growth Rate	-0.39%	Very High	1.00
	Average Percentage of Total Population Aged 65 and Above (2000-2016)	13.74%	High	1.08
	<b>Average Labor Force Growth Rate</b>	-0.27%	Very High	7.80
	<b>Attitude Towards Migrant (6.13%)</b>			
	Average Growth Rate of International Migrant Stock	-3.53%	Low	1.00
	Percentage of International Migrant Stock	1.05%	Low	1.00
	Percentage of BD Migrants in Terms of International Migrant Stock	0.00%	Low	0.13
	<b>Unfavorable Attitude Towards Certain Jobs of Local Citizen</b>	Less favorable	Low	1.98
	<b>Labor Importing Policy of Destination Country</b>	Moderately Restricted	Very Low	0.00
SUPPLY SIDE	<b>Govt. Support (Total 20%)</b>			
	Need Based Training	Not Available	Low	0.00
	Govt. Recruitment System	Not Available	Low	1.00
	Easy/Systematic Migration Process	Not Supportive	Low	0.00
	<b>Branding</b>	No	Low	3.00
	<b>Bilateral Relationship</b>	No Bilateral Relationship	Low	0.00
	<b>Presence of Embassy</b>	No Presence	Nil	0.00
	<b>Trade/Investment Relationship</b>	No Trade Relationship	Low	0.00

**Country Attractiveness Index Score:**

<b>Demand side score</b>	<b>34.99</b>
<b>Supply side score</b>	<b>4.00</b>
<b>Overall prospect value score</b>	<b>38.99</b>

The demand side score of the country indicates that the country is prospective for future employment.

### 2.11.38.3 Specific Demands in Various Job Sectors in Terms of Professional and Skill Trades

<b>I. Prospective Sectors</b>	
<b>Sectors</b>	<b>Weightage (%)</b>
Construction	33.33
Service	33.33
Tourism	33.33

#### **II. Prospective Trades and Professional Categories**

Although, the country is not much suitable for employment from Bangladesh, the following trades have demand in the country.

##### **a. Professional Category**

<b>No.</b>	<b>Occupation</b>	<b>No.</b>	<b>Occupation</b>
1	Construction worker	3	Driver
2	Waiter	4	Cook

### 2.11.39 Brazil:

Brazil, a country located at South American Continent, has abundant natural resources with population size of 207.7 million.

The economy of the country is based on industries such as textiles, shoes, chemicals, cement, steel, aircraft, motor vehicles and parts, other machinery and equipment. Most of the GDP comes from Soybeans, Iron Ore, Crude Petroleum, Raw Sugar and Poultry Meat. In terms of GDP, service Sector contributes the most and creates highest employment in the country.

Currently, there are few migrants from Bangladesh, and most of them are self-employed.

#### Map of Brazil:



#### Country Brief:

Official Name	Federative Republic of Brazil
Capital	Brasilia
Continent	South America
Location	Eastern South America
Distance from Bangladesh	Nautical miles : 8,593 Minutes : 1405
Independence	1822
Currency	Brazilian Real (\$1 = 3.30 BRL)
Area	Total : 8,515,770 Sq. Km
Time Zone	UTC-4.00
Climate	Mostly tropical, but temperate in south
Religion	Roman Catholic 64.6%, other Catholic 0.4%, Protestant 22.2% (includes Adventist 6.5%, Assembly of God 2.0%, Christian Congregation of Brazil 1.2%, Universal Kingdom of God 1.0%, other Protestant 11.5%), other Christian 0.7%, Spiritist 2.2%, other 1.4%, none 8%, unspecified 0.4% (2010 est.)
Main Ports	Belem, Paranagua, Rio Grande, Rio de Janeiro, Santos, Sao Sebastiao, Tubarao

## 2.11.39.1 Drivers of Overseas Employment:

MACROECONOMIC SCENARIO <sup>235</sup>			
GDP Nominal (2016)	US\$ 1796186586414.45		
Growth rate (2016)	-3.59		
Most important sources of GDP (2016)	Soybeans, Iron Ore, Crude Petroleum, Raw Sugar, Poultry Meat		
Relative share of GDP (2016)	Service 73.30 %	Industry 21.24 %	Agriculture 5.45 %
Annual growth rate of the respective sector (2016)	Service -2.59%	Industry -3.81%	Agriculture -6.57%
Per Capita income (2016)	US\$ 8,650		
Main Industries	Textiles, shoes, chemicals, cement, lumber, iron ore, tin, steel, aircraft, motor vehicles and parts, other machinery and equipment.		
Arable Land	8.6% (% of land area, 2016)		
POPULATION <sup>236</sup>			
Population Size (2016)	207,652,865 Male : 102,083,113    Female : 105,569,752		
Annual growth rate (2016)	0.82		
Percentage of population above 65 years (2016)	8.25		
Density	25 per Km2		
LABOR MARKET <sup>237</sup>			
Total Labor force (2017)	104,278,814		
Annual growth rate (2017)	0.0103		
Work age population (2016)	144,560,447 Male : 71,294,990    Female : 73,265,400		
Employment by sector (2017)	Service 57,073,047	Industry 19,415,672	Agriculture 13,726,429
Total Employment (2017)	90,305,453 Male : 52,421,823    Female : 37,880,646		
Total Unemployment (2017)	13,973,361 Male : 7,080,814    Female : 6,895,531		
Unemployment rate (2017)	13.40		

## 2.11.39.2 Future Employment Prospect in Brazil:

Brazil faces an acute skills shortage in the formal economy, two out of every five young people are neither studying nor working, and 55% of workers are working in the informal economy<sup>238</sup>. Companies are having a very hard time finding the talent they require to grow their businesses. The Brazilian government has announced that the application process for work visas to Brazil has been significantly simplified in response to demands from industry, calling for more qualified overseas workers to fill gaps in the Brazilian labor market<sup>239</sup>. However, the government has taken initiatives to strengthen the capacity of local supply through different schemes. Skills migrant workers may fulfill the short term gap which arose. Moreover, Brazil is famous as halal meat producer globally. The halal industry need Muslims as slaughterer, Sariah expert. The migrants from Bangladesh may fulfill

<sup>235</sup> World Bank

<sup>236</sup> World Bank

<sup>237</sup> World Bank

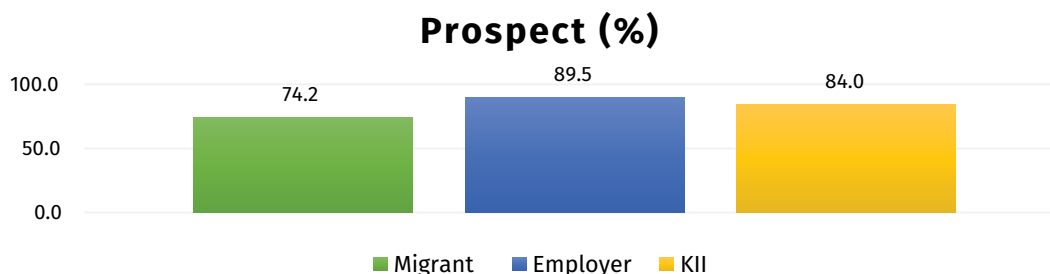
<sup>238</sup> <https://www.weforum.org/agenda/2017/03/in-latin-america-companies-still-can-t-find-the-skilled-workers-they-need>

<sup>239</sup> <http://riotimesonline.com/brazil-news/rio-business/brazil-simplifies-visas-for-foreign-workers>

the demand. Since, there is no significant past track record, projection through time serious is not suitable to project future employment in the country from Bangladesh.

#### EMPLOYMENT PROSPECT BASED ON THE PERCEPTIONS OF KEY STAKEHOLDERS

The findings from the responses of the stakeholders (Migrant, Employer, and Key Informants) are given below:



#### EMPLOYMENT PROJECTION BASED ON COUNTRY ATTRACTIVENESS INDEX SCORE (CAIS)

Based on these CAIS, the prospective status of Brazil will be as follows:

Dimension	Factors	Value/ Comment	Prospect Indicator	CAIS
DEMAND SIDE	<b>Rapid Economic Growth (Total 26%)</b>			
	Average GDP Growth Rate	2.54%	Moderate	9.00
	Expansionary Fiscal Policy	0-<5% Growth	Moderate	10.00
	<b>Demographic Transition (Total 2.58%)</b>			
	Average Population Growth Rate	1.08%	Moderate	0.50
	Average Percentage of Total Population Aged 65 and Above (2000-2016)	6.49%	Moderate	0.58
	Average Population Growth Rate	1.67%	Moderate	5.80
	<b>Attitude Towards Migrant (6.13%)</b>			
	Average Growth Rate of International Migrant Stock	-0.87%	Low	1.00
	Percentage of International Migrant Stock	0.35%	Low	1.00
	Percentage of BD Migrants in Terms of International Migrant Stock	0.01%	Low	0.13
	<b>Unfavorable Attitude Towards Certain Jobs of Local Citizen</b>	Unfavorable	Moderate	2.98
	<b>Labor Importing Policy of Destination Country</b>	Moderately Restricted	Very Low	0.00
SUPPLY SIDE	<b>Govt. Support (Total 20%)</b>			
	Need Based Training	Need to Improve	Moderate	5.00
	Govt. Recruitment System	Not Available	Low	1.00
	Easy/Systematic Migration Process	Need to strengthen	Moderate	4.00
	<b>Branding</b>	No	Low	3.00
	<b>Bilateral Relationship</b>	Need to Improve	Moderate	1.37
	<b>Presence of Embassy</b>	In both Countries	High	2.14
	<b>Trade/Investment Relationship</b>	No Trade Relationship	Low	0.00

### Country Attractiveness Index Score:

<b>Demand side score</b>	<b>30.99</b>
<b>Supply side score</b>	<b>16.51</b>
<b>Overall prospect score</b>	<b>47.50</b>

The demand side score of the country indicates that the country is less prospective for future employment. However, the survey team found that there are employment opportunities for about 80,000 in different occupations such as sharia expert, slaughterer, chicken feeder etc. The respondents of the survey strongly recommend the government of Bangladesh to enhance bi-lateral relationship with the country to realize the emerging demand.



*Field Visit - Brazil*

### 2.11.39.3 Specific Demands in Various Job Sectors in Terms of Professional and Skill Trades

<b>I. Prospective Sectors</b>	
<b>Sectors</b>	<b>Weightage (%)</b>
Industry	50.88
Agriculture	21.05
Construction	12.28
Others	8.77
Service	3.51
Health	1.75
Tourism	1.75

## II. Prospective Trades and Professional Categories

During the field visit, Employers of Brazil expressed interest to recruit suitable candidates for following occupation:

### a. Professional Category

SL	Occupation	SL	Occupation	SL	Occupation
1	Engineer (food)	5	Systems Analyst	9	Engineer(Mechanical)
2	Manager	6	System Administrator	10	Engineer (Mining)
3	Supervisor	7	Engineer (Computer)	11	Interpreter
4	Engineer(Agriculture)	8	Engineer(Electrical)	12	Engineer (civil)

### b. Skill Category

SL	Occupation	SL	Occupation	SL	Occupation
1	Salesman	8	Driver	15	Food Processing
2	Technician	9	Carpenter	16	Bar Tender
3	Cook	10	Plumber	17	Sharia Expert
4	Farming Expert	11	Painter	18	Cleaner
5	Mason	12	Packaging	19	Slaughterer
6	Machine Operator	13	Chicken Feeding	20	Plantation/Harvester
7	Quality Controller	14	Waiter	21	Farmer

## 2.11.40 Bulgaria:

Bulgaria, a country of Europe continent got independence from the Ottoman Empire, in 1878. With a territory of 110,994 square kilometers, Bulgaria is Europe's 16th largest country. Bulgaria, an open economy that historically has demonstrated strong growth, but its per-capita income remains the lowest among EU members, and its reliance on energy imports and foreign demand for its exports make its growth sensitive to external market conditions. The government undertook significant structural economic reforms in the 1990s to move the economy from a centralized, planned economy to a more liberal, market-driven economy. These reforms included privatization of state-owned enterprises, liberalization of trade, and strengthening of the tax system - changes that initially caused some economic hardships but later helped attract investment, spur growth, and make gradual improvements to living conditions. Bulgaria's most commercial and cultural activities are centered on the capital and largest city known as Sofia. The economy is built on the heavy industry and engineering. The economy relies on local natural sources and its main industries is electricity, chemical products, refined petroleum, nuclear fuel etc. Among these, service sector plays a significant role in GDP and creates highest employment opportunities in the country.

### Map of Bulgaria:



### Country Brief:

Official Name	Bulgaria
Capital	Sofia
Continent	Europe
Location	Southeastern Europe
Distance from Bangladesh	Nautical miles : 3,364 Minutes : 545
Independence	3 March, 1878
Currency	Bulgarian Lev (\$1 = 1.57 BGN)
Area	Total : 110,879 Sq. Km
Time Zone	UTC +03.00
Climate	Temperate; cold, damp winters; hot, dry summers
Religion	Eastern Orthodox 59.4%, Muslim 7.8%, other (including Catholic, Protestant, Armenian Apostolic Orthodox, and Jewish) 1.7%, none 3.7%, unspecified 27.4% (2011 est.)
Main Ports	Burgas, Varna (Black Sea)

## 2.11.40.1 Drivers of Overseas Employment:

MACROECONOMIC SCENARIO <sup>240</sup>			
GDP Nominal (2016)	53,237,882,473 USD		
Growth rate (2016)	3.94		
Most important sources of GDP (2016)	Refined Petroleum, Refined Copper, Packaged Medicaments, Raw Copper and Wheat		
Relative share of GDP (2016)	Service 66.99%	Industry 28.31%	Agriculture 4.70%
Annual growth rate of the respective sector (2016)	Service 3.08%	Industry 3.95%	Agriculture 5.33%
Per Capita income (2016)	7,469 USD		
Main Industries	electricity, gas, water; food, beverages, tobacco; machinery and equipment, automotive parts, base metals, chemical products, coke, refined petroleum, nuclear fuel; outsourcing center		
Arable Land	29.9% (% of land area, 2016)		
POPULATION <sup>241</sup>			
Population Size (2016)	Total : 7,127,822 Male : 3,465,355      Female : 3,662,467		
Annual growth rate (2016)	-0.0092		
Percentage of population above 65 years (2016)	20.47		
Density	64 per Km2		
LABOR MARKET <sup>242</sup>			
Total Labor force (2017)	3,242,878		
Annual growth rate (2017)	-0.0092		
Work age population (2016)	Total : 4,663,920 Male : 2,357,733      Female : 2,306,172		
Employment by sector (2017)	Service 1,953,964	Industry 896,202	Agriculture 198,140
Total Employment (2017)	Total : 3,048,305 Male : 1,628,231      Female : 1,419,129		
Total Unemployment (2017)	Total : 194,573 Male : 111,332      Female : 84,186		
Unemployment rate (2017)	6.00		

## 2.11.40.2 Future Employment Prospect in Bulgaria:

Bulgaria is hosting over eight hundred Bangladeshi migrants in different sectors. The economy of Bulgaria functions on the principles of free market resulting in emergence of a large number of private sectors. According to the World Bank, it's an industrialized upper middle income country. Industries like electricity, chemical products, refined petroleum and nuclear fuel are steering the current economy. So Bangladeshi migrants can get into those sectors to assist the labor force in the country. As Bulgaria has considerable area of arable land, Bangladeshi

• <sup>240</sup> World Bank

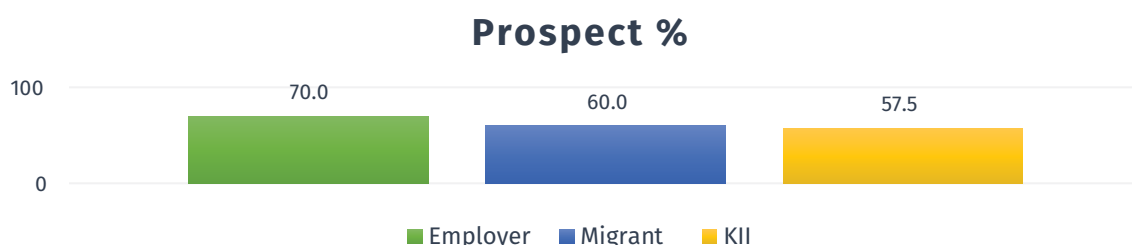
• <sup>241</sup> World Bank

• <sup>242</sup> World Bank

migrant can utilize those lands and contribute in the agricultural sector. Based on all of these scenarios, the country has been considered moderately prospective for Bangladeshi migrants. There might be some troublesome issues for Bangladesh migrants in the country. If it gets solved, the country can be prospective for Bangladeshi migrants.

#### EMPLOYMENT PROSPECT BASED ON THE PERCEPTIONS OF KEY STAKEHOLDERS

The findings from the responses of the stakeholders (Migrant, Employer, and Key Informants) are given below:



#### EMPLOYMENT PROJECTION BASED ON COUNTRY ATTRACTIVENESS INDEX SCORE (CAIS)

Based on these CAIS, the prospective status of Bulgaria will be as follows:

Dimension	Factors	Value/ Comment	Prospect Indicator	CAIS
DEMAND SIDE	<b>Rapid Economic Growth (Total 26%)</b>			
	Average GDP Growth Rate	3.63%	High	11.00
	Expansionary Fiscal Policy	0-<5% Growth	Moderate	10.00
	<b>Demographic Transition (Total 2.58%)</b>			
	Average Population Growth Rate	-0.83%	Very High	1.00
	Average Percentage of Total Population Aged 65 and Above (2000-2016)	18.12%	Very High	1.58
	<b>Average Labor Force Growth Rate</b>	-0.43%	Very High	7.80
	<b>Attitude Towards Migrant (6.13%)</b>			
	Average Growth Rate of International Migrant Stock	39.12%	High	2.00
	Percentage of International Migrant Stock	2.16%	Low	1.00
	Percentage of BD Migrants in Terms of International Migrant Stock	0.56%	Low	0.13
	<b>Unfavorable Attitude Towards Certain Jobs of Local Citizen</b>	Unfavorable	Moderate	2.98
	<b>Labor Importing Policy of Destination Country</b>	Moderately Restricted	Very Low	0.00
SUPPLY SIDE	<b>Govt. Support (Total 20%)</b>			
	Need Based Training	Need to Improve	Moderate	5.00
	Govt. Recruitment System	Not Available	Low	1.00
	Easy/Systematic Migration Process	Need to Strengthen	Moderate	4.00
	<b>Branding</b>	No	Low	3.00
	<b>Bilateral Relationship</b>	Need to Improve	Moderate	1.37
	<b>Presence of Embassy</b>	No Presence	Nil	0.00
	<b>Trade/Investment Relationship</b>	No Trade Relationship	Low	0.00

#### Country Attractiveness Index Score:

Demand side score	37.49
Supply side score	14.37
Overall prospect score	51.86

The demand side score of the country indicates that the country is prospective for future employment

#### Country Specific Considerations:

- Despite sever demand from employers, the government of Bulgaria is not issuing work permit due to obstacle from trade union.
- Bilateral relation is the cornerstone to open the door.



Field Visit - Bulgaria

#### 2.11.40.3 Specific Demands in Various Job Sectors in Terms of Professional and Skill Trades

I. Prospective Sectors	
Sectors	Weightage (%)
Construction	33.33
Industry	12.50
Agriculture	12.50
Service	12.50
Others	12.50
Health	8.33
Tourism	4.17
ICT	4.17

## II. Prospective Trades and Professional Categories

### a. Professional Category

No.	Occupation	No.	Occupation
1	Engineer(Electrical)	5	Engineer(Agriculture)
2	Engineer (Computer)	6	Engineer(Chemical)
3	Doctor	7	HR
4	Manager	8	Support Service Engineer

### b. Skill Category

No.	Occupation	No.	Occupation
1	Technician	6	Semi-skilled Labor
2	Salesman	7	Caregiver
3	Health Worker	8	Unskilled Labor
4	Packaging	9	Cleaner
5	General Worker	10	Labor (construction)

## 2.11.41 France:

France is one of the world's 5<sup>th</sup> largest economy with GDP growth rate of 1.19%. The economy is diversified across all sectors. The government has partially or fully privatized many large companies, including Air France, France Telecom, Renault, and Thales. In terms of GDP contribution, service sector contributes the most and creates the highest employment. The major industries of the economy are machinery, aircraft, textiles, food processing etc. Even with abundant arable land, agricultural sector doesn't play any significant role in GDP. As a result, Bangladeshi migrants will have easy access to get into this sector. Currently, there are five thousand Bangladeshi migrants working in construction, industry and service sectors.

### Map of France:



### Country Brief:

Official Name	French Republic
Capital	Paris
Continent	Europe
Location	Western Europe, bordering the Bay of Biscay and English Channel, between Belgium and Spain, southeast of the UK; bordering the Mediterranean Sea, between Italy and Spain
Distance from Bangladesh	Nautical miles : 4,314 Minutes : 708
Independence	No official date of Independence. 14 <sup>th</sup> July, National day.
Currency	Euro (\$1 = 0.80 Euro)
Area	Total: 643,801 sq. km; 551,500 sq. km (metropolitan France)
Time Zone	GMT/UTC +1h, GMT/UTC+2h
Climate	Metropolitan France: generally cool winters and mild summers, but mild winters and hot summers along the Mediterranean; occasional strong, cold, dry, north-to-northwesterly wind known as mistral
Religion	Christian (overwhelmingly Roman Catholic) 63-66%, Muslim 7-9%, Buddhist 0.5-0.75%, Jewish 0.5-0.75%, other 0.5-1.0%, none 23-28%
Main Ports	Brest, Calais, Dunkerque, Le Havre, Marseille, Nantes

### 2.11.41.1 Drivers of Overseas Employment:

MACROECONOMIC SCENARIO <sup>243</sup>			
GDP Nominal (2016)	2,465,453,975,282 USD		
Growth rate (2016)	1.19		
Most important sources of GDP (2016)	Planes, Helicopters, Spacecraft, Packaged Medicaments, Cars, Vehicle Parts, Gas Turbines		
Relative share of GDP (2016)	Service 78.81%	Industry 19.55%	Agriculture 1.64%
Annual growth rate of the respective sector (2016)	Service 1.30%	Industry 1.09%	Agriculture -9.74%
Per Capita income (2016)	36,855 USD		
Main Industries	machinery, chemicals, automobiles, metallurgy, aircraft, electronics; textiles, food processing; tourism		
Arable Land	33.4% (% of land area, 2016)		
POPULATION <sup>244</sup>			
Population Size (2016)	Total : 66,896,109 Male : 32,880,918    Female : 34,015,191		
Annual growth rate (2016)	0.41		
Percentage of population above 65 years (2016)	19.35		
Density	122.17 per Km2		
LABOR MARKET <sup>245</sup>			
Total Labor force (2017)	31,148,925		
Annual growth rate (2017)	0.41		
Work age population (2016)	Total : 41,796,373 Male : 20,989,329    Female : 20,807,001		
Employment by sector (2017)	Service 21,013,621	Industry 5,609,104	Agriculture 738,760
Total Employment (2017)	Total : 27,361,485 Male : 14,494,256    Female : 12,865,387		
Total Unemployment (2017)	Total : 3,006,423 Male : 1,610,473    Female : 1,397,792		
Unemployment rate (2017)	9.90		

### 2.11.41.2 Future Employment Prospect in France:

Despite high unemployment, skill shortage is a concern in France. Often employers could not find the appropriate people for verities of jobs particularly in Construction and ICT. The French authorities have traditionally been very protective of their domestic labor force, and put many bureaucratic obstacles in the way of companies wishing

• <sup>243</sup> World Bank  
 • <sup>244</sup> World Bank  
 • <sup>245</sup> World Bank

to recruit foreign workers. However, in recent years their attitude has changed due to professional shortages. However, the citizen of the EU country has preference to be employed in France. Since, there is no significant past track record, projection through time series is not suitable to project future employment in the country from Bangladesh.

#### EMPLOYMENT PROSPECT BASED ON THE PERCEPTIONS OF KEY STAKEHOLDERS



The findings from the responses of the stakeholders (Migrant, Employer, and Key Informants) are given below:

#### EMPLOYMENT PROJECTION BASED ON COUNTRY ATTRACTIVENESS INDEX SCORE (CAIS)

Based on these CAIS, the prospective status of France will be as follows:

Dimension	Factors	Value/ Comment	Prospect Indicator	CAIS
DEMAND SIDE	<b>Rapid Economic Growth (Total 26%)</b>			
	Average GDP Growth Rate	1.30%	Moderate	9.00
	Expansionary Fiscal Policy	0-<5% Growth	Moderate	10.00
	<b>Demographic Transition (Total 2.58%)</b>			
	Average Population Growth Rate	0.59%	High	0.75
	Average Percentage of Total Population Aged 65 and Above (2000-2016)	17.06%	Very High	1.58
	<b>Average Labor Force Growth Rate</b>	0.60%	High	6.80
	<b>Attitude Towards Migrant (6.13%)</b>			
	Average Growth Rate of International Migrant Stock	5.03%	Low	1.00
	Percentage of International Migrant Stock	11.81%	Moderate	1.50
	Percentage of BD Migrants in Terms of International Migrant Stock	0.06%	Low	0.13
	<b>Unfavorable Attitude Towards Certain Jobs of Local Citizen</b>	Unfavorable	Moderate	2.98
	<b>Labor Importing Policy of Destination Country</b>	Moderately Restricted	Very Low	0.00
SUPPLY SIDE	<b>Govt. Support (Total 20%)</b>			
	Need Based Training	Not Available	Low	0.00
	Govt. Recruitment System	Not Available	Low	1.00
	Easy/Systematic Migration Process	Need to strengthen	Moderate	4.00
	<b>Branding</b>	No	Low	3.00
	<b>Bilateral Relationship</b>	Need to Improve	Moderate	1.37
	<b>Presence of Embassy</b>	In both countries	High	2.14
	<b>Trade/Investment Relationship</b>	No Trade Relationship	Low	0.00

#### Country Attractiveness Index Score:

Demand side score	33.74
Supply side score	11.51
Overall prospect score	45.25

The demand side score of the country indicates that the country is prospective for future employment. But the demand of foreign workers is mostly fulfilled by the neighboring countries. However, considering the demand of the country, there shall be limited number of employment opportunities from Bangladesh particularly in high skill trades.

#### Country Specific Considerations:

- a) In France, Service sector contributes 80 percent of the economy where Engineers, Nurse and ICT sector employees will have good opportunity.
- b) Aging is an important demographic issue for France because almost 20 percent of the population in the country are aged above 65. Good number of Caregivers may require to treat the aged population.
- c) Proficiency in French language is required to secure job in the country.

### 2.11.41.3 Specific Demands in Various Job Sectors in Terms of Professional and Skill Trades

#### I. Prospective Sectors

Sectors	Weightage (%)
Service	40.48
Construction	26.19
Agriculture	14.29
Industry	11.90
Health	4.76
Others	2.38

## II. Prospective Trades and Professional Categories

### a. Professional Category

No.	Occupation	No.	Occupation
1	Engineer (Textile)	7	Accountant
2	Nurse	8	Manager(construction)
3	Engineer(Electrical)	9	Engineer (Mechanical)
4	System Administrator	10	Merchandiser
5	Engineer (Computer)	11	Web Developer
6	Programmer		

### b. Skill Category

No.	Occupation	No.	Occupation
1	Salesman	10	Welder
2	Cook	11	Hotel Boy
3	Designer (Fashion)	12	Service Boy
4	Plumber	13	Technician
5	Electrician	14	Carpenter
6	Waiter	15	Machine Operator
7	Cook	16	Crane Operator
8	Fork Lift Driver	17	Garments Worker
9	Waiter		

## 2.11.42 Germany:

Germany, a European country, has population of about 82.67 million with 1.94% GDP growth rate. The German economy is the 5<sup>th</sup> largest economy in the world in terms of Purchase Power Parity. The economy of the country is built on industries such as vehicles, machine tools, electronics, automobiles, textiles, shipbuilding etc. In terms of GDP contribution, service sector plays the significant role in this economy.

### Map of Germany:



### Country Brief:

Official Name	Federal Republic of Germany
Capital	Berlin (pop. 3.5 million)
Continent	Europe
Location	West-Central Europe, with nine European countries
Distance from Bangladesh	Nautical miles : 3,934 Minutes : 695
Independence	May 23, 1949
Currency	Euro (\$1 = 0.80 EUR)
Area	Total: 357,022 Sq. Km Land: 348,672 Sq. Km Water: 8,350 Sq. Km
Time Zone	GMT +1
Climate	Temperate and marine, with cold, cloudy, wet winters and moderate warm summers and in the south occasional warm wind
Religion	Christianity. About 65% to 70% of the population are followers of the Christian religion in Germany. They are more or less evenly split between the mainstream denominations of Lutheran-Protestantism and Calvinism united in the EKD (Evangelical Church in Germany) and the Roman Catholic Church.
Main Ports	Port of Hamburg

### 2.11.42.1 Drivers of Overseas Employment:

MACROECONOMIC SCENARIO <sup>246</sup>			
GDP Nominal (2016)	US\$ 3,477,796,274,497		
Growth rate (2016)	1.94		
Most important sources of GDP (2016)	Cars, Vehicle Parts, Packaged Medicaments, Planes, Helicopters, and Spacecraft		
Relative share of GDP (2016)	<b>Service</b> 68.89 %	<b>Industry</b> 30.49 %	<b>Agriculture</b> 0.61 %
Annual growth rate of the respective sector (2016)	<b>Service</b> 1.94%	<b>Industry</b> 1.87%	<b>Agriculture</b> -0.58%
Per Capita income (2016)	US\$42,070		
Main Industries	Iron, Steel, Coal, Cement, Chemicals, Machinery, Vehicles, Machine Tools, Electronics, Automobiles, Food and Beverages, Shipbuilding, Textiles		
Arable Land	34.0 % (% of land area, 2015)		
POPULATION <sup>247</sup>			
Population Size (2016)	Total : 82,667,685 Male : 40,683,679   Female : 41,984,006		
Annual growth rate (2016)	1.19		
Percentage of population above 65 years (2016)	21.27		
Density	237 per Km2		
LABOR MARKET <sup>248</sup>			
Total Labor force (2017)	43,413,252		
Annual growth rate (2017)	-0.0011		
Work age population (2016)	Total : 54,263,836 Male : 27,429,770      Female : 26,834,074		
Employment by sector (2017)	<b>Service</b> 29,735,645	<b>Industry</b> 11,484,976	<b>Agriculture</b> 584,690
Total Employment (2017)	Total : 41,763,548 Male : 22,311,433   Female : 19,466,150		
Total Unemployment (2017)	Total : 1,649,704 Male : 929,643      Female : 706,026		
Unemployment rate (2017)	3.80		

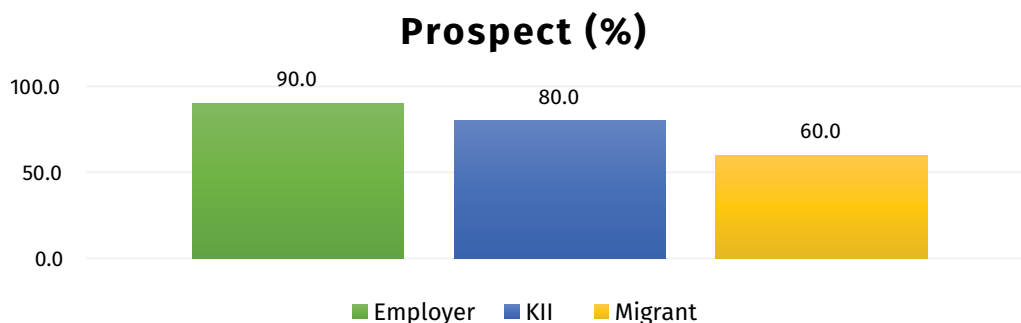
### 2.11.42.2 Future Employment Prospect in Germany:

Germany has many different types of industry which generates employment opportunities for migrants. However, due to current influx of migrants, the country has sufficient labor force. Since there is no significant past track record, projection through time series is not suitable to project future employment in the country from Bangladesh.

- <sup>246</sup> World Bank
- <sup>247</sup> World Bank
- <sup>248</sup> World Bank

## EMPLOYMENT PROSPECT BASED ON THE PERCEPTIONS OF KEY STAKEHOLDERS

The findings from the responses of the stakeholders (Migrant, Employer, and Key Informants) are given below:



## EMPLOYMENT PROJECTION BASED ON COUNTRY ATTRACTIVENESS INDEX SCORE (CAIS)

Based on these CAIS, the prospective status of Germany will be as follows:

Dimension	Factors	Value/ Comment	Prospect Indicator	CAIS
DEMAND SIDE	<b>Rapid Economic Growth (Total 26%)</b>			
	Average GDP Growth Rate	1.33%	Moderate	9.00
	Expansionary Fiscal Policy	0-<5% Growth	Moderate	10.00
	<b>Demographic Transition (Total 2.58%)</b>			
	Average Population Growth Rate	0.04%	High	0.75
	Average Percentage of Total Population Aged 65 and Above (2000-2016)	19.50%	Very High	1.58
	<b>Average Labor Force Growth Rate</b>	0.42%	High	6.80
	<b>Attitude Towards Migrant (6.13%)</b>			
	Average Growth Rate of International Migrant Stock	13.03%	Moderate	1.50
	Percentage of International Migrant Stock	14.72%	Moderate	1.50
	Percentage of BD Migrants in Terms of International Migrant Stock	0.06%	Low	0.13
	<b>Unfavorable Attitude Towards Certain Jobs of Local Citizen</b>	Less-Favorable	Low	1.98
	<b>Labor Importing Policy of Destination Country</b>	Moderately Restricted	Very Low	0.00
SUPPLY SIDE	<b>Govt. Support (Total 20%)</b>			
	Need Based Training	Not Available	Low	0.00
	Govt. Recruitment System	Not Available	Low	1.00
	Easy/Systematic Migration Process	Need to strengthen	Moderate	4.00
	<b>Branding</b>	No	Low	3.00
	<b>Bilateral Relationship</b>	Need to Improve	Moderate	1.37
	<b>Presence of Embassy</b>	In both countries	High	2.14
	<b>Trade/Investment Relationship</b>	No Trade Relationship	Low	0.00

**Country Attractiveness Index Score:**

<b>Demand side score</b>	<b>33.24</b>
<b>Supply side score</b>	<b>11.51</b>
<b>Overall prospect score</b>	<b>44.75</b>

The score of demand side indicates that the country is prospective for overseas employment. As a European country, the demand of foreign workers is being mostly fulfilled by neighboring EU countries. Being a conventional destination of high skilled Bangladeshi migrant, there will be moderate employment from Bangladesh.

### 2.11.42.3 Specific Demands in Various Job Sectors in Terms of Professional and Skill Trades

#### I. Prospective Sectors

<b>Sectors</b>	<b>Weightage (%)</b>
Industry	50.00
Service	37.50
Agriculture	12.50

#### Prospective Trades and Professional Categories

##### a. Professional Category

No.	Occupation	No.	Occupation
1	System Administrator	5	Engineer (Mechanical)
2	Programmer	6	Support Service Engineer
3	Engineer(Electrical)	7	Systems Analyst
4	Engineer (Computer)	8	Web Designer

##### b. Skill Category

No.	Occupation	No.	Occupation
1	Waiter	4	Welder
2	Cook	5	Plumber
3	Salesman	6	Electrician

### 2.11.43 Hungary:

Hungary is a high income mixed economy with high human development index.<sup>249</sup> The economy has made important reforms to transition from a centrally planned to a market-driven economy with a per capita income approximately two-thirds of the EU-28 average.<sup>250</sup> Hungary had implemented unorthodox economic policies to boost household consumption and has relied on EU-funded development projects to generate growth.<sup>251</sup> The major industries of the economy are mining, textiles, chemicals, motor vehicles and most of the GDP in their economy comes from cars, vehicle parts, computers etc. Service sector plays the significant role and creates highest employment in this country.

#### Map of Hungary:



#### Country Brief:

Official Name	Hungary
Capital	Budapest (pop. 1.7 million)
Continent	Europe
Location	Central Europe, strategic location astride main land routes between Western Europe and Balkan Peninsula as well as between Ukraine and Mediterranean basin
Distance from Bangladesh	Nautical miles : 3,605 Minutes : 601
Independence	March, 15
Currency	Hungarian forint (\$1 = 250.3 HUF)
Area	Total: 93,030 Sq. Km
Time Zone	GMT+2
Climate	hot summers with low overall humidity levels but frequent rain showers and cold snowy winters
Religion	Census shew that the majority of Hungarians were Christians (52.9%), with Roman Catholics (Katolikusok) (37.1%)
Main Ports	Baja, Csepel (Budapest), Dunaujvaros, Gyor-Gonyu, Mohacs (Danube)

<sup>249</sup> [https://www.indexmundi.com/hungary/economy\\_profile.html](https://www.indexmundi.com/hungary/economy_profile.html)

<sup>250</sup> <https://www.heritage.org/index/country/hungary>

<sup>251</sup> <https://www.heritage.org/index/country/hungary>

## 2.11.43.1 Drivers of Overseas Employment:

MACROECONOMIC SCENARIO <sup>252</sup>			
GDP Nominal (2016)	US\$ 125,816,640,421		
Growth rate (2016)	2.21		
Most important sources of GDP (2016)	Cars, Vehicle Parts , Spark-Ignition Engines, Packaged Medicaments, Computers		
Relative share of GDP (2016)	Service 65.10 %	Industry 30.50 %	Agriculture 4.40 %
Annual growth rate of the respective sector (2016)	Service 3.32%	Industry -0.66%	Agriculture 9.86%
Per Capita income (2016)	12,815 USD		
Main Industries	mining, metallurgy, construction materials, processed foods, textiles, chemicals (especially pharmaceuticals), motor vehicles		
Arable Land	48.7 (% of land area, 2015)		
POPULATION <sup>253</sup>			
Population Size (2016)	9,817,958 Male : 4,668,443      Female : 5,149,515		
Annual growth rate (2016)	-0.26		
Percentage of population above 65 years (2016)	18.01		
Density	108 per Km2		
LABOR MARKET <sup>254</sup>			
Total Labor force (2017)	4,658,395		
Annual growth rate (2017)	-0.0063		
Work age population (2016)	6,640,243 Male : 3,284,064      Female : 3,356,177		
Employment by sector (2017)	Service 2,940,947	Industry 1,329,897	Agriculture 191,898
Total Employment (2017)	4,462,742 Male : 2,420,723      Female : 2,042,019		
Total Unemployment (2017)	195,653 Male : 106,128      Female : 89,525		
Unemployment rate (2017)	4.20		

• <sup>252</sup> World Bank

• <sup>253</sup> World Bank

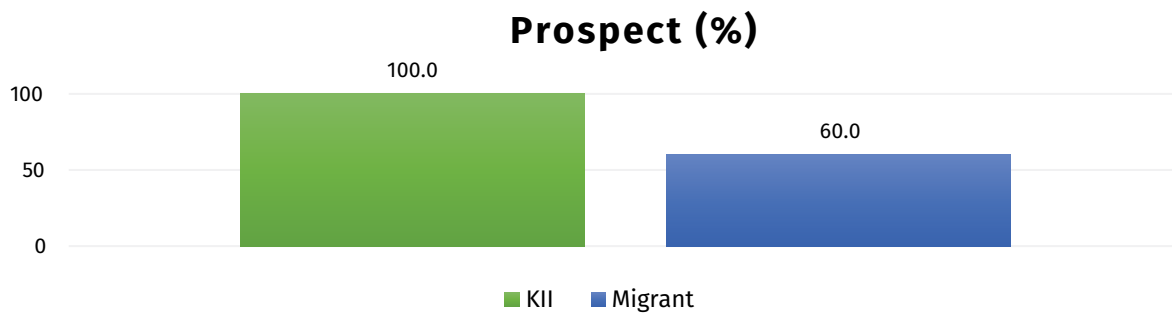
• <sup>254</sup> World Bank

### 2.11.43.2 Future Employment Prospect in Hungary:

Hungary is facing acute labor shortage. The main reason of labor shortage is demographic transition. A low birth rate has led to a steadily decreasing population for decades and in 2011 it dropped to below 10 million for the first time since 1960. On top of that, many Hungarians leave the country for better pay in other EU member states. Despite labor shortage Hungary is not much suitable for employment from Bangladesh as it is more concerned of cultural homogeneity.

#### EMPLOYMENT PROSPECT BASED ON THE PERCEPTIONS OF KEY STAKEHOLDERS

The findings from the responses of the stakeholders (Migrant, Employer, and Key Informants) are given below:



#### EMPLOYMENT PROJECTION BASED ON COUNTRY ATTRACTIVENESS INDEX SCORE (CAIS)

Based on these CIAS, the prospective status of Hungary will be as follows:

Dimension	Factors	Value/ Comment	Prospect Indicator	CAIS
DEMAND SIDE	<b>Rapid Economic Growth (Total 26%)</b>			
	Average GDP Growth Rate	2.17%	Moderate	9.0
	Expansionary Fiscal Policy	0-<5% Growth	Moderate	10.0
	<b>Demographic Transition (Total 2.58%)</b>			
	Average Population Growth Rate	-0.25%	Very High	1.0
	Average Percentage of Total Population Aged 65 and Above (2000-2016)	16.14%	Very High	1.6
	<b>Average Labor Force Growth Rate</b>	0.66%	Very High	7.8
	<b>Attitude Towards Migrant (6.13%)</b>			
	Average Growth Rate of International Migrant Stock	7.08%	Low	1.0
	Percentage of International Migrant Stock	5.13%	Low	1.0
	Percentage of BD Migrants in Terms of International Migrant Stock	0.01%	Low	0.1
	<b>Unfavorable Attitude Towards Certain Jobs of Local Citizen</b>	Unfavorable	Moderate	3.0
	<b>Labor Importing Policy of Destination Country</b>	Moderately Restricted	Very Low	0.00

Dimension	Factors	Value/ Comment	Prospect Indicator	CAIS
SUPPLY SIDE	<b>Govt. Support (Total 20%)</b>			
	Need Based Training	Not Available	Low	0.0
	Govt. Recruitment System	Not Available	Low	1.0
	Easy/Systematic Migration Process	Need to Strengthen	Moderate	4.0
	<b>Branding</b>	No	Low	3.0
	<b>Bilateral Relationship</b>	Need to Improve	Moderate	1.4
	<b>Presence of Embassy</b>	In One Country	Moderate	1.1
	<b>Trade/Investment Relationship</b>	No Trade Relationship	Low	0.0

#### Country Attractiveness Index Score:

<b>Demand side score</b>	<b>34.49</b>
<b>Supply side score</b>	<b>10.51</b>
<b>Overall prospect score</b>	<b>45.00</b>

The score of demand side indicates that the country is prospective for overseas employment. As a European country, the demand of foreign workers is mostly fulfilled by neighboring EU countries. Being a conventional destination of high skilled migrants, there may be some employment opportunities from Bangladesh.

## 2.11.44 Iceland:

Iceland is a country, which ranks high in economic, political, and social stability and equality. The country has a market economy with relatively low taxes and maintains a social welfare system that provides universal health care and tertiary education for its citizens. Currently, it is one of the most developed countries in the world. Strong economic growth had led Iceland to be ranked first in the United Nations' Human Development Index report and also ranks first on the Global Peace Index. Also, economy is diversified into manufacturing and service industries, which includes software production, biotechnology, and finance. Industry accounts for around a quarter of economic activity, while services comprise close to 70%. Approximately 10.6% of the Icelandic population are immigrants, most of whom come from Poland.

### Map of Iceland:



### Country Brief:

Official Name	Iceland
Capital	Reykjavik
Continent	Europe
Location	Northern Europe, island between the Greenland Sea and the North Atlantic Ocean, northwest of the United Kingdom
Distance from Bangladesh	Nautical miles : 4,583 Minutes : 780
Independence	17 June 1944
Currency	Icelandic króna (\$1 = 100.44 Icelandic Króna)
Area	Total : 103,000 sq. km
Time Zone	GMT+0
Climate	Temperate; Moderated by North Atlantic Current; Mild, windy winters; Damp, cool summers
Religion	Evangelical Lutheran Church of Iceland (official) 69.9%, Roman Catholic 3.8%, Reykjavik Free Church 2.9%, Hafnarfjorour Free Church 2%, Asatru Association 1.1%, The Independent Congregation 1%, other religions 4%, none 6.1%.
Main Ports	Grundartangi, Hafnarfjordur, Reykjavik

### 2.11.44.1 Drivers of Overseas Employment:

#### MACROECONOMIC SCENARIO<sup>255</sup>

GDP Nominal (2016)	US\$ 20,047,413,006		
Growth rate (2015)	7.20		
Most important sources of GDP (2016)	Raw Aluminum, Fish Fillets, Non-fillet Frozen, Fish, Processed Fish, Animal Meal and Pellets		
Relative share of GDP (2015)	<b>Service</b> 71.06	<b>Industry</b> 22.69	<b>Agriculture</b> 6.25
Annual growth rate of the respective sector (2013)	<b>Service</b> 2.81%	<b>Industry</b> 4.41%	<b>Agriculture</b> 3.30%
Per Capita income (2016)	59,977 USD		
Main Industries	Tourism, Fish processing; Aluminum`s melting; Geothermal power, Hydropower; Medical/Pharmaceutical products		
Arable Land	1.2 (% of land area, 2015)		

#### POPULATION<sup>256</sup>

Population Size (2016)	334,252 Male : 167,676    Female : 166,576		
Annual growth rate (2016)	1.03		
Percentage of population above 65 years (2016)	14.08		
Density	3.3342 per Km2		

#### LABOR MARKET<sup>257</sup>

Total Labor force (2017)	208,725		
Annual growth rate (2017)	0.0062		
Work age population (2016)	219,795 Male : 111,056    Female : 108,739		
Employment by sector (2017)	<b>Service</b> 158,816	<b>Industry</b> 35,947	<b>Agriculture</b> 8,124
Total Employment (2017)	203,089 Male : 107,531    Female : 95,473		
Total Unemployment (2017)	Total : 5,636; Male : 2,870;    Female : 2,851		
Unemployment rate (2017)	2.70		

### 2.11.44.2 Future Employment Prospect in Iceland:

Prime Minister Bjarni Benediktsson said “We welcome and appreciate foreign workers who are playing a major role in building a better Iceland”. The country is experiencing positive economic growth since 2013. Demand for workers is high and domestic supply is unable to meet it. The foreign workers is the key to solve the issue. It is

• <sup>255</sup> World Bank  
 • <sup>256</sup> World Bank  
 • <sup>257</sup> World Bank

expected that the economy will generate around 15,000 new jobs until 2019, while the labor pool is not expected to grow by more than 8,000 workers. The other 7,000 will need to come from abroad<sup>258</sup>. It is a special type of country in terms of prospective nations. Here, the labor demand is mostly being fulfilled by the labor from members of other European countries.

#### EMPLOYMENT PROSPECT BASED ON THE PERCEPTIONS OF KEY STAKEHOLDERS

The findings from the responses of the stakeholders (Migrant, Employer, and Key Informants) are given below:



#### EMPLOYMENT PROJECTION BASED ON COUNTRY ATTRACTIVENESS INDEX SCORE (CAIS)

Based on these CAIS, the prospective status of Iceland will be as follows:

Dimension	Factors	Value/ Comment	Prospect Indicator	CAIS
DEMAND SIDE	<b>Rapid Economic Growth (Total 26%)</b>			
	Average GDP Growth Rate	3.08%	High	11.00
	Expansionary Fiscal Policy	0-<5% Growth	Moderate	10.00
	<b>Demographic Transition (Total 2.58%)</b>			
	Average Population Growth Rate	1.10%	Moderate	0.50
	Average Percentage of Total Population Aged 65 and Above (2000-2016)	12.26%	High	1.08
	<b>Average Labor Force Growth Rate</b>	1.36%	Moderate	5.80
	<b>Attitude Towards Migrant (6.13%)</b>			
	Average Growth Rate of International Migrant Stock	29.03%	High	2.00
	Percentage of International Migrant Stock	12.52%	Moderate	1.50
	Percentage of BD Migrants in Terms of International Migrant Stock	0.01%	Low	0.13
	<b>Unfavorable Attitude Towards Certain Jobs of Local Citizen</b>	Unfavorable	Moderate	2.98
	<b>Labor Importing Policy of Destination Country</b>	Highly Restricted	Negative	-10.00
SUPPLY SIDE	<b>Govt. Support (Total 20%)</b>			
	Need Based Training	Not Available	Low	0.00
	Govt. Recruitment System	Not Available	Low	1.00
	Easy/Systematic Migration Process	Not Supportive	Low	0.00
	<b>Branding</b>	No	Low	3.00
	<b>Bilateral Relationship</b>	No Bi-lateral relationship	Low	0.00
	<b>Presence of Embassy</b>	No Presence	Nil	0.00
	<b>Trade/Investment Relationship</b>	No Trade Relationship	Low	0.00

<sup>258</sup> <http://icelandmag.is/article/too-many-jobs-iceland-needs-least-7000-new-foreign-workers-next-couple-years>

#### Country Attractiveness Index Score:

Demand side score	24.99
Supply side score	4.00
Overall prospect score	28.99

The demand side score of the country indicates that the country is less prospective for future employment.

### 2.11.44.3 Specific Demands in Various Job Sectors in Terms of Professional and Skill Trades

#### I. Prospective Trades and Professional Categories

##### a. Professional Category

No.	Occupation	No.	Occupation
1	Engineer (Civil)	4	Systems Analyst
2	Nurse	5	Geotechnical engineers
3	System Administrator		

##### b. Skill Category

No.	Occupation	No.	Occupation
1	Electrician	4	Mason
2	Construction worker	5	Plumber
3	Carpenter		

## 2.11.45 Macau:

Macau, a special administrative region of China, is on the country's southern coast. Apparel exports and gambling-related tourism are backbones of the economy. Since Macau has little arable land and few natural resources, it depends on mainland China for most of its food, fresh water, and energy imports. Japan and Hong Kong are the main suppliers of raw materials and capital goods. Service sector contributes the most; employing about three-fourth of the total labor force.<sup>259 260</sup>

### Map of Macau:



### Country Brief:

Official Name	Macau
Capital	Beijing
Continent	Asia
Location	Eastern Asia, bordering the South China Sea and China
Distance from Bangladesh	Nautical miles : 1,480 Minutes : 159
Independence	Macau is a Special Administrative Region (SAR) of the People's Republic of China
Currency	Macanese pataca (\$1 = 8.06 Macanese Pataca)
Area	28.2 sq. km
Time Zone	GMT+8
Climate	Subtropical; Marine with cool winters, Warm summers
Religion	Buddhist 50%, Roman Catholic 15%, none or other 35% (1997 est.)
Main Ports	Macau

• <sup>259</sup> <https://www.sciencedirect.com/science/article/pii/S0264275117308995>

• <sup>260</sup> The World Bank Data

## 2.11.45.1 Drivers of Overseas Employment:

MACROECONOMIC SCENARIO <sup>261</sup>			
GDP Nominal (2016)	US\$ 44,802,641,830		
Growth rate (2016)	-2.14		
Most important sources of GDP (2016)	Precious Metal Watches, Jewelry, Plastic Products, Electrical Power Accessories		
Relative share of GDP (2016)	Service 89.50%	Industry 10.50 %	Agriculture -
Annual growth rate of the respective sector (2016)	Service -	Industry -	Agriculture -
Per Capita income (2016)	73,187 USD		
Main Industries	Tourism, Gambling, Clothing, Textiles, Electronics, Footwear, Toys		
Arable Land	-		
POPULATION <sup>262</sup>			
Population Size (2016)	612,167 Male : 293,701    Female : 318,466		
Annual growth rate (2016)	1.85		
Percentage of population above 65 years (2016)	9.18		
Density	19970.8 per Km2		
LABOR MARKET <sup>263</sup>			
Total Labor force (2017)	382,381		
Annual growth rate (2017)	0.0118		
Work age population (2016)	477,620 Male : 226,719    Female : 250,903		
Employment by sector (2017)	Service 307,028	Industry 66,192	Agriculture 1,122
Total Employment (2017)	10,689,683 Male : 8,904,154    Female : 1,789,987		
Total Unemployment (2017)	8,412 Male : 5,062    Female : 3,190		
Unemployment rate (2017)	2.20		

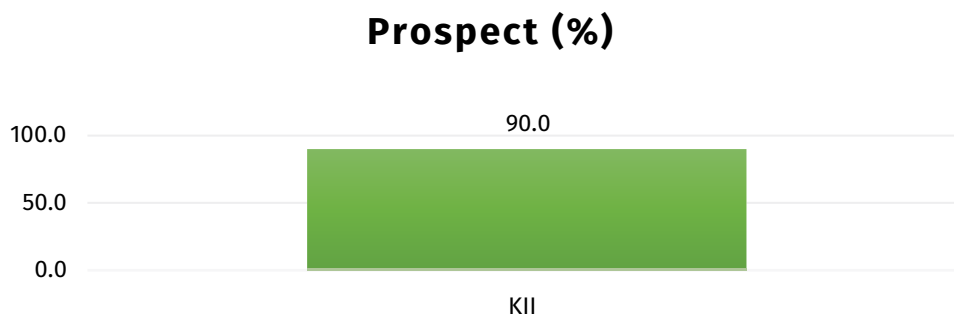
## 2.11.45.2 Future Employment Prospect in Macau:

Macau is a small country and very much attached to the economy of China. Total of 177,638 foreign workers have been working in the country as at the end of December 2016. Three major sectors employed the highest numbers of foreign workers are Hotels, restaurants and the like (49,990 people), Construction (34,613) and Domestic help (25,089). However, the government has tightened rules regarding hiring of foreign workers in casinos. China, Philippines, Vietnam are the major sources of labor in the country. Small number of Bangladeshi migrants are working in the country mostly as domestic help.

• <sup>261</sup> World Bank  
 • <sup>262</sup> World Bank  
 • <sup>263</sup> World Bank

## EMPLOYMENT PROSPECT BASED ON THE PERCEPTIONS OF KEY STAKEHOLDERS

The findings from the responses of the stakeholders (Migrant, Employer, and Key Informants) are given below:



## EMPLOYMENT PROJECTION BASED ON COUNTRY ATTRACTIVENESS INDEX SCORE (CAIS)

Based on these CAIS, the prospective status of Macau will be as follows:

Dimension	Factors	Value/ Comment	Prospect Indicator	CAIS
DEMAND SIDE	<b>Rapid Economic Growth (Total 26%)</b>			
	Average GDP Growth Rate	8.18%	Very High	13.00
	Expansionary Fiscal Policy	0-<5% Growth	Moderate	10.00
	<b>Demographic Transition (Total 2.58%)</b>			
	Average Population Growth Rate	2.24%	Low	0.25
	Average Percentage of Total Population Aged 65 and Above (2000-2016)	7.40%	Moderate	0.58
	<b>Average Labor Force Growth Rate</b>	3.40%	Low	4.80
	<b>Attitude Towards Migrant (6.13%)</b>			
	Average Growth Rate of International Migrant Stock	9.60%	Low	1.00
	Percentage of International Migrant Stock	57.77%	High	2.00
	Percentage of BD Migrants in Terms of International Migrant Stock	0.00%	Low	0.13
	<b>Unfavorable Attitude Towards Certain Jobs of Local Citizen</b>	Unfavorable	Moderate	2.98
	<b>Labor Importing Policy of Destination Country</b>	Moderately Restricted	Very Low	0.00
SUPPLY SIDE	<b>Govt. Support (Total 20%)</b>			
	Need Based Training	Need to Improve	Moderate	5.00
	Govt. Recruitment System	Not Available	Low	1.00
	Easy/Systematic Migration Process	Not Supportive	Low	0.00
	<b>Branding</b>	No	Low	3.00
	<b>Bilateral Relationship</b>	No Bilateral Relationship	Low	0.00
	<b>Presence of Embassy</b>	No Presence	Low	0.00
	<b>Trade/Investment Relationship</b>	No Trade Relationship	Low	0.00

**Country Attractiveness Index Score:**

<b>Demand side score</b>	<b>34.74</b>
<b>Supply side score</b>	<b>9.00</b>
<b>Overall prospect score</b>	<b>43.74</b>

The demand side score of the country indicates that the country is prospective for future employment.

### 2.11.45.3 Specific Demands in Various Job Sectors in Terms of Professional and Skill Trades

#### I. Prospective Trades and Professional Categories

##### a. Professional Category

<b>No.</b>	<b>Occupation</b>
1	Nurse

##### b. Skill Category

<b>No.</b>	<b>Occupation</b>	<b>No.</b>	<b>Occupation</b>
1	Construction worker	3	House Maid
2	Waiter	4	Semi-skilled Cleaner

## 2.11.46 Norway:

Norway is a Scandinavian country encompassing mountains, glaciers and deep coastal creeks. Oslo, the capital, is a city of green spaces and museums. The country has the fourth-highest per capita income in the world. Norway's primary income is from the oil and gas industry in the North Sea, which constitutes nearly a quarter of GDP. It also has several other natural resources such as fish and minerals, some industry, and a healthy technology sector.

### Map of Norway:



### Country Brief:

Official Name	Kingdom of Norway
Capital	Oslo
Continent	Europe
Location	Northern Europe, bordering the North Sea and the North Atlantic Ocean, west of Sweden
Distance from Bangladesh	Nautical miles : 3,936 Minutes : 670
Independence	7 June 1905
Currency	Norwegian krone (\$1 = 7.80 NOK)
Area	Total : 323,802 sq. km
Time Zone	GMT +2 (During Daylight), GMT +1 (Standard Time)
Climate	Temperate along coast, modified by North Atlantic Current; colder interior with increased precipitation and colder summers; rainy year-round on west coast
Religion	Church of Norway (Evangelical Lutheran - official) 71.5%, Roman Catholic 2.8%, other Christian 3.9%, Muslim 2.8%, other 2%, unspecified 7.5%
Main Ports	Bergen, Haugesund, Maaloy, Mongstad, Narvik, Sture

### 2.11.46.1 Drivers of Overseas Employment:

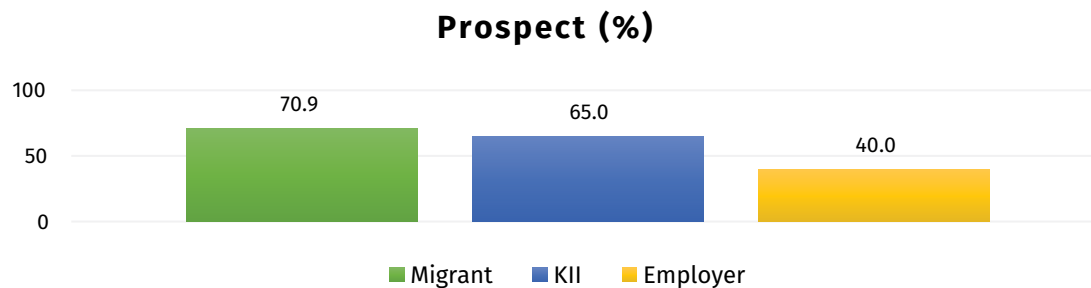
MACROECONOMIC SCENARIO <sup>264</sup>			
GDP Nominal (2016)	US\$ 371,076,190,476		
Growth rate (2016)	1.09		
Most important sources of GDP (2016)	Petroleum Gas, Crude Petroleum, Refined Petroleum, Non-fillet Fresh Fish, Raw Aluminum		
Relative share of GDP (2016)	Service 65.62%	Industry 31.97%	Agriculture 2.41%
Annual growth rate of the respective sector (2016)	Service 1.54%	Industry -0.01%	Agriculture -1.31%
Per Capita income (2016)	US\$ 70,912		
Main Industries	Petroleum and gas, shipping, fishing, aquaculture, food processing, shipbuilding, pulp and paper products, metals, chemicals, timber, mining, textiles		
Arable Land	2.2%		
POPULATION <sup>265</sup>			
Population Size (2016)	5,232,929 Male : 2,637,512 Female : 2,595,417		
Annual growth rate (2016)	0.85		
Percentage of population above 65 years (2016)	16.59		
Density	34 sq. Km		
LABOR MARKET <sup>266</sup>			
Total Labor force (2017)	2,793,543		
Annual growth rate (2017)	0.0211		
Work age population (2016)	3,431,792 Male : 1,761,740      Female : 1,670,058		
Employment by sector (2016)	Service 2,070,239	Industry 538,902	Agriculture 58,692
Total Employment (2016)	2,667,834 Male : 1,401,465      Female : 1,265,226		
Total Unemployment	125,709 Male : 76,874      Female : 49,978		
Unemployment rate (2016)	4.50		

### 2.11.46.2 Future Employment Prospect in Norway:

Norway is a leading producer and the world's second largest exporter of seafood. The economy of the country is stable. Despite economic prosperity, the country has never had a tradition of accepting immigration. That's why Norwegian employers are sometimes reluctant to hire foreign workers. However, development in some key sectors such as tourism, fisheries, services, oil and gas industries has created opportunities for foreign workers. The

• <sup>264</sup> World Bank  
 • <sup>265</sup> World Bank  
 • <sup>266</sup> World Bank

emerging demand of foreign workers is mostly fulfilled by the citizen of European countries. Moreover, Fluency in Norwegian is often an essential prerequisite for getting jobs in Norway.



#### EMPLOYMENT PROSPECT BASED ON THE PERCEPTIONS OF KEY STAKEHOLDERS

The findings from the responses of the stakeholders (Migrant, Employer, and Key Informants) are given below:

#### EMPLOYMENT PROJECTION BASED ON COUNTRY ATTRACTIVENESS INDEX SCORE (CAIS)

Based on these CAIS, the prospective status of Norway will be as follows:

Dimension	Factors	Value/ Comment	Prospect Indicator	CAIS
DEMAND SIDE	<b>Rapid Economic Growth (Total 26%)</b>			
	Average GDP Growth Rate	1.70%	Moderate	9.00
	Expansionary Fiscal Policy	0-<5% Growth	Moderate	10.00
	<b>Demographic Transition (Total 2.58%)</b>			
	Average Population Growth Rate	0.94%	High	0.75
	Average Percentage of Total Population Aged 65 and Above (2000-2016)	15.24%	Very High	1.58
	<b>Average Labor Force Growth Rate</b>	0.89%	High	6.80
	<b>Attitude Towards Migrant (6.13%)</b>			
	Average Growth Rate of International Migrant Stock	27.39%	High	2.00
	Percentage of International Migrant Stock	15.27%	Moderate	1.50
	Percentage of BD Migrants in Terms of International Migrant Stock	0.13%	Low	0.13
	<b>Unfavorable Attitude Towards Certain Jobs of Local Citizen</b>	Unfavorable	Moderate	2.98
	<b>Labor Importing Policy of Destination Country</b>	Moderately Restricted	Very Low	0.00
SUPPLY SIDE	<b>Govt. Support (Total 20%)</b>			
	Need Based Training	Not Available	Low	0.00
	Govt. Recruitment System	Not Available	Low	1.00
	Easy/Systematic Migration Process	Need to strengthen	Moderate	4.00
	<b>Branding</b>	No	Low	3.00
	<b>Bilateral Relationship</b>	Need to Improve	Moderate	1.37
	<b>Presence of Embassy</b>	In one country	Moderate	1.14
	<b>Trade/Investment Relationship</b>	No Trade Relationship	Low	0.00

**Country Attractiveness Index Score:**

<b>Demand side</b>	<b>34.74</b>
<b>Supply side</b>	<b>10.51</b>
<b>Overall prospect value</b>	<b>45.25</b>

The demand side score of the country indicates that the country is prospective for future employment. Fluency in Norwegian is often an essential prerequisite to secure jobs in Norway which may adversely affect employment opportunities from Bangladesh.

### 2.11.46.3 Specific Demands in Various Job Sectors in Terms of Professional and Skill Trades

#### I. Prospective Sectors

<b>Sectors</b>	<b>Weightage (%)</b>	<b>Sectors</b>	<b>Weightage (%)</b>
Industry	34.78	Health	17.39
Service	26.09	Others	4.35
Construction	17.39		

#### Prospective Trades and Professional Categories

##### a. Professional Category

SL	Occupation	SL	Occupation	SL	Occupation
1	Engineer (Computer)	4	Doctor	7	Systems Analyst
2	Engineer (civil)	5	Web Designer	8	Web Developer
3	Engineer (Mining)	6	Nurse	9	Auto Cad Master

##### b. Skill Category

SL	Occupation	SL	Occupation	SL	Occupation
1	Designer	4	Plumber	7	Salesman
2	Waiter	5	Carpenter	8	Welder
3	Cook	6	Electrician		

## 2.11.47 Russia:

Russia or Russian Federation is the largest country in the world by land area. It has the world's largest reserves of mineral and energy resources. It produces a lot of energy made from oil and natural gas. It has the 12th largest economy in the world by nominal GDP. Since the turn of the 21st century, higher domestic consumption and greater political stability have boosted economic growth in Russia.

### Map of Russia:



### Country Brief:

Official Name	Russian Federation
Capital	Moscow
Continent	Asia
Location	North Asia bordering the Arctic Ocean, extending from Europe (the portion west of the Urals) to the North Pacific Ocean
Distance from Bangladesh	Nautical miles : 2,352 Minutes : 655
Independence	24 August 1991
Currency	Russia Ruble (\$1 = 56.41 RUB)
Area	Total : 17,098,242 sq. km Land : 16,377,742 sq. km Water : 720,500 sq. km
Time Zone	GMT + 4
Climate	Ranges from steppes in the south through humid continental in much of European Russia; subarctic in Siberia to tundra climate in the polar north; winters vary from cool along Black Sea coast to frigid in Siberia; summers vary from warm in the steppes to cool along Arctic coast
Religion	Russian Orthodox 15-20%, Muslim 10-15%, other Christian 2%
Main Ports	Kaliningrad, Nakhodka, Novorossiysk, Primorsk, Vostochnyy

### 2.11.47.1 Drivers of Overseas Employment:

MACROECONOMIC SCENARIO <sup>267</sup>			
GDP Nominal (2016)	US\$ 152,451,923,077		
Growth rate (2016)	2.22		
Most important sources of GDP (2016)	Crude Petroleum, Refined Petroleum, Petroleum Gas, Coal Briquettes, Raw Aluminum		
Relative share of GDP (2016)	<b>Service</b> 51.90%	<b>Industry</b> 47.64%	<b>Agriculture</b> 0.18%
Annual growth rate of the respective sector (2016)	<b>Service</b> -0.55%	<b>Industry</b> -0.13%	<b>Agriculture</b> 3.33%
Per Capita income (2016)	US\$ 59,324		
Main Industries	Complete range of mining and extractive industries producing coal, oil, gas, chemicals, and metals; all forms of machine building from rolling mills to high-performance aircraft and space vehicles; defense industries (including radar, missile production)		
Arable Land	7.3% (% of land area, 2015)		
POPULATION <sup>268</sup>			
Population Size (2016)	Total : 2,569,804 Male : 1,933,363      Female : 636,441		
Annual growth rate (2016)	3.50		
Percentage of population above 65 years (2016)	1.19		
Density	8.4 sq. Km		
LABOR MARKET <sup>269</sup>			
Total Labor force (2017)	1,974,377		
Annual growth rate (2017)	0.0238		
Work age population (2016)	Total : 2,182,534 Male : 1,730,566      Female : 452,029		
Employment by sector (2017)	<b>Service</b> 879,899	<b>Industry</b> 1,064,934	<b>Agriculture</b> 23,621
Total Employment (2017)	Total : 1,968,454 Male : 1,695,02      Female : 273,768		
Total Unemployment (2017)	Total : 5,923 Male : 1,697      Female : 3,887		
Unemployment rate (2017)	0.30		

### 2.11.47.2 Future Employment Prospect in Russia:

The country's vast geography is a vital determinant of its economic activity. The country relies on energy revenues to drive most of its growth. In 2014, when the economic crisis in Russia made oil prices to start rapidly falling followed by the Ruble's collapse and surging inflation; it had been estimated that the Russian population would face the massive unemployment.<sup>270</sup> But the Russian employers lowered the wages of their employees instead of firing inefficient workers which had been gladly accepted by the employees. In this way Russian labor market was able to meet the challenges

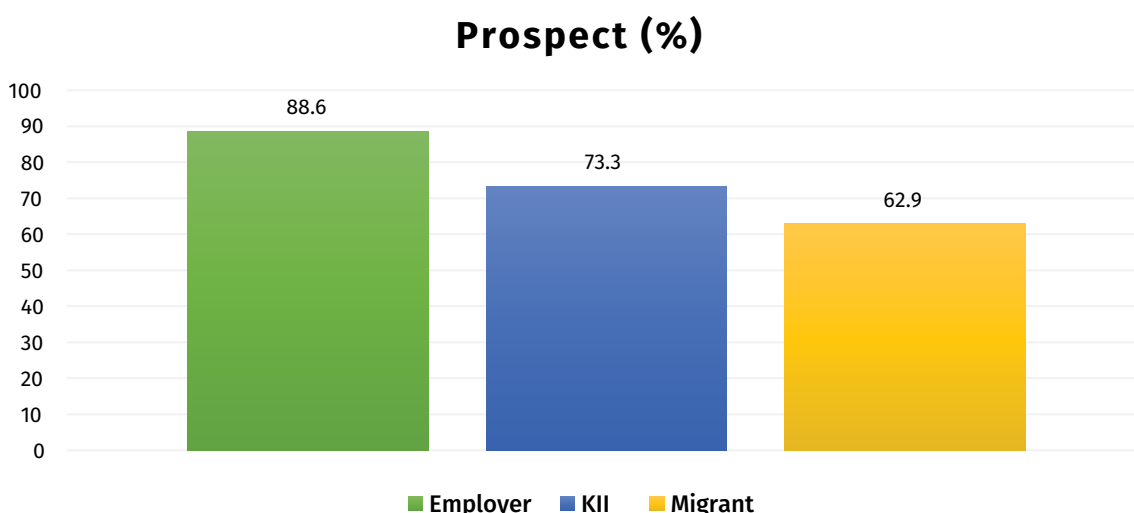
• <sup>267</sup> World Bank  
 • <sup>268</sup> World Bank  
 • <sup>269</sup> World Bank  
 • <sup>270</sup> <http://www.russia-direct.org/analysis/curious-case-russian-labor-market>

of the economic crisis using its own model, in which natural disadvantages were converted into temporary advantages. Due to the measures the official unemployment figures are showing only modest increase in the country.

Jobs for migrants often tend to be in the highly skilled category and at the senior management level. There is a demand for foreign professionals in sectors such as construction, IT, engineering, transport, and teaching/ academics.<sup>271</sup> The hiring of foreign workers is strictly regulated by the government and migrants will need to have a work permit to settle in the country. Additionally, there could be opportunities in humanitarian organizations, diplomatic missions, and international companies that have established branches in Russia. However, acquiring a job might be complicated because such openings are often filled with local candidates or migrant from neighboring countries. Other opportunities include doing freelance translation, teaching English, and working as a nanny.

#### EMPLOYMENT PROSPECT BASED ON THE PERCEPTIONS OF KEY STAKEHOLDERS

The findings from the responses of the stakeholders (Migrant, Employer, and Key Informants) are given below:



#### EMPLOYMENT PROJECTION BASED ON COUNTRY ATTRACTIVENESS INDEX SCORE (CAIS)

Based on these CAIS, the prospect status of Russia will be as follows:

Dimension	Factors	Value/ Comment	Prospect Indicator	CAIS
DEMAND SIDE	<b>Rapid Economic Growth (Total 26%)</b>			
	Average GDP Growth Rate	3.98%	High	11.00
	Expansionary Fiscal Policy	0-<5% Growth	Moderate	10.00
	<b>Demographic Transition (Total 2.58%)</b>			
	Average Population Growth Rate	-0.12%	Very High	1.00
	Average Percentage of Total Population Aged 65 and Above (2000-2016)	13.34%	High	1.08
	<b>Average Labor Force Growth Rate</b>	0.12%	High	6.80
	<b>Attitude Towards Migrant (6.13%)</b>			
	Average Growth Rate of International Migrant Stock	0.22%	Low	1.00
	Percentage of International Migrant Stock	8.07%	Low	1.00
	Percentage of BD Migrants in Terms of International Migrant Stock	0.004%	Low	0.13
	<b>Unfavorable Attitude Towards Certain Jobs of Local Citizen</b>	Unfavorable	Moderate	2.98
	<b>Labor Importing Policy of Destination Country</b>	Moderately Restricted	Very Low	0.00

<sup>271</sup> [https://www.rbth.com/politics\\_and\\_society/society/2017/06/28/7-questions-for-a-foreigner-seeking-a-job-in-russia\\_791405](https://www.rbth.com/politics_and_society/society/2017/06/28/7-questions-for-a-foreigner-seeking-a-job-in-russia_791405)

Dimension	Factors	Value/ Comment	Prospect Indicator	CAIS
SUPPLY SIDE	<b>Govt. Support (Total 20%)</b>			
	Need Based Training	Need to Improve	Moderate	5.00
	Govt. Recruitment System	Not Available	Low	1.00
	Easy/Systematic Migration Process	Not Supportive	Low	0.00
	<b>Branding</b>	No	Low	3.00
	<b>Bilateral Relationship</b>	Need to Improve	Moderate	1.37
	<b>Presence of Embassy</b>	In both countries	High	2.14
	<b>Trade/Investment Relationship</b>	No Trade Relationship	Low	0.00

#### Country Attractiveness Index Score:

<b>Demand side score</b>	<b>34.99</b>
<b>Supply side score</b>	<b>12.51</b>
<b>Overall prospect score</b>	<b>47.50</b>

The demand side score of the country indicates that the country is prospective for future employment.

#### Country Specific Consideration:

- According to primary data, there are some opportunities for specific skilled professionals for Bangladeshi migrants in this country.
- Russia is currently experiencing moderate economic growth. So employment opportunities in agriculture and construction sectors can be utilized.<sup>272</sup>
- In Russia, the rules and regulations are very strict. So, bilateral agreement is highly needed to create flexible employment opportunities for Bangladeshi workers.
- Furthermore, there is a good demand for labors in industry sector.



Field Visit - Russia

<sup>272</sup> <http://www.worldbank.org/en/country/russia/publication/rer>

### 2.11.47.3 Specific Demands in Various Job Sectors in Terms of Professional and Skill Trades

#### I. Prospective Sectors

Sectors	Weightage (%)
Industry	28.21
Agriculture	25.64
Service	20.51
Construction	15.38
Others	7.69
Health	2.56

#### II. Prospective Trades and Professional Categories

##### a. Professional Category

No.	Occupation	No.	Occupation
1	Architect	9	Web Designer
2	Engineer (Computer)	10	Agronomist
3	Engineer(Mechanical)	11	Pharmacist
4	Engineer (civil)	12	Web Developer
5	Nurse	13	Engineer(Chemical)
6	Doctor	14	Supervisor
7	Engineer (Mining)	15	Engineer (civil)
8	Manager(construction)	16	Aeronautical Engineer

##### b. Skill Category

No.	Occupation	No.	Occupation
1	Plumber	13	Welder
2	Travel Guide	14	General Worker
3	Machine Operator	15	Foreman
4	Driver	16	Agro Labor
5	Farming Expert	17	Garments Worker
6	Technician	18	Designer
7	Cutting Master	19	Quality Assurance
8	Skilled Labor	20	Automobile Mechanic
9	Mason	21	Plumber
10	Cook	22	Gas fitters
11	Electrician	23	Plantation/Harvester
12	Semi-skilled Cleaner		

## 2.11.48 Slovenia:

Slovenia, a country located at European continent, has population of about 2.065 million with 3.15% of annual GDP growth rate.

With excellent infrastructure, a well-educated workforce, and a strategic location between the Balkans and Western Europe, Slovenia has one of the highest per capita GDPs in Central Europe, despite having suffered a protracted recession in the 2008-09 period in the wake of the global financial crisis. Slovenia became the first 2004 EU entrant to adopt the euro (on 1 January 2007) and has experienced a stable political and economic transition. The economy of the country is based on industries such as electronics, aluminum products, automobiles, textiles, chemicals etc. Most of the GDP comes from cars, packaged medicaments, refined petroleum, and electricity.

### Map of Slovenia:



### Country Brief:

Official Name	Republic of Slovenia
Capital	Ljubljana
Continent	Europe
Location	south Central Europe, Julian Alps between Austria and Croatia
Distance from Bangladesh	Nautical miles : 4,378 Minutes : 470
Independence	June 25, 1991
Currency	Euro (\$1= 0.80 EUR)
Area	Total : 20,273 Sq. Km
Time Zone	GMT +1
Climate	Mediterranean climate on the coast, continental climate with mild to hot summers and cold winters in the plateaus and valleys to the east
Religion	Catholic 57.8%, Muslim 2.4%, Orthodox 2.3%, other Christian 0.9%, unaffiliated 3.5%, other or unspecified 23%, none 10.1% (2002 census)
Main Ports	Koper

## 2.11.48.1 Drivers of Overseas Employment:

MACROECONOMIC SCENARIO <sup>273</sup>			
GDP Nominal (2016)	44,708,598,649 USD		
Growth rate (2016)	3.15		
Most important sources of GDP (2016)	Cars, Packaged Medicaments, Vehicle Parts, Refined Petroleum and Electricity		
Relative share of GDP (2015)	Service 65.52 %	Industry 32.31 %	Agriculture 2.17 %
Annual growth rate of the respective sector (2015)	Service 3.47%	Industry 2.90%	Agriculture -2.04%
Per Capita income (2016)	21,652 USD		
Main Industries	Errous metallurgy and aluminum products, lead and zinc smelting; electronics (including military electronics), trucks, automobiles, electric power equipment, wood products, textiles, chemicals, machine tools		
Arable Land	9.1 (% of land area, 2015)		
POPULATION <sup>274</sup>			
Population Size (2016)	2,064,845 Male : 1,024,822      Female : 1,040,023		
Annual growth rate (2016)	0.06		
Percentage of population above 65 years (2016)	18.51		
Density	103 per Km2		
LABOR MARKET <sup>275</sup>			
Total Labor force (2017)	988,433		
Annual growth rate (2017)	-0.0085		
Work age population (2016)	1,376,584 Male : 708,033      Female : 668,547		
Employment by sector (2017)	Service 562,295	Industry 270,633	Agriculture 81,373
Total Employment (2017)	914,301 Male : 490,515      Female : 423,596		
Total Unemployment (2017)	74,132 Male : 37,488      Female : 36,834		
Unemployment rate (2017)	7.50		

## 2.11.48.2 Future Employment Prospect in Slovenia:

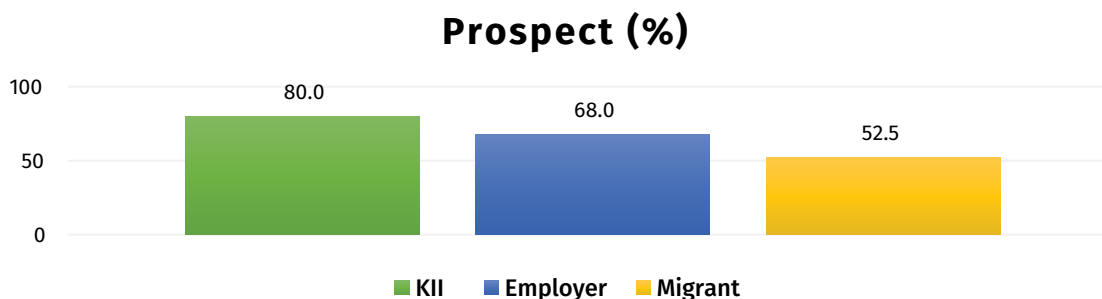
Slovenia is a developed country. The country has highly educated workforce and well developed infrastructure. Industries like automobiles, textiles, chemicals and aluminum products are steering its economy. According to key informants, Bangladeshi migrants have good employment opportunities in the country. They might look for opportunities in the agricultural sector.

Since, there is no significant past track record, projection through time series is not suitable to project future employment in the country from Bangladesh.

- <sup>273</sup> World Bank
- <sup>274</sup> World Bank
- <sup>275</sup> World Bank

## EMPLOYMENT PROSPECT BASED ON THE PERCEPTIONS OF KEY STAKEHOLDERS

The findings from the responses of the stakeholders (Migrant, Employer, and Key Informants) are given below:



## EMPLOYMENT PROJECTION BASED ON COUNTRY ATTRACTIVENESS INDEX SCORE (CAIS)

Based on these CAIS, the prospective status of Slovenia will be as follows:

Dimension	Factors	Value/ Comment	Prospect Indicator	CAIS
DEMAND SIDE	<b>Rapid Economic Growth (Total 26%)</b>			
	Average GDP Growth Rate	2.16%	Moderate	9.00
	Expansionary Fiscal Policy	0-<5% Growth	Moderate	10.00
	<b>Demographic Transition (Total 2.58%)</b>			
	Average Population Growth Rate	0.24%	High	0.75
	Average Percentage of Total Population Aged 65 and Above (2000-2016)	16.21%	Very High	1.58
	<b>Average Labor Force Growth Rate</b>	0.15%	High	6.80
	<b>Attitude Towards Migrant (6.13%)</b>			
	Average Growth Rate of International Migrant Stock	6.12%	Low	1.00
	Percentage of International Migrant Stock	11.86%	Moderate	1.50
	Percentage of BD Migrants in Terms of International Migrant Stock	0.004%	Low	0.13
	<b>Unfavorable Attitude Towards Certain Jobs of Local Citizen</b>	Unfavorable	Moderate	2.98
	<b>Labor Importing Policy of Destination Country</b>	Moderately Restricted	Very Low	0.00
SUPPLY SIDE	<b>Govt. Support (Total 20%)</b>			
	Need Based Training	Need to Improve	Moderate	5.00
	Govt. Recruitment System	Need to Improve	Moderate	1.50
	Easy/Systematic Migration Process	Need to Strengthen	Moderate	4.00
	<b>Branding</b>	No	Low	3.00
	<b>Bilateral Relationship</b>	Need to Improve	Moderate	1.37
	<b>Presence of Embassy</b>	No Presence	Low	0.00
	<b>Trade/Investment Relationship</b>	No Trade Relationship	Low	0.00

### Country Attractiveness Index Score:

<b>Demand side score</b>	<b>33.74</b>
<b>Supply side score</b>	<b>14.87</b>
<b>Overall prospect score</b>	<b>48.61</b>

The demand side score of the country indicates that the country is prospective for future employment. As a European country, the demand of foreign workers is being mostly fulfilled by neighboring EU countries. However, there will be limited number of overseas employment opportunities from Bangladesh. The prospective occupations for the countries are carpenter, plumber, and painter.



Field Visit - Slovenia

### 2.11.48.3 Specific Demands in Various Job Sectors in Terms of Professional and Skill Trades

#### I. Prospective Sectors

Sectors	Weightage (%)
Construction	37.50
Agriculture	25.00
Industry	12.50
Tourism	12.50
Others	12.50

#### II. Prospective Trades and Professional Categories

##### a. Professional Category

SL No.	Occupation
1	Aeronautical Engineer
2	Engineer (food)

##### b. Skill Category

No.	Occupation	No.	Occupation
1	Cook	8	Carpenter
2	Labor (construction)	9	Painter
3	Waiter	10	Receptionist
4	Welder	11	Service Boy
5	Web Developer	12	Welder
6	Plumber	13	Hotel Boy
7	Salesman	14	House Maid

## 2.11.49 Spain:

Spain, a country located at European continent, has population of about 46.56 million with 3.27% of annual GDP growth rate. After a prolonged recession that began in 2008 in the wake of the global financial crisis, Spain passed the fourth full year of positive economic growth in 2017, with economic activity surpassing its pre-crisis peak, due largely to the increased private consumption. The financial crisis of 2008 broke 16 consecutive years of economic growth for Spain, leading to an economic contraction that lasted until late 2013. In that year, the government successfully shored up its struggling banking sector - heavily exposed to the collapse of Spain's real estate boom - with the help of an EU-funded restructuring and recapitalization program. The economy of the country is currently built on industries such as textiles and apparels, food and beverages, shipbuilding, automobiles, tourism, footwear, pharmaceuticals, medical equipment etc. Most of the GDP comes from cars, refined petroleum, packaged medicaments, delivery trucks, vehicle parts etc. In terms of GDP, service sector contributes the most and creates the highest employment in the country.

### Map of Slovenia:



### Country Brief:

Official Name	Kingdom of Spain
Capital	Madrid
Continent	Europe
Location	Southwestern Europe bordering with the Mediterranean Sea, North Atlantic Ocean, Bay of Biscay, and Pyrenees Mountains; Southwest of France
Distance from Bangladesh	Nautical miles: 3,464 , Minutes: 493
Independence	October 12 (National Day)
Currency	Euro (\$1 =0.81 EUR)
Area	Total: 505,370 Sq. Km, Land: 498,980 Sq. Km, Water: 6,390 Sq. Km
Time Zone	GMT + 1
Climate	temperate; clear, hot summers in interior, more moderate and cloudy along coast; cloudy, cold winters in interior, partly cloudy and cool along coast
Religion	Roman Catholic 67.8%, atheist 9.1%, other 2.2%, non-believer 18.4%, unspecified 2.5% (2016 est.)
Main Ports	Algeciras, Barcelona, Bilbao, Cartagena, Huelva, Tarragona, Valencia (all in Spain); Las Palmas, Santa Cruz de Tenerife (in the Canary Islands)

## 2.11.49.1 Drivers of Overseas Employment:

MACROECONOMIC SCENARIO <sup>276</sup>			
GDP Nominal (2016)	US\$ 1,237,255,019,654		
Growth rate (2016)	3.27		
Most important sources of GDP (2016)	Cars, Refined Petroleum, Packaged Medicaments, Vehicle Parts, Delivery Trucks		
Relative share of GDP (2016)	Service 73.76 %	Industry 23.47 %	Agriculture 2.77 %
Annual growth rate of the respective sector (2016)	Service 3.04%	Industry 3.10%	Agriculture 6.93%
Per Capita income (2016)	26,640 USD		
Main Industries	Textiles and apparel (including footwear), food and beverages, metals and metal manufactures, chemicals, shipbuilding, automobiles, machine tools, tourism, clay and refractory products, footwear, pharmaceuticals, medical equipment		
Arable Land	24.7 (% of land area, 2015)		
POPULATION <sup>277</sup>			
Population Size (2016)	46,443,959 Male : 22,776,443      Female : 23,667,516		
Annual growth rate (2016)	-0.01		
Percentage of population above 65 years (2016)	19.17		
Density	93 per Km2		
LABOR MARKET <sup>278</sup>			
Total Labor force (2017)	22,911,641		
Annual growth rate (2017)	-0.0037		
Work age population (2016)	30,678,609 Male : 15,420,649      Female : 15,257,441		
Employment by sector (2017)	Service 14,534,413	Industry 3,633,603	Agriculture 738,076
Total Employment (2017)	18,925,016 Male : 10,348,426    Female : 8,571,429		
Total Unemployment (2017)	3,986,625 Male : 1,941,866      Female : 2,049,920		
Unemployment rate (2017)	17.40		

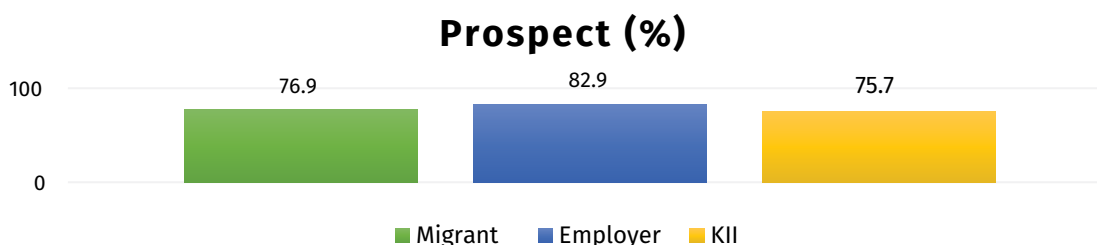
## 2.11.49.2 Future Employment Prospect in Spain:

There are currently about 9,000 Bangladeshi migrants working in different sectors. The economy of Spain is the world's 14th largest by nominal GDP. Spain is placed 25th position in the UN Human Development Index by the World Bank, thus it is classified as a high income economy. Industries like textiles and apparels, food and beverages, shipbuilding, automobiles, tourism, footwear, pharmaceuticals and medical equipment are steering the economy. According to the primary data, Bangladeshi migrants have a positive image in the country. Due to lack of data on employment from Bangladesh to Spain, it is difficult to project the overseas employment based on time series analysis which was used for predicting the future overseas employment prospect for many other countries.

- <sup>276</sup> World Bank
- <sup>277</sup> World Bank
- <sup>278</sup> World Bank

## EMPLOYMENT PROSPECT BASED ON THE PERCEPTIONS OF KEY STAKEHOLDERS

The findings from the responses of the stakeholders (Migrant, Employer, and Key Informants) are given below:



## EMPLOYMENT PROJECTION BASED ON COUNTRY ATTRACTIVENESS INDEX SCORE (CAIS)

Based on these CAIS, the prospective status of Spain will be as follows:

Dimension	Factors	Value/ Comment	Prospect Indicator	CAIS
DEMAND SIDE	<b>Rapid Economic Growth (Total 26%)</b>			
	Average GDP Growth Rate	1.78%	Moderate	9.00
	Expansionary Fiscal Policy	0-<5% Growth	Moderate	10.00
	<b>Demographic Transition (Total 2.58%)</b>			
	Average Population Growth Rate	0.82%	High	0.75
	Average Percentage of Total Population Aged 65 and Above (2000-2016)	17.36%	Very High	1.58
	<b>Average Labor Force Growth Rate</b>	1.45%	Moderate	5.80
	<b>Attitude Towards Migrant (6.13%)</b>			
	Average Growth Rate of International Migrant Stock	47.03%	High	2.00
	Percentage of International Migrant Stock	12.80%	Moderate	1.50
	Percentage of BD Migrants in Terms of International Migrant Stock	0.17%	Low	1.00
	<b>Unfavorable Attitude Towards Certain Jobs of Local Citizen</b>	Less Favorable	Low	1.98
	<b>Labor Importing Policy of Destination Country</b>	Moderately Restricted	Very Low	0.00
SUPPLY SIDE	<b>Govt. Support (Total 20%)</b>			
	Need Based Training	Not Available	Low	0.00
	Govt. Recruitment System	Not Available	Low	1.00
	Easy/Systematic Migration Process	Need to Improve	Moderate	4.00
	<b>Branding</b>	No	Low	3.00
	<b>Bilateral Relationship</b>	Need to Improve	Moderate	1.37
	<b>Presence of Embassy</b>	In Both Countries	High	2.14
	<b>Trade/Investment Relationship</b>	No Trade Relationship	Low	0.00

### Country Attractiveness Index Score:

<b>Demand side score</b>	<b>33.61</b>
<b>Supply side score</b>	<b>11.51</b>
<b>Overall prospect score</b>	<b>45.12</b>

The demand side score of the country indicates that the country is prospective for future employment.

### Country Specific Considerations:

- a. There is a good demand for labors in construction sector. Besides, security guards and ICT professionals have high demand in the country.
- b. Language is one of the major barriers in Spain. So, learning the language will help to get jobs.



Field Visit - Spain

### 2.11.49.3 Specific Demands in Various Job Sectors in Terms of Professional and Skill Trades

#### I. Prospective Sectors

Sectors	Weightage (%)
Tourism	31.82
Service	22.73
Construction	15.15
Agriculture	15.15
Industry	7.58
Others	4.55
Health	1.52
ICT	1.52

#### II. Prospective Trades and Professional Categories

##### a. Professional Category

No.	Occupation	No.	Occupation
1	Accountant	6	Architect
2	Engineer (Textile)	7	Merchandiser
3	Engineer(Electrical)	8	Telecommunications Engineer
4	Engineer (civil)	9	Engineer(Chemical)
5	Engineer(Mechanical)		

**b. Skill Category**

<b>No.</b>	<b>Occupation</b>	<b>No.</b>	<b>Occupation</b>
1	Salesman	12	Technician
2	Barber	13	Plumber
3	House Keeper/Domestic Help	14	Machine Operator
4	Cook	15	Electrician
5	Mason	16	Waiter
6	Farming Expert	17	Bar Tender
7	Painter	18	Welder
8	Carpenter	19	Helper
9	Industrial Worker	20	Cleaner
10	Restaurant Staffs	21	Caregiver
11	Domestic Help		

## 2.11.50 Taiwan:

Taiwan is located off the coast of southwest of Okinawa, Japan and north of the Philippines. The island has been governed by the Republic of China (ROC) since 1945. The island nation has more than 23 million people and is one of the most densely populated places in the world.

Taiwan has a dynamic capitalist economy that is driven largely by industrial manufacturing, and especially exports of electronics, machinery, and petrochemicals. This heavy dependence on exports exposes the economy to fluctuations in global demand. Taiwan's diplomatic isolation, low birth rate, rapidly aging population, and increasing competition from China and other Asia Pacific markets are other major long-term challenges.

Currently, there are migrants from different countries such as Malaysia, Thailand, Philippine, Vietnam, Indonesia are working in different sectors.

### Map of Taiwan:



### Country Brief:

Official Name	Republic of China (Taiwan)
Capital	Taipei
Continent	Asia
Location	Eastern Asia, islands bordering the East China Sea, Philippine Sea, South China Sea, and Taiwan Strait, north of the Philippines, off the southeastern coast of China
Distance from Bangladesh	Nautical miles : 1,678 Minutes : 280
Independence	January 1, 1912
Currency	New Taiwan dollar (\$1= 29.11 TWD)
Area	Total: 35,980 Sq. Km, Land: 32,260 Sq. Km, Water: 3,720 Sq. Km
Time Zone	GMT + 8
Climate	Tropical; marine; rainy season during southwest monsoon (June to August); persistent and extensive cloudiness all year
Religion	Buddhist 35.3%, Taoist 33.2%, Christian 3.9%, Taoist or Confucian folk religionist approximately 10%, none or unspecified 18.2% (2005 est.)
Main Ports	Keelung (Chi-lung), Kaohsiung, Hualien, Taichung

### 2.11.50.1 Drivers of Overseas Employment:

MACROECONOMIC SCENARIO <sup>279</sup>			
GDP Nominal (2016)	US\$ 523,006,000,000		
Growth rate (2016)	0.7		
Most important sources of GDP (2016)	Electronics, flat panels, ships, petrochemicals, machinery, metals, textiles, plastics and chemicals		
Relative share of GDP (2016)	Service 62.1%	Industry 36.1 %	Agriculture 1.8 %
Annual growth rate of the respective sector (2016)	Service -0.030 %	Industry -1.806 %	Agriculture 2.051 %
Per Capita income (2016)	22,469 USD		
Main Industries	electronics, communications and information technology products, petroleum refining, chemicals, textiles, iron and steel, machinery, cement, food processing, vehicles, consumer products, pharmaceuticals		
Arable Land	16.9 (% of land area, 2015)		
POPULATION <sup>280</sup>			
Population Size (2016)	23,381,038 Male : 11,836,224      Female : 11,544,814		
Annual growth rate (2016)	0.160		
Percentage of population above 65 years (2016)	6.886		
Density	650 per Km2		
LABOR MARKET <sup>281</sup>			
Total Labor force (2017)	11,765,000		
Annual growth rate (2017)	1.4099		
Work age population (2016)	17,255,705 Male : 8,618,677      Female : 8,637,028		
Employment by sector (2017)	Service 6,559,978	Industry 4,000,325	Agriculture 544,000
Total Employment (2017)	11,104,303		
Total Unemployment (2017)	447,070		
Unemployment rate (2017)	3.8		

### 2.11.50.2 Employment Prospect in Taiwan:

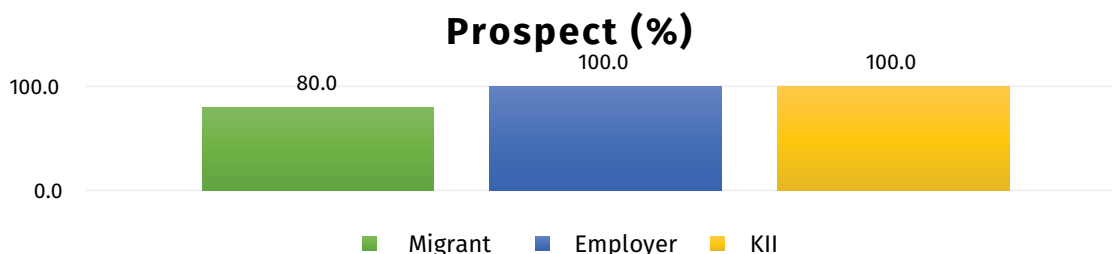
Traditional Labor-intensive industries such as processed foods, leather products, and wood and bamboo products have gradually been replaced by capital-and technology-intensive industries such as electrical equipment, chemicals, and information technology. Electronics and information technology are the biggest players in the manufacturing sector, which employs 26 percent of the national workforce. There are currently more than 650,000 migrant workers in Taiwan, mainly from Southeast Asian countries such as the Philippines, Indonesia, and Vietnam. They are most frequently hired for paraprofessional caretaker positions, and the vast majority of those that engage in this type of work are women. The rest are mostly employed for unskilled manual labor or in Taiwan's fisheries.

The demand for foreign labor mainly stems from two major factors: an aging population and a severe lack of affordable or public long-term care.

• <sup>279</sup> World Bank  
 • <sup>280</sup> World Bank  
 • <sup>281</sup> World Bank

## EMPLOYMENT PROSPECT BASED ON THE PERCEPTIONS OF KEY STAKEHOLDERS

The findings from the responses of the stakeholders (Migrant, Employer, and Key Informants) are given below:



## EMPLOYMENT PROJECTION BASED ON COUNTRY ATTRACTIVENESS INDEX SCORE (CAIS)

Based on these CAIS, the prospective status of Taiwan will be as follows:

Dimension	Factors	Value/ Comment	Prospect Indicator	CAIS
DEMAND SIDE	<b>Rapid Economic Growth (Total 26%)</b>			
	Average GDP Growth Rate	1.07	Moderate	9.00
	Expansionary Fiscal Policy	0-<5% Growth	Moderate	10.00
	<b>Demographic Transition (Total 2.58%)</b>			
	Average Population Growth Rate	0.29%	High	0.75
	Average Percentage of Total Population Aged 65 and Above (2000-2016)	13.70%	High	1.08
	<b>Average Labor Force Growth Rate</b>	58.90	Low	4.80
	<b>Attitude Towards Migrant (6.13%)</b>			
	Average Growth Rate of International Migrant Stock	-	Moderate	1.50
	Percentage of International Migrant Stock	-	High	2.00
	Percentage of BD Migrants in Terms of International Migrant Stock	-	Low	0.13
	<b>Unfavorable Attitude Towards Certain Jobs of Local Citizen</b>	Unfavorable	Moderate	2.98
	<b>Labor Importing Policy of Destination Country</b>	Moderately Restricted	Very Low	0.00
SUPPLY SIDE	<b>Govt. Support (Total 20%)</b>			
	Need Based Training	Need to Improve	Moderate	5.00
	Govt. Recruitment System	Not Available	Low	1.00
	Easy/Systematic Migration Process	Not Supportive	Low	0.00
	<b>Branding</b>	No	Low	3.00
	<b>Bilateral Relationship</b>	No Bilateral Relationship	Low	0.00
	<b>Presence of Embassy</b>	No Presence	Low	0.00
	<b>Trade/Investment Relationship</b>	No Trade Relationship	Low	0.00

**Country Attractiveness Index Score:**

<b>Demand side score</b>	<b>32.24</b>
<b>Supply side score</b>	<b>9.00</b>
<b>Overall prospect score</b>	<b>41.24</b>

The demand side score of the country indicates that the country is prospective for future employment, additionally the findings of primary and secondary data also show that the country is prospective for Bangladeshi migrants.

- a) According to primary data, there are opportunities for Bangladeshi migrants in the country.
- b) Taiwan faces some significant challenges to continue growth. The economy has recently stagnated. Its exports have been decreasing over the past few years, and work wages are not keeping up with the cost of living. The government of Taiwan is planning to shift the economy to more technology-related and service-oriented jobs.
- c) Bangladeshi labors have good reputation in the job market.
- d) Bilateral agreement can further the employment opportunities for Bangladeshi workers.

### 2.11.50.3 Specific Demands in Various Job Sectors in Terms of Professional and Skill Trades:

#### I. Prospective Sectors

Sectors	Weightage (%)
Construction	33.33
Service	33.33
Industry	22.22
Agriculture	11.11

#### Prospective Trades and Professional Categories

##### a. Professional Category

No.	Occupation	No.	Occupation
1	Financial Expert	5	Designer
2	Merchandiser	6	Management
3	HR	7	Commercial Officer
4	Economist	8	Support Service Engineer

##### b. Skill Category

No.	Occupation	No.	Occupation
1	House Maid	3	Caregiver
2	Machine Operator	4	Welder

### 2.11.51 Turkey:

Turkey is one of the World's developed countries. Its economy has been considered as emerging market by the IMF. Turkey is largely a free-market economy, which is driven by its industry, and increasingly service sectors, although its traditional agriculture sector still accounts for about 25% of total employment.<sup>282</sup> The automotive, petrochemical, and electronics industries have risen in importance and surpassed the traditional textiles and clothing sectors within Turkey's export mix.<sup>283</sup> Currently, the major industries of the economy are textiles, food processing, automobiles, electronics, mining, petroleum etc. and these sectors contribute the most to the GDP and create the highest employment in the country.

#### Map of Turkey:



#### Country Brief:

Official Name	Republic of Turkey
Capital	Ankara
Continent	Europe
Location	Southeastern Europe and Southwestern Asia (that portion of Turkey west of the Bosphorus is geographically part of Europe), bordering the Black Sea, between Bulgaria and Georgia, and bordering the Aegean Sea and the Mediterranean Sea, between Greece and Syria
Distance from Bangladesh	Nautical miles: 2,923 Minutes: 486
Independence	October 29, 1923
Currency	Turkish lira (\$1= 3.75 TRY)
Area	Total: 783,562 Sq. Km; Land: 770,760 Sq. Km; Water: 9,820 Sq. Km
Time Zone	GMT + 3
Climate	temperate; hot, dry summers with mild, wet winters; harsher in interior
Religion	Muslim 99.8% (mostly Sunni), other 0.2% (mostly Christians and Jews)
Main Ports	Aliaga, Ambarli, Diliskelesi, Eregli, Izmir, Kocaeli (Izmit), Mersin (Icel), Limani, Yarimca

<sup>282</sup> <https://www.cia.gov/library/publications/resources/the-world-factbook/geos/tu.html>

<sup>283</sup> <https://www.cia.gov/library/publications/resources/the-world-factbook/geos/tu.html>

### 2.11.51.1 Drivers of Overseas Employment:

MACROECONOMIC SCENARIO <sup>284</sup>			
GDP Nominal (2016)	US\$ 863,711,710,427		
Growth rate (2016)	3.18		
Most important sources of GDP (2016)	Gold, Cars, Delivery Trucks, Vehicle Parts, Jewelry		
Relative share of GDP (2016)	Service 61.00 %	Industry 31.98 %	Agriculture 7.02 %
Annual growth rate of the respective sector (2016)	Service 3.16%	Industry 4.55%	Agriculture -2.58%
Per Capita income (2016)	US\$ 10,863		
Main Industries	textiles, food processing, automobiles, electronics, mining (coal, chromate, copper, boron), steel, petroleum, construction, lumber, paper		
Arable Land	26.8 (% of land area, 2015)		
POPULATION <sup>285</sup>			
Population Size (2016)	Total : 79,512,426 Male : 39,134,031 Female : 40,378,395		
Annual growth rate (2016)	1.57		
Percentage of population above 65 years (2016)	7.96		
Density	105 per Km2		
LABOR MARKET <sup>286</sup>			
Total Labor force (2017)	31,275,707		
Annual growth rate (2017)	0.0171		
Work age population (2016)	Total : 53,061,615 Male : 26,158,347      Female : 26,903,253		
Employment by sector (2017)	Service 14,658,737	Industry 7,620,326	Agriculture 5,431,214
Total Employment (2017)	Total : 27,710,277 Male : 18,996,017    Female - 8,694,548		
Total Unemployment (2017)	Total- 3,565,430 Male - 2,204,895    Female - 1,380,247		
Unemployment rate (2017)	11.40		

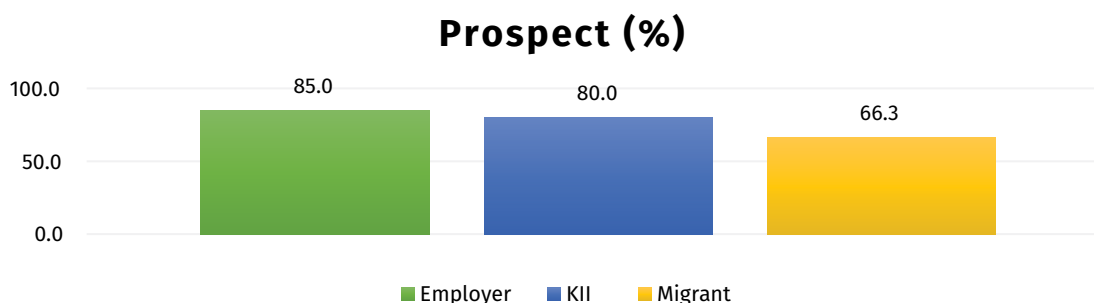
### 2.11.51.2 Future Employment Prospect in Turkey:

Turkey has the world's 17th largest nominal GDP. This country is among the world's developed countries. It is one of the leading producers of agricultural products, textiles, ships in the world. Industries such as textiles, food processing, automobiles, electronics, mining, and petroleum are contributing the most in the current economy as well as employment opportunities in the market. Bangladeshi migrants can utilize the opportunity from this diversified economy. Since, there is no significant past track record, projection through time series is not suitable to project future employment in the country from Bangladesh.

• <sup>284</sup> World Bank  
 • <sup>285</sup> World Bank  
 • <sup>286</sup> World Bank

## EMPLOYMENT PROSPECT BASED ON THE PERCEPTIONS OF KEY STAKEHOLDERS

The findings from the responses of the stakeholders (Migrant, Employer, and Key Informants) are given below:



## EMPLOYMENT PROJECTION BASED ON COUNTRY ATTRACTIVENESS INDEX SCORE (CAIS)

Based on these CAIS, the prospective status of Turkey will be as follows:

Dimension	Factors	Value/ Comment	Prospect Indicator	CAIS
DEMAND SIDE	<b>Rapid Economic Growth (Total 26%)</b>			
	Average GDP Growth Rate	5.12%	Very High	13.00
	Expansionary Fiscal Policy	0-<5% Growth	Moderate	10.00
	<b>Demographic Transition (Total 2.58%)</b>			
	Average Population Growth Rate	1.44%	Moderate	0.50
	Average Percentage of Total Population Aged 65 and Above (2000-2016)	7.00%	Moderate	0.58
	<b>Average Labor Force Growth Rate</b>	1.94%	Moderate	5.80
	<b>Attitude Towards Migrant (6.13%)</b>			
	Average Growth Rate of International Migrant Stock	33.00%	High	2.00
	Percentage of International Migrant Stock	6.14%	Low	1.00
	Percentage of BD Migrants in Terms of International Migrant Stock	0.01%	Low	1.00
	<b>Unfavorable Attitude Towards Certain Jobs of Local Citizen</b>	Unfavorable	Moderate	2.98
	<b>Labor Importing Policy of Destination Country</b>	Moderately Restricted	Very Low	0.00
SUPPLY SIDE	<b>Govt. Support (Total 20%)</b>			
	Need Based Training	Need to Improve	Moderate	5.00
	Govt. Recruitment System	Not Available	Low	1.00
	Easy/Systematic Migration Process	Need to Improve	Moderate	4.00
	<b>Branding</b>	No	Low	3.00
	<b>Bilateral Relationship</b>	Need to Improve	Moderate	1.37
	<b>Presence of Embassy</b>	In Both Countries	High	2.14
	<b>Trade/Investment Relationship</b>	No Trade Relationship	Low	0.00

**Country Attractiveness Index Score:**

<b>Demand side score</b>	<b>36.86</b>
<b>Supply side score</b>	<b>16.51</b>
<b>Overall prospect score</b>	<b>53.37</b>

The demand side score of the country indicates that the country is prospective for future employment.

### 2.11.51.3 Specific Demands in Various Job Sectors in Terms of Professional and Skill Trades

#### I. Prospective Sectors

Sectors	Weightage (%)
Industry	53.85
Service	15.38
Construction	11.54
Health	11.54
Agriculture	3.85
Others	3.85

#### II. Prospective Trades and Professional Categories

##### a. Professional Category

No.	Occupation	No.	Occupation
1	Merchandiser	5	Accountant
2	Engineer (civil)	6	Manager(construction)
3	Doctor	7	Manager
4	Computer Hardware Engineer	8	Medical Officer

##### b. Skill Category

No.	Occupation	No.	Occupation
1	Salesman	10	Waiter
2	Automobile Mechanic	11	Garments Worker
3	Driver	12	Cook
4	Heavy Driver	13	Auto Cad Master
5	Heavy Vehicle Driver	14	Construction worker
6	Fork Lift Driver	15	Technician
7	Crane Operator	16	Labor (construction)
8	Machine Operator	17	Helper
9	Designer (Fashion)		

## 2.11.52 Ukraine:

Ukraine, a former Soviet Union country, has vast tract of arable land and diversified heavy industry since Soviet Union era. It is ranked last among 44 countries in Europe region and its overall economic score is below the regional and world averages. Ukraine's economy have already slowed down due to ongoing geo-political tussles in the eastern part of the country that impeded economic growth.

### Map of Ukraine:



### Country Brief:

Official Name	Ukraine
Capital	Kyiv (Kiev)
Continent	Europe
Location	Eastern Europe, bordering the Black Sea, between Poland, Romania, and Moldova in the west and Russia in the east
Distance from Bangladesh	Nautical miles : 3,137 Minutes : 525
Independence	24 August 1991
Currency	Ukrainian hryvnia (\$1 = 27.00 Ukrainian hryvnia)
Area	Total : 603,550 sq. km Land : 579,330 sq. km Water : 24,220 sq. km
Time Zone	GMT +2
Climate	temperate continental; Mediterranean only on the southern Crimean coast; precipitation disproportionately distributed, highest in west and north, lesser in east and southeast;
Religion	Orthodox (includes Ukrainian Autocephalous Orthodox (UAOC), Ukrainian Orthodox - Kyiv Patriarchate (UOC-KP), Ukrainian Orthodox - Moscow Patriarchate (UOC-MP)), Ukrainian Greek Catholic, Roman Catholic, Protestant, Muslim, Jewish
Main Ports	Feodosiya (Theodosia), Illichivsk, Mariupol', Mykolayiv, Odesa, Yuzhnyy

### 2.11.52.1 Drivers of Overseas Employment:

MACROECONOMIC SCENARIO <sup>287</sup>			
GDP Nominal (2016)	US\$ 93,270,479,389		
Growth rate (2016)	2.31		
Most important sources of GDP (2016)	Semi-Finished Iron, Seed Oils, Corn, Wheat, Iron Ore		
Relative share of GDP (2016)	<b>Service</b> 59.17	<b>Industry</b> 27.11	<b>Agriculture</b> 13.72
Annual growth rate of the respective sector (2016)	<b>Service</b> 1.39%	<b>Industry</b> 3.33%	<b>Agriculture</b> 5.95%
Per Capita income (2016)	US\$ 2,186		
Main Industries	Coal, Electric power, Ferrous and nonferrous metals, Machinery and transport equipment, Chemicals, Food Processing		
Arable Land	56.2 (% of land area, 2015))		
POPULATION <sup>288</sup>			
Population Size (2016)	Total : 45,004,645 Male : 20,802,948      Female : 24,201,697		
Annual growth rate (2016)	-0.33		
Percentage of population above 65 years (2016)	16.16		
Density	80 per Km2		
LABOR MARKET <sup>289</sup>			
Total Labor force (2017)	20,510,114		
Annual growth rate (2017)	-0.0125		
Work age population (2016)	Total : 30,875,921 Male : 14,804,940      Female : 16,071,122		
Employment by sector (2017)	<b>Service</b> 11,142,530	<b>Industry</b> 4,591,394	<b>Agriculture</b> 2,930,280
Total Employment (2017)	Total : 18,664,204 Male : 9,699,796      Female : 8,952,649		
Total Unemployment (2017)	Total : 1,845,910 Male : 1,089,744      Female : 767,925		
Unemployment rate (2017)	9.00		

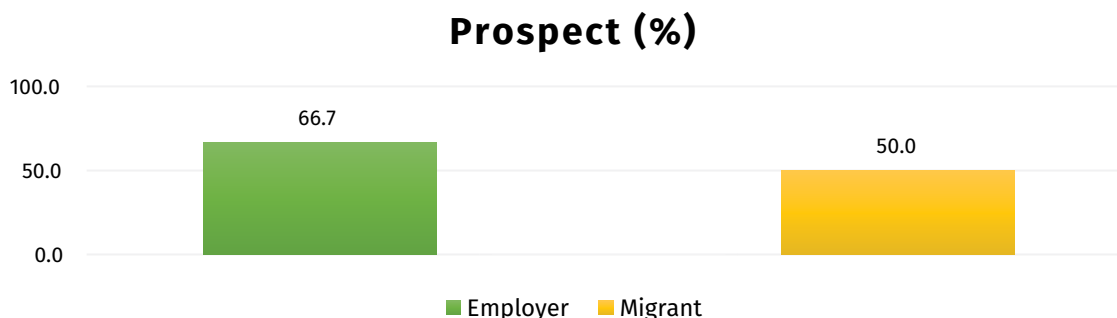
### 2.11.52.2 Future Employment Prospect in Ukraine:

The economy of the country grew rapidly from 2000 until 2008. This growth was halted by the global financial crisis of 2008, but the Ukrainian economy recovered and achieved positive GDP growth in the first quarter of 2010. However, the economy lapsed into another recession from October 2013. In 2014, the economy of the country is shrank by 6.8%. In 2017 World Bank stated that Ukraine's economic growth in 2016 was 2.3% marking the end of recession.

• <sup>287</sup> World Bank  
 • <sup>288</sup> World Bank  
 • <sup>289</sup> World Bank

## EMPLOYMENT PROSPECT BASED ON THE PERCEPTIONS OF KEY STAKEHOLDERS

The findings from the responses of the stakeholders (Migrant, Employer, and Key Informants) are given below:



## EMPLOYMENT PROJECTION BASED ON COUNTRY ATTRACTIVENESS INDEX SCORE (CAIS)

Based on these CAIS, the prospective status of Ukraine will be as follows:

Dimension	Factors	Value/ Comment	Prospect Indicator	CAIS
DEMAND SIDE	<b>Rapid Economic Growth (Total 26%)</b>			
	Average GDP Growth Rate	2.53%	Moderate	9.00
	Expansionary Fiscal Policy	<0% Growth	Low	7.00
	<b>Demographic Transition (Total 2.58%)</b>			
	Average Population Growth Rate	-0.58%	Very High	1.00
	Average Percentage of Total Population Aged 65 and Above (2000-2016)	15.53%	Very High	1.58
	<b>Average Labor Force Growth Rate</b>	-0.63%	Very High	7.80
	<b>Attitude Towards Migrant (6.13%)</b>			
	Average Growth Rate of International Migrant Stock	-5.18%	Very Low	0.00
	Percentage of International Migrant Stock	11.03%	Moderate	1.50
	Percentage of BD Migrants in Terms of International Migrant Stock	0.00%	Low	1.00
	<b>Unfavorable Attitude Towards Certain Jobs of Local Citizen</b>	Unfavorable	Moderate	2.98
	<b>Labor Importing Policy of Destination Country</b>	Moderately Restricted	Very Low	0.00
SUPPLY SIDE	<b>Govt. Support (Total 20%)</b>			
	Need Based Training	Need to Improve	Moderate	5.00
	Govt. Recruitment System	Not Available	Low	1.00
	Easy/Systematic Migration Process	Not Supportive	Low	0.00
	<b>Branding</b>	No	Low	3.00
	<b>Bilateral Relationship</b>	No Bilateral Relationship	Low	0.00
	<b>Presence of Embassy</b>	No Presence	Low	0.00
	<b>Trade/Investment Relationship</b>	No Trade Relationship	Low	0.00

**Country Attractiveness Index Score:**

<b>Demand side score</b>	<b>31.86</b>
<b>Supply side score</b>	<b>9.00</b>
<b>Overall prospect score</b>	<b>40.86</b>

The demand side score of the country indicates that the country is prospective for future employment. Although, demand of foreign workers mostly fulfilled by the neighboring countries, Bangladeshi migrants may have employment opportunity in the country at limited extent.

### 2.11.52.3 Specific Demands in Various Job Sectors in Terms of Professional and Skill Trades

#### I. Prospective Sectors

Sectors	Weightage (%)
Agriculture	37.50
Industry	25.00
Service	25.00
Others	12.50

#### II. Prospective Trades and Professional Categories

##### a. Professional Category

No.	Occupation	No.	Occupation
1	Engineer (Computer)	4	Nurse
2	Engineer (Industry)	5	Engineer (Textile)
3	Doctor	6	Accountant

##### b. Skill Category

No.	Occupation	No.	Occupation
1	Designer (Fashion)	3	Salesman
2	Agro Labor		

### 2.11.53 Venezuela:

Venezuela, a country located at South American Continent, has a population of about 31.57 million with negative GDP growth rate.

Venezuela remains highly dependent on oil revenues, accounting for almost all export earnings and nearly half of the government's revenue. Recently, Venezuela managed to pay down its external debt and narrow its current account deficit. Domestic production and industry continues to severely underperform and the Venezuelan government continues to rely on imports to meet its basic food and consumer goods needs.

The economy of the country is built on petroleum, gold, acyclic alcohols, pharmaceuticals etc. In terms of GDP contribution, service sector plays the significant role in this country. The main industries of the country are agricultural product, construction material, pharmaceuticals, chemical, crude oil and petroleum products etc. In Venezuela, service sector creates the highest employment.

#### Map of Venezuela:



#### Country Brief:

Official Name	Bolivarian Republic of Venezuela
Capital	Caracas
Continent	South America
Location	Northern South America, bordering the Caribbean Sea and the North Atlantic Ocean, between Colombia and Guyana
Distance from Bangladesh	Nautical miles : 8,545 Minutes : 1,428
Independence	5 <sup>th</sup> July, 1811
Currency	Venezuelan Bolivar ( 1 USD= 25000 VEF)
Area	Total: 912,050 sq. km
Time Zone	UTC-4.00
Climate	tropical; hot, humid; more moderate in highlands
Religion	nominally Roman Catholic 96%, Protestant 2%, other 2%
Main Ports	La Guaira, Maracaibo, Puerto Cabello, Punta Cardon

## 2.11.53.1 Drivers of Overseas Employment:

MACROECONOMIC SCENARIO <sup>290</sup>			
GDP Nominal (2016)	482359318767.703 USD (2014)		
Growth rate (2016)	-3.89 (2014)		
Most important sources of GDP (2016)	Crude Petroleum, Refined Petroleum, Gold, Acyclic Alcohols, Petroleum Coke		
Relative share of GDP (2014)	Service 52.55%	Industry 41.80%	Agriculture 5.64%
Annual growth rate of the respective sector (2014)	Service -1.34%	Industry -5.84%	Agriculture -4.57%
Per Capita income (2014)	15692.41 USD		
Main Industries	agricultural products, livestock, raw materials, machinery and equipment, transport equipment, construction materials, medical equipment, pharmaceuticals, chemicals, iron and steel products, crude oil and petroleum products		
Arable Land	3.1% (% of land area, 2016)		
POPULATION <sup>291</sup>			
Population Size (2016)	Total : 31,568,179 Male : 15,709,154      Female : 15,859,025		
Annual growth rate (2016)	1.32		
Percentage of population above 65 years (2016)	6.43		
Density	35.79 per Km2		
LABOR MARKET <sup>292</sup>			
Total Labor force (2017)	14,732,929		
Annual growth rate (2017)	0.0170		
Work age population (2016)	Total : 20,731,567 Male : 10,313,328      Female : 10,418,227		
Employment by sector (2017)	Service 8,372,002	Industry 3,660,190	Agriculture 1,625,234
Total Employment (2017)	Total : 13,657,425 Male : 8,218,362      Female : 5,433,035		
Total Unemployment (2017)	Total : 1,075,504 Male : 609,094      Female : 472,438		
Unemployment rate (2017)	7.30		

## 2.11.53.2 Future Employment Prospect in Venezuela:

The country remains beset by profound economic and political crises. Economy of the country shrank a staggering 13.2% in 2017, marking the fourth year of a crippling recession. Many employers- local and foreign - are closing doors or cutting payrolls across Venezuela.

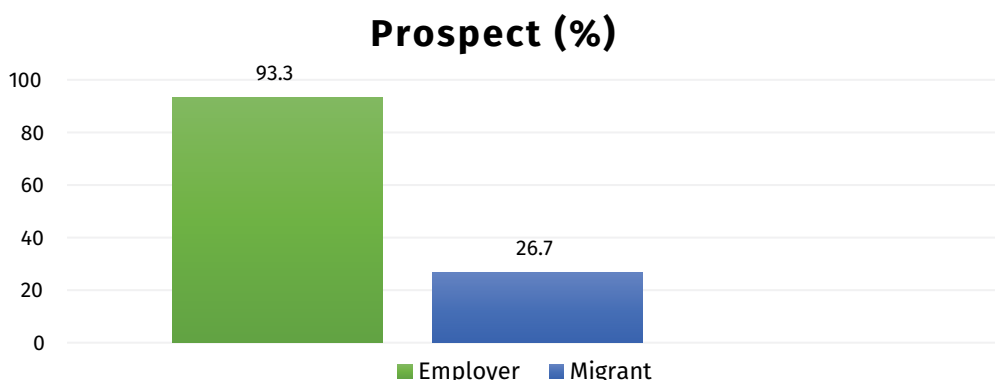
• <sup>290</sup> World Bank

• <sup>291</sup> World Bank

• <sup>292</sup> World Bank

## EMPLOYMENT PROSPECT BASED ON THE PERCEPTIONS OF KEY STAKEHOLDERS

The findings from the responses of the stakeholders (Migrant, Employer, and Key Informants) are given below:



## PROJECTION OF OVERSEAS EMPLOYMENT AFTER CONSIDERING COUNTRY ATTRACTIVENESS INDEX SCORE (CAIS):

Based on these factors, the prospective status of Venezuela will be as follows:

Dimension	Factors	Value/ Comment	Prospect Indicator	CAIS
DEMAND SIDE	<b>Rapid Economic Growth (Total 26%)</b>			
	Average GDP Growth Rate	3.04%	High	11.00
	Expansionary Fiscal Policy	<0% Growth	Low	7.00
	<b>Demographic Transition (Total 2.58%)</b>			
	Average Population Growth Rate	1.61%	Moderate	0.50
	Average Percentage of Total Population Aged 65 and Above (2000-2016)	5.29%	Moderate	0.58
	<b>Average Labor Force Growth Rate</b>	2.20%	Moderate	5.80
	<b>Attitude Towards Migrant (6.13%)</b>			
	Average Growth Rate of International Migrant Stock	5.99%	Low	1.00
	Percentage of International Migrant Stock	4.52%	Low	1.00
	Percentage of BD Migrants in Terms of International Migrant Stock	0.00%	Low	0.13
	<b>Unfavorable Attitude Towards Certain Jobs of Local Citizen</b>	Unfavorable	Moderate	2.98
	<b>Labor Importing Policy of Destination Country</b>	Moderately Restricted	Very Low	0.00
SUPPLY SIDE	<b>Govt. Support (Total 20%)</b>			
	Need Based Training	Need to Improve	Moderate	5.00
	Govt. Recruitment System	Not Available	Low	1.00
	Easy/Systematic Migration Process	Not Supportive	Low	0.00
	<b>Branding</b>	No	Low	3.00
	<b>Bilateral Relationship</b>	No Bilateral Relationship	Low	0.00
	<b>Presence of Embassy</b>	No Presence	Low	0.00
	<b>Trade/Investment Relationship</b>	No Trade Relationship	Low	0.00

**Country Attractiveness Index Score:**

<b>Demand side score</b>	<b>29.99</b>
<b>Supply side score</b>	<b>9.00</b>
<b>Overall prospect score</b>	<b>38.99</b>

The demand side score of the country indicates that the country is less prospective for future employment.

## 2.12 Possible Level of Migration in the Prospective Countries

Based on above analysis, 41 countries can be further categorized according to the possible number of future employment per year:

Sl. No.	Country	Demanding Skills	Level of Prospect	Possible Number of Employment/year
1	KSA	Suitable for various skill categories	Highly Prospective	100,000 and above
2	Oman			
3	Qatar			
4	UAE			
5	Bahrain	Suitable for various skill categories	Prospective	20,000 to 99,999
6	Jordan			
7	Malaysia			
8	Singapore			
9	Lebanon	Suitable for various skill categories	Moderate	5,000-19,999
10	Mauritius			
11	South Korea	Suitable for industrial workers	Limited Prospect	100 to 4,999
12	Algeria	Particularly suitable for various kind of skills in construction sector		
13	Hong Kong	Suitable for various skill categories		
14	Japan	Suitable for various skill categories		
15	North Sudan	Particularly suitable for various kind of low skilled occupations		
16	Poland	Suitable for various skill categories		
17	Seychelles	Multi-skilled workers are appreciated		
18	Uzbekistan	Suitable for various skill categories		
19	Bulgaria			
20	Russia			
21	Slovenia			
22	Spain			
23	Turkey			

Sl. No.	Country	Demanding Skills	Level of Prospect	Possible Number of Employment/year
24	Ukraine	Suitable for high skill categories	Very Limited Prospect	Below 100
25	Australia			
26	China			
27	Netherlands			
28	New Zealand			
29	South Africa			
30	Sweden			
31	USA			
32	Albania			
33	Austria			
34	Belgium			
35	Bosnia			
36	France			
37	Germany			
38	Hungary			
39	Macau			
40	Norway			
41	Taiwan	Suitable for various skill categories		

The above table illustrates that 4 countries are highly prospective in terms of number of migration from Bangladesh, which are KSA, Oman, Qatar, and UAE. Bangladeshi migrant workers may be deployed in various skill categories. 13 countries have been identified with limited employment prospect: among those South Korea is primarily suitable for industrial workers, Algeria needs different kind of skills in construction sector and North Sudan is suitable for low skilled occupations. To be noted, multi-skilled workers are preferred in Seychelles. It is identified that 18 countries have very limited prospect for overseas employment. Within this category Bosnia, France, Germany is mostly suitable for high skill categories whereas countries like Taiwan is suitable for different skill categories.

## 2.13 Suggestions to Harness the Opportunities

Based on the different characteristics of the prospective countries, the government can focus on the following strategies to harness the opportunities of future migration:

Name of Countries	Country Considerations	Strategy
Bahrain Brunei Jordan KSA Kuwait Lebanon Malaysia Mauritius Oman Qatar UAE Singapore South Korea	<b>Exploring the maximum opportunities in existing large market</b>	<ol style="list-style-type: none"> <li>1. Identifying and exploring emerging and/or less focused sectors and arrangement of training to fit the needs of those sectors.</li> <li>2. Retention of market by nursing already existing relationship with government of the labor receiving countries, employers and trade bodies.</li> <li>3. Listing all migrants with up to date skills in order to facilitate secondary migration<sup>293</sup> for extracting higher benefit through better placement of the migrant workers utilizing their acquired experience in different prospective countries.</li> <li>4. Closely monitor return migrants, controlling outflow, and repatriation of migrants in home.</li> </ol>
Algeria Belarus	<b>Foreign companies are the primary employers</b>	<ol style="list-style-type: none"> <li>1. Marketing and branding to be targeted to employer companies which are predominantly from South Korea, and China. Additionally, the foreign large companies operating in construction sector should be focused for formulating marketing strategy.</li> <li>2. Large construction conglomerates of Bangladesh shall be encouraged and facilitated to move in these markets with the condition of employment from Bangladesh.</li> <li>3. Bilateral relationship should be strengthen.</li> </ol>
China Japan South Africa	<b>Countries with Bigger market size</b>	<ol style="list-style-type: none"> <li>1. Arrangement of required training for demanding occupations</li> <li>2. Branding of those required skills in appropriate destination countries</li> <li>3. Develop bilateral relationship in favor of Bangladesh and taking strategic moves like signing MOU, and securing preferential recruitment.</li> </ol>
Hong Kong Seychelles Palau Uzbekistan	<b>Countries with limited market size</b>	<ol style="list-style-type: none"> <li>1. Branding of demanding occupations</li> <li>2. Send skilled workers</li> <li>3. Facilitate secondary migration from over-exposed destination countries.</li> </ol>

<sup>293</sup> In some of existing popular destination countries, the labour markets for expatriates are volatile due to various geo-political and economic factors. In the existing markets large number of Bangladeshi expatriates have already made the countries in this segment saturated, which is affecting the income of the expatriates though the migrants are skilled and experienced. On the other hand, there are scope of employment in certain skill categories among emerging and potential countries. Therefore, for maximizing benefit it would require to facilitate experienced and skilled migrant workers to easily transfer to other demanding markets. This secondary migration will enable the expatriates to extract maximum benefit. However, further study is recommended on secondary migration to determine the legal, administrative and economic feasibilities.

Name of Countries	Country Considerations	Strategy
Australia Canada Netherlands New Zealand Sweden USA	<b>Market for professionals and skilled workers</b>	1. Standardization of professional qualifications with target countries 2. Facilitate secondary migration from over-exposed destination countries.
Poland	<b>Country with Special Challenge</b>	1. Promote image of Bangladesh to overcome the existing racial and religious discrimination. 2. Develop bilateral relationship in favor of Bangladesh and taking strategic moves like signing MOU, and securing preferential recruitment.
Brazil Macau Russia Slovenia Spain Taiwan Turkey Bulgaria	<b>Country with immediate demand</b>	1. Taking appropriate initiatives to build rapport with employing companies engaging both government and recruiting agencies, and takes practical programs to fulfill the needs. 2. Closely monitoring migration policy of destination countries and taking immediate opportunities of any change 3. Develop bilateral relationship in favor of Bangladesh and taking strategic moves like signing MOU, and securing preferential recruitment. 4. Arrangement of required training for demanding occupations 5. Ease migration process considering the circumstances of each labor receiving countries. 6. Promote investment driven model of employment where possible.
Albania Argentina Austria Belgium Bosnia France Germany Hungary Iceland Norway Ukraine Venezuela	<b>Country with future demand</b>	1. Close monitoring of the market demand and migration policy changes. 2. Developing Bi-lateral relationship in order to exploit future opportunity.

## CHAPTER 3

# COMPETITIVE ANALYSIS OF THE WORKFORCE OF BANGLADESH AND SELECTED LABOR SUPPLYING COUNTRIES

### 3.1 Introduction:

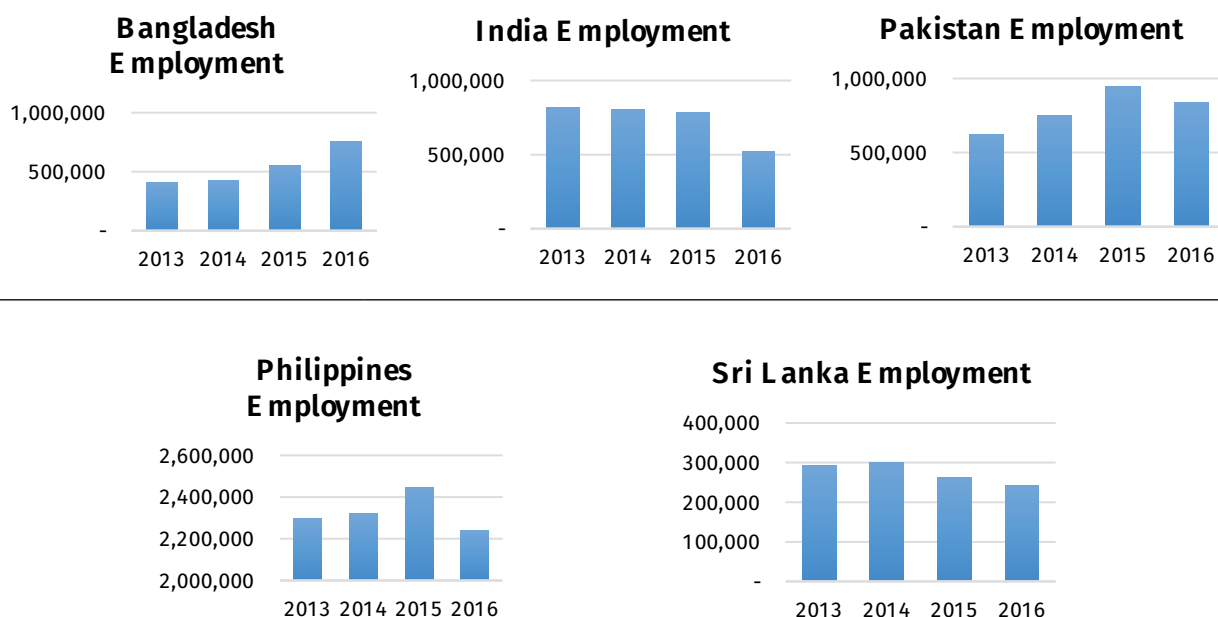
The following sections would portray the overview of the major competitors of Bangladesh in international job market and key features of the workforce of selected competitors, followed by the competitive analysis of the respective competing country's promising sectors including service, agriculture, industry and construction.

### 3.2 Overview of key competitors of Bangladesh

The major competitors of Bangladesh in overseas market are India, Sri Lanka, Pakistan, Philippines, Thailand, Nepal, Indonesia, and China. Particularly, China, India, and the Philippines's have been the leading source countries of migrant flows to OECD and Gulf regions. In the year 2016, the number of workers employed in international market from India, Pakistan, Philippines, Sri Lanka and Bangladesh was 520,938<sup>294</sup>, 839,353<sup>295</sup>, 2,240,445<sup>296</sup>, 242,930<sup>297</sup>, and 757,731<sup>298</sup> respectively. The remittance<sup>299</sup> flow (in million) in the same year (2016) in India was USD 62,744.36, Pakistan USD 19,761, Philippines's USD 31,145, Sri Lanka USD 7,257.36, Nepal USD 6,606.80, China 61,000 and Bangladesh USD 13,609.7<sup>300</sup>. The figure 3.2.1 and 3.2.2 provide the details of employment and remittance flow of Bangladesh and its major competitors from the period of 2013-2016. The picture shows a promising trends for Pakistan and Sri Lanka both in employment and remittance, whereas India's remittance flow seems to fall down a bit. This may be due to their focus on high skilled jobs so that per capita remittance can be increased. However, the remittance inflow of Bangladesh dropped in 2016 despite the increase in number of migrant workers. This can be explained by the fact that Bangladesh sends more workforce in low skilled category where wages structure is comparatively very low.

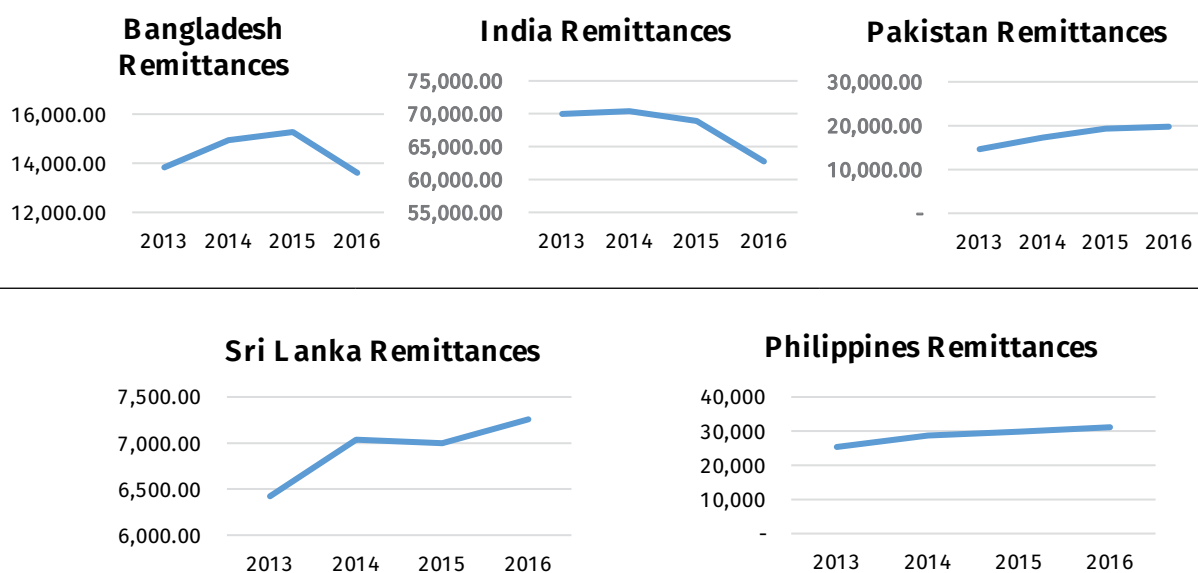
- 
- <sup>294</sup> Ministry of External Affairs, India
  - <sup>295</sup> Bureau of Emigration & Overseas Employment, Pakistan
  - <sup>296</sup> Philippines Statistics Authority
  - <sup>297</sup> Sri Lanka Foreign Employment Bureau
  - <sup>298</sup> Bureau of Manpower Employment and Training, Bangladesh
  - <sup>299</sup> World Bank
  - <sup>300</sup> Bureau of Manpower Employment and Training, Bangladesh

**Figure 3.2.1: Employment in Overseas Market from Bangladesh and the Key Competing Countries during 2013-16**



**Source:** Based on Secondary Data

**Figure 3.2.2: Remittance flow (USD million) in Bangladesh and the Key Competing Countries during 2013-16**

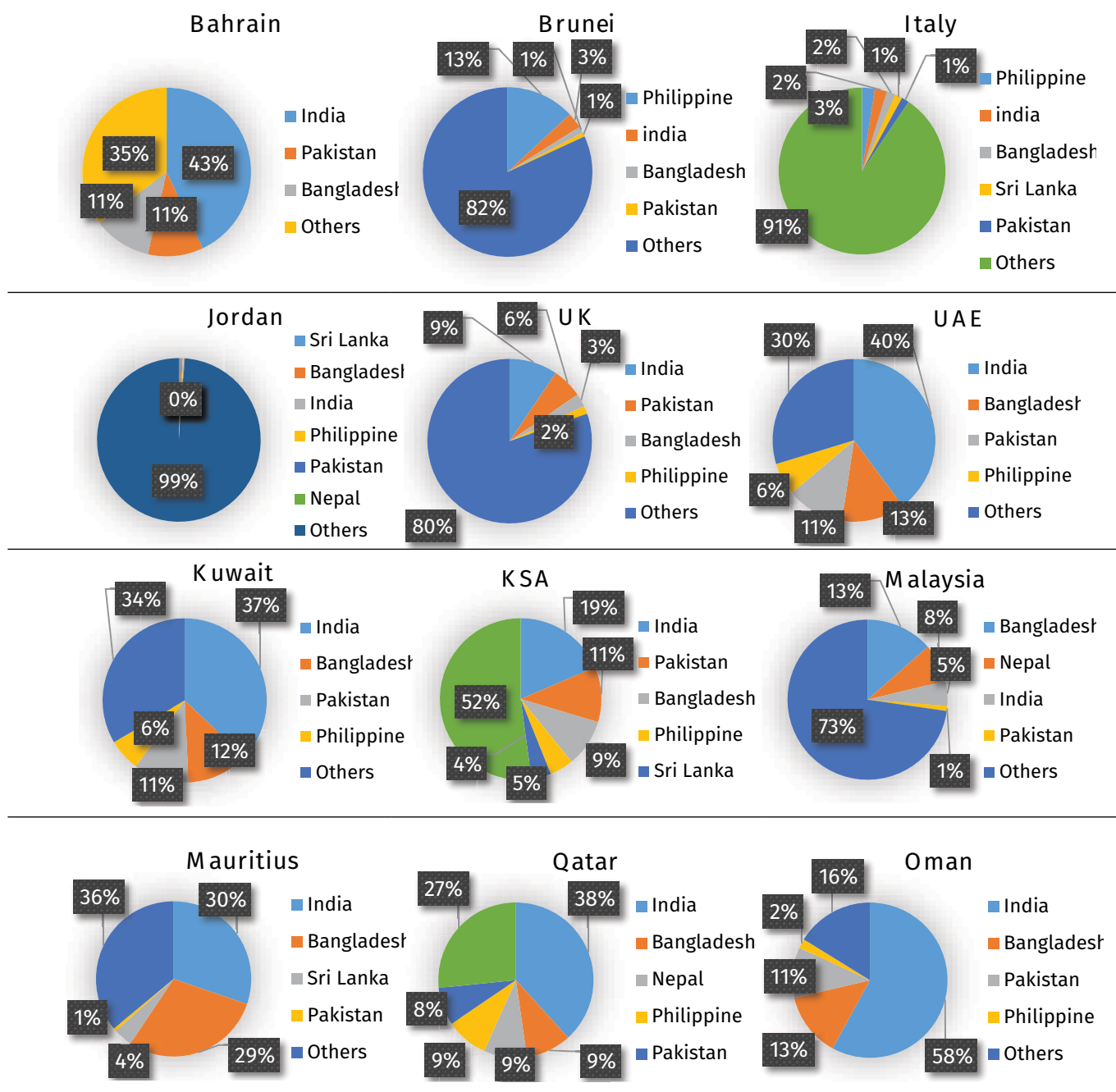


**Source:** Based on World Bank Data

### 3.2.1 MAJOR COMPETITOR'S SHARE IN EXISTING, EMERGING AND POTENTIAL MARKET

The existing markets for Bangladesh regarding overseas employment are Bahrain, Brunei, Italy, Kuwait, KSA, UAE, Jordan, Malaysia, Mauritius, Oman and Lebanon. The countries with which Bangladesh has to compete traditionally are India, Pakistan, Sri Lanka, Philippines, China, Nepal, Egypt and Indonesia.

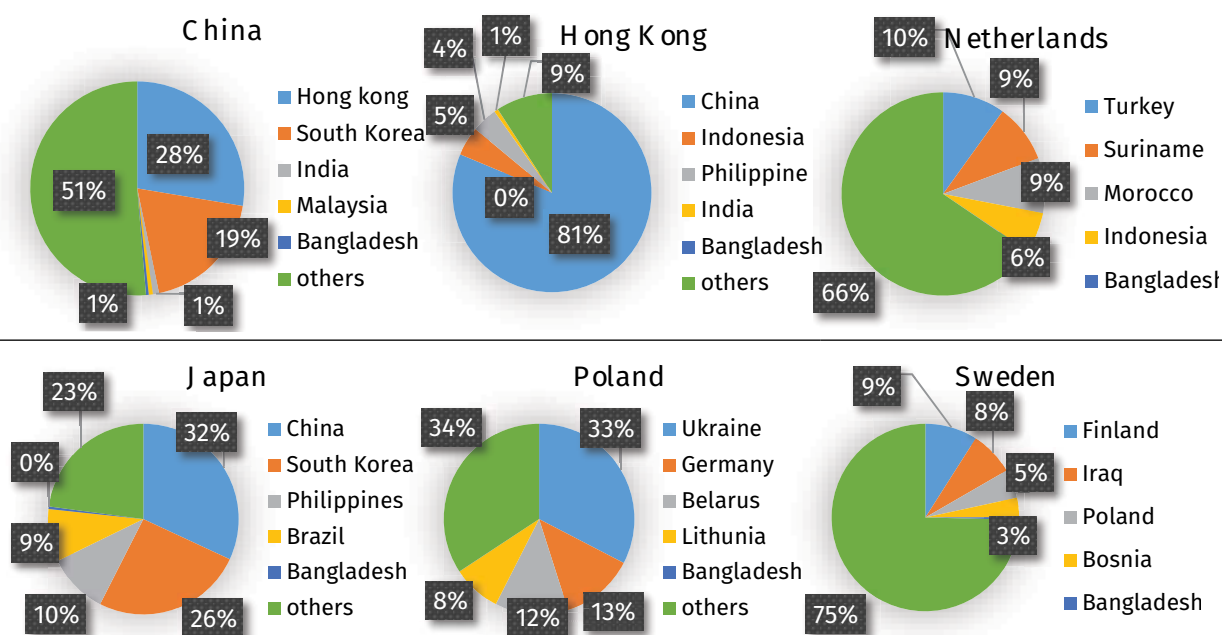
**Figure 3.2.1.1: Share of Bangladesh within the Total Migrant stock of Countries of Existing Market in 2017 (in Percentage)**



Source: UN Migrant Stock 2017

The figure 3.2.1.1 presents the share of Bangladesh in aggregated number of workforce in some selected existing destinations along with its competitors in 2017. The picture shows that India, Philippines, Sri Lanka, Pakistan and Nepal are the major rivals in existing market to compete.

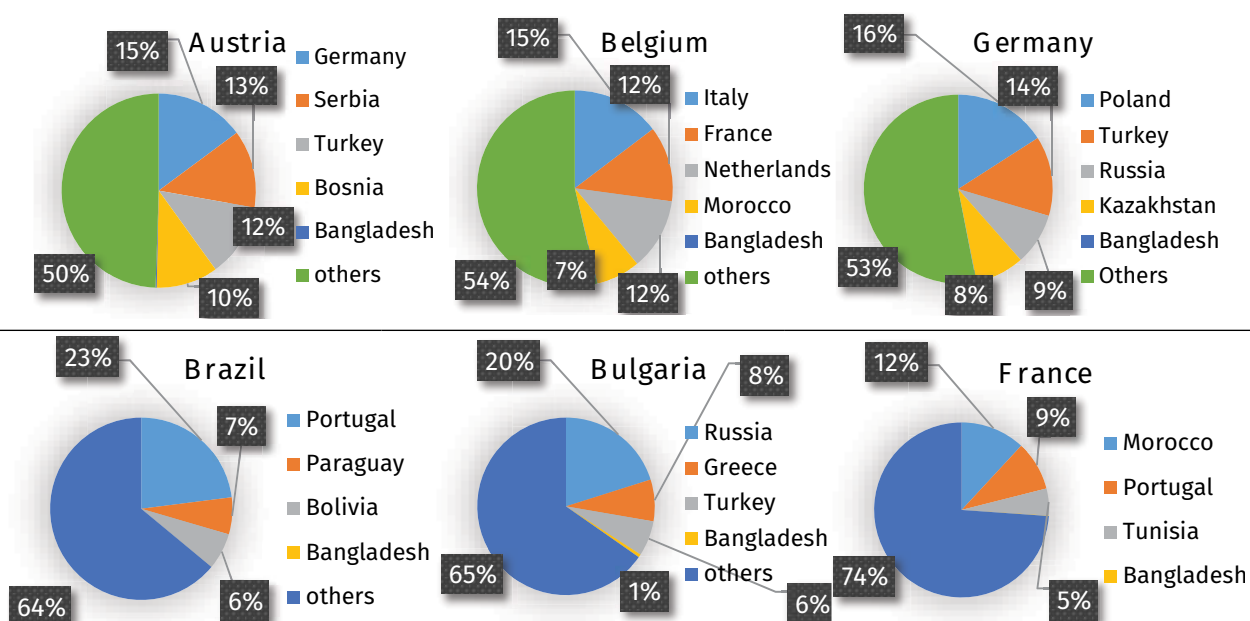
**Figure 3.2.1.2: Share of Bangladesh within the Total Migrant Stock of Countries of Emerging Market in 2017 (in Percentage)**



Source: UN Migrant Stock 2017

The figure 3.2.1.2 depicts the share of Bangladesh in total migrant workers in some selected emerging countries along with competing countries in the year 2017. The emerging countries show a different set of competing countries than the existing destinations. To get a strong foothold in these market, Bangladesh has to challenge the countries such as Hong Kong, South Korea, Indonesia, Turkey and Ukraine. The presence of India and Philippines has also been observed in the competitor list in emerging market.

**Figure 3.2.1.3: Share of Bangladesh within the Total Migrant Stock of Countries of Potential Market in 2017 (in Percentage)**



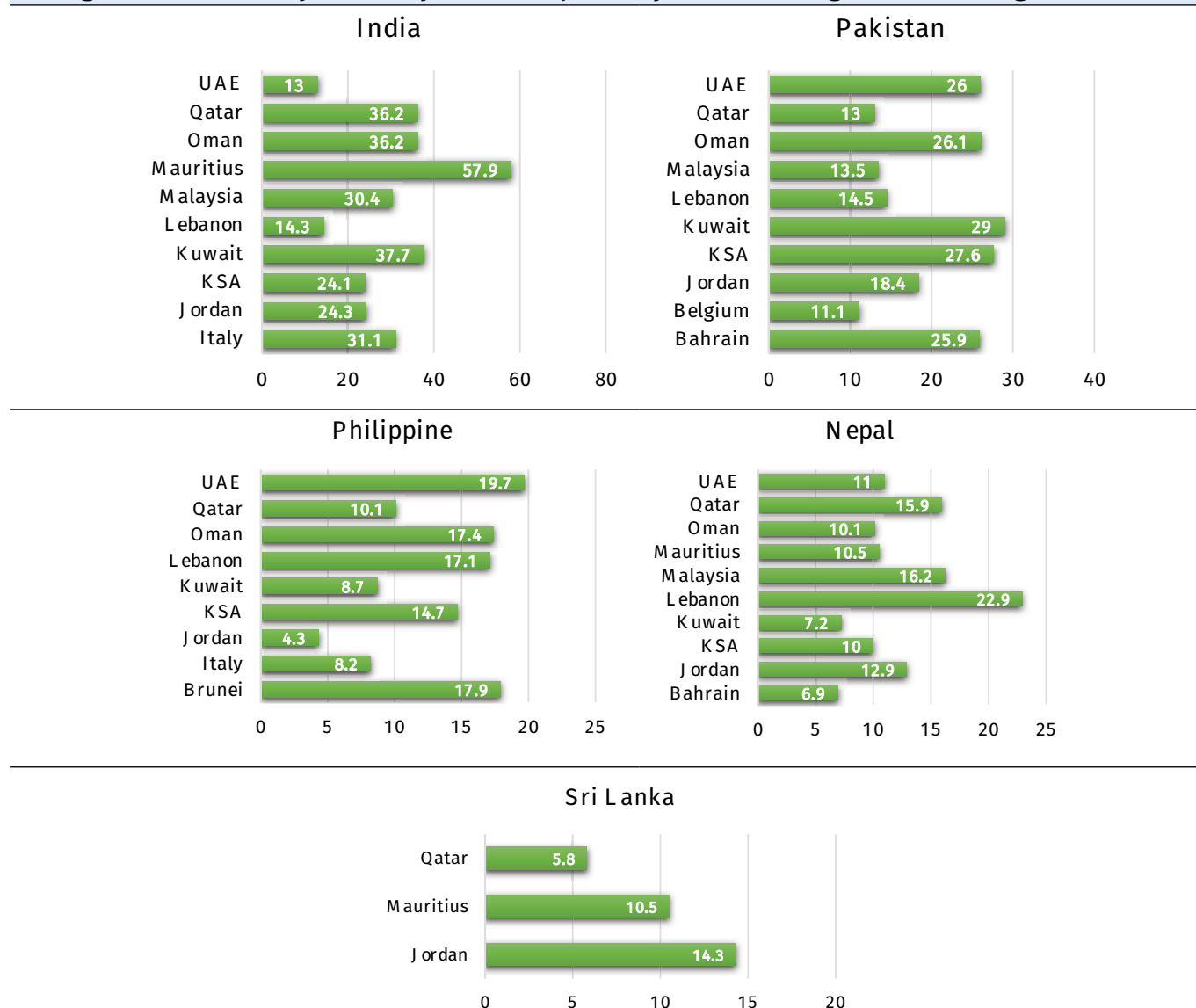
Source: UN Migrant Stock 2017

The figure 3.2.1.3 shows the percentage of migrant workers from Bangladesh and other countries in some selected potential destinations. It can be observed that Germany, Italy, Portugal, Russia, Paraguay, Turkey, and Bolivia are the key players. The share of Bangladeshi workforce in both emerging and potential market is very negligible. To overcome the circumstance, Bangladesh must understand the competitors' strengths and weaknesses in relation to the types of market and needs.

### 3.2.2 MAJOR COMPETITORS OF BANGLADESH: RESPONDENT'S PERSPECTIVE

The primary study interviewed respondents across 53 countries and as a part of it, they were asked to rate different competitors of Bangladesh in their respective countries. The respondents expressed their opinions regarding their country's preferences other than Bangladesh while making recruitment decisions. A diverse view has been observed as country preference varied in respect to existing, emerging and potential destinations. However, the key competitors of Bangladesh are identified as India, Pakistan, Philippines, Sri Lanka and Nepal. The figure 3.2.2.1, 3.2.2.2 and 3.2.2.3 are plotted in this regard.

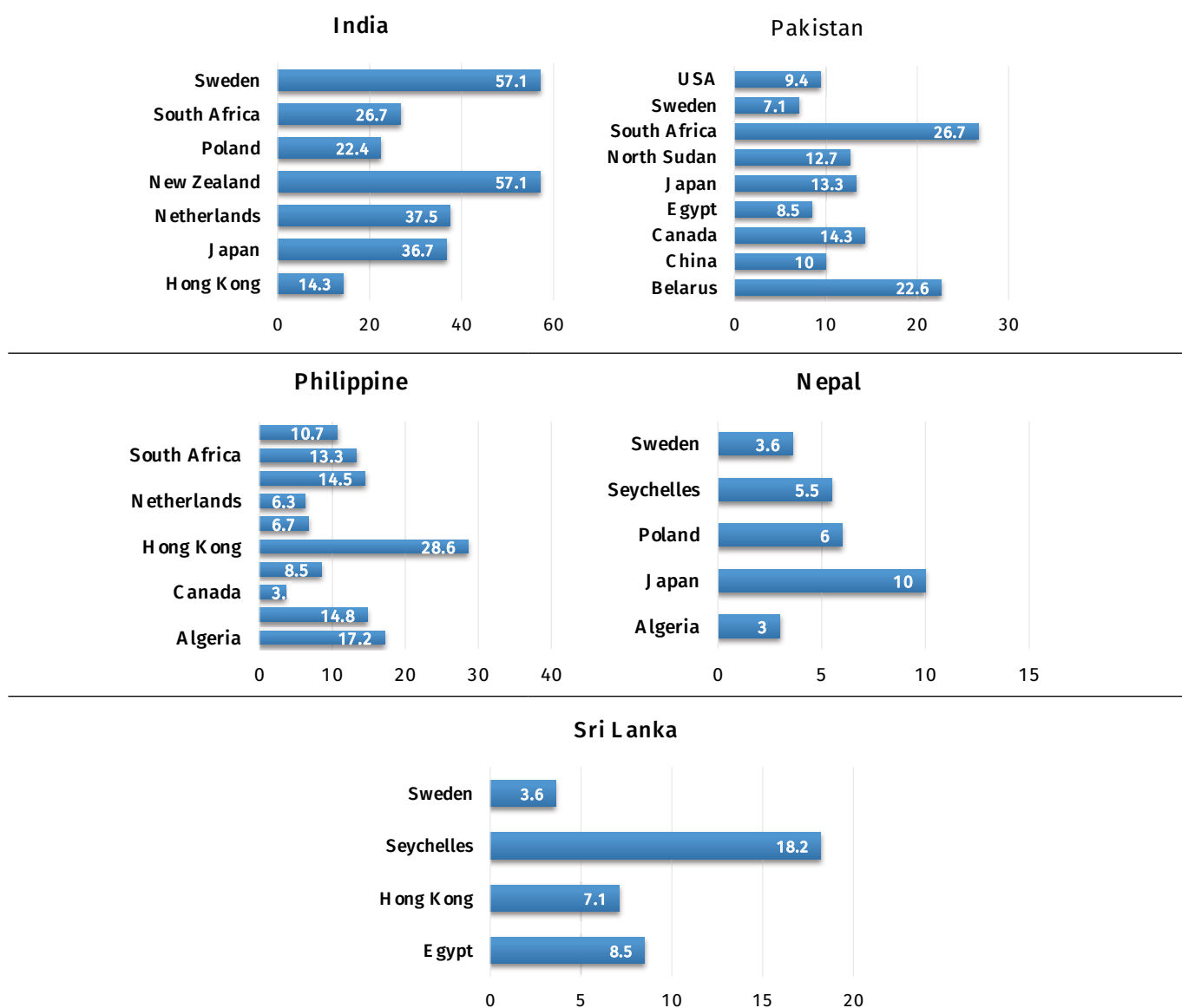
**Figure 3.2.2.1: Country wise Response to Major Competitors of Bangladesh (Existing Countries)**



**Source:** Based on Primary Data

The figure 3.2.2.1 shows the preference of the respondents regarding India, Pakistan, Philippines, Nepal and Sri Lanka in existing destinations. It is observed that India is preferred by most of the respondents of Mauritius (57.9%) followed by Kuwait (37.7%), Oman (36.2%), Qatar (36.2%) and Italy (31.1%). On the other hand, the respondents of Kuwait preferred for Pakistan (29%), UAE preferred for Philippines (19.7%), Lebanon preferred for Nepal (22.9%) and Jordan preferred for Sri Lanka (14.3%). Altogether, around 83% of the respondents of the Kuwait preferred for India, Pakistan, Philippines and Nepal; 79% of the respondents of Mauritius preferred for India, Nepal and Sri Lanka; 40% respondents of Italy would hire the workforce from India and Philippines and more than 60% of the respondents of Malaysia expressed their opinion to recruit workers from India, Pakistan and Nepal.

**Figure 3.2.2.2: Country wise Response to Major Competitors of Bangladesh (Emerging Countries)**

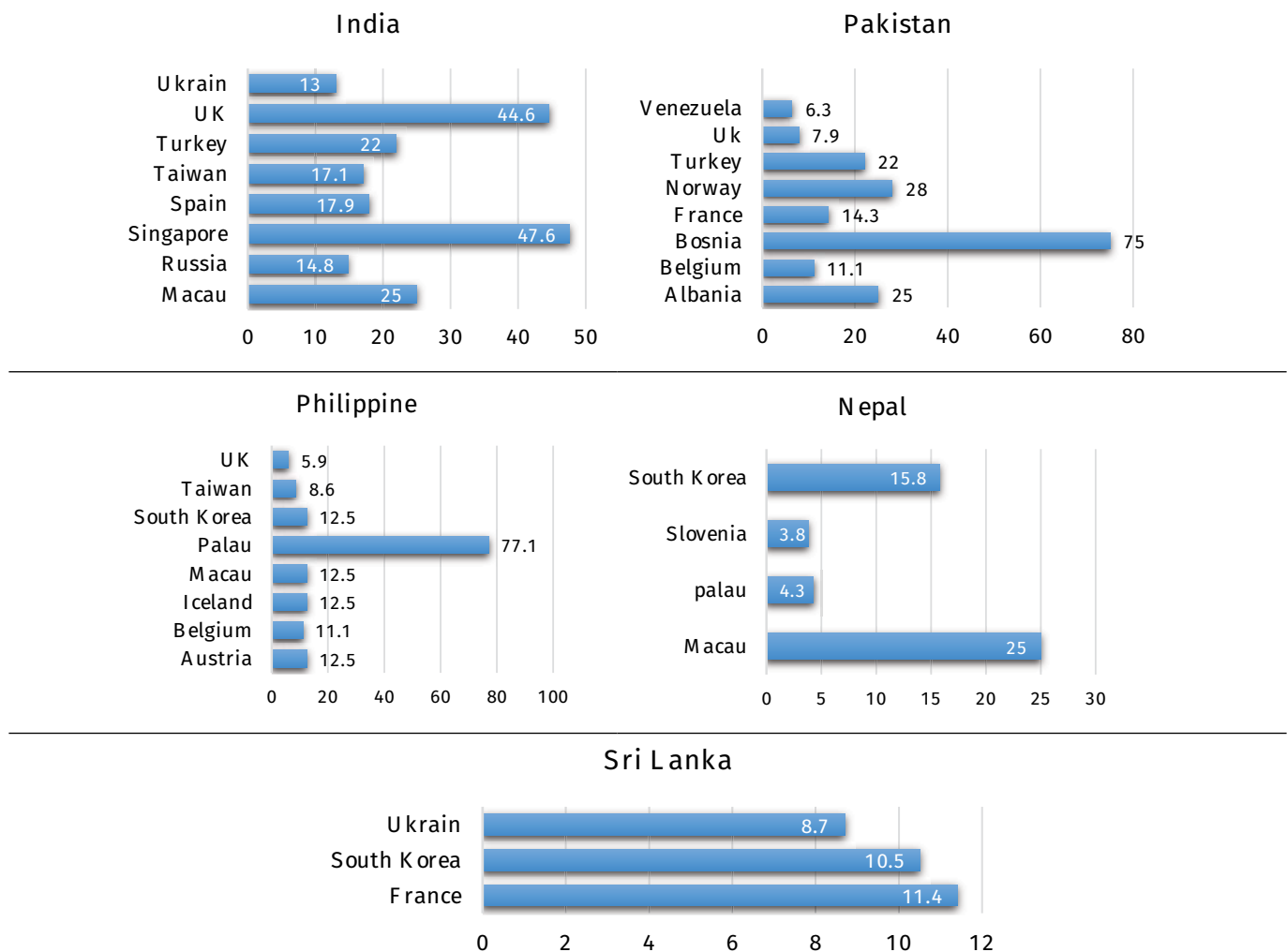


**Source:** Based on Primary Data

The figure 3.2.2.2 depicts the choice pattern of the respondents of emerging countries in respect to India, Pakistan, Nepal, Philippines and Sri Lanka. It can be noticed from the plot that around 57% of respondents of Sweden and New Zealand preferred for Indian workforce followed by Netherlands (37.5%) and Japan (36.7%). The countries that would hire the workforce from Pakistan most are South Africa (26.7%) and Belarus (22.6%). And in the case of Philippines, the nations are Hong Kong (28.6%), Algeria (17.2%), and Australia (14.8%); for Nepal it is Japan (10%) and for Sri Lanka it is Seychelles (18.2%). Altogether almost 83% of the respondents of Sweden would like to hire

workforce from all the key competing nations of Bangladesh. However, more than 66% of the respondents of South Africa would prefer only India, Pakistan and Philippines.

**Figure 3.2.2.3: Country wise Response to Major Competitors of Bangladesh (Potential Countries)**



**Source:** Based on Primary Data

The figure 3.2.2.3 is plotted with a view to provide the preference pattern of the respondents of potential destinations. It can be inferred from the graph that 44.6% of the respondents of UK would prefer workforce from India followed by Singapore (47.6%) and Macau (25%). The nations that would hire from Pakistan most are Bosnia (75%), Norway (28%) and Albania (25%). Philippines got the most vote from Palau (77.1%); Nepal got from Macau (25%) and South Korea (15.8%); and the respondents of France (11.4%) voted most for Sri Lanka followed by South Korea (10.5%).

### 3.3 Competitive review of the key competitors of Bangladesh

The previous sections have already identified the major competitors for Bangladesh. They are India, Pakistan, Philippines, Sri Lanka and Nepal. Sri Lanka has been a greater source of less skilled workers to Gulf countries accounting almost 80 percent (ADB 2014). Besides, except construction sector, employers seems to recruit from the Philippines for high-level skills requirements in trade and service sectors as having more confidence in their training programs (ADB & ILO, 2016). India is widely recognized for their expertise in information technology sector. They are also perceived as knowledgeable and hardworking workers in Europe. Moreover, India has a wide supply of medium and low skilled people including Tailors, Dress, Makers, Sewers, Health Visitors, Nursing, Sanitary, Hotel and Restaurant keepers, House Keepers, Waiters, Bartenders, etc. (GIZ and ILO 2015). The following section would provide some of the salient features of these competing nations.

### 3.3.1 INDIA

- Indians are widely known and valued across the globe for their expertise in the Information and communication Technology (ICT)/Research sector. Thus, when regarded from Information Technology sector viewpoint, India is one of the highest labor exporting nations. Moreover, the requirement for high skilled experts is expected to surge across Europe. The assessment of the key target countries specifies that maximum demand will be observed for the 'Professionals' and "Technicians" for the period of 2010-2020. The projected labor stream in these professions in India is also anticipated to be noteworthy and therefore migration in these employment groups is expected to help both India and the destination countries (International Organization for Migration (IOM), 2010).
- However, in the present sphere of the Information Technology services, India currently is at the lower end of the market continuum and its domination in this sphere is also expected to decline. These implications can be ascribed to three major factors. Primarily, most of the Indian software firms are neither chip-based nor are they engaged in the high-level software coding. Secondly, nations like China are quickly catching up by increasing their English language expertise that has so far been one of the crucial competitive advantages for India. Thus, the language benefit for India is lessening. Thirdly, European countries such as Romania and Estonia are mounting their own BPO/Outsourcing sector. Therefore, the need for services that used to be subcontracted to India is declining (International Organization for Migration (IOM), 2010).
- The Indian migrants' workers in Europe are perceived as knowledgeable and hardworking who contribute to the organization significantly. This brand image of Indian migrant workers acts in favor of potential emigrants from India looking for employment in Europe. It was also emphasized that India has some advantages over some other non-EU workforce sending countries. Additionally, India is in a better situation to efficiently meet up the supply gap in Sweden. Moreover, Indian people are thought to be law-abiding as well as to be having less integration issues (International Organization for Migration (IOM), 2010).
- India has a huge supply of medium and low skilled people. In the duration 2004-05, about 91 percent of the people had low/no skills. There are almost 6 million low skilled employees comprising small enterprise owners/managers, tailors, dress makers, production workers, sewers, nursing, sanitary, upholsterers, transport and communication workers, midwives and health visitors, hotel and restaurant keepers, dental, veterinary and pharmaceutical assistants, house keepers, matrons, stewards, teachers, telephone and telegraph operators, waiters, bartenders, etc. Hence, India has a vast available supply of low skilled workers that can be utilized further by the rising European demands (International Organization for Migration (IOM), 2010).
- Moreover, Indian workforces have competitive edge in EU as they have knowledge of native language which is a vital element for integration in the European society. However, the importance of native language has been weakening over the past decade. This change may be due to the fact that nowadays for the professionals in the high-skill sectors such as Information Technology and research, English language is more prominent. And such sectors do not necessitate the knowledge of local language (International Organization for Migration (IOM), 2010).

### 3.3.2 PHILIPPINES

- The Philippines's has an education structure that is closely associated with that of the US, and the students are taught in English. The country's accounting, regulatory and legal processes are also based on US law, letting graduates well placed to complete work for the US-based firms. The Philippines Board of Investments stated in July 2015 that about 94% of the population of the country is literate and almost 70% is proficient in English. The employee pool in the country is growing rapidly and employment costs are competitive. Approximately 550,000 people are graduated annually from tertiary education in the Philippines's, while labor expenses in China are nearly 1.9-2.2 times greater than in the Philippines's

(oxford business group, 2017).

- Even though India is the world's most prevalent outsourcing destination, the workforce from Philippines's has been the worldwide leader in call center and voice services since 2010. In the year 2010, information from the Contact Centre Association of the Philippines's (CCAP) showed employment in the industry reached 350,000 against 330,000 in India. The industry, which also includes customer support, software development and financial services, has risen to become one of the rapidly growing segments in the country in recent years (Oxford business group, 2017).
- The 2003 Annual Corporate Survey led by Wallace Business Forum similarly indicates that the country's key advantage is its people. Many multinational companies (MNCs) ranked and stated that English language proficiency as one of the key reasons of doing business in the country. Other benefits mentioned by MNCs are availability, quality, and reliability of labor (2nd), adaptableness to Western culture and practices (3rd), quantity and quality of middle management/technical people (5th), the positive Filipino attitude (6th), lower cost environment, with labor cost (7th), and literacy of workers /educational attainment (8th). The survey also revealed that the fast increasing wage fee is becoming one of the challenging operating issues for MNCs (Wallace, 2003).
- Moreover, a survey of Japanese companies in East Asia directed by Japan External Trade Organization (JETRO) shows comparatively good number of Filipinos employed in Japanese firms. Filipino engineers, managers and general workers ranked third and the Filipino foreman ranked fourth place in quality compare to six other ASEAN countries. The scores of the Filipino engineers and managers are well above those individuals of their Chinese counterparts. But, the scores of Taiwanese workforces are better than that of Filipino employees in all aspects (Ishido, 2003).

**Table 3.3: Strengths and Weaknesses of Major Competitors of Bangladesh in Overseas Job Market**

Competitors	Strength	Weakness
<b>India</b>	Perceived as more professional in comparison to other South Asian nations.	The high wage of the skilled workers.
	Considered as a reliable source for skilled migrants.	Technical difficulties in accessing European labor market.
	Have expertise in IT sector.	Lack of training and qualifications in low skilled job category.
	The well-structured regulatory mechanism for migration.	
<b>Philippine</b>	Positive perception of the recruiters about the Philippine training organization.	The high wage of the skilled workers.
	Better command of English language.	Limited labor market relevancy.
	Perceived as more qualified for technical and administrative roles.	
<b>Nepal</b>	Considered as obedient, dependable and hard-working.	Skill levels are comparatively low.
		The formal migration process is perceived as overregulated and overprotective.
<b>Pakistan</b>	Workers in agricultural sector, low or semi-skilled workers in the construction sector, drivers have a good reputation.	Less qualified labor.
	Being Muslim is advantageous sometimes.	Being Muslim is disadvantageous sometimes.
	Inexpensive labor.	
<b>Sri Lanka</b>	Very good reputation as less skilled workers in Gulf countries.	Lacks competitiveness and relevant training.
	Good adaptation capabilities in different environment.	

**Source:** GIZ and ILO (2015) and Chandrasiri & Gunatilaka, ILO (2015)

### 3.3.3 NEPAL

- In respect to the quality of workforce, Nepal has made noteworthy development in educational attainment, particularly at the primary as well as secondary levels. The Nepal Living Standards Survey conducted in 2010/11 revealed that the literacy rate is almost 60 percent for the population aged 5 years and above. This is a remarkable improvement compared to the 50.6 percent in 2003/04 (Sijapati & Bandita, 2013). On the other hand, the economy of Nepal is shifting from agriculture to the service sector, and to some extent industrial sector.
- Consequently, the availability of the workforce with lower level of education is increased exceeding the demand whereas an opposite scenario exists for the higher level of education (Sijapati & Bandita, 2013). From these trends, it is expected that the workforce of Nepal with no education are unlikely to seek employment opportunities in abroad and the educated portion of the workforce having higher education probable be absorbed domestically. But the population with primary to secondary levels of education would be looking for overseas job opportunities particularly in the Gulf Cooperation countries and Malaysia (GIZ and ILO, 2015).
- Besides, there is a greater overseas job opportunity for women in Nepal in low skilled category. This is due to the variation in the literacy rate between man (75.1%) and women (57.4%), and employment prospects for these women in sectors other than agriculture is very limited. Thus, the female population who have no alternative in the domestic market are likely to look for jobs that require less skills and low paying in the foreign market (GIZ and ILO, 2015).

- In general, the workforce of Nepal is perceived to have very few skill sets. They are considered as obedient, hardworking and dependable. But the government of Nepal is not keen to invest to promote their high skilled workers to access international markets and the country's overall recruitment structure is perceived as overprotective and over-regulated by the foreign employers. The wage of Nepali workforce is not far below than Bangladeshi or Indian workers, but at low skilled category, Bangladeshi workers are perceived superior. Altogether Nepal has not been able to establish a competitive advantage in international job market (GIZ and ILO, 2015).
- However, Nepal has become the second largest labor supplying nation in Malaysia (almost 17%). And this trend would likely to grow as the demand for the workforce in security, retail and manufacturing sectors in Malaysia continues to grow. But Nepal occupies only 0.4 percent in the high skilled job category in Malaysia. Thus, Nepal has able to capture only the semi-skilled and less skilled occupational categories in most of the destinations along with Malaysia (GIZ and ILO, 2015).

### **3.3.4 PAKISTAN**

- The workforce of Pakistan has diverse characteristics ranging from less skilled and semi-skilled to skilled, highly educated and qualified professionals. Workers in agricultural sector, low or semi-skilled workers in the construction sector, drivers have a good reputation. However, the migration of Pakistani women is limited to a few occupations, primarily in the fields of health services and domestic works (GIZ and ILO, 2015).
- Saudi Arabia and the UAE are the top destinations of Pakistani workers due to easy access, favorable wage structure, and availability of expected jobs. Both countries have occupied almost 80 percent of all migrant workers from Pakistan over the past 15 years. While both countries stay top destinations for Pakistani workforce, fluctuation exists due to the shift from infrastructural development to the maintenance sector in these countries. This shift requires workers of different competencies and as a result, Pakistan is experiencing competition from other labor supplying nations (ILO 2015).
- The segment of female migrant workforce in entire labor migration from the Pakistan is almost insignificant. The key reasons include cultural and social values, lack and clarity of information on safe employment prospects and weak institutional preparations at home and abroad for their protection. Besides, migrant workforce pays an extremely high cost for foreign employment, sometimes more than the legal framework specifies. This is because of weak legal execution of the rules and regulations and the lack of any formal structure of migration financing (ILO 2015).
- The government of Pakistan have taken different initiatives which resulted in total export of Pakistani workers to reach at over 8.7 million in 2015. Different agreements with different destination countries on migration of workforce had also been signed by 2015. Moreover, for better facilitation and improvement of the welfare of the migrant workforce and their dependents, the Ministry of Overseas Pakistani and Human Resource Development have taken initiatives to operate offices. They have activated 19 offices of community welfare in 15 countries.

### **3.3.5 SRI LANKA**

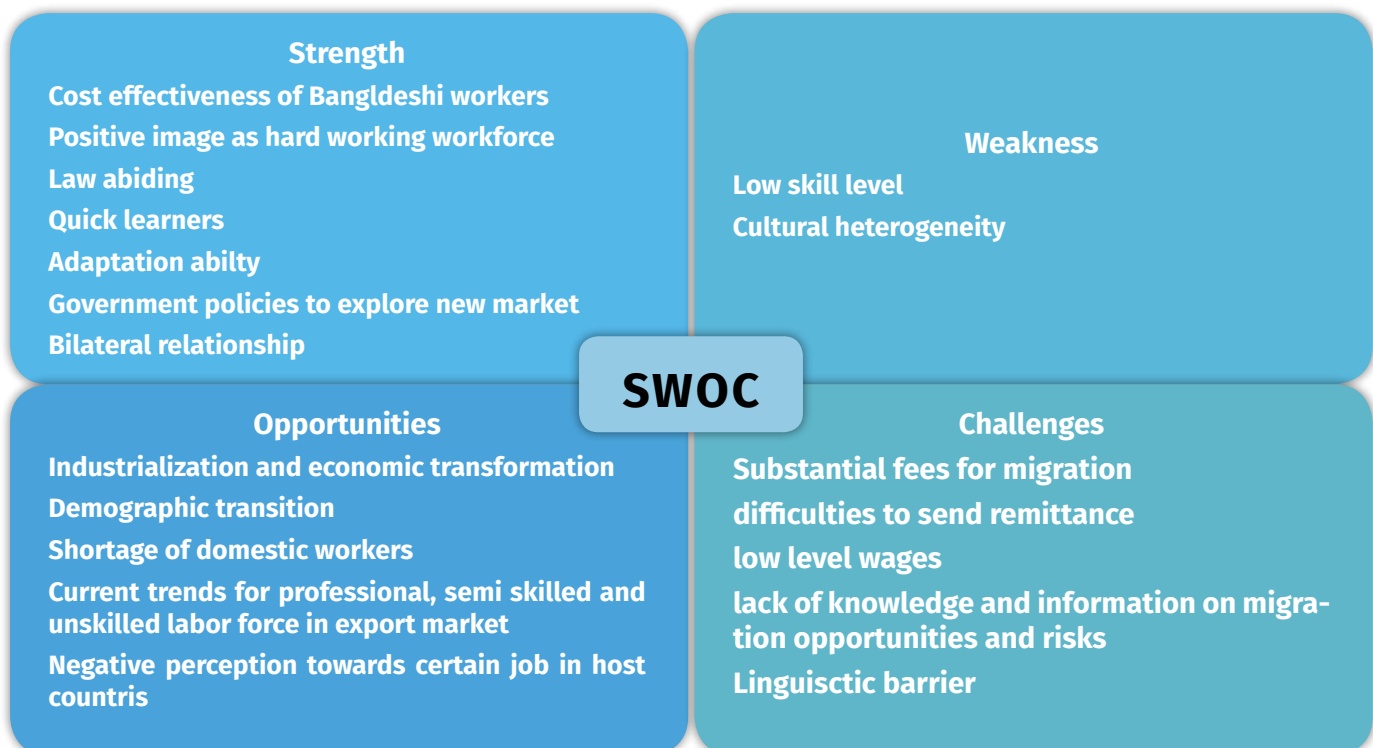
- According to Sri Lanka Bureau of Foreign Employment (SLBFE), almost 263,307 workers from Sri Lanka have migrated in 2015 which is 3 percent of the entire 8 million active workforces in the country. Most of the migrant workers are male (66 percent) and young (20-34 age bracket). However, female migrants tend to be a bit older (30-49) and outnumber the male in the age group of 40 and older in respect to migration. Men in comparison to women tend to look for job in labor intensive and low-skilled category. On the other side, most of the Sri Lankan women tend to migrate for domestic work, accounting almost 81 percent in 2015 and around 1 percent employed internationally as professionals. Largely, more than 90 percent of the female workforce migrate as housemaids or unskilled workers (SLBFE, 2015).

- The available workforce from Sri Lanka covers an extensive spectrum of skill sets and disciplines, with occupational categories ranging from the professionals to technicians, and from clerical officers to unskilled occupations for example laborers. In general, the workforce of Sri Lanka has very good reputation as less skilled workers in Gulf countries due to their adaptation capabilities in different environment. However, they lack competitiveness and relevant training (GIZ and ILO, 2015).
- The top five destinations of the workforce of Sri Lanka during the period 2010-2015 comprise four of the GCC countries including KSA, Qatar, UAE and Kuwait, which altogether account for around 80 percent of the migrant outflows in 2015 (SLBFE, 2015). Actually, Qatar and Saudi Arabia, two of the most vibrant oil-dependent economies, comprises for above half of the workforce of Sri Lanka between 2012 and 2015.

### 3.3.6 SWOC ANALYSIS OF WORKFORCE OF BANGLADESH

The major strength of Bangladeshi migrant workers can be characterized as the cost-effectiveness, reputed as hard worker, law abiding, quick learners and adaptive to new culture and languages. Besides, government policies to explore potential labor market and accelerating the migration process, responding to immediate and various needs of migrants and bilateral relationship with destination countries play a crucial role in attracting new labor market and sustaining the existing one. The study also identifies few weaknesses of Bangladeshi workers including low skill level and cultural heterogeneity. However, industrialization and economic transformation of the host countries, stagnant population growth, and proportionate increment of elder age group, shortage of domestic workers and low perception of the native population towards certain jobs in the destination countries open up new windows of opportunities for the Bangladeshi workers. Some challenges should be tackled carefully to access these ample opportunities. These are a substantial amount of money that migrant workers have to pay, problems to send remittance, low level of wages, lack of knowledge and information regarding migration opportunities and risks, and linguistic barriers.

**Figure 3.3.6: SWOC Analysis of Bangladeshi Workers**

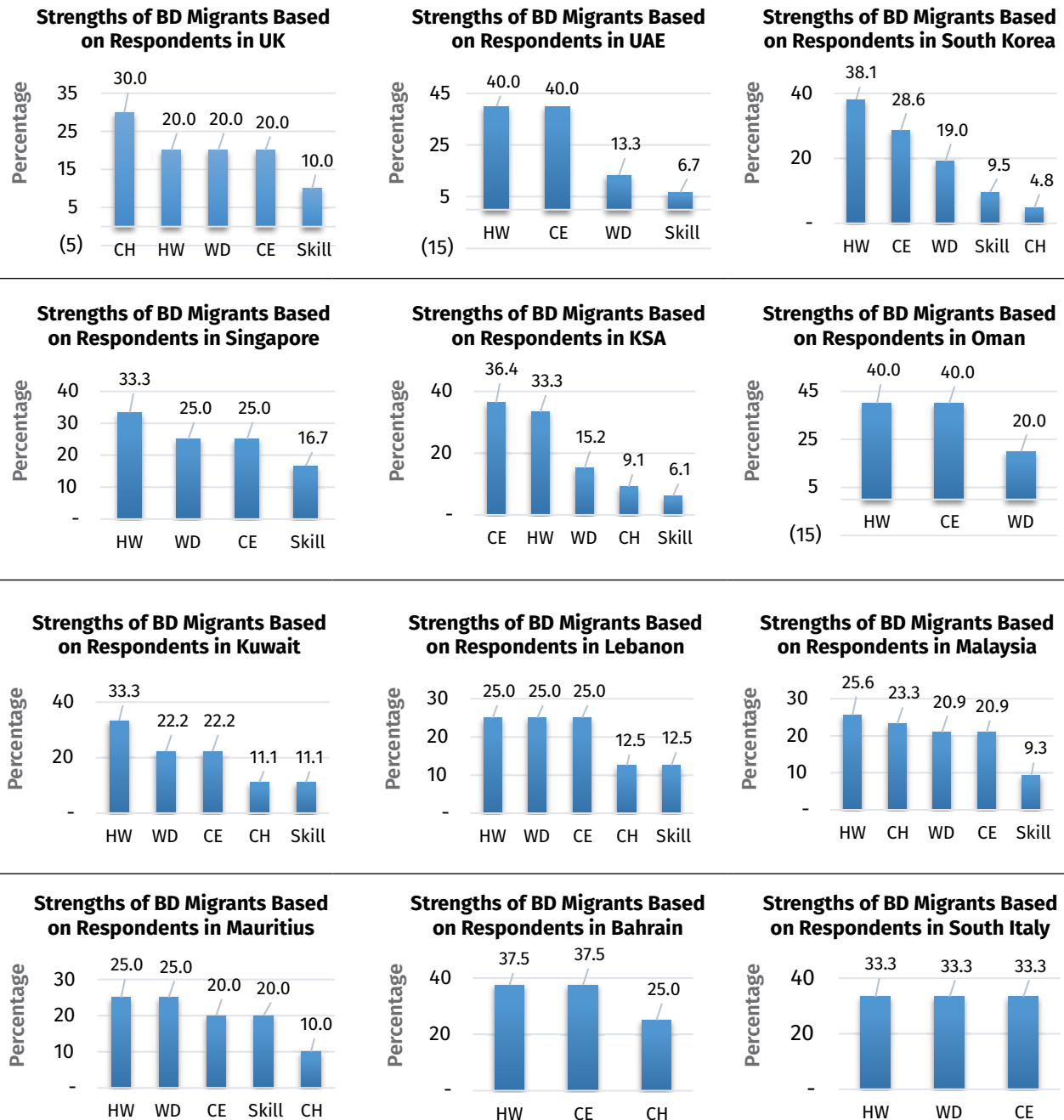


**Source:** Based on primary research

### 3.3.7 STRENGTH OF THE WORKFORCE OF BANGLADESH: COUNTRY-WISE RESPONSE

The employers were asked to identify the strengths of Bangladeshi migrant workers. The overall response of the respondents is summed up to identify the strengths of Bangladeshi migrant workers in the particular country. The figure depicts the response in emerging countries' respondents. Almost similar kind of picture is found.

**Figure 3.3.7.1: Strengths of BD Migrants Based on the Respondents in Existing Destination**



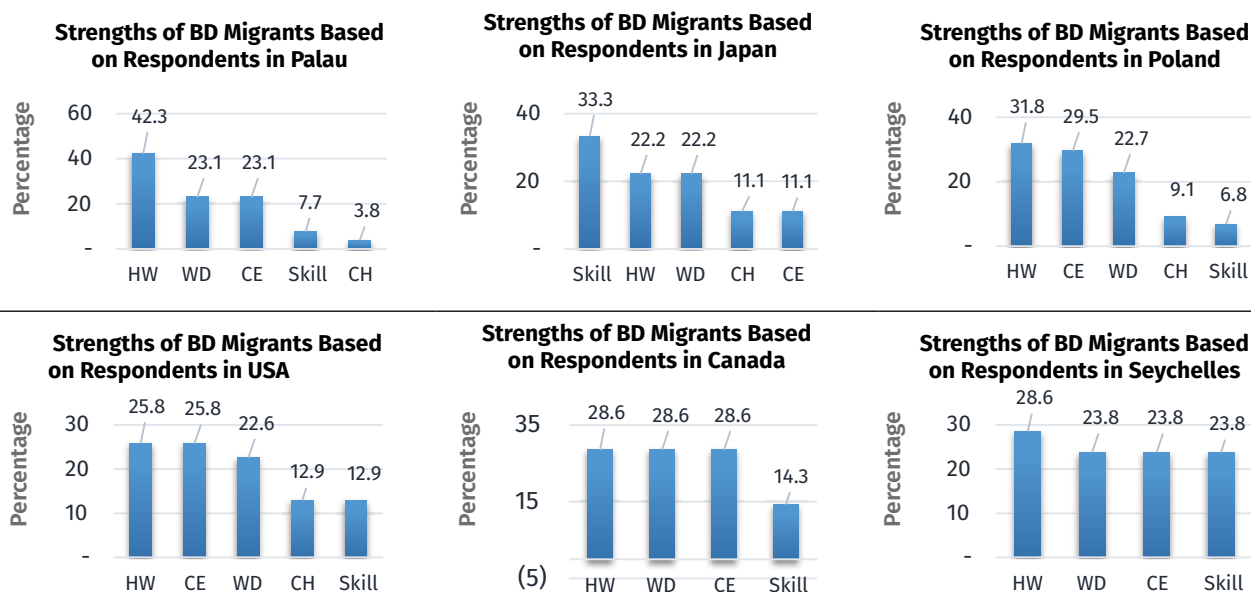
**Source:** Based on Primary Data

**NB:** HW=Hard Working; WD= Well Disciplined; CE= Cost Efficiency; CH= Cultural Homogeneity

The figure 3.3.7.1 shows the response of the respondent in existing countries. It is observed that hardworking

has been ranked top by each country followed by cost effectiveness and well disciplined. However, the skill as a strength of Bangladeshi workforce received relatively minimum tally by most of the existing countries, particularly in South Korea (only 4.8%).

**Figure 3.3.7.2: Strengths of BD Migrants Based on the Respondents in Emerging Destination**

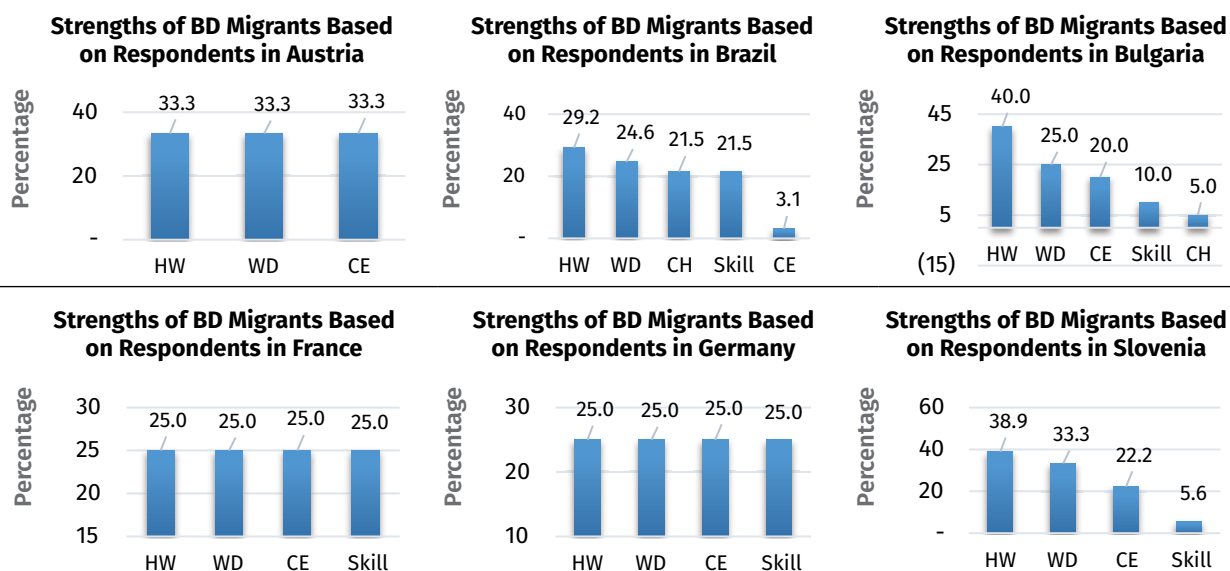


**Source:** Based on Primary Data

**NB:** HW=Hard Working; WD= Well Disciplined; CE= Cost Efficiency; CH= Cultural Homogeneity

The respondents of emerging nations including Palau, Japan, Poland, USA, Canada and Seychelles perceived Bangladeshi workers as hard working. The respondents of Canada ranked hard working, cost effective and well-disciplined equally (28.6%). Almost in the same fashion the Seychelles ranked cost effective, well-disciplined and skill equally (23.8%).

**Figure 3.3.7.3: Strengths of BD Migrants Based on the Respondents in Potential Destination**



**Source:** Based on Primary Data

**NB:** HW=Hard Working; WD= Well Disciplined; CE= Cost Efficiency; CH= Cultural Homogeneity

The figure presents the response of the respondents of potential nations. In comparison to the existing and emerging nations, a bit different scenario is observed. Along with the hard working and well-disciplined as quality of Bangladeshi workforce, skill also gets better response. Respondents of three countries including Austria, Germany and France consider Bangladeshi workforce as hard working, well-disciplined, skilled and cost effective equally. Altogether, it can be inferred that in respect to the quality dimension of 'skill', Bangladeshi workforce is not perceived satisfactorily around the world particularly in the existing and emerging destinations. The rationale behind being perceived as hard working may be that Bangladesh has competitive advantage in the occupation of low skill categories. Therefore, Bangladesh needs to analyze carefully its every promising sector to explore the skill potential and undertake proper branding strategies to change the perception as well as building the right image.

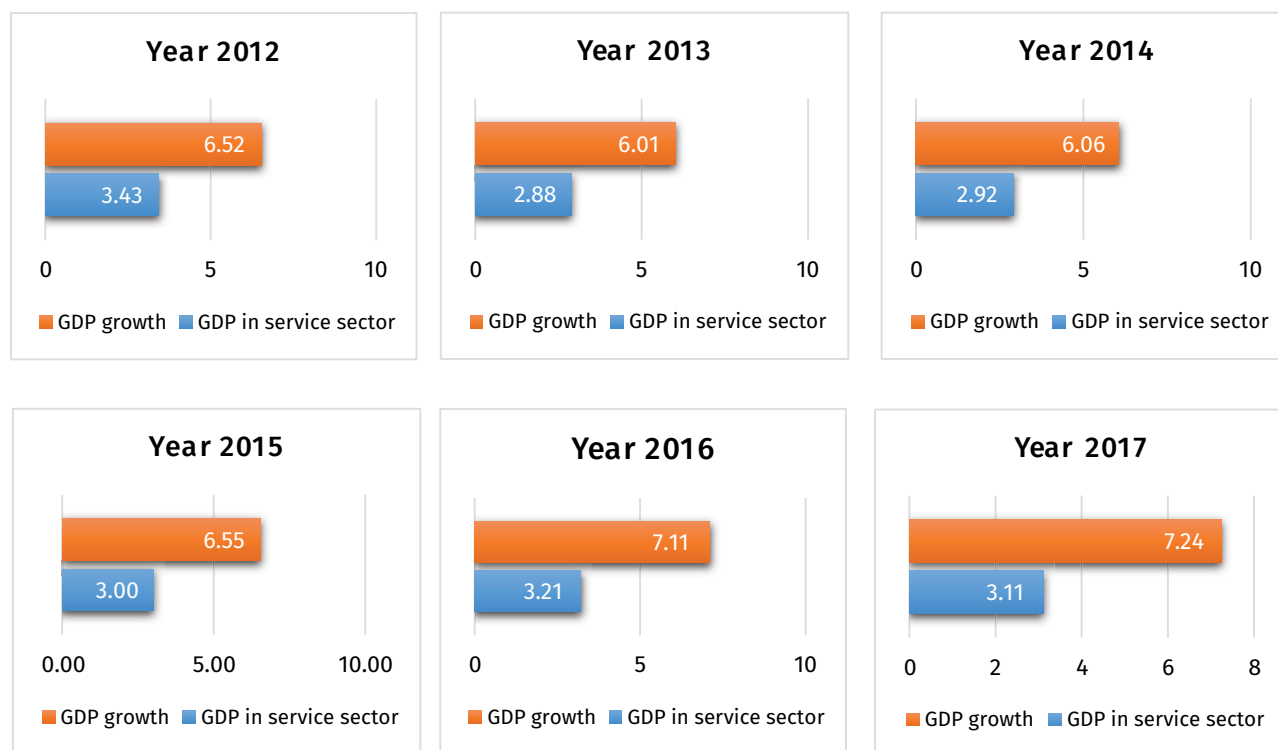
### **3.4 Competitive Review: Service Sector**

#### **3.4.1 COMPETITIVE ADVANTAGES**

Traditionally, the economy of Bangladesh can be classified into three sectors namely agricultural, industry and services. Among these, service sector, which is also known as a tertiary sector, has been the top contributor to GDP. In the fiscal year 2016-2017, the average contributions of agriculture, industry, and services sectors were 14.79%, 32.48% and 52.73% respectively (BBS, 2017). The Figure 3.4.1 recognizes the dominance of service sectors since 2012 without any major downturn. Besides, this sector has been able to draw the attention of foreign investors. In 2010, the FDI (Foreign Direct Investment) flowed in the service sector was USD 660.3 million, greater than Pakistan (USD 633.8 million) and Sri Lanka (USD 405.3 million). The service subsectors that received the major share of FDI in the recent past are telecommunications, financial and energy sectors (BBS, 2017). Moreover, the employment in the sector also grew by 3.6% from 2000 to 2010. Employment in services is mostly created in transportation and storage, retail and wholesale subsector. In together, these two subsectors generate 53.7% of employment in service and 23% of overall employment (UN, 2017).

Apart from these, overseas employment and migration have been considered one of the significant areas under the heading of the service sector. In the year 2015, Bangladesh earned remittance of USD 15.27 billion only from overseas employment and migration in the service sector. Since the inception in 1980, this subsector contributed more than a trillion (Bangladeshi Taka) as remittance to the Bangladesh economy. The recent growth in communication, computer and information service exports also indicates Bangladesh's enormous pool of workforce and capabilities to meet growing demand in emerging services by migrating professionals and skill-intensive services (Raihan and Cheong 2013)

**Figure 3.4.1: Contribution of Service Sector to the GDP Growth of Bangladesh**



**Source:** Based on CPD (2017): State of the Bangladesh Economy in FY2017 (Third Reading)

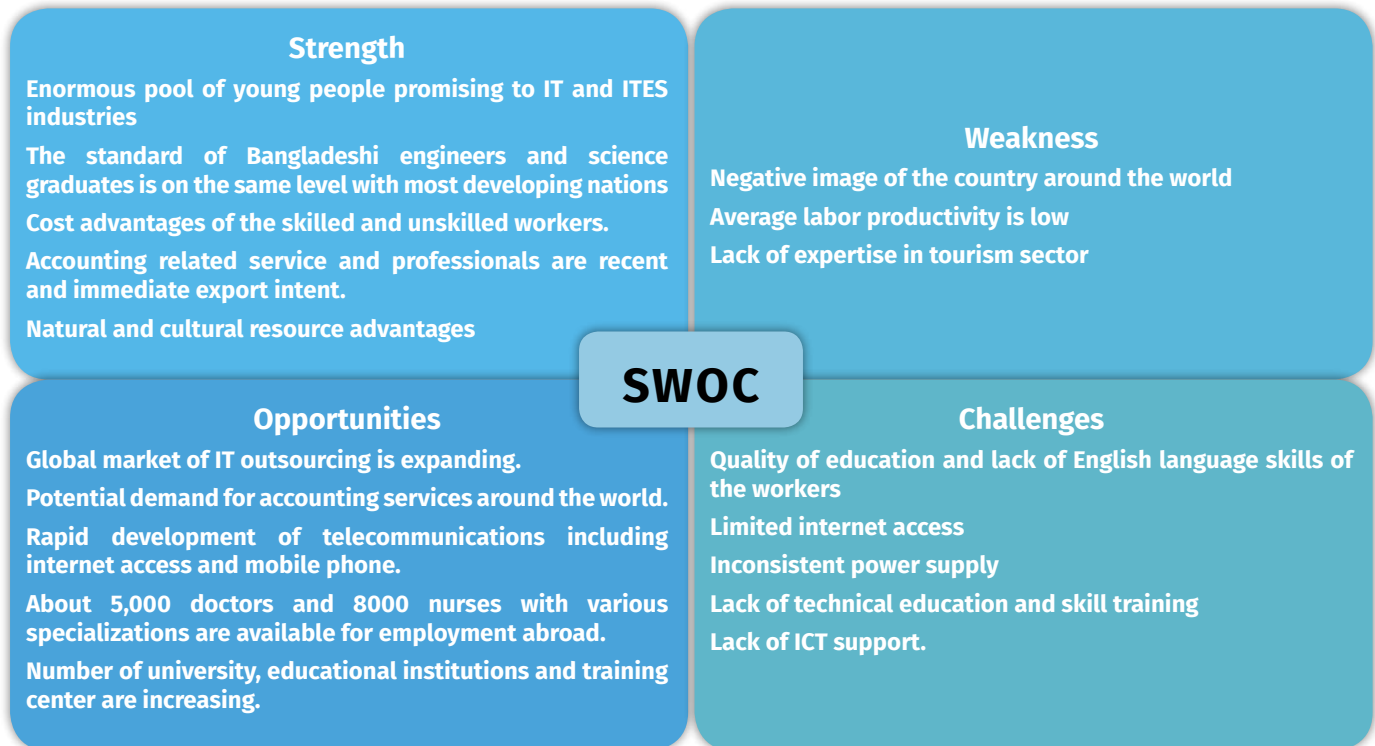
### 3.4.2 POTENTIAL OCCUPATIONS, MARKET AND COMPETITORS

The primary research conducted through field survey reveals some potential subsectors and occupations in the service sector. The information and communication technology, computer and software-related service, tourism, accounting, health professional services are identified as most potential subsectors while occupations such as manager, accountant, HR, engineer, cashier, web designer in professional category; cook, salesman, driver, receptionist, computer operator, travel guide in skilled category; waiter, security guard, service boy in semi-skilled category and housekeeper, cleaner, housemaid, slaughterer in less skilled category are more prominent. The study also recognizes the potential market for these occupations. For professional services, Canada, Australia, UK, USA, France, Italy, Japan, KSA, Malaysia, and Brunei are found to be most promising whereas France, Canada, Italy, Australia, UK, Lebanon, Oman, Bahrain are key destinations for skilled services. In the case of semi-skilled services, Norway, Kuwait, Netherlands, South Korea, Malaysia, Italy, Canada, and France and for less skilled, Taiwan, Kuwait, KSA, Qatar, Brunei, Bahrain, Hong Kong South Korea and the UK are identified to be the prospective destinations.

Around 57 countries have been identified from the primary study as the competitors for Bangladesh in exporting service related trades. However, the major competitors are India, Nepal, China, Pakistan, UK, Thailand, Philippines, Turkey, Syria, and Ukraine. India is widely recognized for its IT professionals around the world. The country earned USD 99 billion export revenue from IT sector in 2015. The Philippine ICT sector is also expected to continue to flourish due to prospects from the financial, Business Process Management (BPM), telecommunications, and health IT sectors ("Philippines-Information," 2017). The Philippines is also the leading country in providing quality nurses abroad. The nurses from Philippine have the reputation as kindhearted with decent work ethic and magnificent clinical skill (Matsuni, 2009). India is increasingly branding themselves as a source of well trained and English speaking nurses (Khadira, 2007).

### 3.4.3 SWOC ANALYSIS:

Figure 3.4.3: SWOC Analysis of Service Sector of Bangladesh



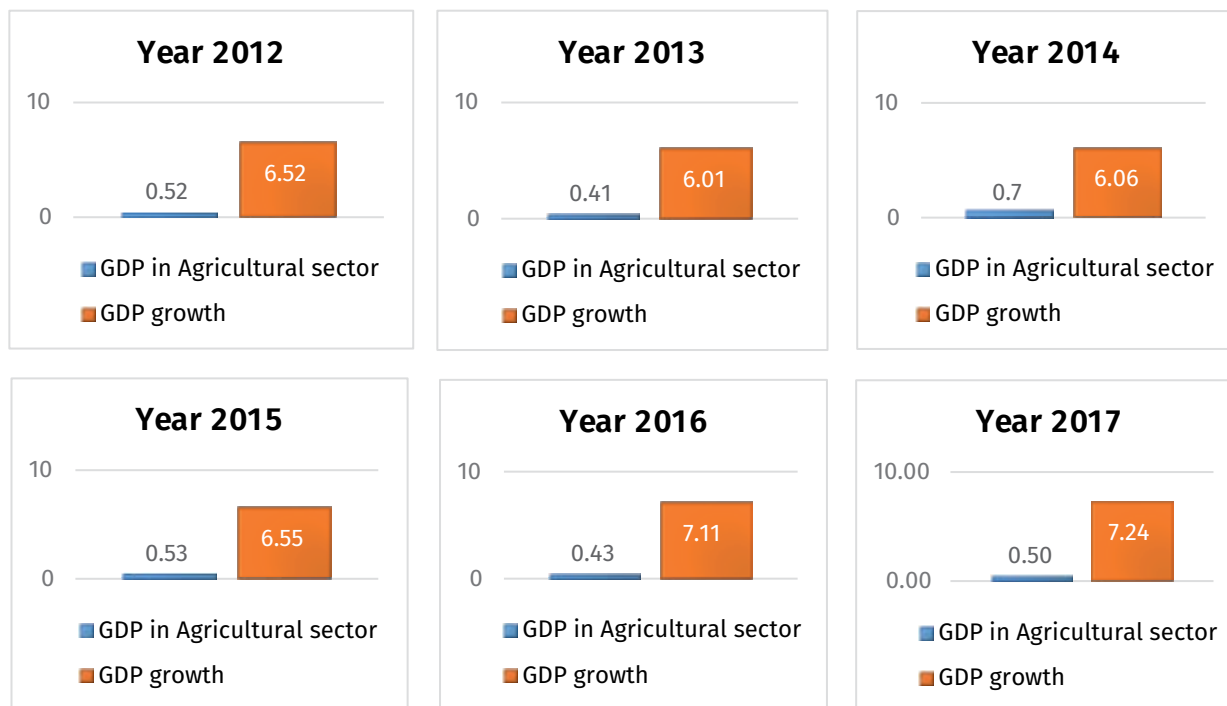
**Source:** Based on desk research

## 3.5 Competitive review: Agricultural sector

### 3.5.1 COMPETITIVE ADVANTAGES

Bangladesh is primarily considered an agricultural country as most of the people of the nation are directly and indirectly engaged in agriculture-related activities to make their living. Previously, agriculture had the greatest contribution to the GDP of the country that was even more than 50% compared to the industry and service sectors (Rahman, 2017). However, due to economic progress, the influence of agriculture is gradually reducing. The Figure 4.4.1 explains a less than 1% contribution of agriculture to the total GDP growth of the country. Despite the decreasing trend of agronomic share in the GDP, it is still a significant sector to the nation regarding employment, food security and social cohesion. In fact, 43 percent of the entire labor force is employed in the agricultural sector, and agro-food exports signify about 4 percent of total exports (BBS, 2010). This sector is the key source of raw materials as forward and backward linkage for agro-reliant industries. A greater part of manufacturing sector except readymade garment depends on the processing of agro-based commodities. Besides, Bangladesh received USD 1154.80 million in the financial year 2014-2015 by exporting agricultural products (Rahman, 2017). Therefore, Bangladesh must boost up agriculture, make export earnings and try to generate an alternative source of employment.

**Figure 3.5.1: Contribution of Agricultural Sector to the GDP Growth of Bangladesh (%)**



**Source:** CPD (2017): State of the Bangladesh Economy in FY2017 (Third Reading)

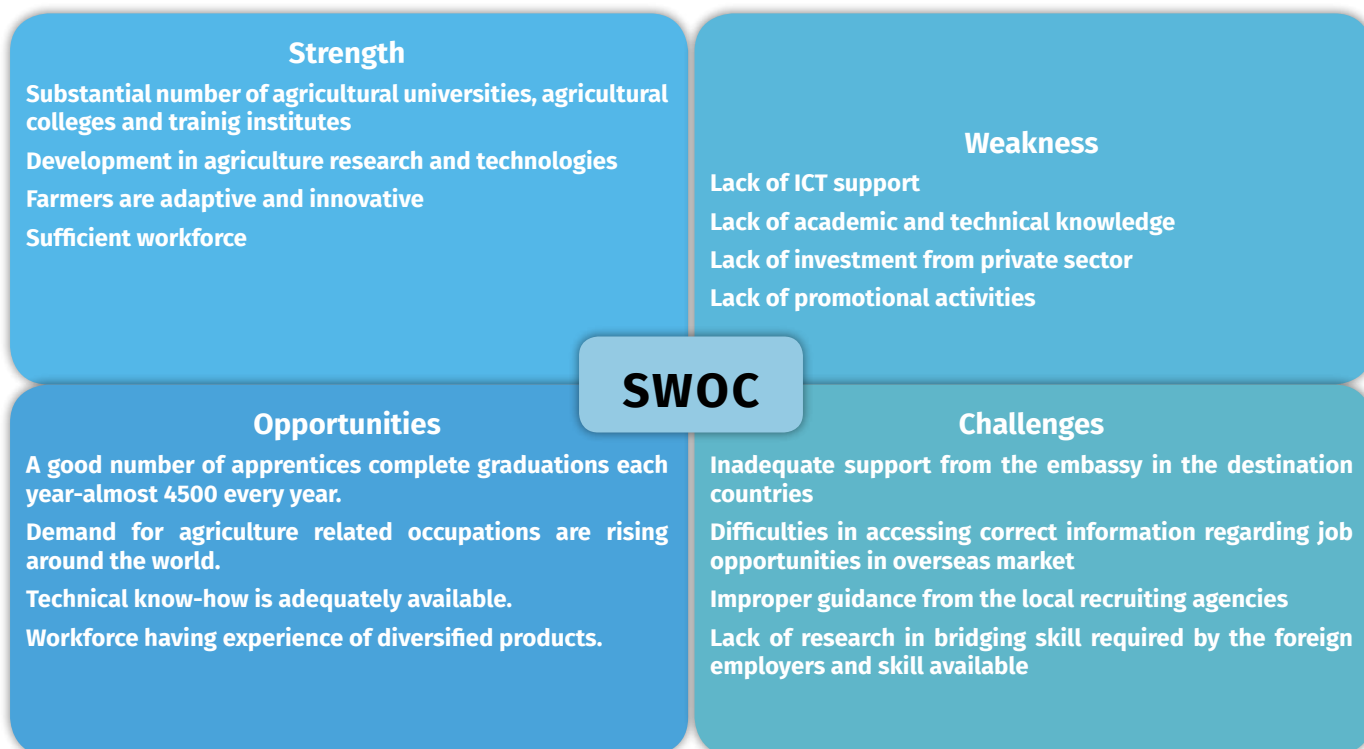
### 3.5.2 POTENTIAL OCCUPATIONS, MARKET, AND COMPETITORS:

The potential occupations in the overseas market for the agricultural sector are agronomist/agricultural engineer in the professional category; planter, seeds grinding man and fishing in the skilled services; gardener, bee collector, poultryman and farmer in the semi-skilled group and agricultural worker in the less skilled category. And the potential markets that have been identified from the field survey of the study are KSA, Malaysia, Kuwait, Italy, UAE, Oman, Libya, Netherlands, and Norway. The following table profiles all the occupations and potential markets by skill category.

Almost 24 countries have been recognized as the competitors of Bangladesh in migrating agriculture-related workforce. However, the major competitors are India, Philippine, Pakistan, Ukraine, China, Haiti, Nepal, France, Uzbekistan, Taiwan, Indonesia, and Japan.

### 3.5.3 SWOC ANALYSIS:

**Figure 3.5.3: SWOC Analysis of Agricultural Sector of Bangladesh**



**Source:** Based on desk research

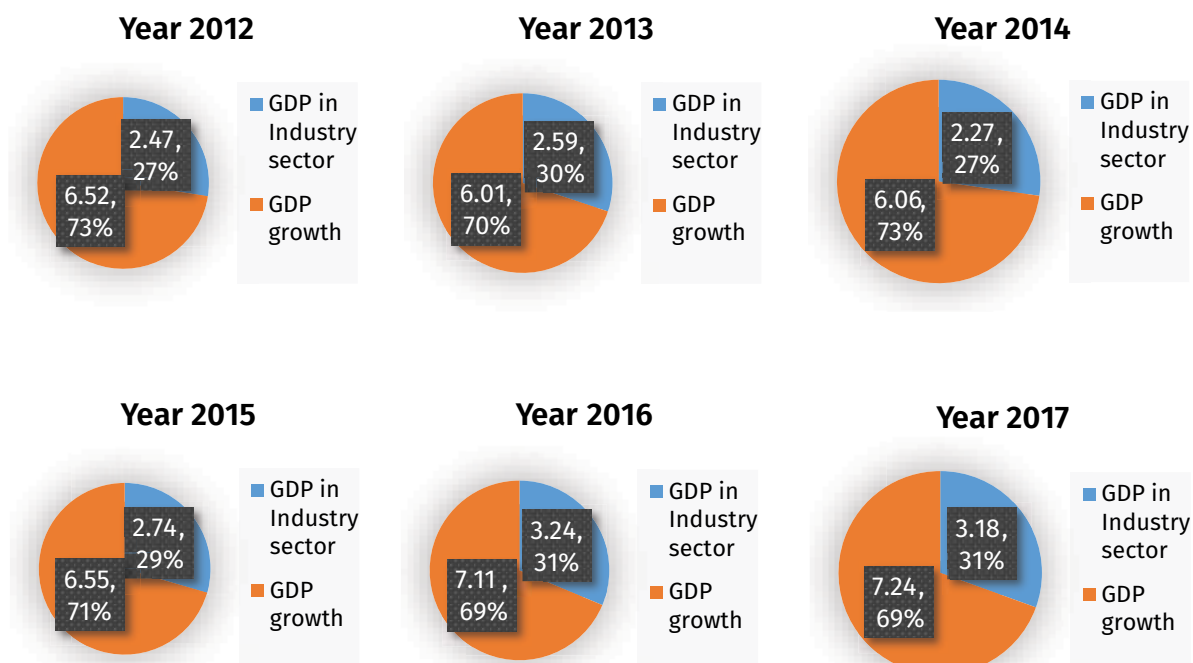
## 3.6 Competitive Review: Industry Sector

### 3.6.1 COMPETITIVE ADVANTAGES

The Industry sector of Bangladesh plays a significant role in the socio-economic progress of the country. The contribution of this sector to real GDP mounted at 27 percent in the year 2014, which increased to 29 percent in 2015 and 31 percent in 2016 (CPD, 2017). The Figure 3.5.1 characterizes the contribution of industry to the GDP growth of Bangladesh. In general, the industry includes four broad sectors namely construction, manufacturing, mining and quarrying, gas and water supply. Among these, the manufacturing sector contributed most to the GDP-20.17% as recorded in the FY-2014-2015. And within the manufacturing sectors, the ready-made garment (RMG) sector has been experiencing remarkable growth for last three decades. The RMG sector is now an integral part of Bangladesh economy contributing an assessed one percent of the GDP and 81.68 % of export earnings (BBS 2016). Further, employment in this sector has grown at a yearly rate of 17%, reaching above 4 million workers (Shonchoy, 2017).

The field survey of the study also recognized the potential of industry sector for migrating workers in the overseas market. The study revealed a significant percentage of the overseas employer, migrant workers, recruiting agents, and academia believed that there is a huge prospect for industry sector of Bangladesh and the construction sector ranked as the most promising subsector within the industry sector. Thus a careful understanding of the potential market, occupations, and competitors is required to take the opportunities.

**Figure 3.6.1: Contribution of Industry Sector to the GDP Growth of Bangladesh (%)**



**Source:** CPD (2017): State of the Bangladesh Economy in FY2017 (Third Reading)

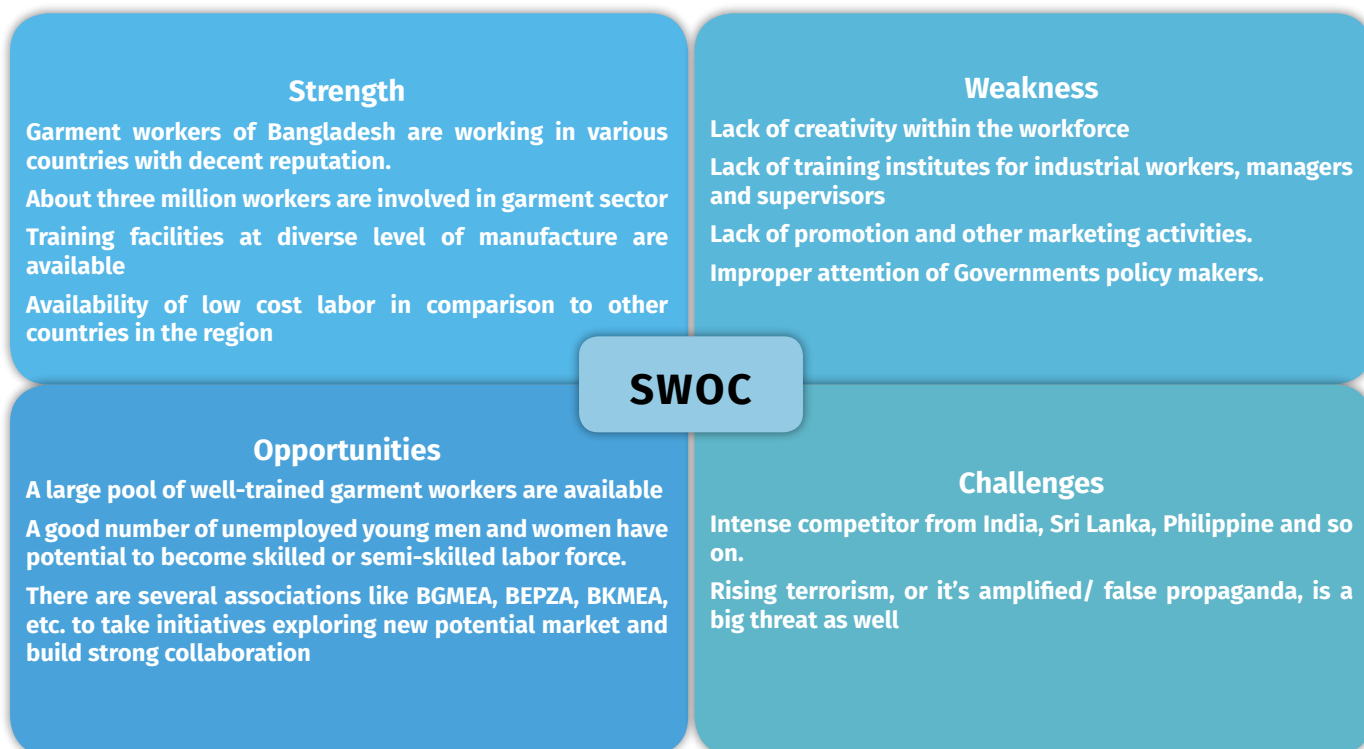
### 3.6.2 POTENTIAL OCCUPATIONS, MARKET, AND COMPETITORS:

The industry sector of Bangladesh holds decent potential in the overseas market in every category of skilled trades including professional, skilled, semi-skilled and less skilled. Some of the occupations that have been recognized by the study are merchandiser, designer, manager (supply chain), engineer (textile), engineer (electrical), engineer (food), engineer (maintenance), engineer (industry) and project coordinator in the professional category; machine operator, electrician, tailor, technician, cutting master, quality controller, fashion designer, chemist, AC technician, furniture maker and auto cad master in skilled type; automobile, mechanics, packaging, food processing, vacuum machine, operator, In charge, sewing and iron in the semi-skilled group; and worker (furniture), garment worker, general worker in the less skilled category.

The study also explored the potential destinations for these occupations. These are Singapore, France, KSA, Malaysia, Canada, Australia, Vietnam, Philippine, Kuwait, Italy, India, Nepal, Sri Lanka, Jordan, China, Netherlands, Oman, UK, USA. Besides, the key competing countries that would be accessing these market include India, Sri Lanka, Pakistan, Russia, China, Nepal, Kazakhstan, Tajikistan, Turkey, Azerbaijan, Belarus, Indonesia, Philippine and so on.

### 3.6.3 SWOC ANALYSIS:

Figure 3.6.3: SWOC Analysis of Industry Sector of Bangladesh



**Source:** Based on desk research

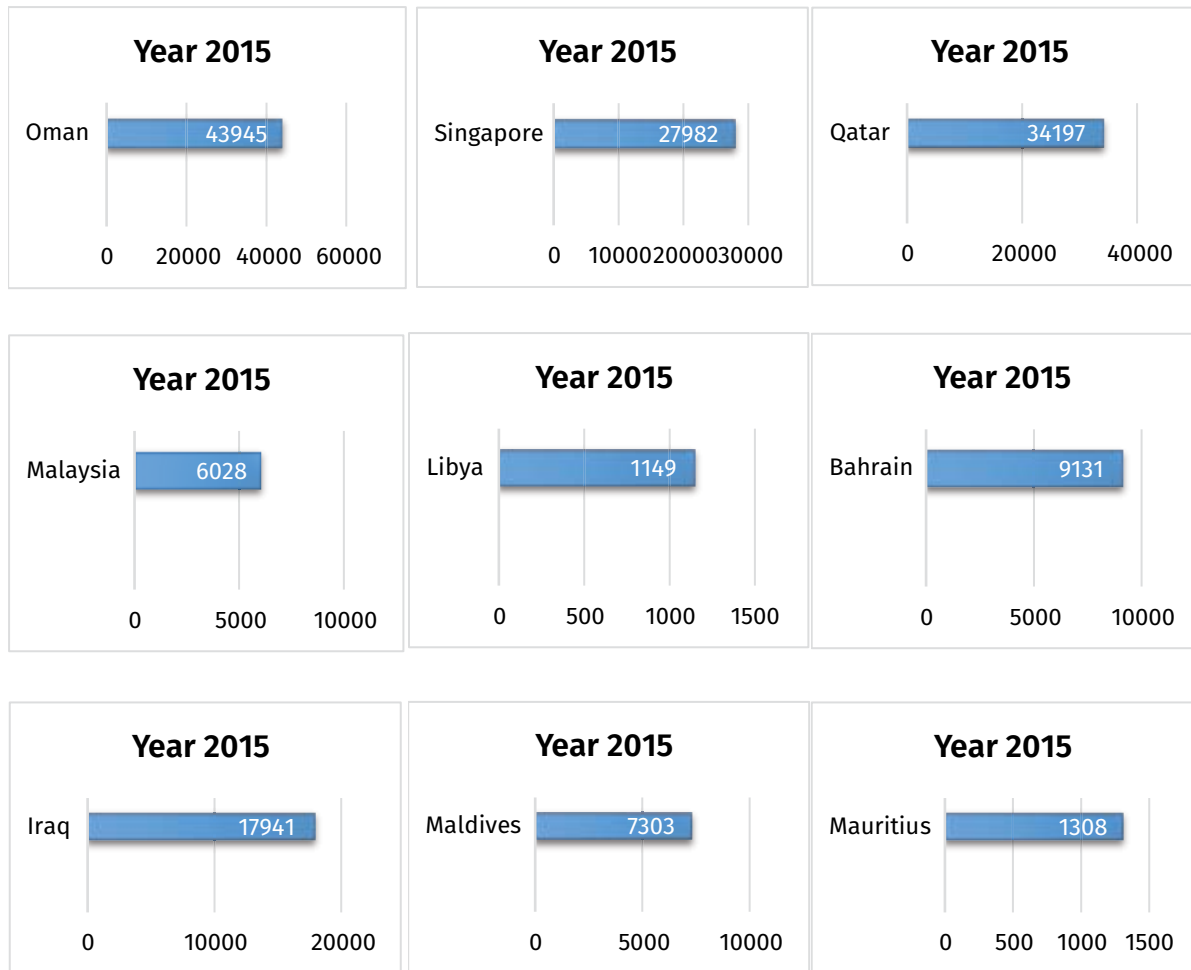
## 3.7 Competitive Review: Construction Sector

### 3.7.1 COMPETITIVE ADVANTAGES

The construction sector of Bangladesh has been growing notably since the early period of the 1990s powered by growing income, private investment, remittances, urbanizations and private investment (UN, 2016). GDP from Construction sector in Bangladesh in 2016 increased to 6172.90 BDT Million from 5669.80 BDT Million in 2015. The average GDP from Construction in Bangladesh is 4316.40 BDT Million since 2006 until 2016, attaining an all-time peak of 6172.90 BDT Million in 2016 and the lowest record of 2982.50 BDT Million in 2006. And about 2 million people are employed in this sector with a wide range of skill sets and background (Trading economics, 2017).

The country endowed with an abundant population of a skilled workforce, amongst others in the construction trade, has various technical / engineering colleges supporting the development and training of human resource appropriate for the construction industry. The contractors of Bangladesh are experienced and have expertise in numerous types of construction works. Many of these contractors have got exposure of overseas market and experience; several companies have many engineers and workers among their workforce with working experience on big projects in North Africa and the Middle East. Consequently, the Middle Eastern countries along with other countries are now signing human resource from Bangladesh because it is cheaper to employ from Bangladesh and there is an ample supply of unskilled and skilled labor from Bangladesh appropriate for the construction industry.

**Figure 3.7.1 : Migrant Flows in the Top Potential Markets for Construction Sector in 2015**



**Source:** Based on BMET Database

### 3.7.2 POTENTIAL MARKET, OCCUPATIONS, AND COMPETITORS

Global Construction 2030 report reveals that the volume of construction output probably will grow by 85% to \$15.5 trillion globally by 2030, leading by three countries including China, US, and India representing 57% of all global progress (Perspectives & Economics, 2015). Besides, the construction market of Mexico, Brazil, the Russian Federation, Republic of Korea and the United Arab Emirates are noteworthy. However, the key destinations for migrants in construction sector include Singapore, Saudi Arabia, UAE, and other Middle-Eastern countries. The Figure 4.6.2 shows the top destinations for construction-related jobs of Bangladesh with the flow in the year 2015.

Usually, most of the migrant workers in the construction sector fall into the skilled and semi-skilled category. In 2015, semi-skilled accounted for 40% of the total migrated construction workers while skilled and professional accounted for 59% in together and only 1% in unskilled category. The occupations which have greater demand in overseas market from Bangladesh are masons, painters, pipe fitters, plumbers, steel fixers, tillers, concreter (mixer-man), plaster-masons, formwork installers, and rod-binders. The primary research recognized the major competitors Bangladesh has to deal with are India, Pakistan, Nepal, China, Indonesia, Sri Lanka, Croatia, Bosnia, Vietnam, North Korea, Mali, Serbia, Turkey, Romania and so on.

### 3.7.3 SWOC ANALYSIS:

**Figure 3.7.3: SWOC Analysis of Construction Sector of Bangladesh**



**Source:** Based on desk research

## CHAPTER 4

# FEMALE INTERNATIONAL MIGRATION FROM BANGLADESH

### 4.1 Introduction

Feminization is increasingly becoming an important feature of international migration from Bangladesh. Banned or almost restricted until 1998, overseas migration of less-skilled women has ever since been increasing steadily. In the beginning of 1991, female labor migration was estimated at around 2,000. By the end of 2017, the level of female migration reached to 121,925<sup>301</sup>. Still small in size as compared to male migrants, the relative share of females has been increasing. From less than 1% of total labor migration in 2000, their relative share increased to 18% in 2015.

Such feminization of international migration from the country underscores the causes, implications, and consequences thereof. Causes of female migration may be similar to those of male migrants except for such aspects as freedom from family violence, quest for empowerment and gender equality. Consequences and implications of female migration may be far reaching than their male counterparts and can be both positive and negative. The positive aspects of female migration include utilization of latent opportunities toward contributing to family welfare, higher propensity to save and remit back home, “prefer investment of remittances in education and health of children and other family members” (ILO, 2014).

Diverse adverse consequences, however, lie at the top of concerns over female migration. Absence from family and children apart, experiences of domestic workers – what female migrants mostly end up with, in terms of “physical, sexual, emotional abuses including rape, confinement, underpayment or non-payment of wages” have far reaching consequences for social acceptance of such job, family reputation back home, and post-migration adaptation of returned migrants. Nevertheless, respecting individual choices, gender equality, exploiting latent opportunities for employment and remittances, enabling scope for skill formation, and taking advantage of market opportunities, Bangladesh has been encouraging an increasing outflow of less-skilled female migration.

The purpose of this chapter is to identify the demand of female workers in particular trades. The focus here is on the level and trend of female migration, destination of female migrants, occupations and skills in which females are involved and future prospects of female migration in particular trade. Moreover, the chapter looks into the experiences of selected countries which once pioneered the process of female migration and later withdrew partially or fully due to various adverse effects. These include Philippines, Indonesia and Sri Lanka. The ultimate goal here is to come up with suggestions towards making female migration as a complement to male migration toward maximizing latent opportunities of international job markets to the benefit of the country.

### 4.2 Level and Trend of Female Migration

Opened only recently – having been banned or restricted prior to that, female migration from Bangladesh has demonstrated a significant steady growth during the past decade or so. In 2000, for instance, the level of female migration was around 500 which increased to 14,000 within the next five years. And since then it has been steadily increasing. By the end of 2017, level of female migration reached around 121,925, a significant growth over such a short period of time.

Compared to total overseas migration, both absolute level and relative shares of female migration have been increasing consistently. Between 1991 and 2016, total migration from Bangladesh has been estimated at 9.6 million of which 9.05 million were males and 0.57 million were females. In relative terms, females comprised about 6% of total migration. However, looking at yearly flows, the relative shares of female migrants have been increasing.

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• <sup>301</sup> BMET statistics

Females comprised 12.09% of total migration as 2017, rising from 1.49% in 1991, and 2.38% in 2008. Importantly, female migrants demonstrate a higher relative growth in recent years as compared to their male counterparts. The level of female migration has been increasing steadily ever since the ban or restrictions were withdrawn from migration of low-skilled female workers. Their annual growth rate since 2010 has been more than 25% on average. The corresponding figure for male migrants would be far less - including periodic downturns as well (Table 4.2.1).

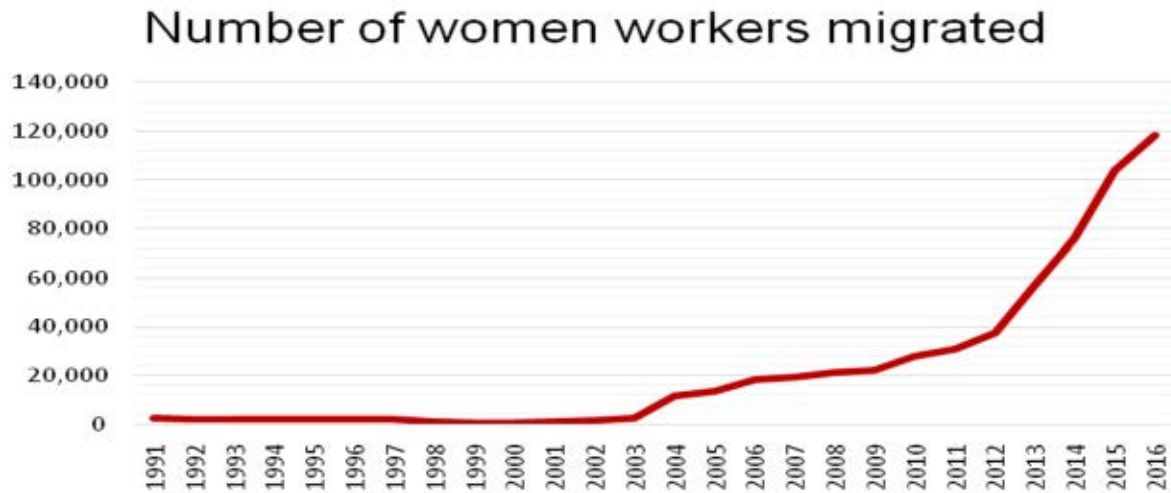
As for overall migration itself, female migration experienced the good and also not so good periods. Following female migration levels, three distinct periods can be identified – 1991 to 2002, 2003 to 2012, and 2012 and onwards. During the first period, female migration hovered around a maximum of 2,200 with an average annual figure of 1,407. During next period – 2003 to 2012, the average annual migration jumped up to 20,298, and maximum annual migration reaching the level of 37,000. The final period – 2012 and onwards, demonstrates a significant upward trend in female migration. During this period the average annual female migration increased to 88,000 with a maximum annual level of 118,000 (Figure 4.2.1).

**Table: 4.2.1: Female migration from Bangladesh**

Year	Total number of workers migrated	Number of women workers migrated	% of women among total number of workers migrated
1991	147,131	2,189	1.49
1992	188,124	1,907	1.01
1993	244,508	1,793	0.73
1994	186,326	1,995	1.07
1995	187,543	1,612	0.86
1996	211,714	1,994	0.94
1997	231,077	1,762	0.76
1998	267,667	939	0.35
1999	268,182	366	0.14
2000	222,686	454	0.2
2001	188,965	659	0.35
2002	225,256	1,216	0.54
2003	254,190	2,353	0.93
2004	272,958	11,259	4.12
2005	252,702	13,570	5.37
2006	381,516	18,045	4.73
2007	832,609	19,094	2.29
2008	875,055	20,842	2.38
2009	475,278	22,224	4.68
2010	390,702	27,706	7.09
2011	568,062	30,579	5.38
2012	607,798	37,304	6.14
2013	409,253	56,400	13.78
2014	425,684	76,007	17.85
2015	555,881	103,718	18.66
2016	757,731	118,088	15.58
2017	1,008,525	121,925	12.09
<b>Total</b>	<b>10,637,123</b>	<b>696,000</b>	<b>6.54%</b>

Source: Adapted from data supplied by the BMET

**Figure 4.2.1: Level of female migration over time**



Both demand and supply side factors underscore the observed level and trend of female migration. Unemployment and underemployment, social discrimination and deprivation, poverty, and lack of social and economic status, therefore, lack of empowerment all serve as great push factors for international migration for females. All these factors have all along been there more or less in the context of Bangladesh, which has created an impetus to call for overseas migration.

So what acted as major catalysts in the process of female migration are basically two folds: (i) emergence of international job opportunities for females, and (ii) government policy decisions to allow females for less-skilled overseas employment having been banned or restricted for a long period of time – under intense lobbying both internally or externally, based on ‘gender equality’, freedom from family violence, empowerment and not least exploitation of various latent opportunities towards employment, poverty alleviation and resource accumulation, Bangladesh government opened the door for female migration in 2003 (GOB, 2003). This was preceded by an appreciation by the Bangladesh government of immense opportunities for employment of low-skilled female workers.

### 4.3 Destination of Female Migrants

Based on the data available from the Bangladesh Bureau of Employment and Training, female workers from Bangladesh work in 51<sup>302</sup> different countries against 132 countries for all migrants taken together (Islam, 2013). Of these, 18 countries account for 99% of the total (Table 4.3.1). These include, in order of importance, KSA, UAE, Jordan, Lebanon, Oman, Qatar, Mauritius and Kuwait. The top five countries hosting female Bangladeshi workers account for almost 90% of female migrants. UAE is the most important country for female migration from Bangladesh; it alone accounted for 21% of all female migration during 1991 to 2016. Equally important has been the KSA - almost the same relative importance. Three other important countries include Jordan – 19%, Lebanon – 18%, and Oman 10%.

**Table 4.3.1: Total female migration during 1991 to 2016 - level and relative share by country**

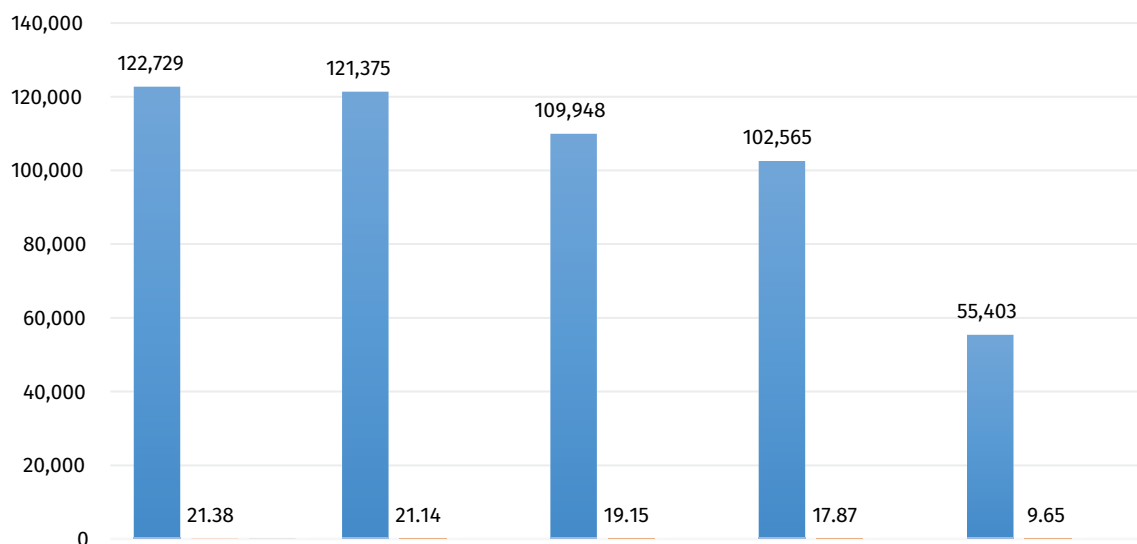
Country	Total	[%]
KSA	121,375	21.14
UAE	122,729	21.38
Kuwait	7,793	1.36
Oman	55,403	9.65
Qatar	22,613	3.94
Bahrain	4,264	0.74
Lebanon	102,565	17.87
Jordan	109,948	19.15
Libya	531	0.09
Malaysia	6,562	1.14
Singapore	1,116	0.19
UK	150	0.03
Italy	464	0.08
Hong Kong	1,307	0.23
Pakistan	40	0.01
Cyprus	121	0.02
Brunei	91	0.02
Mauritius	15,945	2.78
Others	1,058	0.18
<b>Total</b>	<b>574,075</b>	<b>99.82</b>

**Source:** Adapted from data supplied by Bureau of Manpower, Employment and Training (BMET), Dhaka

In terms of major geographical regions hosting Bangladeshi female workers, Middle East has been at the top of the list. The region alone accounts for almost 95% of female migration. The other regions include South Asia – Malaysia, Singapore, Brunei, Far East – Japan, Hong Kong, Europe – UK, Italy, Cyprus, and Africa – Libya, Mauritius. These other regions account for less than 5% of overall migration - all regions taken together.

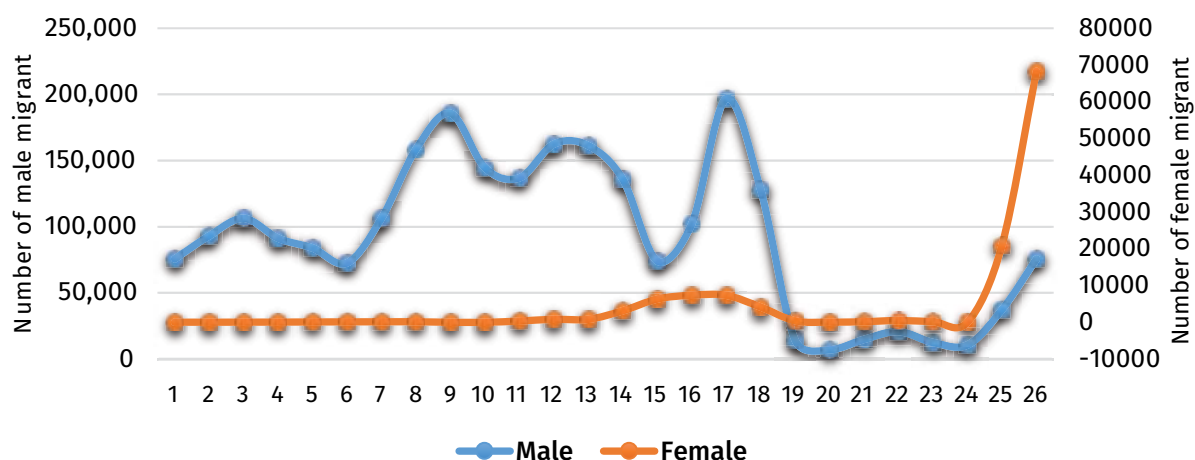
<sup>302</sup> Afghanistan, Bahamas, Bahrain, Bermuda, Brunei Darussalam, Canada, Cyprus, Czech Republic, Denmark, Egypt, Fiji, Hong Kong, Hungary, India, Iran, Ireland, Italy, Japan, Jordan, Kuwait, Latvia, Lebanon, Libya, Malaysia, Maldives, Mauritius, Netherlands, New Zealand, Northern Mariana Islands, Oman, Pakistan, Palau, Poland, Qatar, Saudi Arabia, Singapore, South Korea, Spain, Sudan, Syria, Thailand, Tunisia, United Arab Emirates, United Kingdom, and Yemen.

**Figure 4.3.1: Top 5 countries importing female workers from Bangladesh (During 1991 to 2016)**



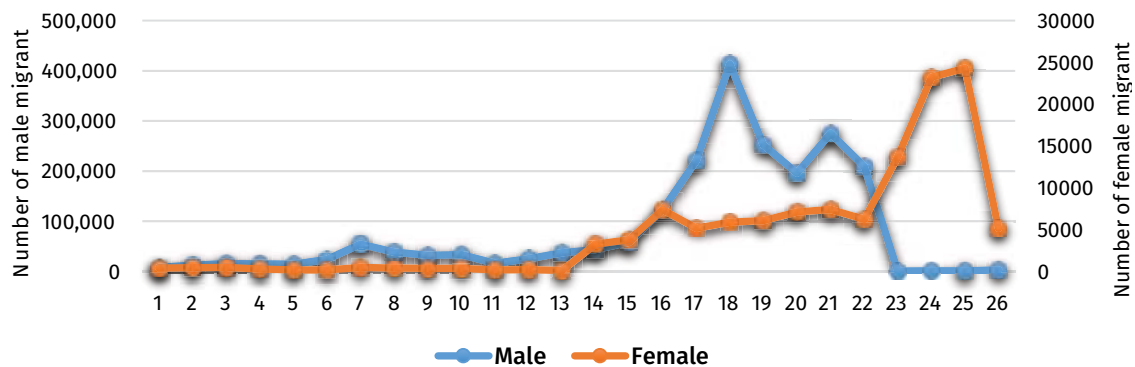
Comparing male and female migration, there would seem to exist some kind of relationship between the two. This is based on Bangladesh's experience with international migration across major destinations of female migration. In the case of the KSA, for instance, in recent years after 2013, male and female migration are positively related, i.e., as one increases the other increases too. Female migration, however, would experience a faster annual growth than male migration. In 2016, for instance, female migrants closely followed their male counterparts; both experienced positive trend – steeper for female migrants though (Figure 4.3.2).

**Figure 4.3.2: Relationship between male and female migration to KSA (During 1991 to 2016)**



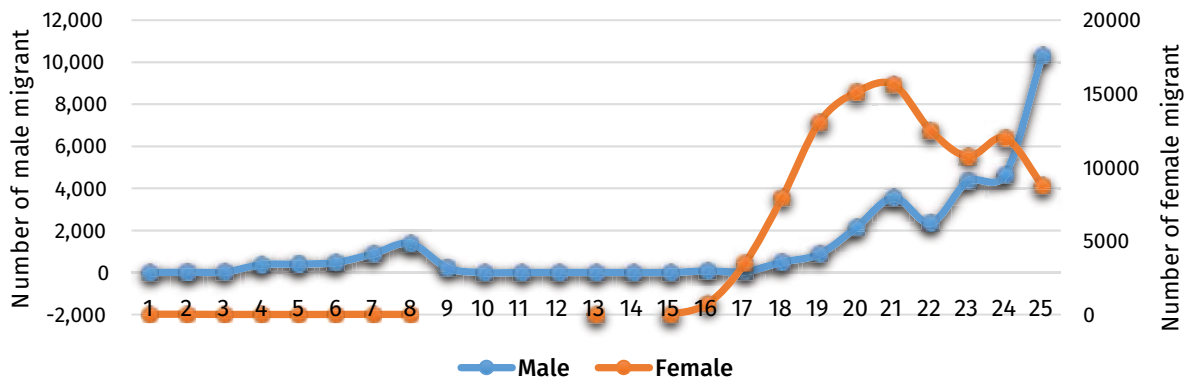
In the case of the UAE, on the other hand, male and female migration seems to move in opposite directions. When male migration started going down the level of female migration started picking up. For instance, as the following figure shows, male migration started declining since 2012 while female migration continued increasing. The exception has been in 2016 when male migration started picking up and the female migration shrunk (Figure 4.3.3).

**Figure 4.3.3: Relationship between male and female migration to UAE (During 1991 to 2016)**



Finally, in the case of Lebanon and Jordan, female migrants have an upper hand. It has been particularly important until very recently. In the case of Lebanon, on the other hand, female migration has been significantly higher than male migration. In 2010, for instance, female migration to Lebanon was 15,000 as compared to male migration of about 2,000. Female migration led the way for male migration (Figure 4.3.4).

**Figure 4.3.4 : Relationship between male and female migration to Lebanon (During 1991 to 2016)**



Most similar is the case with respect to Jordan where female migrants outstripped male migrants significantly. This is particularly important in recent years (Figure 4.3.4).

## 4.4 Occupations of Female Migrants

Female migrants are involved in diverse occupations and skill categories ranging from highly professionals such as doctors, engineers, accountants, teachers, and going down to very low-skilled jobs. Professional categories comprised of a sizeable proportion of female migrants during the early years of migration to the Middle East. Most recently, only a few low-skilled occupations account for most of the female migrants from Bangladesh, and it would seem to be true across major destinations of female migrants, with few exceptions though.

Based on BMET data, female migrants have been involved in 159 skill and occupational categories. The same number is said to be 149 by another account (Islam, 2009). Among those, however, few occupations account for most of the female workers which include domestic workers, cleaners, machine operators, child-cares, sales persons, Caregivers, etc. Taken together, a total of 13 different occupations and skill categories accounted for more than 95% of female migration from Bangladesh during recent years (2004-2010) (Table 4.4.1).

**Table 4.4.1: Occupations in Female Migration**

Sl. No.	Occupation	Number of workers	Sl. No.	Occupation	Number of workers	Sl. No.	Occupation	Number of workers
1	Accountant	4	56	Farmer	10	111	Practitioners	2
2	Actor	27	57	Female Labor	19,550	112	Private Service	149
3	Administrative Officer	1	58	Female Security	1	113	Production Operator	495
4	Administrator	1	59	Female Teacher (Biology)	1	114	Production Worker	24
5	Agriculture Labor	5	60	Female Teacher (Physics)	1	115	Programmer	1
6	Air Conditioning Engineer	1	61	Finishing women	5	116	Quality Checker	1
7	Air Conditioning Technician	1	62	Fish Cutter	205	117	Quality Controller	35
8	Air Host	18	63	Fisher women	1	118	RO Plant Technician	1
9	Architect	13	64	Fitter	2	119	Reinforcing	1
10	Artist	3	65	Flat lock Machine Operator	1	120	Receptionist	7
11	Assistant Cook	4	66	Flight Attendant	28	121	Rider	1
12	Baby Sitter	1,998	67	Food Server	59	122	Room girl	1
13	Barber	8	68	Foreman	3	123	Safety Controller	3
14	Beautician	8	69	Gardener	5	124	Sales woman	19
15	Building Painter	2	70	Garments Packer (Female)	195	125	Sea Guard	22
16	Butcher	1	71	Garments Worker	181	126	Sea woman	2
17	Buttonhole Maker	7	72	General Labor	2	127	Seat Maker	1
18	Camel women	1	73	Generator Operator	1	128	Secretary	5
19	Car Cleaner	1	74	Guard	4	129	Security Services	2
20	Care Taker	19	75	Gynecologist	7	130	Senior Staff Nurse OT (Female)	80
21	Carpenter	250	76	Hairdresser	35	131	Servant	3,3957
22	Cashier	5	77	Helper	130	132	Sewing Operator (Female)	371
23	Ceramic Carver	1	78	Hospital Attendant	3	133	Shepherd	1

Sl. No.	Occupation	Number of workers	Sl. No.	Occupation	Number of workers	Sl. No.	Occupation	Number of workers
24	Chamber women	4	79	Hospital Cleaning Labor	117	134	Singer	4
25	Checker	32	80	Hospital Management	2	135	Single Needle Operator	228
26	Chef	2	81	House girl	132	136	Sofa Maker	2
27	Civil Engineer	2	82	House Keeper	363	137	Specialist Doctor	8
28	Cleaner	14	83	House Worker	11,996	138	Staff	1
29	Cleaning Labor (Female)	7,210	84	Janitress	221	139	Steel Fixer	1
30	Clerk	31	85	Kitchen Worker	2	140	Steward	1
31	Communication System Engineer	1	86	Labor	37,512	141	Studio Worker	1
32	Computer Operator	1	87	Laundry woman	4	142	Supervisor	13
33	Computer Programmer/ Software Developer	1	88	Linking Operator (Female)	18	143	Swing Line Checker (Female)	5
34	Construction Worker	4	89	Loading Unloading Labor	9	144	Swing Line Helper (Female)	34
35	Consultant	1	90	Machine Operator	7,168	145	Tailor	163
36	Cook	629	91	Machinist	59	146	Teacher	42
37	Crew	4	92	Maker	23	147	Technician	18
38	Cutter	1	93	Manager	7	148	Tiles Fixer	2
39	Cutting Master	1	94	Manicurist	5	149	Upholsterer	1
40	Dental Technician	1	95	Mason	7	150	Waitress	128
41	Dentist	5	96	Mechanics	130	151	Washer	4
42	Director	3	97	Medical Science Technician	5	152	Weaving Tech	1
43	Dish Cleaner	1	98	Medical Technician	1	153	Window Cleaner	65
44	Distributor	1	99	Messenger	12	154	Window Cleaning Labor	78
45	Doctor	53	100	Mid Wife	110	155	Wood Designer	4
46	Double Needle m/c Operator	89	101	Nurse	702	156	Wood Worker	1
47	Driver	11	102	Office Assistant	5	157	Worker	1,973
48	Electrician	1	103	Officer	8	158	Workshop Worker	1
49	Electrician / Electrical Technician	6	104	Operator	3,173	159	X-Ray Technician	5
50	Electronic Technician	191	105	Ophthalmologist	3	<b>Total:</b>		<b>1,31,833</b>
51	Embroidery Labor	19	106	Over lock Machine Operator	138	<b>Source: BMET</b>		
52	Engineer	8	107	Painter	3			
53	Erector	2	108	Physician	82			
54	Executive Chief	2	109	Plumber	1			
55	Factory Worker	610	110	Porter	100			

Across the major destinations, relative importance of different skill and occupation groups listed above noticeably vary. Two extreme patterns would be as in Hong Kong - where female migrants are involved in domestic services, and in Lebanon, where involvement of females in different service activities are more prominent. On the other hand, in Mauritius factory work, mostly in readymade garment sector, would be most important.

**Table 4.4.2: Major occupation and skill categories of female migrants**

Sl.	Occupation and skill categories	Number of workers	% of total
1	Labor	37,512	28.45
2	Servant	33,957	25.76
3	Female Labor	19,550	14.83
4	House Worker	11,996	9.10
5	Cleaning Labor (Female)	7,210	5.47
6	Machine Operator	7,168	5.44
7	Operator	3,173	2.41
8	Baby Sitter	1,998	1.52
9	Worker	1,973	1.50
10	Nurse	702	0.53
11	Cook	629	0.48
12	Factory Worker	610	0.46
13	Production Operator	495	0.38
<b>Sub-total</b>		<b>126,973</b>	<b>96.31</b>
<b>Total:</b>		<b>1,31,833</b>	<b>100</b>

**Source: Adapted from data supplied by BMET**

Following the above table the single most important occupation female migrant workers are involved most is 'labor' listed differently though – labor, female labor and cleaning labor. Together they account for almost half the female workers – 48.75% to be exact. Domestic servants account for a quarter of total female migrants. Added to this is also house worker which comprises of 9% of total female migrant workers. Machine operators, mostly working in garment factories, is an important occupation for female migrants. Combining machine operators – 5.44%, operator – 2.41%, and worker – 1.5%, these three groups together account for about 10% of total female migrants. Female migrants in recent periods tend to include more and more of these three occupation groups. Detailed breakdown of the common occupation and skill categories of female migrants who are mostly involved is given in the Table 4.4.2.

## 4.5 Future Prospects of Female Migration

Given the continuation of various underlying factors, the prospects of female migration from Bangladesh would seem quite positive. There will, however, be variations in terms of destination, level and composition of migrants. Globally, female migrants account for about half of the total international migrants, and it is projected to increase both in size and relative share alongside male migrants. Demand for female migrants would, however, vary depending on needs of respective countries.

Based on primary information generated through the course of the study, future prospect of female migration has been found to be quite positive. More than 80% of the sample female respondents said that the prospects being good, very good or at least stable. Of these 80%, 42% viewed the prospect being good and very good.

The reasons for the perceived optimistic view about future prospects of female migration from Bangladesh are almost similar to those identified for male migration. These include, in order of relative importance, demographic transition, cost effectiveness of supplies, and attitude of local people towards certain types of jobs – the so called inferior or 3-D jobs. About one-third of female migration is said to be related to demographic transitions such as population aging, slow rate of population, etc. Low cost supply of female migrants has been identified as an important factor behind female migration. As being cheap, more and more families particularly in the Middle East can afford to have maids in their houses, which is not possible if hired from domestic market as they are very costly even if available (Table 4.5.1).

**Table 4.5.1: Characteristics of countries require female workers**

Sl. No.	Country	Demographic transition	Attitude of local people toward certain jobs	High rate of economic growth	Cost effective human resource supply	Others	Total
1	Australia			1			1
2	Bahrain				1		1
3	Bulgaria	1					1
4	Canada			1	1		2
5	France	1					1
6	Germany				1		1
7	Japan	1		1			2
8	Jordan	3		3	3		9
9	KSA	9	10		5		24
10	Kuwait		2	1	1		4
11	Lebanon	3	3	2	1		9
12	Malaysia	1			1		2
13	Oman	2	3	3			8
14	Qatar				2		2
15	Spain	1			1		2
16	Sweden				1		1
17	UAE	6	9	3	3		21
18	UK	1		2	2		5
19	USA				1		1
<b>All Together</b>		<b>29</b>	<b>27</b>	<b>17</b>	<b>24</b>	<b>0</b>	<b>97</b>
<b>Row %</b>		<b>29.9</b>	<b>27.8</b>	<b>17.5</b>	<b>24.7</b>	<b>0.0</b>	<b>100</b>

For geographical regions such as Europe and Far East, for instance, population aging is an important factor underlying female migration for such skills as nurses, Caregivers, etc. In the affluent Middle Eastern countries demand for domestic help will continue to increase as it is increasingly becoming a social norm and culture to have foreign maids in the household. Such demand will come from not so affluent families as well as due to demonstration effects and cheaper costs.

No less important is that demand for female migrants are increasingly coming from various service activities in shops, department stores, clerical jobs – the ones so far dominated by female migrants from Philippines. Most important, however, is the demand for female workers in production activities like readymade garments. Already increasing number of female migrants are going to Mauritius, Middle East, and South-East to work in such professions. All such developments will positively affect the demand for female workers overseas.

The following table (Table: 4.5.2) provides a list of occupations in which female foreign workers are currently employed across different countries and regions. Looking through female workers' current involvement, some distinct occupations seem to emerge as being prominent with implications for future opportunities. At the bottom

of the occupation ladder are domestic workers. This includes domestic aid, housekeeper and babysitters etc. Then comes works outside the house and of menial type – cleaners, labor and porter. Both these type of activities are menial in nature, involve very little education and training, and payments are minimal too. However, for working outside the domestic limits – in shops, hospitals, shopping malls etc. - the terms of employment could be better even though these type of works need only elementary education and training.

Involvement in skilled or semi-skilled jobs such as factory works, waitress, machine operators, beauticians, food server, secretary, etc. offer better benefits and safety and security unlike domestic works. Finally, professional and semi-professional jobs such as doctors, nurses, teachers, engineers are all on the top of the job ladder. These involve years of education and training.

**Table 4.5.2: Existing female migrants in various labor markets**

SL.	Country	Major Occupations
1	Algeria	Waitress
2	Bahrain	House worker, Hairdresser, House Keeper, Kitchen worker, Nurse, Receptionist, Tailor, Waitress, Machine operator, Laundry women, Beautician, Manicurist, Secretary, Food server
3	Brunei Darus-salam	House worker, House Keeper, Nurse, Tailor, Manicurist
4	Canada	Housekeeper, Kitchen worker, Food server
5	Egypt	Garments worker, Tailor, Waitress, Baby sitter, Sewer
6	Hong Kong	House worker, House Keeper
7	Italy	House worker, Nurse, Tailor, Waitress, Food server
8	Japan	Garments worker, House Keeper, Tailor, Sewing operator
8	Jordan	House worker, Hospital attendant, House Keeper, Kitchen worker, Nurse, Waitress, Machine operator, Linking operator, Labor, Cleaning labor, Buttonhole maker, Sewing operator, Sewer, House Keeping attendant, Single needle operator, Recreation attendant
10	Kuwait	House worker, Hospital management, House Keeper, Kitchen worker, Receptionist, Tailor, Waitress, Loading unloading labor, Secretary
11	Lebanon	House worker, Hospital attendant, House Keeper, Tailor, Waitress, Baby sitter, Sewer, House Keeping attendant
12	Malaysia	House worker, Fish cutter, Hospital attendant, House Keeper, receptionist, Tailor, Waitress, Loading unloading labor, Beauty Therapist, Manicurist, Manicurist, Sewer
13	Mauritius	House worker, Fish Cutter, Garments worker, House Keeper, Kitchen worker, Tailor, Machine operator, Loading unloading labor, Labor, Beautician, Cleaning labor, Buttonhole maker, Manicurist, Supervisor, Sewing operator, Sewer, Single needle operator, Double needle operator
14	New Zealand	House worker
15	Oman	House worker, Fish cutter, Hospital attendant, Hospital cleaning Agent, House Keeper, Nurse, Steward, Tailor, Waitress, Barber, Machine operator, Doctor, Baby sitter, Beauty Therapist, Cleaning labor, Dentist, Embroidery labor, Manicurist, Secretary, House Keeping attendant, Butler
16	Palau	House worker, House Keeper, Manicurist
17	Qatar	House worker, Fish Cutter, Hairdresser, House Keeper, Gynecologist, Nurse, Receptionist, Steward, Tailor, Waitress, Window cleaner, Barber, Machine operator, Loading unloading labor ,Beautician, Baby sitter, Cleaning labor, Manicurist , Secretary, Sewer, Butler, Food server
18	Saudi Arabia	House worker, Hospital attendant, House Keeper, Janitress, Gynecologist, Kitchen worker, Steward, Tailor, Window cleaner, Window cleaning labor, Loading unloading labor, Labor, Cleaning labor, Dentist, Sewer, House Keeping attendant, Butler, Food server
19	South Africa	House Keeper, Supervisor

SL.	Country	Major Occupations
20	South Korea	House Keeper, Tailor
21	Singapore	House worker, Fish Cutter, House Keeper, Kitchen worker, Tailor, Waitress, Doctor, Porter, Manicurist, Secretary, Recreation attendant
22	Sweden	Nurse
23	Turkey	Actor
24	UAE	House worker, Fish Cutter, Hairdresser, House Keeper, Kitchen worker, Nurse, Receptionist, Steward, Tailor, Waitress, Window cleaner, Window cleaning labor, Machine operator, Machine operator, Loading unloading labor, Labor, Porter, Beautician, Baby sitter, Beauty Therapist, Cleaning labor, Secretary, Sewing operator, Sewer, Sewing line checker, Single needle operator, Food server
25	United Kingdom	House worker, Doctor
26	USA	House worker, Secretary

Different sectors employ Bangladeshi female migrant workers. Notable among these are – in order of relative importance, services, industry and health. The single most important sector employing female migrant workers is service. These include all different services such as domestic help, cleaners, shop workers, etc. The next important sector is industry particularly readymade garments (Table 4.5.3 and Table 4.5.4).

**Table 4.5.3 Sector distribution of female migrants in select countries**

Sl. No.	Country	Agriculture	Service	Industry	Health	Education	Others	Total
1	Australia		1		1			2
2	Bahrain		1					1
3	Bulgaria			1				1
4	Canada				2			2
5	France		1					1
6	Germany		1					1
7	Japan			1				1
8	Jordan	1	2	3				6
9	KSA	2	10	5				17
10	Kuwait		2					2
11	Lebanon		4	2				6
12	Malaysia			1	1			2
13	Oman		2	3				5
14	Qatar							0
15	Spain		1			1		2
16	Sweden		1					1
17	UAE		7	6				13
18	UK		4		2			6
19	USA							0
<b>Together</b>		<b>3</b>	<b>37</b>	<b>22</b>	<b>6</b>	<b>1</b>	<b>0</b>	<b>69</b>
<b>% of row total</b>		<b>4.3</b>	<b>53.6</b>	<b>31.9</b>	<b>8.7</b>	<b>1.4</b>	<b>0.0</b>	<b>100</b>

**Table 4.5.4: Major occupation of female workers across countries**

Sl. No.	Country	Industrial Worker	Restaurant Staffs	Cook/ Chef	Domestic Help	Cleaner	Driver	Doctor	Nurse & Medical Staff	Engineer	IT Professional	Accountant	Financial Expert	Carpenter	Caregiver	Total
1	Australia										1	1	1			3
2	Bahrain	2													1	3
3	Bulgaria	1					1								2	4
4	Canada							1	1							2
5	France		1													1
6	Germany		1													1
7	Japan	2														2
8	Jordan	6			1	2	1		1						2	13
9	KSA	11		3	10	7	5	4	3					1	3	47
10	Kuwait	2	1		1	2	1		2		1				1	11
11	Lebanon	3			2		2									7
12	Malaysia	2														2
13	Oman	6			3		3									12
14	Qatar	3	1			1										5
15	Spain	1	1		1	1				1					1	6
16	Sweden								1							1
17	UAE	6		1	3		7		1						6	24
18	UK		3	1		2	1	2		1	2				2	14
19	USA	1														1
		46	8	5	21	15	21	7	9	2	4	1	1	1	18	159
% of row total		28.9	5.0	3.1	13.2	9.4	13.2	4.4	5.7	1.3	2.5	0.6	0.6	0.6	11.3	100

**Table 4.5.5: Prospective Occupations**

Prospective Occupation	(N)	(%)
Industrial Worker	46	28.93
Domestic Help	21	13.21
Driver	21	13.21
Caregiver	18	11.32
Cleaner	15	9.43
Nurse & Medical Staff	9	5.66
Restaurant Staffs	8	5.03
Doctor	7	4.4
Cook/ Chef	5	3.14
IT Professional	4	2.52
Engineer	2	1.26

Prospective Occupation	(N)	(%)
Accountant	1	0.63
Financial Expert	1	0.63
Carpenter	1	0.63
<b>Total</b>	<b>159</b>	<b>100</b>

## FINDINGS

The above discussion transpires that there are demands for female migrant workers almost in all countries under the purview of the study. However, the large stock of Bangladeshi female migrants is in the Middle Eastern countries, and most of them are engaged in lowly paid lower-level jobs in service sectors like domestic help, cook, cleaner, baby sitters etc. Also a handful of female migrants are involved in mid-level jobs like industry worker, nurse, shops and restaurant workers, carpenters etc. Also an insignificant portion of the Bangladeshi female migrants are engaged in higher-level professional jobs like doctor, engineer, IT professional, accountant etc. Despite the present concentration of female migration in low-level jobs, there are enough scopes to create employment opportunity in mid and higher level segments of international job markets. For example, European countries, which are having large number of aging population, have demand for mid-level jobs for foreign migrants like nurse, care-giver etc.

The study, from both primary responses and available information, reveals that there is scope for diversifying the portfolio of female migrants both geographically and occupationally. Rationally, therefore, government should take appropriate policy and administrative measures to give impetus to supply female workers in the mid and upper segments of the international job markets, which are much more rewarding and prestigious. As the government generates enough thrusts to capture market shares in these two segments, the remittance from female migrants is expected to significantly increase in near future. The following tables lists the major prospective destination countries along with their major demanding occupations:

**Table 4.5.6: Country wise Prospective Occupations in Different Skill Category**

No	Major Destination Country	Prospective Occupations		
		Less-Skilled, Semi-Skilled level	Skilled Level	Professional Level
1	<b>KSA</b>	Domestic Help, Cleaner, Caregiver, Restaurant Staffs	Cook/ Chef, Driver, Industrial Worker	Doctor, Nurse, Medical technologist, IT Professional,
2	<b>Kuwait</b>	Industrial Worker, Cook, Restaurant staff, Programmer, House Maid	Industrial Worker, Cook, Restaurant staff, Programmer, House maid	Industrial Worker, Cook, Restaurant staff, Programmer, House maid
3	<b>Lebanon</b>	House Maid	Garment Worker, Machine Operator, Quality Controller, Embroidery Worker,	Human Resources Executive/ Manager, Garment Technician, Quality Controller,
4	<b>Malaysia</b>	Restaurant Staffs, Domestic Help, Cleaner, Caregiver,	Industrial Worker, Driver	Doctor, Nurse, Medical technologist, Industrial Worker,
5	<b>Mauritius</b>	Restaurant Staffs, Domestic Help, Cleaner	Industrial Worker,	Doctor, Nurse & Medical Staff, Programmer, System Analysis, System Administrator, HR executive
6	<b>Oman</b>	Engineer, Industrial Worker, Restaurant Staffs, Domestic Help, Cleaner, Caregiver	Engineer, Industrial Worker, Restaurant Staffs, Domestic Help, Cleaner, Caregiver	Engineer, Industrial Worker, Restaurant Staffs, Domestic Help, Cleaner, Caregiver

No	Major Destination Country	Prospective Occupations		
		Less-Skilled, Semi-Skilled level	Skilled Level	Professional Level
7	<b>Qatar</b>	Restaurant Staffs, Domestic Help, Cleaner, Caregiver, Baby sitter	Industrial Worker, Cook/ Chef,	Doctor, Nurse, Engineer, Medical Technologist, Programmer,
8	<b>Spain</b>	Restaurant Staffs, Cleaner, Caregiver	Cook/ Chef, Driver	Doctor, Engineer, Programmer, System Analysis, System Administrator
9	<b>UAE</b>	Restaurant staff, House maid	Industrial Worker, Cook	Programmer
10	<b>UK</b>	House Maid, Caregiver	Garment Worker, Machine Operator, Embroidery- Worker, Construction Worker	Accountant, HR Manager , Garment Technician, ICT Professionals
11	<b>Australia</b>	Fruit pickers, Fast food cooks, Dishwashers, Restaurant staff	Hairdresser, bakers	Computer Programmer, System analyst, System Administrator, Accountant, Financial Expert
12	<b>Bahrain</b>	Restaurant Staffs, Domestic Help, Cleaner, Caregiver	Interior Designer, Industrial Worker	Doctor, System Administrator, Systems Analyst, Nurse & Medical Staff
13	<b>Bulgaria</b>	Caregiver	Industrial Worker	IT professionals
14	<b>Canada</b>	General Labor, Caregiver, Personal Care Provider - Home Care -	Agro- Industrial Worker, AZ Truck Driver	Doctor, Nurse, Medical Staff, Engineering (Chemical, Mining, Petroleum), Account Executive.
15	<b>France</b>	Baby-sitting, Restaurant Staffs	Factory worker	Communication Specialist , Program Assistant
16	<b>Japan</b>		Industrial Worker	
17	<b>Jordan</b>	Restaurant Staffs, Domestic Help, Cleaner, Caregiver	Garment Worker	Doctor, Nurse, Medical technologist, Programmer

## RECOMMENDATIONS

The government measures are to be undertaken in the following areas:

1. **Strengthening internal capacity**
  - a. Introducing and/or strengthening skill based trainings for the prospective female migrants.
  - b. Arranging training to build language proficiency, particularly on the languages of major prospective countries.
  - c. Providing orientation to the cultural affairs of the prospective countries to ensure easy adaptability with the new socio-cultural environment.
2. **Introducing supportive migration process**
  - a. Introducing One-Stop Service Center to provide necessary information about employment conditions, and to reduce the costs captured by the intermediaries.
  - b. Implementing a well-structured recruiting system to smoothen the process of obtaining visa, work permit or other relevant documents.

### **3. Ensuring social security and rights**

- a. Arranging government to government dialogue and negotiation sessions to ensure the welfare of female migrants.
- b. Strengthening contractual agreements and encouraging Member States to implement relevant UN legislations.
- c. Ensuring strict monitoring system to have proper control over recruitment agencies to stop female trafficking.
- d. Enabling foreign missions to provide quick health/financial/legal support, in any case of violation of rights reported.

### **4. Improving the access to information about job opportunities**

- a. Measures are to be taken to circulate the information regarding the availability of jobs for female workers.
- b. Get employers to be involved in the recruiting process more directly, to better identify the required types of skills to ensure relevant pre-departure training and re-integration programs.
- c. Boost support for the development-oriented initiatives of the foreign migrants' associations.

### **5. Co-operation and coordination amongst stakeholders**

There are multiple stakeholders who are likely to become involved in transfers of skills, including migrants and their representatives, national and local authorities in the countries of origin and destination, aid agencies, educational institutions and those responsible for the recognition of qualifications and, of course, public and private sector employers. These stakeholders generally pursue various objectives with different time frames. It is necessary to reconcile differing approaches and expand co-ordination amongst the stakeholders.

## CHAPTER 5

# STANDARD QUALIFICATIONS TO FIT IN THE INTERNATIONAL DEMANDING JOB SECTORS

### 5.1 Introduction

The aim of this chapter is to examine how Bangladesh can develop the necessary skill base of the workers so as to increase both the quantity and the productivity of the labor who will be qualified to be employed in the international demanding job sectors within a decent work perspective. Inadequate education and skills development produce unqualified workers who cannot contribute much to reform the economy in such a way which can free a country from the trap of vicious circle of low productivity and low income. Therefore, we will find out the required standard qualifications which the workers need to possess to serve the current demands of foreign employers, and based on that, appropriate strategies should set to upgrade and enhance the relevant skills training for the workers so that they will be able to help Bangladesh to move to a virtuous circle of higher productivity and employment, income growth and sustainable development.

### 5.2 Importance of Acquiring Standard Qualifications and Skills

In the skill-intensive and information-based economy of the twenty-first century, it is absolute that –“knowing means growing”. In the current dynamic business world, access to the decent job is limiting day by day for the workers who do not have necessary skills, and the best jobs require proper education and training. Therefore, empowering the workers with cutting-edge high-tech skills and providing transition assistance to the downsized workers bear significant importance which will consequently make them successful in fulfilling the demands of the international job market.

Equipping the workforce with the skills required for the jobs of today and those of tomorrow has become a strategic concern in the national growth and development outlooks of all the human resource importing countries and they are focusing on recruiting those foreign employees who possess the required skills. The globalization of markets is accelerating the diffusion of technology and the pace of innovation. New occupations are emerging and replacing others, and required skills and competencies are evolving within each occupation, because the knowledge content of production processes and services is rising. Even the ILO has worked, in cooperation with other organizations, including the Organization for Economic Co-operation and Development (OECD) and regional training institutions, to develop training strategies for the workers to make them qualified, and close consultations were held with representatives of business and labor, and with skills experts from G20 and other countries.

Ultimately, each country's prosperity depends on how many of its people are in work and how productive they are, which in turn rests on the skills they have and how effectively those skills are used, because skills are the foundation of decent work.

Bangladesh should adopt a framework for strong, sustainable and balanced economic growth and consider it as the instrument of transforming the country from a developing to a developed one. And, it is imperative to understand the role of skill development in that framework, and through our national policies we should strengthen the ability of our workers to adapt to changing market demands and to benefit from the innovations of new technologies, green environment, health and infrastructure. The government should focus on robust training strategies to meet the challenges of global job market as the skills are the ticket to get access to decent jobs.

### 5.3 Reality of the International Job Market: Finding Skilled People is “Difficult”

It is evident from different surveys that the employers are seriously concerned with skill deficits despite high unemployment in many countries around the world, and they frequently complain about their inability to fill the job vacancies. In Europe, roughly 4 out of 10 establishments report difficulties in finding workers with the required skills.<sup>303</sup> In another regular survey conducted by the Consultancy Manpower Group, it is observed that the recruitment bottlenecks ranged from 3% in Ireland and Spain, to 85% in Japan in 2013, no clear differences exist between advanced and developing countries, around 30% in Peru, Colombia, Guatemala and the People’s Republic of China, approximately 40% in Panama, Mexico, Costa Rica and Argentina, and nearly 70% in Brazil.

Some assert that the seemingly high number of employers experiencing such difficulties for the young people and workers who are ill-prepared for work. Across countries participating in the survey, an average of 34% of employers cite a lack of technical competencies, while 19% believe that candidates (also) lack workplace competencies (i.e. “soft skills”), a similar magnitude of skill deficits is identified in a European Barometer survey of companies that are “active recruiters”. About 33% of the surveyed employers’ identified the primary challenge they face in filling vacancies as the “shortage of applicants with the right skills and capabilities. In some emerging or developing countries, about one-third of the employers consider an inadequately educated workforce to be a “very severe” or “major” obstacle for their firm, with some countries (e.g. Belarus, Kazakhstan, Russian Federation, Romania, Baltic States) being particularly affected by skill deficits. Skill gaps usually reported by employers around the globe include a lack of generic or soft skills, namely team work, interpersonal skills, leadership, knowledge of foreign languages, readiness to learn, problem solving and ICT skills.

### 5.4 Required “Standard Qualifications” For Specific Occupation of Different Job Sectors

To find out the standard qualifications and necessary skills, we have collected skill-category wise information from different stakeholders, such as: foreign employers, expatriates, migrant workers, returned migrants, recruiting agencies, labor attaches, embassy officials, public policy planners, academicians and industry experts. After comparing the responses of the stakeholders, the ‘Standard Qualifications’ are finalized for each of the demanding occupations of all the sectors, which are presented in the following tables:

**Table 5.4.1: Standard Qualifications for the Demanding Occupations of Agriculture Sector**

Name of the Occupation	Category	Standard Qualifications
Accountant	Professional	Bachelor in Business Studies/BBA/MBA with 2-4 years’ experience
Manager	Professional	Bachelor degree/MBA with 2-3 years’ experience
Agro-Labor	Less Skilled	SSC, Basic Skills with experience, basic communication
Agronomist	Professional	BSc in Agriculture
Engineer (Agriculture)	Professional	Diploma with Experience/BSc in Agriculture
Cashier	Professional	Bachelor degree with 2 Years’ experience
Engineer (food)	Professional	BSc in Food Technology
HR Professional	Professional	Bachelor in Business Studies BBA/ MBA
Supervisor	Skilled	HSC with 2-4 years’ work experience in similar position
Driver	Skilled	SSC, trade course, driving license, with basic communication skill
Farmer	Skilled	SSC, basic skills with experience, basic communication
Farming Expert	Skilled	Diploma in Agriculture with experience/BSc in Agriculture
Fisherman	Skilled	SSC with short course
Food Processor	Skilled	Diploma/HSC with trade course certificate and basic communication skill

<sup>303</sup> Based on data from the third wave of the European Company Survey, carried out in spring 2013 by the European Foundation for Improvement of Living and Working Conditions.

Name of the Occupation	Category	Standard Qualifications
Gardener	Skilled	SSC with experience certificate
Plantation/Harvester	Skilled	HSC with 5 days training, basic skills, basic communication
Security Guard	Skilled	HSC, with basic communication skill and trade course certificate
Sharia Expert	Skilled	Certified Islamic Mufti
Skilled Labor	Skilled	HSC, Trade course with basic communication
Slaughterer	Semi-Skilled	Muslim, with experience in Islamic method of animal slaughtering ,trade course certificate
Fish Cutter	Semi-Skilled	Basic skills and trade course certificate
Butcher	Semi-Skilled	SSC, Training on whole animal butchery with experience
Unskilled Labor	Less Skilled	Basic Communication, Trade course certificate preferred
Shepherd	Less Skilled	8 years' schooling with experience, Basic communication skill
General Worker	Less Skilled	8 years' schooling with experience
Chicken Feed Processor	Less Skilled	8 years' Schooling with Basic Communication
Chicken Feeder	Less Skilled	20 Days Short Training with Experience

**Table 5.4.2: Standard Qualifications for the Demanding Occupations of Service Sector**

Name of the Occupation	Category	Standard Qualifications
Banker	Professional	MBA in Finance & Accounting with 2 years' experience
Economist	Professional	Masters' in Economics with Experience
Financial Expert	Professional	MBA in Finance with 4 Years' Experience
Accountant	Professional	Bachelor in Business Studies/BBA/MBA with 2-4 years' experience
Manager	Professional	Bachelor degree/MBA with 2-4 years' experience
Computer Engineer	Professional	BSc in CSE (Java & C++ with Experienced)
Cashier	Professional	Bachelor degree with 2 years' experience
Chartered Accountant	Professional	CA Part -1&2
Commercial Officer	Professional	Bachelor in Business Studies/BBA/MBA with Experience, and basic English/Spanish Language proficiency
Aeronautical Engineer	Professional	BSc in Aeronautical Engineering with 3 Years' Relevant Experience
Engineer(Marine)	Professional	BSc in Marine Engineering, with Basic English/Spanish Language Proficiency
Electrical Engineer	Professional	BSc/MSc in EEE with 8-10 Years' Experience
Commercial Manager (Import & Export)	Professional	Bachelor in Marketing/Finance with experience and Basic English/Spanish Language Proficiency
HR Manager	Professional	Bachelor in Business Studies, BBA/ MBA
Interior Designer	Professional	Diploma in Architecture with Experience/BSc. in Architecture
Manager(Supply Chain)	Professional	Bachelor in Business Studies/BBA/MBA with Experience and Basic English/Spanish Language Proficiency
Market Analyst	Professional	BBA/MBA in Marketing with Experience
Marketing Manager	Professional	MBA with Experience, Proficiency in English/Japanese Language
Interpreter	Professional	Bachelor in required language/ Training in required language, with experience
Payroll Asst.	Professional	Bachelor in business studies/BBA with Experience
Project Coordinator	Professional	BBA, with 2-4 Years' experience
Purchases Officer	Professional	Bachelor in Business Studies/BBA/MBA
Receptionist	Professional	BBA ,Proficiency in English and Strong Computer Operating Knowledge with 3 Years' Relevant Experience
Sales Manager	Professional	Bachelor in Marketing/BBA/MBA with 2 years' experience in similar position

Name of the Occupation	Category	Standard Qualifications
Salesman	Professional	BBA with 3 Years' relevant Experience, English language proficiency
Merchandiser	Professional	Diploma/BSc in Textile Engineering, English language proficiency
Shipping Agent	Professional	Post-Graduation with experience
Merchandiser	Professional	Diploma/BSc in Textile Engineering, English language proficiency
Teacher	Professional	IB Graduate/ Cambridge certified, Proficiency in Japanese Language
Accountant	Professional	Bachelor in Business Studies/BBA/MBA with 2-4 years' experience
Manager	Professional	Bachelor degree/MBA with 2-4 years' experience
Aeronautical Engineer	Professional	BSc in Aeronautical Engineering with 3 Years' relevant Experience
Secretary	Professional	Bachelor Degree, certificate course on Language & Computer
Warehouse Asst.	Professional	Bachelor Degree with Experience, Proficiency in MS word and Excel
Imam	Professional	Fazil with course from Imam training academy, proficiency in Arabic language
AC Technician	Skilled	SSC with trade course/Diploma (refrigeration),2-3 years' experience
Automobile Mechanic	Skilled	SSC(VOC)/Diploma, 2-12 years' experience as mechanic
Barber	Skilled	SSC, short course and apprenticeship program
Car Painter	Skilled	SSC, Trade course with Experience
Caregiver	Skilled	Diploma in Caregiver with basic communication
Driver	Skilled	SSC, trade course, driving license, with basic communication skill
Electrician	Skilled	SSC(VOC)/Trade Course with Experience/ Diploma in EEE with Experience
Furniture Maker	Skilled	SSC (VOC) in wood working
Gas fitters	Skilled	SSC(VOC)/ HSC with Trade Course and 1 Year Experience
Hairdresser	Skilled	HSC, Short Course with experience, basic communication skill
Jewelry Maker	Skilled	SSC. 3 month apprenticeship program
Mechanic	Skilled	Trade Certificate/Diploma, experience as Mechanic
Painter	Skilled	SSC, Trade certificate, basic communication with Experience in painting
Painting Supervisor	Skilled	SSC, trade certificate, basic communication skill with experience in painting
Restaurant Staffs	Skilled	HSC. with basic course on hospitality management
Seaman	Skilled	SSC, training on seamanship
Security Guard	Skilled	HSC, with basic communication skill and trade course certificate
Supervisor	Skilled	HSC with 2-4 years' work experience in similar position
Tailor	Skilled	SSC(VOC) with experience Certificate/Short Course in Dress Making
Waiter	Skilled	HSC. with basic course on hospitality Management
Welder	Skilled	SSC with 4G training, 2 Years' experience in semi-auto industrial welder position, basic communication
Welder Grade-A	Skilled	HSC, Trained in 6G welding with 2 years of experience
Welder/Fabricator	Skilled	SSC(VOC) with experience, basic communication
Wood Designer	Skilled	SSC, VOC in wood working

Name of the Occupation	Category	Standard Qualifications
AC Technician	Skilled	SSC with trade course/Diploma (refrigeration),2-3 years' experience
Black Smith	Semi-Skilled	SSC, Trade course with experience
Cleaner	Semi-Skilled	Trade course certificate (Training by hotel supervisor)
Gas Worker	Semi-Skilled	SSC, 3 month apprenticeship program
House Maid/Baby Sitter	Semi-Skilled	Basic communication skill, minimum one month course on house keeping
Laundry Man	Semi-Skilled	SSC with experience certificate
Semi-skilled Cleaner	Semi-Skilled	Trade course certificate/ Training by hotel supervisor
Vacuum Machine Operator	Semi-Skilled	8 years' schooling with one month course on house keeping

**Table 5.4.3: Standard Qualifications for the Demanding Occupations of Industry Sector**

Name of the Occupation	Category	Standard Qualifications
Manager	Professional	BBA/MBA with 2-4 years' experience
Manager (Supply Chain)	Professional	Bachelor in Business Studies/BBA/MBA with Experience and Basic English/Spanish language proficiency
Accountant	Professional	Bachelor in Business Studies/BBA/MBA with 2-4 years' experience
Cashier	Professional	Bachelor degree/BBA with 2 years' experience
Commercial Officer	Professional	Bachelor in Business Studies with Experience, and Basic English/Spanish Language Proficiency
Engineer (food)	Professional	BSc in Food Technology
Engineer (Mechanical)	Professional	Diploma in Mechanical with 2-12 years 'experience/BSc. in Mechanical with 2 years 'experience
Engineer (Textile)	Professional	Diploma/BSc in Textile, 1/2 Years' experience in similar position with moderate Communication Skill in French /English
Engineer(Chemical)	Professional	Diploma in Chemical Engineering with experience / BSc in Chemical Engineering
Engineer(Electrical)	Professional	Diploma in EEE with Years' Experience 2-4/BSc in EEE with 2 Years' Experience
Lab. Technician	Professional	B Tech/BSC/MSC- (Chemistry) with 2 years' experience
Laboratory Assistant	Professional	Diploma in chemical Eng./ BSC/MSC- Chemistry with 2 years' experience
Fashion Designer	Professional	Diploma in Fashion Design and 2 years' experience in similar position/ BSc in Fashion Design and 1 Year experience in similar position
Merchandiser	Professional	Diploma/BSc in Textile Engineering, English language proficiency
HR Professional	Professional	Bachelor in Business Studies, BBA/ MBA
Quality Assurance	Professional	Diploma in dress making with 3 years' Experience/BSc in Textile Engineering with 2 years' Experience, Language Proficiency
Receptionist	Professional	BBA ,Proficiency in English and Strong Computer Operating knowledge with 3 Years' experience
Warehouse Asst.	Professional	Bachelor Degree with Experience, Proficiency in MS word and Excel
AC Technician	Skilled	SSC with trade course/Diploma (AC/refrigeration),2-3 years' experience
Assembling	Skilled	Diploma in Engineering with professional experience in the field of assembly

Name of the Occupation	Category	Standard Qualifications
Automobile Mechanic	Skilled	SSC (VOC)/Diploma in Mechanical Eng. With 2-12 years' experience
Cutting Master	Skilled	SSC(VOC), Trade Course in Tailoring with experience
Driver	Skilled	SSC, trade course, driving license, with basic communication skill.
Electrician	Skilled	SSC(VOC)/Trade Course with Experience/ Diploma in EEE with 2-3 years' Experience
Food Processing worker	Skilled	HSC with trade course certificate and basic communication skill
Foreman	Skilled	HSC(VOC)/ Diploma Engineering with experience
Fork Lift Driver	Skilled	SSC. 3 month Apprenticeship Program
Heavy Equipment Mechanic	Skilled	Skill certification course in Mechanics /Diploma in Mechanics with experience
Heavy Vehicle Driver	Skilled	HSC, 6 month apprenticeship with driving license
Jewelry Maker	Skilled	SSC. 3 month apprenticeship program
Line Leader	Skilled	HSC(VOC)/ Diploma Engineering
Machine Operator	Skilled	HSC. (VOC) in Automobile/Diploma in Mechanical Engineering
Mechanic	Skilled	Trade Certificate/Diploma, experience as Mechanic
Painter	Skilled	SSC, Trade certificate, Basic communication with Experience in Painting
Painting Supervisor	Skilled	SSC, trade certificate, basic communication skill with experience in painting
Security Guard	Skilled	HSC, with basic communication skill and trade course certificate
Sewing Operator	Skilled	Trade course certificate/Diploma degree with short course
Skilled Labor	Skilled	HSC, Trade Course with Basic Communication
Supervisor	Skilled	HSC with 2-4 years' work experience in similar position
Tailor	Skilled	SSC(VOC) with experience Certificate/Short Course in Dress Making
Welder	Skilled	SSC with 4G training, 2 Years' experience in semi-auto industrial welder position, basic communication
Welder Grade-A	Skilled	HSC, Trained in 6G welding with 2 years of experience
Welder/Fabricator	Skilled	SSC(VOC) with experience, basic communication
Embroidery Worker	Semi-Skilled	SSC, Trade course with experience
Packaging	Semi-Skilled	SSC, with professional experience in the field of assembly
Laundry Man	Semi-Skilled	SSC, with professional experience
Recycling and Reclamation Workers	Semi-Skilled	SSC VOC. With Experience, Basic Communication
Semi-skilled Cleaner	Semi-Skilled	Trade course certificate (Training by hotel supervisor)
Semi-skilled Labor	Semi-Skilled	8 years' schooling with Experience with Basic Communication
Female Garments Worker	Less Skilled	Basic communication skills, trade course certificate
Garments Worker	Less Skilled	Basic communication skills, trade course certificate
Shipyard Worker	Less Skilled	SSC, Two years' certificate course, basic communication
Labor	Less Skilled	Basic Communication, Trade Course Certificate Preferred
Helper	Less Skilled	Relevant experience preferred with basic communication skill
Industrial Worker	Less Skilled	Basic Communication Skills, Trade Course Certificate

**Table 5.4.4: Standard Qualifications for the Demanding Occupations of Construction Sector**

Name of the Occupation	Category	Standard Qualifications
Architect	Professional	Diploma in Architecture with 2-12 years' experience/BSc. in Architecture
Engineer (civil)	Professional	Diploma (Civil) with 2-4 years' experience/BSc. Engineering (Civil) with 3 years of experience
Engineer (site)	Professional	Diploma with 2-4 years' experience/BSc. Engineering (Civil) with 1-4 years' Experience
Cashier	Professional	Bachelor degree with 2-4 Years' experience
HR Professional	Professional	BBA / MBA (HRM)
Interior Designer	Professional	Diploma in Architecture with experience/BSc. in Architecture
Manager (Construction)	Professional	BSc. in Civil Engineering with 2-3 years' experience, communication skill
Purchases Officer	Professional	Bachelor in Business Studies/BBA/MBA with 2 -4 years' experience
Accountant	Professional	BBA, Major in Accounting with 1-4 years' experience /MBA with 1-2 years' experience
Manager	Professional	BBA with 1-4 years' experience/MBA with 1-3 years' experience
Store In-Charge	Professional	Bachelor Degree with experience in particular field
Auto Cad Master	Skilled	Advanced knowledge in 3D Studio Max with 2 Years' experience / Auto CAD Certified, Basic Language Skill
Carpenter	Skilled	SSC, Trade certificate, Basic communication with 2-4 years of experience
Crane Operator	Skilled	HSC, Apprenticeship Program
Driver	Skilled	SSC, trade course, driving license, with basic communication skill.
Electrician	Skilled	SSC(VOC)/Trade Course with Experience 2-3 years/ Diploma in EEE
Fabricator	Skilled	SSC(VOC) with 2 years' experience, basic Communication
Gas fitters	Skilled	SSC(VOC)/ HSC with trade course and 1 year experience
Mason	Skilled	SSC, Trade certificate and experience certificate, basic communication skills
Mechanic	Skilled	Trade Certificate/Diploma, with 2-12 years' experience as mechanic
Painter	Skilled	SSC, Trade certificate, Basic communication with experience in painting
Painting Supervisor	Skilled	SSC, trade certificate, basic communication skill with experience in painting
Planner	Skilled	Diploma in Architecture with experience/BSc. in Architecture
Plumber	Skilled	SSC(VOC)/HSC with trade course, basic communication skill
Scaffolder Grade-A	Skilled	HSC, training on scaffolding With 3-10 Years of Professional Experience, basic language proficiency
Security Guard	Skilled	HSC, with basic communication skill and trade course certificate,
Site Agent	Skilled	Diploma in Civil engineering with experience, language proficiency
Steel Fixer	Skilled	Trade Course (experience in installing air-conditioning duct systems)
Supervisor (construction)	Skilled	SSC(VOC) Civil Construction/HSC and 1 year skill certificate course on construction/ Diploma in Civil Engineering with 2-3 years of experience

Name of the Occupation	Category	Standard Qualifications
Tiles Fixer	Skilled	Basic Skills and trade course certificate/ CAP/Thermal sanitary fitting & language proficiency with Experience
Welder	Skilled	SSC with 4G training, 2 Years' experience in semi-auto industrial welder position, basic communication
Wood Designer	Skilled	SSC, VOC in wood working
Unskilled Labor	Less Skilled	8 years of schooling/SSC, Basic Communication, Trade Course Certificate Preferred
General Worker	Less Skilled	8 years' schooling with experience
Helper	Less Skilled	8 years' schooling , experience preferred with basic communication skill
Wood Worker	Less Skilled	SSC (VOC) in wood working
Construction worker	Less Skilled	SSC(VOC) / SSC, trade certificate , experience preferred

**Table 5.4.5: Standard Qualifications for the Demanding Occupations of Health Sector**

Name of the Occupation	Category	Standard Qualifications
Doctor	Professional	MBBS/FCPS/MRCGP
Gynecologist	Professional	MBBS
Lab. Technician	Professional	Diploma in Medical Laboratory Technology with 2 years' experience
Laboratory Assistant	Professional	Diploma in medical laboratory technology with 2 years' experience
Manager (Healthcare)	Professional	MBA with 4 Years' experience
Medical Officer	Professional	MBBS/ MBBS with 5 Years' Work experience
Nurse	Professional	BSc in Nursing with language skill
Pharmacist	Professional	BSc in Pharmacy with 1-3 Years' relevant Experience
Clinical Psychologists	Professional	Master of Clinical Psychology
HR Manager	Professional	BBA/ MBA major in HR
Accountant	Professional	Bachelor in Business Studies/BBA/MBA with 5 years' experience
Manager	Professional	BBA/MBA with experience
Cashier	Professional	Bachelor degree with 2 Years' experience
Medical Staff	Skilled	Diploma in related trade
Midwife	Skilled	Midwifery Diploma Program and experience
Physiotherapists	Skilled	3 years Diploma in Medical Technology (Physiotherapy), Basic Communication Skill
Security Guard	Skilled	HSC, with basic communication skill and trade course certificate
Driver	Skilled	SSC, trade course, driving license with basic communication skill.
Health Worker	Skilled	HSC, Paramedical training with experience
Unskilled Labor	Less Skilled	Basic Communication, Trade Course Certificate Preferred

**Table 5.4.6: Standard Qualifications for the Demanding Occupations of Power and Energy Sector**

Name of the Occupation	Category	Standard Qualifications
Engineer (Mining)	Professional	BSc in Mining, with 2-3 years' experience
Engineer (site)	Professional	Diploma (Civil) with experience / BSc Engineering (Civil) with 2-3 years' experience
Engineer (Chemical)	Professional	Diploma in Chemical Engineering with experience / BSc in Chemical Engineering
Engineer (Electrical)	Professional	BSc in EEE with 2 Years' Experience
Engineer (Mechanical)	Professional	Diploma in Mechanical with Experience / BSc. in Mechanical
Engineer (civil)	Professional	Diploma (Civil) with 2-4 years' experience / BSc. Engineering (Civil) with 3 years of experience
Engineer (site)	Professional	Diploma with 2-4 years' experience / BSc. Engineering (Civil) with 1-4 years' experience
HR Professional	Professional	Bachelor in HRM / BBA / MBA
Accountant	Professional	Bachelor in Accounting / BBA / MBA with 4 years' experience
Manager	Professional	Bachelor in Business Studies / BBA / MBA with experience
Cashier	Professional	Bachelor degree with 2 Years' experience
Welder Grade-A	Skilled	HSC, Trained in 6G welding with 2 years of experience
Welder/Fabricator	Skilled	SSC(VOC) with experience, basic communication
Crane Operator	Skilled	HSC, Apprenticeship Program
Heavy Equipment Mechanic	Skilled	Skill certification course in Mechanics / Diploma in Mechanics with experience
Heavy Vehicle Driver	Skilled	HSC, 6 month apprenticeship with driving license
Driver	Skilled	SSC, trade course, driving license, with basic communication skill.
Security Guard	Skilled	HSC, with basic communication skill and trade course certificate

**Table 5.4.7: Standard Qualifications for the Demanding Occupations of Tourism Sector**

Name of the Occupation	Category	Standard Qualifications
Interpreter	Professional	Bachelor in required language / Training in required language, with experience
Pilot	Professional	BSc in Aviation Engineering / BSc in Air Transport / Commercial Pilot Training certification through Airline Transport Pilot License (ATPL). 1500 hours flying experience
Aeronautical Engineer	Professional	BSc in Aeronautical Engineering with 3 Years' relevant Experience
Accountant	Professional	Bachelor in Business Studies / BBA / MBA with 3 years' experience
HR Professional	Professional	Bachelor in HRM, BBA / MBA
Manager	Professional	Bachelor in Business Studies / BBA / MBA with experience 2-4 years' experience
Marketing Manager	Professional	MBA with Experience, Proficiency in Japanese Language
Sales Manager	Professional	Bachelor in Marketing with 2 years' experience in similar position
Air Ticket Executive	Skilled	Graduation and Air Ticketing Software Training
Travel Guide	Professional	Bachelor in any discipline with experience and language proficiency

Name of the Occupation	Category	Standard Qualifications
Cashier	Professional	Bachelor degree with 2 Years' experience
Cabin Steward	Skilled	HSC, Basic course on hospitality Management, Basic Communication Skill
Cleaner	Semi-Skilled	Trade course certificate/ Training by hotel supervisor
Cook	Skilled	HSC, culinary certificate course with several years of experience as a cook
Baker	Skilled	SSC, Culinary certificate course with 2 years' experience as a baker
Driver	Skilled	SSC, trade course, driving license, with basic communication skill.
Gardener	Skilled	SSC with experience certificate
Host/Hostess	Semi-Skilled	HSC, with basic course on hospitality management
Hotel Boy	Semi-Skilled	HSC, Trade course, proficiency in English with 1-2 years of professional experience
Kitchen Worker	Less Skilled	SSC, with experience
Restaurant Staffs	Skilled	HSC. with basic course on hospitality management
Security Guard	Skilled	HSC, with basic communication skill and trade course certificate,
Service Boy	Semi-Skilled	Trade Course, basic proficiency in English with 1-2 years of professional experience
Vacuum Machine Operator	Semi-Skilled	8 years' schooling with one month course on house keeping
Waiter	Skilled	HSC. with basic course on hospitality Management

**Table 5.4.8: Standard Qualifications for the Demanding Occupations of ICT Sector**

Name of the Occupation	Category	Standard Qualifications
Computer Hardware Engineer	Professional	Diploma/BSc in CSE with Experience
Graphics Designer	Professional	BSc in CSE, basic proficiency in English/French/Russian
Engineer (Computer)	Professional	BSc in CSE with experience
Graphics and Animation Designer	Professional	Diploma in Multimedia (Still and Motion Graphics)
Accountant	Professional	Bachelor in Business Studies with 5 years' experience
Manager	Professional	BSc in CSE/BBA/MBA with experience
Cashier	Professional	BA/BSS/BBA with 2 Years' experience
HR Manager	Professional	BBS/BBA/ MBA Major in HRM
IT project managers	Professional	BSc in CSE with 3 years' Experience, Proficiency in English/Japanese Language
Programmer	Professional	BSc. In CSE with experience
Project Coordinator	Professional	BSc/BA/BSS with 2-5 Years' experience
Support Service Engineer	Professional	BSc in CSE with Experience
System Administrator	Professional	BSc. In CSE with experience
System Support Engineer	Professional	BSc in CSE with experience
Systems Analyst	Professional	BSc. In CSE with 3 years' experience
Telecommunications Engineer	Professional	BSc in EEE with Experience
Online Service	Skilled	HSC, trade course on computer operation/BSc in CSE with experience
Security Guard	Skilled	HSC, with basic communication skill and trade course certificate,
Computer Operator	Skilled	HSC. with trade course on computer operation

## 5.5 Fastest Growing Occupations in United States

To develop the labor force with appropriate skill-set, many countries of the world are conducting research to project the growing and emerging occupations, and required qualifications, so that they can minimize the skill gaps and skill mismatch. United States Department of Labor, Bureau of Labor Statistics has projected 20 fastest growing occupations and 20 most new jobs with required qualifications<sup>304</sup>:

**Table: 5.5.1: Fastest Growing and Most New Occupations with required qualifications, 2016-26**

Characteristics	Occupation Name	Required Qualifications
<b>Fastest Growing</b>	Solar photovoltaic installers	High school diploma or equivalent
	Wind turbine service technicians	Postsecondary non-degree award
	Home health aides	High school diploma or equivalent
	Personal care aides	High school diploma or equivalent
	Physician assistants	Master's degree
	Nurse practitioners	Master's degree
	Statisticians	Master's degree
	Physical therapist assistants	Associate's degree from an accredited physical therapist assistant program
	Software developers, applications	Bachelor's degree
	Mathematicians	Master's degree
	Bicycle repairers	--
	Medical assistants	Postsecondary non-degree award
	Physical therapist aides	associate's degree from an accredited physical therapist assistant program
	Occupational therapy assistants	associate's degree from an accredited physical therapist assistant program
	Information security analysts	Bachelor's degree, 5 years work experience
	Genetic counselors	Master's degree
	Operations research analysts	Bachelor's degree
	Forest fire inspectors and prevention specialists	Postsecondary educational program for emergency medical technicians (EMTs), work experience as firefighter
	Health specialties teachers, postsecondary	Doctoral degree in their field
	Derrick operators, oil and gas	--

Characteristics	Occupation Name	Required Qualifications
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• <sup>304</sup> Based on data from the third wave of the European Company Survey, carried out in spring 2013 by the European Foundation for Improvement of Living and Working Conditions.

## Most New

Personal care aides	High school diploma or equivalent
Combined food preparation and serving workers, including fast food	No formal educational credential
Registered nurses	Bachelor's degree
Home health aides	High school diploma or equivalent
Software developers, applications	Bachelor's degree
Janitors and cleaners, except maids and housekeeping cleaners	No formal educational credential
General and operations managers	Bachelor's degree
Laborers and freight, stock, and material movers, hand	No formal educational credential
Medical assistants	Postsecondary non-degree award
Waiters and waitresses	No formal educational credential
Nursing assistants	State-approved education program in which they learn the basic principles of nursing and complete supervised clinical work.
Construction laborers	No formal educational credential
Cooks, restaurant	vocational or apprenticeship programs and experience
Accountants and auditors	Bachelor's degree
Market research analysts and marketing specialists	Bachelor's degree
Customer service representatives	High school diploma or equivalent
Medical secretaries	High school diploma or equivalent
Landscaping and grounds keeping workers	Formal education or certification in areas such as landscape design, horticulture, or arboriculture.
Heavy and tractor-trailer truck drivers	high school diploma , commercial driver's license (CDL)
Maintenance and repair workers, general	High school diploma or equivalent

## CHAPTER 6

# MINIMIZING SKILL-GAP THROUGH DESIGNING OR STRENGTHENING TRAINING PROGRAMS

### 6.1 Introduction

The World Commission on the Social Dimension of Globalization pointed out that: “All countries which have benefited from globalization have invested significantly in their education and training systems”<sup>305</sup>. Skills development<sup>306</sup> is central to improve productivity, and in turn productivity is an important source of improved living standards and growth through employment. Effective skills development system connects education to technical training, technical training to labor market entry and labor market entry to workplace and lifelong learning. It can help countries to sustain productivity growth and transform that growth into more and better jobs. The process of skills development for productivity, employment growth and development is complex and is influenced by many policies and institutions. The Human Resources Development Convention, 1975 (No. 142), and the Human Resources Development Recommendation, 2004 (No. 195), emphasize the roles of government, employers and workers, and the importance of social dialogue in designing and implementing training programs and policies that are appropriate for the country circumstances.

As consumption and production patterns are changed, work is reorganized to meet new demands and technologies. However, this reorganization is not instantaneous and rarely smooth. Enterprises and workers are affected differently. Some find their skills in short supply while others may find their skills redundant. This dichotomy was brilliantly captured by Schumpeter, who described the process of innovation in market economies as “creative destruction”<sup>307</sup>. Well-designed education and training programs, combined with coherent policies and institutions can improve the capacities of the workers to adapt, adding to the economic creative potential while reducing and sharing the costs of the “destruction” of redundant capacities.

Labor migration poses a variety of challenges and opens up opportunities for training and deployment of skilled labors. These include compensating for skill shortages in destination countries, improving the recognition of skills across the borders as a means of helping migrant workers to secure jobs for which they are qualified and responding to development challenges in the countries of origin when skilled workers find employment elsewhere. Maintaining a close connection between training policies and employment policies creates an effective bridge between the worlds of learning and work. Policies to improve skills combined with policies to sustain growth and investment, facilitate job search, and support entry and re-entry into the labor market can lead to more and better jobs.

Establishing solid coordination between the vocational education, training and skills development, and the reality of foreign employment makes it more likely that the workers will learn the “right” skills, namely those required by the evolving demands of international labor markets, enterprises and workplaces in different economic sectors and industries. Building on rich and diverse country experience, it is possible to articulate a framework of a skills development strategy that can be effective across a broad range of economic and social circumstances.

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• <sup>305</sup> 2004, para. 275.

• <sup>306</sup> “Skills development” is understood in broad terms to mean, as spelt out in the conclusions concerning human resources training and development (ILO, 2000a, para. 5), basic education, initial training and lifelong learning.

• <sup>307</sup> Schumpeter, 1942

## 6.2 Skills Mismatch – An Issue of Worldwide Concern

In recent years, policy-makers and social partners across the world become increasingly concerned with the mismatch between their workforces' skills and their labor markets' needs. Skills mismatch, the gap between the skills required on the job and those possessed by individuals, raises the question of the ability of the societies to capitalize on their workforces. Skills are also a critical asset for individual workers and firms in a rapidly changing and globalized world. When individuals have substantially more skills than required for their jobs, those individuals, as well as enterprises and economies, are prevented from reaping benefits of their skills investment such as higher wages, productivity growth and innovation. In some emerging countries, where volatile economic growth is accompanied by skills shortages, mismatches in qualifications and an under-skilled workforce tend to compromise economic development. The process of matching diversely skilled job seekers with available vacancies is not automatic. Imbalances between the supply and demand for people with different skills exist in all economies. Labor markets are dynamic and characterized by information asymmetries. As a result, different types of skills mismatches coexist, including skill shortages, qualification mismatches and skill gaps<sup>308</sup>.

While tertiary qualifications are in high demand in advanced economies, they coexist with numerous low skilled jobs in most countries of the Organization for Economic Cooperation and Development (OECD), a higher-education degree is the qualification level that most frequently required in jobs today.<sup>309</sup> The composition of jobs in advanced countries has also consistently shifted over the past decade towards the employment of more highly qualified people at the expense of those low-qualified.<sup>310</sup> While part of this trend is due to rising job-skill requirements, it has been made possible by the greater supply of people with higher qualifications coming into the labor market.

## 6.3 Current and Future Requirements of Skilled Workers in Some Foreign Countries

Skills gaps can retard enterprise growth and jeopardize workers' employability. Structural changes in the economy and heightened competition between enterprises reduce the number of available jobs with low skill requirements. These challenges call for broader access to training at the point of entering the jobs market, improvements in the relevance and quality of that training, and expansion of lifelong learning opportunities, all combined with active labor market policies. A large proportion of the working population requires more and better skills in Europe (box 1)<sup>311</sup>. In addition to specific technical skills, transversal competencies and 'soft' skills are increasingly important, including the ability to engage and interact effectively with others, build consensus, and provide assistance, direction and leadership as needed. As job and labor mobility increase, the portability of skills and international migration of talent become important issues.

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• <sup>308</sup> Source: Cedefop, 2010; OECD, 2011.

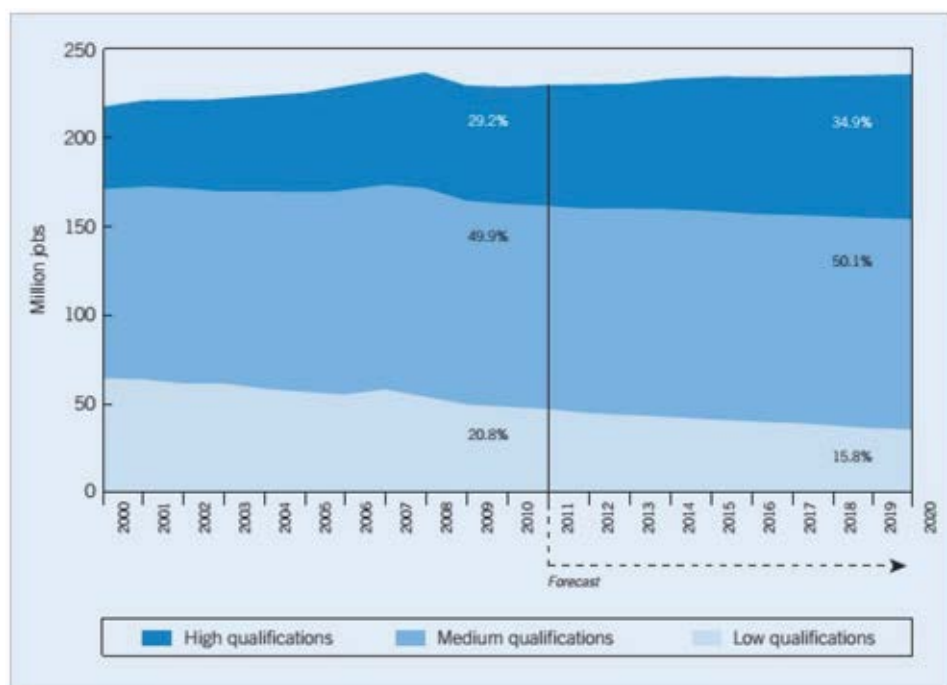
• <sup>309</sup> The OECD's new Survey of Adult Skills, covering 24 countries and regions, allows for a comparison between the available stock of skills and the different levels of skills required in labor markets. The survey asked employees aged 16 to 65 about the qualifications needed by job applicants today to get their own job, thus shedding light on job qualification requirements. Comparing these requirements with the qualifications possessed by the labor force – the employed and the unemployed – gives a picture of the present incidence of skill imbalances in participating countries.

• <sup>310</sup> Cedefop, 2012a.

• <sup>311</sup> Skills supply and demand in Europe: Medium term forecast up to 2020, February CEDEFOP 2010.

### Box 1 Skill requirements in Europe by 2020

Projections for the 27 EU countries, plus Norway and Switzerland, suggest that between 2010 and 2020 some 80 million job opportunities will arise, including almost 7 million additional new jobs. Most of the net employment increase is expected to occur in higher-level occupations. Over the decade, the proportion of people employed in high-qualification jobs is projected to increase from 29 to 35 percent. The proportion of jobs requiring medium-level qualifications will continue to be about half of total employment, and the proportion of jobs with low qualifications is expected to decline from 21 to 15 percent.



Source: CEDEFOP, *Skills supply and demand in Europe: Medium-term forecast up to 2020*, Feb., CEDEFOP, 2010.

In the Arab region, enterprises often have trouble finding enough people with the appropriate skills they need to be able to expand or adopt new technologies. Preparing the workforce for the labor market of the future remains a challenge for them. In lower-income developing countries, mainly in sub-Saharan Africa where the vicious circle of low education and skills, low productivity and poverty is only gradually being addressed.

## 6.4 Successful Skill Development Experiences of Different Countries

Robust training policies and systems are grounded in the characteristics and institutions of each successful country. Nevertheless, a number of common building blocks can be identified from their experiences. Implementing target oriented training programs and using skills policies have resulted a virtuous circle of rising productivity and high income growth rates, for example:

- At the core of the **East Asian Tiger** Republic of Korea's sustained growth pattern lies in a government-led skills development strategy. The rapid progress in closing the productivity gap reflects an economic development strategy based on investment, research and development. Investment in a well-educated and highly skilled workforce was an integral part of encouraging adoption of new technologies. A current challenge is to avert shortages in the more highly skilled vocational occupations by increasing the attractiveness of non-academic skills development paths.
- The **"Celtic Tiger"** Ireland's Expert Group on Future Skill Needs (EGFSN) analyses future skill needs, and develops proposals for how to meet them, through a broad membership including business representatives, educationalists, trade unionists and policy-makers. The breadth of participation enables EGFSN to identify

changing occupational profiles within sectors and changes in demand for various occupations. EGFSN identified the key elements to be included in a generic skills portfolio for the future: basic or fundamental skills (literacy, numeracy, ICT); people-related skills (e.g. communication, team-working); and conceptual/ thinking skills (collecting and organizing information, problem-solving, planning and organizing, learning to learn, innovation and creative skills). They provide advice on how to improve jobseekers' awareness of sectors where there is demand for skills and of the qualifications required.

- The wide replication of **Brazil's** national training institution, SENAI, is a good measure of its success. SENAI is run by an association of industries, funded by a levy on the industrial payroll, and has sibling institutions serving different sectors (e.g. agriculture, small enterprise, the service sector). SENAI's "Prospecting Model" adjusts training provision based on analysis of take-up rates of emerging technologies and new forms of work organization. The model generates estimates of job requirements over a five-year period by drawing on studies of technological and organization prospecting, tracking emerging occupations and monitoring trends in demand for vocational training. However, the proportion of young people able to take advantage of training opportunities is limited by the quality of basic education.
- In **Central and Eastern European** countries, efforts to reinvigorate skills development systems have included restructuring education and training systems to align them with the demands of the new market economy, using labor market institutions to mitigate the negative effects of economic restructuring, and targeting training and lifelong learning on increasing the adaptability and mobility of the workforce. Many countries share the experience of becoming both sending and receiving countries in the flow of migrant workers.

The above international experiences show that the successful countries have targeted skills development policy towards three major objectives:

- ⇒ Matching supply to current demand for skills;
- ⇒ Helping workers and enterprises adjust to change; and
- ⇒ Building and sustaining competencies for future labor market needs.

So, it can be said that a good skills development system will be able to: anticipate skill needs; engage employers and workers in decisions about training provision in specific sectors; maintain the quality and relevance of training; make training accessible to all; ensure viable and equitable financing mechanisms; and continuously evaluate the economic and social outcomes of training.

## 6.5 A Holistic Skill Development Approach:

At its 97th Session in 2008, the International Labor Conference called for a holistic approach to skills development encompassing the following features:

1. Continuous and seamless pathways of learning, starting with pre-school and primary education that adequately prepares young people for secondary and higher education and vocational training, going on to provide career guidance, labor market information and counselling as young women and men move into the labor market, and offering workers and entrepreneurs opportunities for continuous learning to upgrade their competencies and learn new skills throughout their lives;
2. Development of core skills – including literacy, numeracy, communication skills, teamwork, problem-solving skills and learning ability – which, along with awareness of workers' rights and an understanding of entrepreneurship are not linked to performance in specific occupations but form the building blocks for lifelong learning and adaptability to change;
3. Development of higher-level skills – professional, technical and human resource skills – enabling workers to profit from or create opportunities for high-quality and/or high-wage jobs;

4. Portability of skills, firstly based on core skills, so that workers can apply their existing knowledge and experience to new occupations or industries, and secondly on systems that codify, standardize, assess and certify skills, so that levels of competence can be easily recognized by social partners in different labor sectors across national, regional or international labor markets; and
5. Employability (for wage work or self-employment), which results from all these factors – a foundation composed of core skills, access to education, availability of training opportunities, motivation, ability to take advantage of opportunities for continuous learning and support in doing so, and recognition of acquired skills.

ILO Recommendation<sup>312</sup> identifies shared responsibilities for skills development: a) governments have primary responsibility for education, pre-employment training, core skills, and training the unemployed and people with special needs; b) the social partners play a significant role in further training, workplace learning and on-the-job training; c) Individuals need to take advantage of education, training and lifelong learning opportunities.

## 6.6 Comparison among National Qualifications Framework of different countries:

Bangladesh needs skill human resources to utilize foreign employment opportunities and to increase the flow of remittance. Effective TVET system is the only source in Bangladesh by which we can have skill human resources with global competitiveness to achieve sustainable economic developments. In this regard strategic planning is required to develop TVET system. Currently, Industry and Training Coordination division is implementing the following National Technical and Vocational Qualification Framework (NTVQF) in Bangladesh:

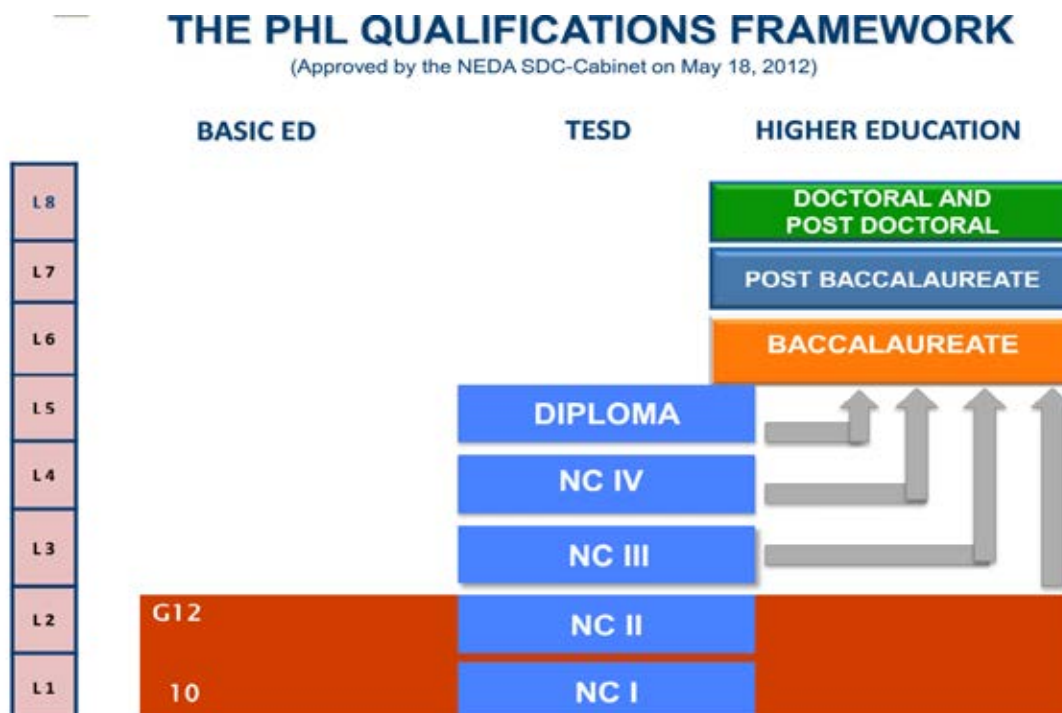
**Table 6.6.1: TVET System in Bangladesh**

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

• <sup>312</sup> ILO Recommendation on Human Resources Development, 2004 (No. 195).

- **National Qualification Framework of Philippine:**

**Figure 6.6.1: National Qualification Framework of Philippine**



- **National Vocational Education Qualification Framework (NVEQF) of India:**

**Figure 6.6.2: Prospective Occupations**

		Case I		Case II	
Certification Level	Normal Qualification	Vocational Qualification	Certifying Body	Vocational Qualification	Certifying Body
7	3 <sup>rd</sup> yr bachelors	Advanced Diploma	Board of Technical Education	Degree	University
6	2 <sup>nd</sup> yr bachelors				
5	1 <sup>st</sup> yr bachelors				
4	Higher Secondary School Grade XII	Diploma	Board of Technical Education	Grade XII	School Board
3	Higher Secondary School Grade IX			Grade XI	School Board
2	Secondary School Grade X	Grade X	School Board	Grade X	School Board
1	Secondary School Grade IX	Grade IX	School Board	Grade IX	School Board

▪ **National Vocational Qualification Framework of Pakistan:**

**Figure 6.6.3: National Vocational Qualification Framework of Pakistan**

NVQF Levels	Title of the Qualifications	Education Sector
Level 8	Doctorate	Higher Education Sector
Level 7	Master (MTech)	
Level 6	Bachelor (BTech, BSc Engr., BSc/BA)	
Level 5	Diploma (DAE)	Technical and Vocational Education Training Sector Covered by NVQF
Level 4	National Vocational Certificate 4	
Level 3	National Vocational Certificate 3	
Level 2	National Vocational Certificate 2	
Level 1	National Vocational Certificate 1	
Level 0	Pre Vocational Certificate	

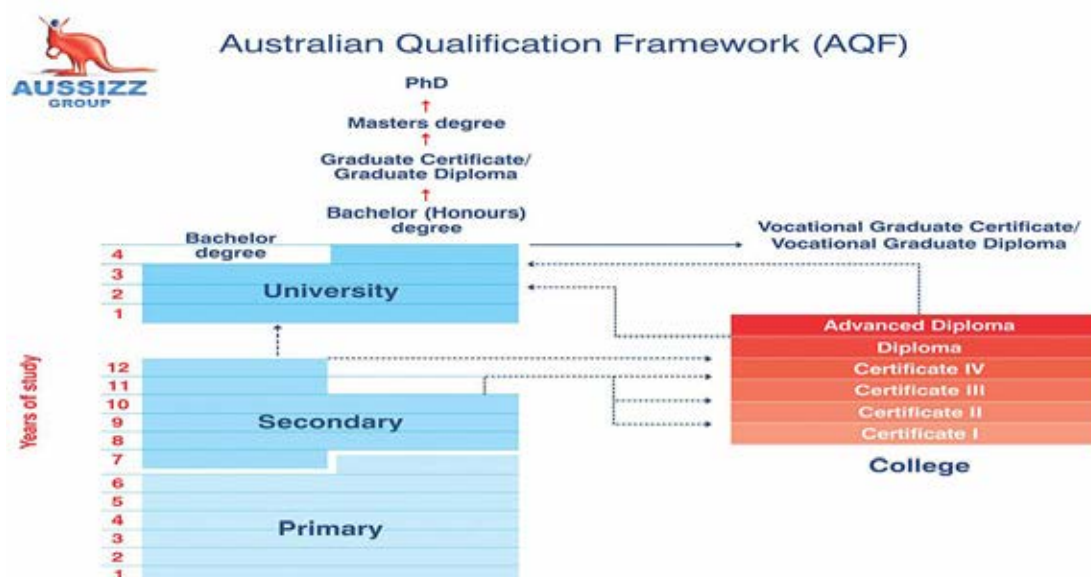
▪ **National Vocational Qualification Level of Sri Lanka:**

**Figure 6.6.4: National Vocational Qualification Level of Sri Lanka**

<b>SLQL 10</b>	Doctoral Degree, MD with Board Certification	
<b>SLQL 9</b>	Master of Philosophy, Masters by fulltime research, DM	
<b>SLQL 8</b>	Masters with course work and a Research component	
<b>SLQL 7</b>	Postgraduate Certificate, Postgraduate Diploma, Masters with coursework	
<b>SLQL 6</b>	Honours Bachelors	
<b>SLQL 5</b>	Bachelors Degree, Bachelors Double Major Degree	<b>NVQL 7</b>
<b>SLQL 4</b>	Higher Diploma	<b>NVQL 6</b>
<b>SLQL 3</b>	Diploma	<b>NVQL 5</b>
<b>SLQL 2</b>	Advanced Certificate	<b>NVQL 4</b>
<b>SLQL 1</b>	Certificate	<b>NVQL 3</b>
		<b>NVQL 2</b>

- **National Qualification Framework of Australia:**

**Figure 6.6.5: National Qualification Framework of Australia**



- **Enhancing Skills Recognition Systems in ASEAN (ASEAN Australia Program, 2000): Regional Qualifications Framework in TVET: 4 levels of certificate:**

**Figure 6.6.5: National Qualification Framework of Australia**

Job level	Certificate	Descriptors (Generic competencies for each level)
1. Semi-skilled worker/assistant/helper	Certificate 1	Understand safety requirements, has basic practical skills and operational knowledge in a defined range of tasks, can carry out routine tasks given clear direction, takes limited responsibility.
2. Skilled worker	Certificate 2	.... Can carry out skilled tasks, takes limited responsibility for output of self.
3. Advanced skilled worker	Certificate 3	Has some theoretical knowledge, has a range of well developed skills, can apply solutions to routine problems, can interpret available information ....
4. Supervisor/Foreperson	Certificate 4	Has a broad knowledge base, can apply some theoretical concepts, can identify and apply skills and knowledge, can identify, analyse and evaluate information, understand and take responsibility for quality, safety & environmental issues.
5. Manager 6. Senior Manager 7. Professional	Diploma Advanced Diploma Degree	5. Assistant Professional 6. Associate Professional 7. Professional

- **Observations Regarding NTVQF of Bangladesh:**

- ↳ Compare to other countries Vocational Qualifications Framework, NTVQF of Bangladesh has more levels, which can be proved as a long journey for the unemployed people or school leavers. It is observed that, there are 7 levels before Diploma in the existing framework, but there are only 3 levels before Diploma in the other countries' National Qualification Framework, which seems more appropriate and skill oriented.

- ↳ It has been observed that the levels of National Qualification Framework of other countries are coordinated with the schooling year, which is helpful to determine the appropriate level for a student to enroll him/her in the technical and vocational education. Higher schooling year means more qualified and lower schooling year means less qualified, that means a student who has completed more schooling year will get the opportunity to enroll in higher level and vice-versa. But the levels of NTVQF of Bangladesh is not coordinated with the schooling years.
- ↳ Based on Recognition of Prior Learning (RPL), the students get the opportunity to start technical training/education from the 2<sup>nd</sup> or 3<sup>rd</sup> level, which is helpful for them to get a skill certificate within a short period of time and avail the opportunity to enter in the job market. But, Recognition of prior learning (RPL) and certification of skills are not considered in the NTVQF levels of Bangladesh.

## 6.7 Courses/Programs offered by BMET:

BMET conducts the following Diploma in Engineering & Certificate Courses:

**Table 6.7.1: Diploma in Engineering & Certificate Courses under BMET**

<b>4 Years Diploma Courses:</b>	<b>2 Years SSC (Vocational) Courses:</b>
1. Diploma in Marine Engineering.	13. Refrigeration & Air-conditioning
2. Diploma in Shipbuilding Engineering	14. Machine Tools Operation
<b>2 Years Certificate Courses:</b>	15. Automotive
3. Marine Diesel Engine Artificer	16. General Electrical Works
4. Ship Fabrication	17. Civil Drafting with Auto CAD
5. Shipbuilding Welding	18. Civil Construction
6. Shipbuilding & Mechanical Drafting	19. Mechanical Drafting with Auto CAD
<b>1 Year Skill Certificate Courses:</b>	20. General Electronics
7. Automotive	21. General Mechanics
8. Construction	22. Plumbing & Pipe Fitting.
9. Mechanical	23. Welding & Fabrication
10. Industrial Facility	24. Wood Working
11. Electrical	25. Electrical Maintenance Works
12. Electronics	26. Farm Machinery
	27. Dress Making
	28. Food Processing & Preservation

**BMET also conducts the following modular (short) Courses:**

**Table 6.7.2: Short Courses under BMET**

Marine	Electrical
1. Ship Safety and fire fighting	26. Electrical Machine Maintenance
2. Ship fabrication and welding	27. Electrical House Wiring
3. Marine pipe fitting IT	IT
4. Marine engine and mechanical fitter	28. Computer Operation
5. Shipbuilding drawing and Auto CAD	29. Graphics Design
Automobile	Electronics
6. Auto mechanics	30. Consumer Electronics
7. Auto Mechanics with Auto Electrician	Refrigeration & Air-conditioning
8. Auto Mechanics with Driving	31. Refrigeration & Air-Conditioning
Civil	32. Duct Fabrication
9. Carpentry	RMG
10. Plumbing & Pipe Fitting	33. Dress Making
11. Civil Construction	34. Pattern Making, Marker Making & Cutting
12. Architectural Drafting with Auto CAD	35. Boutique/Block Batik
13. Shuttering (Steel/wood)	36. Sewing Machine Operator
14. Rod Binder	37. Mid-Level Garments Supervisor
15. Tiles Fixture	38. Sewing Machinery Maintenance
16. Mason	39. Quality Control Management
17. Auto CAD 2D & 3D	40. Sweater and Linking Machine Operator.
Mechanical	Others
18. Welding & Fabrication	41. Fruit & Food Processing
19. Arc & Gas Welding	42. Plastic Technology
20. TIG & MIG Welding	43. Catering
21. Welding (6G)	44. House Keeping
22. Machine Tools Operation	45. Care Giver
23. Mechanical Fitter	46. Mobile Phone Servicing
24. Drafting Mechanical	47. Beautification
25. General Mechanics	48. Handicrafts
Additional Courses	
1. Korean Language	5. English Language
2. EPS-TOPIK	6. Japanese Language
3. Cantonese Language	7. Pre-departure Training
4. Arabic Language	

### Observations Regarding Training Programs of BMET:

- ⇒ There are many demanding occupations in the international job market where a large number of semi-skilled, skilled and highly skilled workers can be employed. To meet the required demand, BMET can introduce some Certificate and Diploma courses to train up Bangladeshi workers.
- ⇒ Instructors and teachers should be qualified and motivated enough to ensure quality training and education. But, the existing recruitment and promotion process may become inert for some reasons, such as: same salary grade for different positions and different salary grades for same position (*Chief Instructor-10<sup>th</sup> grade, Senior Instructor-10<sup>th</sup> grade and 11<sup>th</sup> grade, Instructor-10<sup>th</sup> and 14<sup>th</sup> grade*), which may hinder the recruitment and retention of qualified instructors/teachers.
- ⇒ There is no dedicated research wing or information center to generate, update and disseminate information on current and future skill needs of international job market, for this reason continuous development of training modules will be difficult to cop up with the advanced technologies and international standard.

## 6.8 Academic Programs/Courses Offered by BTEB:

BTEB has developed 28 different curriculums for different types of course or program in different engineering trade, technology and specializations:

**Table 6.8: Curriculum-wise Name of Technology, Specialization and Trades**

Sl. No.	Name of Academic Programs/ Courses	Entry Requirement	Sl. No.	Name of Technologies/ Specializations/Trades
<b>Diploma Level Courses</b>				
1.	Diploma-in-Technical Education (03 Technology)	Diploma-in-Engineering	1.	Civil
			2.	Electrical and Electronics
			3.	Mechanical
2.		Certificate in Vocational Education	1.	Automotive
			2.	Carpentry
			3.	Electrical
			4.	Farm Machinery
			5.	Machinist
			6.	Radio-TV
			7.	Refrigeration
			8.	Welding
			1.	Automobile
			2.	Air Craft Maintenance (Aerospace)
			3.	Air Craft Maintenance (Avionics)
			4.	Architecture
			5.	Architecture & Interior Design
			6.	Ceramics
			7.	Chemical
			8.	Civil
			9.	Civil (Wood)

Sl. No.	Name of Academic Programs/ Courses	Entry Requirement	Sl. No.	Name of Technologies/ Specializations/ Trades
3.	Diploma in Engineering (34 Technology)	SSC/Equivalent	10.	Computer
			11.	Computer Science & Technology
			12.	Construction
			13.	Data Telecommunication & Networking
			14.	Electrical
			15.	Electro Medical
			16.	Electronics
			17.	Environmental
			18.	Food
			19.	Footwear
			20.	Glass
			21.	Graphics Design
			22.	Instrumentation & Process Control
			23.	Leather
			24.	Leather Products and Accessories
			25.	Marine
			26.	Mechatronics
			27.	Mechanical
			28.	Mining & Mine Survey
			29.	Power
			30.	Printing
			31.	Refrigeration & Air Conditioning
			32.	Ship Building
			33.	Surveying
			34.	Telecommunication
4.	Diploma-in-Textile Engineering (03 Technology)	SSC/Equivalent	1.	Garments Design and Pattern Making Technology
			2.	Jute Technology
			3.	Textile Technology
5.	Diploma in Agriculture	SSC/Equivalent	1.	Agriculture
6.	Diploma in Fisheries	SSC/Equivalent	1.	Fisheries
7.	Diploma in Fisheries (In Service)	SSC/Equivalent	1.	Fisheries in Service
8.	Diploma in Forestry	SSC/Equivalent	1.	Forestry
9.	Diploma in Forestry (In Service)	SSC/Equivalent	1.	Forestry in Service
10.	Diploma-in-Health Technology (08 Technology)	SSC/Equivalent	1.	Dental
			2.	Integrated Medical
			3.	Laboratory Medical (Pathology)
			4.	Patient Care (Nursing)
			5.	Pharmacy
			6.	Physiotherapy
			7.	Optical Refraction
			8.	Radiology and Imaging
11.	Diploma in Medical Ultrasound	MBBS/ Equivalent	1.	Medical Ultrasound

Sl. No.	Name of Academic Programs/ Courses	Entry Requirement	Sl. No.	Name of Technologies/ Specializations/ Trades
12.	Diploma in Animal Health and Production in Service	HSC	1.	Animal Health and Production in Service
Higher Secondary Certificate (HSC) Level Courses				
13.		SSC (Vocational)	1.	Agro Machinery
			2.	Automobile
			3.	Building Construction and Maintenance
			4.	Clothing and Garments Finishing
			5.	Computer Operation and Maintenance
			6.	Drafting and Civil
			7.	Electrical Works and Maintenance
			8.	Electronic Control and Communication
			9.	Fish Culture and Breeding
			10.	Machine Tools Operation and Maintenance
			11.	Poultry Rearing and Farming
			12.	Refrigeration and Air Conditioning
			13.	Welding and Fabrication
			14.	Wood and Design
14.		SSC/Equivalent	1.	Banking
			2.	Accounting
			3.	Computer Operation
			4.	Entrepreneurship Development
			5.	Secretarial Science
15.		SSC/ Equivalent	1.	Accountancy
			2.	Secretarial Science
Secondary School Certificate (SSC) Level Courses				
16.		JSC	1.	Agro based Food
			2.	Architectural Draft with CAD
			3.	Automotive
			4.	Building Maintenance
			5.	Ceramic
			6.	Civil Construction
			7.	Civil Drafting with CAD
			8.	Computer and Information Technology
			9.	Dress Making
			10.	Dying, Printing and Finishing
			11.	Electrical Maintenance Works
			12.	Farm Machinery
			13.	Fish Culture and Breeding
			14.	Food Processing and Preservation
			15.	Fruit and Vegetable Cultivation
			16.	General Electrical Works
			17.	General Electronics
			18.	General Mechanics
			19.	Glass

Sl. No.	Name of Academic Programs/ Courses	Entry Requirement	Sl. No.	Name of Technologies/ Specializations/ Trades
17.		JDC	20.	Livestock Rearing and Farming
			21.	Machine Tools Operation
			22.	Mechanical Drafting with CAD
			23.	Knitting
			24.	Patient Care
			25.	Plumbing and Pipe Fitting
			26.	Poultry Rearing and Farming
			27.	Refrigeration and Air Conditioning
			28.	Shrimp Culture and Breeding Preservation
			29.	Weaving
			30.	Welding and Fabrication
			31.	Wood Working
			1.	Agro based Food
			2.	Architectural Draft with CAD
			3.	Automotive
			4.	Building Maintenance
			5.	Ceramic
			6.	Civil Construction
			7.	Civil Drafting with CAD
			8.	Computer and Information Technology
			9.	Dress Making
			10.	Dying, Printing and Finishing
			11.	Electrical Maintenance Works
			12.	Farm Machinery
			13.	Fish Culture and Breeding
			14.	Food Processing and Preservation
			15.	Fruit and Vegetable Cultivation
			16.	General Electrical Works
			17.	General Electronics
			18.	General Mechanics
			19.	Glass
			20.	Livestock Rearing and Farming
			21.	Machine Tools Operation
			22.	Mechanical Drafting with CAD
			23.	Knitting
			24.	Patient Care
			25.	Plumbing and Pipe Fitting
			26.	Poultry Rearing and Farming
			27.	Refrigeration and Air Conditioning
			28.	Shrimp Culture and Breeding Preservation
			29.	Weaving
			30.	Welding and Fabrication
			31.	Wood Working

Sl. No.	Name of Academic Programs/ Courses	Entry Requirement	Sl. No.	Name of Technologies/ Specializations/ Trades
<b>Other Courses</b>				
<b>18.</b>		SSC/Equivalent	<b>1.</b>	Marine Diesel and Engine Artificer
			<b>2.</b>	Ship Building
			<b>3.</b>	Ship Building Welding
			<b>4.</b>	Ship Fabrication
<b>19.</b>		SSC/Equivalent	<b>1.</b>	Automobile
			<b>2.</b>	Civil Construction
			<b>3.</b>	Electrical
			<b>4.</b>	Electronics
			<b>5.</b>	Mechanical
			<b>6.</b>	Refrigeration and Welding
<b>20.</b>	Certificate-in-Vocational Education (09 Trades)	NSS-II with SSC/ Equivalent	<b>1.</b>	Automotive
			<b>2.</b>	Carpentry
			<b>3.</b>	Civil Drafting
			<b>4.</b>	Electrical
			<b>5.</b>	Farm Machinery
			<b>6.</b>	Machinist
			<b>7.</b>	Radio-TV
			<b>8.</b>	Refrigeration and Air Conditioning
			<b>9.</b>	Welding
<b>21.</b>	Certificate in Health Technology (10 Technology)		<b>1.</b>	Dental
			<b>2.</b>	Integrated Medical
			<b>3.</b>	Laboratory Medical (Pathology)
			<b>4.</b>	Medical Marketing and Management
			<b>5.</b>	Optical Refraction
			<b>6.</b>	Paramedical
			<b>7.</b>	Patient Care
			<b>8.</b>	Pharmacy
			<b>9.</b>	Physiotherapy
			<b>10.</b>	Radiology and Imaging
<b>22.</b>		SSC/ Equivalent	<b>1.</b>	Poultry Farming
<b>23.</b>		SSC/ Equivalent	<b>1.</b>	Animal Health and Production
<b>24.</b>		MBBS/ Equivalent	<b>1.</b>	Medical Ultrasound
			<b>1.</b>	Automotive
			<b>2.</b>	Carpentry
			<b>3.</b>	Civil Construction (Masonry)
			<b>4.</b>	Drafting (Civil)
			<b>5.</b>	Drafting (Mechanical)
			<b>6.</b>	Electrical
<b>25.</b>		NSS-III	<b>7.</b>	Electronics
			<b>8.</b>	Farm Machinery
			<b>9.</b>	General Mechanics
			<b>10.</b>	Machinist
			<b>11.</b>	Plumbing and Pipe Fitting
			<b>12.</b>	Radio and Television

Sl. No.	Name of Academic Programs/ Courses	Entry Requirement	Sl. No.	Name of Technologies/ Specializations/ Trades
			13.	Refrigeration and Air Conditioning
			14.	Welding
26.		JSC/JDC	1.	Automotive
			2.	Carpentry
			3.	Civil Construction (Masonry)
			4.	Drafting (Civil)
			5.	Drafting (Mechanical)
			6.	Electrical
			7.	Electronics
			8.	Farm Machinery
			9.	General Mechanics
			10.	Machinist
			11.	Plumbing and Pipe Fitting
			12.	Radio and Television
			13.	Refrigeration and Air Conditioning
			14.	Welding
27.		SSC/ Equivalent	1.	Automobile
			1.	CNC Machine Operator (Lathe)
			2.	Embroidery Machine Operator and Maintenance
			3.	Basic Creative Fine Art's Application
			4.	Dairy Farm Management
			5.	Fire Science and Occupational Safety
			6.	Weaving (Textile)
			7.	Building Construction Painting
			8.	Auto Mechanics
			9.	ARC Welding
			10.	ARC & Gas Welding
			11.	Armature Welding
			12.	Building Maintenance
			13.	Building and Architectural Drafting
			14.	Computer Operator
			15.	Electrical House Wiring
28.		JSC/JDC	16.	Electrical Line Maintenance
			17.	Farm Machinery
			18.	Furniture and Cabinet Making
			19.	General Mechanics
			20.	Machinist
			21.	Maintenance of Electrical Equipment
			22.	Mechanical Drafting
			23.	Plumbing and Pipe Fitting
			24.	Radio and Television Servicing
			25.	Refrigeration and Air Conditioning
			26.	IT Support Technician
			27.	Dress Making and Tailoring
			28.	Motor Cycle and Mishuk Mechanics

<b>Sl. No.</b>	<b>Name of Academic Programs/ Courses</b>	<b>Entry Requirement</b>	<b>Sl. No.</b>	<b>Name of Technologies/ Specializations/ Trades</b>
			29.	Mid-Level Supervisor
			30.	Food Processing and Preservation
			31.	General Electrician
			32.	AutoCAD
			33.	Mobile Phone Servicing
			34.	Mason
			35.	Electrician
			36.	Food & Beverage Production
			37.	Food & Beverage Service
			38.	Front Office Management
			39.	House Keeping
			40.	Telecommunication & Cable Laying
			41.	Certificate-in-Beautification
			42.	Certificate in-Screen Printing
			43.	Leather Goods & Footwear
			44.	Civil Construction
			45.	Amin ship
			46.	Graphics & Animation
			47.	Acting & Presentation
			48.	Art of Still Photography
			49.	Camera and Lighting Technique
			50.	Direction of TV Journalism
			51.	Video Editing & Sound Recording
			52.	Masonry And Rod Binding
			53.	Carpentry (Door, Window of Shutters etc.)
			54.	Electrical Machine Maintenance
			55.	Drafting Civil
			56.	Audio Video
			57.	Rod Binding And Masonry
			58.	Apparel Merchandising
			59.	Pattern Making, Cutting and Grading
			60.	Work Study Production Planning & Control for Apparel Manufacturing
			61.	Bash Bate And Pati Shilpo
			62.	Pastry And Bakery Production
			63.	Travel Tour Operation
			64.	Welding
			65.	Driving Cum Auto Mechanics
			66.	Interior Decoration (Gypsum Decoration)
			67.	Welding And Fabrication
			68.	Ducting And Fabrication
			69.	Hair Dressing
			70.	Certificate in Pattern Making
			71.	Secretarial Science
			72.	Building and Architectural Drafting with AutoCAD
			73.	Computer Office Application

Sl. No.	Name of Academic Programs/ Courses	Entry Requirement	Sl. No.	Name of Technologies/ Specializations/ Trades
			74.	Hardware And Networking
			75.	Computer Programming
			76.	Database Programming
			77.	Object Oriented Programming
			78.	Graphics Design and Multimedia Programming
			79.	Ship Fabrication
			80.	Welding 4g
			81.	Welding 6G
			82.	Industrial Sewing Machine And Maintenance
			83.	TIG and MIG
			84.	Sweater Knitting Machine Operation & Maintenance
			85.	Tiles & Setting
			86.	Air Hostess & Cabin Crew
			87.	Aviation Management
			88.	Travel Tourism & Ticketing
			89.	Diesel Mechanics
			90.	Basic Trade Course in Insurance
			91.	Programmable Logic Controller
			92.	General Electronics
			93.	Block Batik & Printing
			94.	Proficiency in English Communication
			95.	Marine Electrician

▪ **Observations Regarding Academic Programs of BTEB:**

- ⇒ There are two branches of Technical and Vocational Education and Training (TVET), one is 'Technical Education' and another is 'Technical Training', and these are recognized worldwide. But, BTEB is not differentiating between them.
- ⇒ Only SSC (VOC) passed students can enroll in HSC vocational courses. Because of this admission criteria, students of other equivalent disciplines are unable to take admission in the HSC (VOC) courses.
- ⇒ The syllabus and course structure of existing HSC (VOC) program are not skill oriented as only 1 technical subject is incorporated for the students.
- ⇒ Students of HSC (VOC) courses have to study all the subjects of HSC (Science) level, for this reason they are facing problem to attain job oriented skills.

## 6.9 Skill-Gap and Required Training Programs for Demanding Occupations

In Bangladesh there are 40 public Universities, 92 Private Universities, 350 Polytechnic Institutes, 70 Technical Training Centers, 6 Institutes of Marine Technology (IMT), 127 Technical Schools and Colleges, 4 agricultural colleges and 121 agricultural training institutes, which are offering professional degrees, diploma and certificate courses; and, under BTEB there are 7,773 public and private institutes (up to December 2015), which are offering academic programs on different technologies.

But, after scrutinizing existing training/education programs, a major gap is identified –“**Lack of Relevant Work Experience**”, necessary steps should be taken to minimize this gap. The government should give special focus on developing ICT (Information and Communication Technologies) based industries, so that Bangladeshi workers can

possess the required skills to meet the growing demands of this emerging sector in the international market. It is also observed that, some modifications are needed to strengthen existing training programs, and the following new programs should be introduced to develop necessary skills to meet the requirements of international job market:

**Table 6.9.1: Required Training Programs for Demanding Occupations**

Sector	Name of the Occupation	Category	Standard Qualifications	Skill Gap
Agriculture	Butcher	Semi-Skilled	SSC, Training on whole animal butchery with experience	Program Not Available
	Chicken Feeder	Less Skilled	20 Days Short Training with Experience	Program Not Available
	Harvester	Semi-Skilled	20 Days Short Training with Experience	Program Not Available
	Agricultural Engineer	Professional	B.Sc. in Agriculture, Portuguese Language	Not Available In BMET (Portuguese Language)
Sector	Name of the Occupation	Category	Standard Qualifications	Skill Gap
Service	Seaman	Skilled	SSC, training on seamanship	Program Not Available
	Black Smith	Semi-Skilled	SSC, Trade course with experience	Program Not Available
	Manager (Supply Chain)	Professional	Bachelor in Business Studies/BBA/ MBA with Experience and Basic English/Spanish language proficiency	Not available (language)
	Barber	Semi-Skilled	Short Course and Apprenticeship Program	Program Not Available
	Care Giver	Skilled	Diploma / 1 year skill certificate course	Program not Available
Tourism	Semi-Skill Cleaner	Semi-Skilled	Trade course certificate	Program Not Available
Industry	Fashion Designer	Professional	Diploma in Fashion Designing	Not Available In BMET
	Fork Lift Driver	Skilled	SSC. 3 month Apprenticeship Program	Program Not Available
	Heavy Vehicle Driver	Skilled	HSC, 6 month apprenticeship with driving license	Program Not Available
	Jewelry Maker	Skilled	SSC. 3 month apprenticeship program	Program Not Available
	Packaging Staff	Semi-Skill	3 months short course with experiences	Program Not Available

Construction	Gas fitters	Skilled	SSC(VOC)/ HSC with trade course and 1 year Experience	Program Not Available
	Security Guard	Skilled	HSC, with basic communication skill and trade course certificate,	Program Not Available
	Painting Supervisor	Skilled	SSC, trade certificate, basic communication skill with experience in painting	Not Available In BMET
	Painter	Skilled	Trade Course Certificate	Not Available In BMET
Power & Energy	Crane Operator	Skilled	HSC, Apprenticeship Program	Program Not Available
	Heavy Vehicle Driver	Skilled	HSC, 6 month apprenticeship with driving license	Program Not Available
ICT	Graphics and Animation Designer	Professional	Diploma in Multimedia (Still and Motion Graphics)	Program Not Available
Health	Nurse (France)	Professional	B.Sc. in Nursing, Fluency in French Language	Not Available In BMET (French Language)

## 6.10 Suggestions for Strengthening Training Programs

### 1. Redesigning the NTVQF:

The 08-Level NTQF of Bangladesh should be limited within 4 levels before Diploma. Based on several countries' experience, the following NTVQF model is proposed:

**Table 6.10.1: Proposed NTVQF from Work**

Schooling Year	Levels	Qualifications	Job Classifications	Name of Certificate
	L8	Doctoral and Post-Doctoral		
	L7	Masters		
	L6	Bachelor		
	L5	Diploma		
11, 12	<b>L4</b>	<b>NSC-3/HSC (VOC-11,12)</b>	<i>Highly Skilled Worker</i>	<b>Senior Skill Certificate</b>
9, 10	<b>L3</b>	<b>NSC-2/SSC (VOC-10)</b>	<i>Skilled Worker</i>	<b>Junior Skill Certificate</b>
8	<b>L2</b>	<b>NSC-1/SSC (VOC-9)/RPL</b>	<i>Semi-Skilled Worker</i>	<b>R.PL-2</b>
5	<b>L1</b>	<b>NSC-Basic/RPL</b>	<i>Less Skilled or Basic Worker</i>	<b>R.PL-1</b>

### 2. Certification of Skills:

There are specific names of Skill Development Certificates in China, which are: a) **Junior Skill Certificate**, and b) **Senior Skill Certificate**. Based on these certificates, candidates are employed as junior or senior mechanic/technician. Bangladesh government may introduce these types of skill development courses in higher secondary level.

### 3. Recognition of skill certificates:

Skill certificates of different levels can be recognized and compared with different degrees of general education certificates, so that the skill certificate holders can get social recognition and the skill development activities become heightened.

### 4. Institutional framework for skill development activities:

- Government can establish a '**Skill Development Board/HRD Service Center**' for training quality improvement and certification, which is available in many countries of the world.
- A '**Teachers Training Technical University (TTU)**' can be established to increase the efficiency level of the teachers/instructors.
- Government can establish '**Directorate of Skill Development (DSD)**' to institutionalize the skill development activities.

### 5. Separate wings for 'Technical Education' and 'Technical Training' under BTEB:

BTEB should have separate wings for 'Technical Education' and 'Technical Training' to develop skilled human resource. Because, there are some fundamental differences between 'Technical Education' and 'Technical Training', which are summarized below:

Technical Education	Technical Training
It is for the regular students.	It is for the school leavers.
25% general subjects and 75% technical subjects are offered.	20% theoretical subjects and 80% job practice practical sessions are offered.
Practical experiments are conducted to make the theories understandable.	Job practice practical sessions are conducted to build-up the students' capacity to perform occupational duties.
After finishing technical education, students can become sub-Assistant Engineer or mid-level manager.	After completing technical training, students can become skilled/efficient worker of different levels.
Students get Degree Certificate.	Students get Skill/occupational Certificate.

### 6. Relaxing admission criteria, upgrading current syllabus and introducing HSC (Tech) courses:

- The students who have passed SSC/equivalent exams of all groups should have the opportunity to enroll in the HSC level Technical or Vocational courses. In this moment only SSC (VOC) students can enroll in HSC level vocational courses.
- BTEB should introduce at least 4 technical subjects in HSC level courses, so that the students can avail necessary skills. In this moment, only 1 technical subject is compulsory for the students. Proposed structure of HSC (Tech) courses:

11 <sup>th</sup> Class		12 <sup>th</sup> Class	
Course No.	Course Title	Course No.	Course Title
1	Bangla-1 <sup>st</sup> Paper	1	Bangla-2 <sup>nd</sup> Paper
2	English-1 <sup>st</sup> Paper	2	English-2 <sup>nd</sup> Paper
3	ICT-1 <sup>st</sup> Paper	3	ICT-2 <sup>nd</sup> Paper
4	Physics-1 <sup>st</sup> Paper	4	Physics-2 <sup>nd</sup> Paper
5	Trade-1 (Technical)	5	Trade-1 (Technical)
6	Trade-2 (Technical)	6	Trade-2 (Technical)
7	Trade-3 (Technical)	7	Trade-3 (Technical)
8 (Any One)	Mathematics-1	8 (Any One)	Mathematics-2
	Accounting-1		Accounting-2
	Social Science-1		Social Science-2
	Agriculture-1		Agriculture-2

- BTEB should introduce HSC (Tech) courses, because existing HSC (VOC) courses are not skill-development oriented. The following six HSC (Tech) trades can be introduced:
  - i. Automobile Trade
  - ii. Electrical Trade
  - iii. Electronics Trade
  - iv. Mechanical Trade
  - v. Refrigeration and Welding Trade
  - vi. Civil Construction Trade

## 7. Recruiting/Motivating eligible instructors/teachers in the Technical Training Centers:

It is imperative to recruit eligible and motivated instructors/teachers to ensure quality training or education, but the issue of same salary scale for different positions and different salary scales for same position is hindering the recruitment and promotion process. It can be resolved by implementing the following salary scale:

- Chief Instructor-9<sup>th</sup> grade
- Senior Instructor-10<sup>th</sup> grade
- Instructor-12<sup>th</sup> grade

## 8. Apprenticeship Program (Earning and Learning):

The best way to minimize the skill-gap of `Relevant Work Experience` is by creating enough employment opportunities for the fresh graduates/trainees. As our economy is unable to produce required employment opportunities, our workers can be equipped with relevant work experience through the implementation of "Apprenticeship Program", by which they will be able to meet the international job market demand. The apprenticeship or dual training systems found in Austria, Denmark, Germany and Switzerland and they are classic examples of successful public-private partnerships in vocational education and training. In these

countries, Industry engagement is contributing in many areas: in national education and training policy development; identifying industry's skill gaps and projecting future demand (box 2); advising education and training professionals on the content of occupational standards; advising on skills and competency assessment and certification provisions and methods; and, *importantly, increasingly accepting students for longer periods of on-the-job training and directly providing workplace training facilities.*

### **Box 2** **Identifying skill gaps & improving training supply: United Kingdom skills Councils (SSCs)**

SSCs bring together employers, trade unions and professional bodies and governments to develop skills that UK businesses need. The Sector Skills Development Agency oversees the work of the councils and provides the link with government. Each SSC agrees with its partners on sector priorities and targets to address four key goals:

- Reducing skills gaps and shortages
- Improving productivity, business and public service performance
- Boosting skills in the sector and promoting equal opportunities
- Improving training supply, including apprenticeships and higher education, and national occupational standards.

Source: Asset Skills, 2006.

## **9. Quality Improvement:**

- The government should monitor and improve the Institutional Quality Improvement (IQI), Teaching Quality Improvement (TQI) and Student Quality Improvement (SQI) checklist properly to ensure quality training/education.
- BMET may organize overseas/foreign study tour for the trainers, so that they can have practical experience regarding standard training programs of successful countries.

## **10. Recognition of prior learning (RPL):**

*Recognition of prior learning (RPL) and Certification of skills* should be accommodated in the NTVQF and considered to undertake aiming to open formal economy jobs to those who have not had the advantage of formal vocational training, because millions of workers in our country do not have the scope to engage themselves in formal training. Though they have necessary skills-set and they are successfully meeting the current demands, they don't have the access to the international job market. Prior learning to embrace all skills, no matter where or how they were acquired: at the workplace, in the community, at home, or through informal "learning by doing" in the formal or informal economy. Recognition means certification of skills on the basis of standard qualification criteria. Certification is intended to help foreign employers more easily recognize the skills and competencies of job applicants and thus make it easier for workers to compete for jobs in the international job market. RPL has been particularly prominent in skills development in South Africa. A formal RPL system was instigated by the Government to redress the legacy of apartheid by recognizing the skills and learning of those who had been denied access to formal education, training and employment (box 3).

### **Box 3**

#### **Recognition of prior learning (RPL) in South Africa**

The South African Qualifications Authority (SAQA) has developed common procedures and guidelines for the implementation of RPL within the National Qualifications Framework. The comprehensive guidelines encompass assessment, feedback and quality management systems and procedures. Industry “Sector Education and Training Authorities” (SETAs) develop industry-specific plans (for example in the tourism, hospitality and sport, health and welfare, construction, insurance, and engineering sectors) to advise on RPL procedures, set skills verifications procedures (including, when necessary, through observation rather than examination) and organize provision of upgrading training. Some of these industries particularly target workers in the informal economy. For example, RPL is directed towards the construction trades with a large number of workers in informal work without certification to enable them to access jobs that require qualifications. The system is expected to continue promoting lifelong learning as well as job entry into the formal economy.

**Source:** Blom, 2006; SAQA, 2004; Dyson and Keating, 2005.

#### **11. Advanced and Dynamic Training Module for Quality Assurance:**

Continuous development of training modules is necessary to cope up with the advanced technologies and to maintain the international standard. Some countries are pursuing accountability to standards through national qualification frameworks. Box 4 illustrates the sophisticated and highly regulated quality assurance systems in Australia’s technical and vocational education and training (TVET) and the social partners’ involvement in the development of standards and skills assessment and certification.

### **Box 4**

#### **Quality Assurance System for TVET in Australia**

In 2002 the Australian Quality Training Framework set nationally agreed standards for the TVET system. This quality system defines the registration and accreditation process for training providers and the specifications for the design of training programs. TVET programs can only be accredited and qualifications recognized throughout Australia if they are developed in compliance with the national guidelines. Training providers submit evidence of compliance with standards covering staff qualifications and experience, training facilities and client support services. Many of the learning and assessment programs in Australia are based on nationally endorsed training packages linked to industry or enterprise-specific performance standards, called competencies which lead to nationally recognized qualifications. They have been developed and maintained in consultation with industry through industry skills councils. Training packages describe the skills and knowledge needed to perform effectively in the workplace.

**Source:** Gasskoy, 2006.

#### **12. Over/Under qualifications of the workers:**

It is necessary to address the issue of over/under qualifications of the workers. The weight of the training programs should be measured and different levels of training should be incorporated. Because over qualified workers do not want to engage in searching low profile jobs and many workers are interested to enter in short-term training course to avail a low profile job, like Assistant Plumber, Assistant Physiotherapist etc.

#### **13. Smooth flow of information:**

Labor market information systems should generate, update and disseminate information on current and future skill needs. This supply of critical information on an ongoing and timely basis is half of the story.

The other half is the transmission mechanisms that make this continuous flow of timely information available to education and training institutions, private market trainers, employers, trade unions, young people and their families, and displaced workers.

#### 14. Minimizing gap with a holistic approach:

Skills development policies are not pursued in isolation; along with technology, foreign labor market, macroeconomic, destination countries' trade and investment policies, they are an integral part of national skill development strategies. These strategies reflect the aspirations of societies and, on the basis of labor standards and institutions, make up the countries' preparation for and response to global opportunities and threats (indicated in the top box of the figure 6.1).

External drivers of change, such as trade and investment, international alliances, technological advancements and climate changes, offer both opportunities for growth and challenges to existing economic activities. Workforce skills, entrepreneurship and innovation, and the ability to learn and adapt, are among the critical social capabilities that influence competitiveness, productivity growth and employment in the face of these challenges and threats. The three side bars in the figure represent the critical processes of a skills development policy that can meet skills demands and sustain dynamic development processes. The following model is suggested to minimize the skill-gap of the labor force:

**Diagram 6.1: Factors affecting National Skill Development Strategy**



Last of all it can be said that, reducing skills mismatch with lasting effect and helping economies make the most of their workforce skills require collaborative effort from all stakeholders. A comprehensive strategy to reduce skills mismatches requires:

- Quality of education is secured and participation raised.
- A diversification approach to providing education.
- Improving the relevance of education and training for the labor market.
- Anticipating and building competencies for future needs.
- Ensuring broad access to training opportunities.

## CHAPTER 7

# STRENGTHENING GOVERNMENT'S POLICIES TO OPERATE IN OVERSEAS LABOR MARKET EFFECTIVELY

## 7.1 Introduction

The economic growth is a pre-condition for expanding productive employment, but economic growth in itself could not produce enough employment opportunities to reduce the poverty of our country. The economic globalization offers new opportunities of employment as skill shortage emerges in the destination countries, and hiring workers from other countries with the requisite skills and willingness to work at prevalent wages is a good strategy. Because, this is a faster way to fill emerging vacancies than to train workers in the national labour market, and “Immigrants are more likely than the native-born to hold jobs for which they are over-qualified”<sup>313</sup>. But it also presents some challenges to the foreign workers all over the world. It is necessary to review the foreign employment policies and associated laws of destination countries to formulate or strengthen a supportive national labour migration or overseas employment policy to operate successfully in the overseas labor market, by which Bangladeshi nationals will be able to meet the demand of international job market and their legal rights will be ensured while working in abroad. In this chapter migration and labor market policies of different destination countries are reviewed and examined as an approach to measure the suitability of manpower export to a particular country from the angle of legal framework.

## 7.2 Review of Foreign Employment Policies and Associated Laws of Major Destination Countries

After reviewing and scrutinizing the foreign employment policies and related laws of different destination countries extensively, the following issues are found which carry significant importance (Table: 7.2.1):

**Table 7.2.1: Foreign Employment Related Issues in the Policy Documents of Destination Countries**

Country	Foreign Employment Related Issues in the Policy Documents
Albania	<p>⇒ The rights and responsibilities of migrant workers are implemented and facilitated either by bilateral agreements between the Government of Albania and governments of sending countries, or by ratification of international conventions on migration and Labor, such as UN, IOM, ILO and EU standards on Labor and migration. The Constitution of Albania defies the rights of foreigners in Albania and sanctions that collective expulsion of foreigners from Albania is prohibited.<sup>314</sup></p> <p>⇒ Employment agency sends recruited foreign workers to work for a local company in Albania.<sup>315</sup></p> <p>Albania applies the system of quotas. Quotas are defined annually, by October 1. Work permits are issued above the quotas in cases of: Daily seasonal migrants in the framework of bilateral agreements; Key staff of foreign companies; Employees transferred within companies; Contracting services employees; Teachers of minorities' languages; Employees in non-profit organizations; Employees in youth exchanges programs; University professors and researchers; Employees hired in the framework of international agreements. The law prohibits any kind of direct or indirect discrimination to migrants in the process of employment and their social integration. This includes, in addition to the right of work, the educational, schooling, cultural, recreational and sports rights.<sup>316</sup></p> <p>⇒ The standards of employment of foreigners in Albania are in compliance with EU standards on visa issue, employment of legal resident foreign workers, employment of legal resident foreign qualified professionals, repatriation of irregular residents, support to foreigners, victims of human being trafficking, entrance of students, trainees and voluntaries, and equal treatment of foreigners in employment and profession. The standards of the following EU documents have been incorporated in the Albanian legislation on migrant workers.<sup>317</sup></p>

<sup>313</sup> (OECD, 2007b, p. 25)

<sup>314</sup> The Constitution of Albania

<sup>315</sup> The Labor Code, December 2015

<sup>316</sup> The Law No. 108/2013 “On Foreigners”.

<sup>317</sup> Regulation of European Parliament and Council; Directive of European Parliament and Council; Council Framework Decision, 2002/946/DÇB.

Country	Foreign Employment Related Issues in the Policy Documents
<b>Algeria</b>	<p>⇒ The principle of importing foreign Labor is maintained only for foreign operators. According to Article 21: The employer can carry out the recruitment of immigrant workers under the conditions fixed by the legislation and the regulation in force when there is not a qualified national workforce.<sup>318</sup></p> <p>⇒ Algeria is maintaining its strategy (launched in 2003) of importing foreign workers to achieve its major economic programs, mainly in the construction (16.62%) and industry (13.72%) sectors.<sup>319</sup></p> <p>According to National Employment Policy:</p> <ul style="list-style-type: none"> <li>▪ Foreign workers in Algeria are required to pay a variety of fees in accordance with Algerian laws, such as social security, which amounts to 48% of the total salary.</li> <li>▪ It is a very lengthy and complicated procedure for foreign workers to obtain a working visa of Algeria, which takes 2 or 3 months.</li> <li>▪ Algeria imposes controls on foreign exchanges, setting many restrictions to the payment and transference of foreign exchanges.</li> <li>▪ The law contains occupational health and safety standards that are not fully enforced. There were no known reports of workers dismissed for removing themselves from hazardous working conditions. If workers face such conditions, they may reserve the right to renegotiate their contract or, failing that, resort to the courts. The law does not adequately cover migrant workers employed primarily in construction.</li> </ul> <p>⇒ ILO's conventions: The country has ratified the International Labor Organization's (ILO's) conventions on freedom of association and collective bargaining but failed to enact legislation needed to implement these conventions fully. International labor rights are recognized within domestic law, but are only effectively regulated in the formal economy.</p>
<b>Belarus</b>	<p>⇒ The legislation of the Republic of Belarus provides a special order of recruitment of foreigners who are going to work for Belarusian employers. Article 11 of the Labor Code states that:</p> <ul style="list-style-type: none"> <li>▪ Foreign nationals and stateless persons on the territory of Belarus shall enjoy rights and liberties and execute duties on equal terms with the citizens of the Republic of Belarus, unless otherwise specified in the Constitution, the laws and international treaties.<sup>320</sup></li> <li>▪ In general, it is necessary to obtain a special permission to work for hiring in the Republic of Belarus. Labor contract should comprise special provisions provided by the Belarusian migratory legislation (including conditions under which the immigrant worker move to the Republic of Belarus, conditions concerning nutrition, accommodation, medical care of the immigrant worker);</li> <li>▪ Employment law protects employees in Belarus by restricting the grounds on which an employer can dismiss staff. Further details on the dismissal regulations of Belarus are outlined in Article 42 of the Labor Code.</li> </ul> <p>⇒ Labor Code states that: "Employees shall be guaranteed just a share of remuneration for the economic results of their Labor in accordance with the quantity, quality and social significance of such work, but it shall not be less than the level which shall ensure them and their families a life of independence and dignity. Women and men and adults and minors shall be entitled to equal remuneration for work of equal value."<sup>321</sup></p> <p>And, Labor Code also states that: "Ensure the execution of a uniform economic, financial, credit and monetary policy, and state policy in the field of science, culture, education, health care, ecology, social security and remuneration for Labor".<sup>322</sup></p>
<b>Russia</b>	<p>⇒ The Labor law regulations in the Russian Federation are applicable to employment relationships with foreigners and persons without citizenship, unless otherwise is provided by a federal law or an international treaty of the Russian Federation. The principle of equal treatment is laid down as a basic right in the CRF, according to which the state guarantees equality of rights and freedoms regardless of sex, race, nationality, language, origin, property and official position, place of residence, attitude to religion, convictions, membership in public associations, as well as of other circumstances.<sup>323</sup></p> <p>⇒ According to the Labor Code, the Labor law regulations in the Russian Federation are applicable to all workers who have entered into employment relationships with employers."<sup>324</sup></p>

• <sup>318</sup> The national employment policy, 2008.

• <sup>319</sup> Source: ONS, LFS.

• <sup>320</sup> Legal Act, Page 2.

• <sup>321</sup> Article 42 of the Labor Code of Belarus.

• <sup>322</sup> Article 107 of the Labor Code of Belarus.

• <sup>323</sup> Article 19 of Constitution of Russian Federation.

• <sup>324</sup> Article 11 of the Labor Code.

Country	Foreign Employment Related Issues in the Policy Documents
Spain	<p>⇒ Under the Law of 14/2013, of September 27, 2013, in support of entrepreneurs and their internationalization, the administrative authorizations in place prior to the above Law will continue to apply. A summary of the most relevant examples can be found in the following:</p> <ul style="list-style-type: none"> <li>▪ <b>Initial residence and employed work permit:</b> Non-EU nationals intending to work in Spain must obtain a special work visa and a work and residence permit beforehand.</li> <li>▪ <b>Residence and self-employed work permit:</b> If a Non-EU foreign worker has resided legally and continuously in Spain for five years and has renewed his or her work and residence permits, he or she may obtain a long-stay residence permit.</li> <li>▪ <b>Fixed- term employed work permits:</b> Assembler of industrial plants, infrastructure, seasonal workers, senior managers, professional sportsmen and women, artistes in public performances, and such other groups like experienced and trained highly qualified professional workers, as may be determined by legislation.<sup>325</sup></li> <li>▪ <b>Visa and residence permit for training, research, development and innovation activities:</b> Any foreigners looking to enter Spain and to pursue training research, development and innovation activities at public or private entities may apply for the relevant entry visa or residence permit: The research personnel, scientific and technical personnel performing scientific development and technological innovation work at Spanish businesses or R&amp;D&amp;I centers established in Spain, and lecturers hired by universities or higher education and research centers or business schools established in Spain.<sup>326</sup></li> </ul> <p>⇒ <b>Bilateral social security agreements:</b> There are a number of bilateral social security agreements between Spain and other countries, which regulate the effects on Spanish public benefits of periods of contribution to the social security systems of other States.</p>
Bulgaria	<p>⇒ If the employer in an agreement on mutual exchange of employees undertakes to provide meal allowances to a foreign employee posted to the Czech Republic, the employer shall provide this employee with meal allowances at least in the upper amount of meal allowances pursuant to section 176(1).<sup>327</sup></p> <p>⇒ As regards foreign employees who perform their work abroad, their wage or salary, or its part, may be paid in an agreed foreign currency provided that the exchange rate for this currency is announced by the Czech National Bank. The provision of section 142(2) on rounding shall similarly apply to the rounding of wage or salary in a foreign currency.<sup>328</sup></p>
Seychelles	<p>⇒ Non-Seychellois workers, not exempt from the provisions of Employment Act, shall enjoy the same terms and conditions of employment as are applicable to Seychellois workers but may be given such additional benefits and privileges as the competent officer may authorize.<sup>329</sup></p> <p>⇒ If the non-Seychellois worker aggrieved by the termination from the job may initiate the grievance procedure within 7 days of becoming aware of the grievance.<sup>330</sup></p>
Brazil	<p>⇒ <b>Requirements for Foreign Employees to Work:</b> Whenever a foreigner is transferred to Brazil and/ or retained by a Brazilian company to render services in Brazil, an appropriate work visa/permit must be requested in advance. Any visa issued to a foreigner may be extendable to his/her family.</p> <p>⇒ <b>Key Points of Brazilian Labor Law<sup>331</sup>:</b></p> <ul style="list-style-type: none"> <li>▪ Employment agreements in Brazil are usually for indefinite term; fixed term employment agreements are only allowed in specific situations.</li> <li>▪ All companies and employees are mandatorily represented by a Union.</li> <li>▪ Employments are at will, meaning that any party may terminate the employment agreement without cause upon mandatory prior notice and payment of the severance.</li> <li>▪ Work permits must be requested whenever a foreigner wants to work in Brazil.</li> </ul>

• <sup>325</sup> Article 71 a) of Law 14/2013.

• <sup>326</sup> Article 13 and Additional Provision no. 1 of Science, Technology and Innovation Law 14/2011, of June 1, 2011.

• <sup>327</sup> Section 48, (4)

• <sup>328</sup> Section 143, (2)

• <sup>329</sup> Article 67 of EMPLOYMENT ACT 1995

• <sup>330</sup> Article 67 (2)

• <sup>331</sup> The rules of the Brazilian Labor Law are governed by the Federal Constitution of 1988 (FC), the Consolidation of Labor Laws of 1943 (CLT) and several other laws

Country	Foreign Employment Related Issues in the Policy Documents
Argentina	<p>⇒ Labor relationships are mainly ruled by the LCL<sup>332</sup>. Argentina has an open-doors policy, with immigrants from Europe particularly welcome. No specific skills or country quotas are in place. All an applicant needs is a letter from an employer or potential employer and a certificate of good conduct from the police of their country of origin. It is also possible to look for a job once in Argentina on a tourist visa.</p> <p>⇒ After finding a job immigrant can go to the migrations department with a letter from their employer and a certificate of good conduct from their country of origin. Application requirements are fairly straightforward but the same cannot be said for Argentina's often nightmarish bureaucracy. It can take several months until a visa is actually issued.</p> <p>⇒ Discrimination is forbidden on the grounds of sex, race, nationality, religion, political opinion, trade union activity or age.</p> <p>⇒ <b>Labor rights in the Constitution:</b> The Constitution establishes a number of workers' rights, including dignified and equitable working conditions; limited working hours; paid rest and vacations; fair remuneration; minimum vital and adjustable wage; equal pay for equal work; participation in the profits of enterprises, with control of production and collaboration in the management; protection against arbitrary dismissal; stability of the civil servant; free and democratic Labor union organization.<sup>333</sup></p>
Bahrain	<p>⇒ No employer shall employ a foreigner without a valid Work Permit issued by the Ministry of Labor and Social Affairs.<sup>334</sup></p> <p>⇒ A Work Card shall be valid for one year and may be renewable provided that its validity does not exceed, in any case, the period of the residence permit of the worker.<sup>335</sup></p> <p>⇒ An employer may request a recruiting agent to supply him with foreign workers only in accordance with the terms and conditions prescribed in an Order made by the Minister for Labor and Social Affairs.<sup>336</sup></p> <p>⇒ An employer who employs foreign workers shall not pay to them a wage or remuneration which is more than that paid to Bahraini workers provided that their aptitudes, technical skills and occupational qualifications are equal but having regard to the need to attract foreign workers.<sup>337</sup></p>
Canada	<p>⇒ Unlike most Labor and employment law, immigration law is under the jurisdiction of the federal government and is subject to the Immigration and Refugee Protection Act (the "IRPA"). To be lawfully employed in Canada, one must be a citizen, a landed immigrant or have a work permit.</p> <p>⇒ Apart from senior executives, professionals, and workers with specialized skill-sets, most foreign workers in Canada are employed in the domestic care or agriculture sectors.</p> <p>⇒ The Canadian government recently introduced new legislation to govern Canada's Temporary Foreign Worker Program. The law appears to be designed to better protect foreign workers and to address short-term Labor and skills shortages.</p> <p>⇒ According to the regulatory amendments, temporary foreign workers can hold a temporary work permit for only four years at a tie. However, some workers are exempted from this limit, including most who occupy managerial, highly skilled, or other exempt positions.</p> <p>⇒ <b>Legal Framework:</b> Citizens and landed immigrants have significant health care coverage, unemployment insurance coverage and pensions for retirement, generally covered by public funds and payroll taxes. Many employers provide additional benefits, dental care, disability coverage, and pension contributions.</p>

- <sup>332</sup> Labor Contract Law No. 20,744
- <sup>333</sup> Section 14 bis of the Constitution
- <sup>334</sup> Article 3, Bahrain Labor Law
- <sup>335</sup> Article 5, Bahrain Labor Law
- <sup>336</sup> Article 15, Bahrain Labor Law
- <sup>337</sup> Article 44, Bahrain Labor Law

Country	Foreign Employment Related Issues in the Policy Documents
Germany	<p>⇒ Germany has generally not been considered a “classical immigration country.” On the contrary, it is often classified as a typical example of a “labor recruiting country.”<sup>338</sup> Foreigners who had been present in Germany for five years and who were integrated into the economic and social life could apply for an unlimited residence permit.<sup>339</sup></p> <p>⇒ Migration Act of 2005 – Complete Overhaul of German Migration Policy: In the spring of 2000, the lack of skilled workers in the IT-sector again sparked a debate on reforming German migration policy, controlled migration, and Germany as an “immigration country.”<sup>340</sup> The government set up the “Independent Commission Migration,” which published its report in July 2001.<sup>341</sup> The Commission found, among other things, that Germany had become an “immigration country” and was in need of highly qualified immigrants to offset the labor market shortage.<sup>342</sup></p> <p>⇒ To ensure fair competition and to protect the interests of employees, the German Posted Workers Act (Arbeitnehmerentendegesetz – AEntG) stipulates that in certain business sectors – including, but not limited to the construction, commercial cleaning and mail service sectors – certain minimum working conditions must be observed. They include: 1) maximum work periods and minimum rest periods; 2) minimum paid vacation entitlements; 3) minimum wage, including overtime (pursuant to the relevant collective bargaining agreement); 4) regulations on health, safety, and hygiene at work; 5) maternity/parental leave and youth protection; and 6) non-discrimination provisions including prohibitions on gender discrimination.</p>
Jordan	<p>⇒ Jordan’s last population census gave the total population of the country as 9,531,712 in November 2015, 2,918,125 (31%) of whom were foreign nationals. If accurate,<sup>343</sup> these numbers indicate that Jordan is a major migrant-receiving country.</p> <p>⇒ Jordan’s legal protection for migrant workers is considered better than many other countries in the Middle East. However, the situation on the ground does not seem much different.</p> <p>⇒ Many migrant workers are subjected to violations of their rights by their employers and recruiters through withholding of passports, restrictions on movement, non-payment of wages, long working hours, unpaid overtime, contract substitution, no days off, threats of imprisonment, and verbal, physical or sexual abuse. While Jordanian officials have the tools to prevent and respond to abuses, they have lacked sufficient political will and coordination to properly implement them.</p> <p>⇒ It is not permissible to engage any non-Jordanian Employee except with the approval of the Minister or whoever delegated by him provided that the work requires experience and capability which are not available with Jordanian Employees or if the available number therefore does not meet the need.<sup>344</sup></p> <p>⇒ Non-Jordanian Employee who is deported from Jordan is not permitted to return back to it unless three years is passed from the date of executing the decision of deportation.<sup>345</sup></p>
KSA	<p>⇒ The Nitaqat program sets high targets for the employment of Saudi nationals. Under the Labor Law, 75% of the total workforce must comprise Saudi nationals.</p> <p>⇒ <b>Criteria for employment:</b> Local shortage of skills, and sponsor/employment contract.</p> <p>⇒ <b>Emerging Challenges:</b> Promoting local people</p>

• <sup>338</sup> Rita Chin, The Guest Worker Question in Postwar Germany 25 (2007).

• <sup>339</sup> Id. § 8, para. 1.

• <sup>340</sup> Jürgen Bast, Zehn Jahre Aufenthaltsgesetz [Ten-Year Anniversary of the Residence Act], 2013 Die Öffentliche Verwaltung 214.

• <sup>341</sup> Unabhängige Kommission „Zuwanderung,” Zuwanderung gestalten, Integration fördern [Framing Immigration Policy, Support Integration] (July 4, 2001),

• <sup>342</sup> Id. at 12 et seq

• <sup>343</sup> Jordanian Population Census, 2004-2015

• <sup>344</sup> Article 12, Jordanian Labor Law no. (8) of 1996

• <sup>345</sup> Article 12, Jordanian Labor Law

### **7.3 Major Findings from the Review of Foreign Employment Policies of Destination Countries**

From the above review of foreign employment and migration policies of destination countries, the following major issues are identified which will be helpful to formulate or strengthen the policy framework of Bangladesh:

1. The scope and opportunities of foreign employment are facilitated mostly by the bilateral agreements between the government of destination countries and governments of sending countries.
2. The rights and responsibilities of migrant workers are ensured by ratification of international conventions on migration and Labor, such as UN, IOM, ILO and EU standards on Labor and migration.
3. Employment agencies play a significant role in recruiting foreign workers to work for a local company in the destination countries.
4. Some destination countries (e.g. Albania) apply the system of quota for different occupation to import labor from other countries.
5. Destination countries follow some standards to recruit the foreigners. As for example, European countries follow the EU standards on visa issue or on employment of legal resident foreign workers.
6. Some countries follow the principle of importing foreign Labor only for the foreign operators.
7. Visa and work permit are most significant component in foreign employment. So, presence of the embassies of all the destination countries is must in the sending country to smooth the foreign employment process.
8. In many destination countries fixed-term employment work permits are provided for skilled workers, such as: doctors, nurses, and engineers of construction and industry sectors, IT professionals, and assembler of industrial plants, senior managers, professional sportsmen and women, artistes in public performances.
9. Bilateral social security agreements between destination and sending countries may broaden the scope of employment.
10. There are countries, like Argentina, which follow open-door policies and doesn't impose the law of work permit in advance. So, sending workers is possible only by granting tourist/visiting visa.
11. Almost all the destination countries prohibit to pay more wages/salary to the foreign worker than the local workers, but there is option to give some additional benefits and privileges for the competent foreign workers.
12. It is evident that many migrant workers in different countries (mostly in the countries of Middle -East) are subjected to violations of their rights by their employers and recruiters through withholding of passports, restrictions on movement, non-payment of wages, long working hours, unpaid overtime, contract substitution, no days off, threats of imprisonment, and verbal, physical or sexual abuse.
13. Some major labor importing countries (e.g. KSA) have brought strategic changes in policies to develop their own labor force and encourage recruiting only those foreign workers who possess specific skill-sets.

### **7.4 Review of International Policies and Conventions on Migration**

The following international conventions and policies are reviewed which can play significant role to ensure Bangladeshi workers' rights in abroad. As most of the destination countries ratify and implement the articles of these conventions with legal framework, the government of Bangladesh can legally help and support the Bangladeshi workers through the embassies or concerned authorities in abroad. The major focuses and objectives of these conventions are given below (Table 7.4.1):

**Table 7.4.1: Major Focuses and Objectives of International Policies and Conventions on Migration**

Name/Title of the Policy Document	Major focus & Objectives
Migrant Workers (Supplementary Provisions) Convention, 1975 <sup>346</sup>	<p>⇒ Migrant Workers<sup>347</sup> (Supplementary Provisions) Convention, 1975, or Convention concerning Migrations in Abusive Conditions and the Promotion of Equality of Opportunity and Treatment of Migrant Workers is an International Labor Organization Convention for the rights of migrant workers. However, unlike the United Nations Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families, there are restrictions of migrant worker to be applied on Article 11, established in 1975:</p> <ul style="list-style-type: none"> <li>▪ Having decided upon the adoption of certain proposals with regard to migrant workers.</li> <li>▪ Article 1. Each Member for which this Convention in force undertake to respect the basic human rights of all migrant workers.</li> </ul>
Domestic Workers Convention, 2011 <sup>348</sup>	<p>⇒ The fact that domestic work is often relegated to the private sphere, coupled with the sometimes-illegal status of these migrants, has created a sparse regulatory environment. As cited above, for example, the ILO had purposefully excluded domestic workers from their labor regulations. However, increasing advocacy, coupled with the increasingly transnational element of domestic work prompted the drafting of Convention 189, “Domestic Workers Convention, 2011,” which mandated rest hours, a minimum wage, some freedom of movement, a clearly worded working contract before migrating, and a right to live outside of their workplace.[12] Though this convention passed with a majority of votes, it has thus far only been ratified by Uruguay and the Philippines, both net sending countries. The ILO is not the only international organization attempting to regulate this field. The European Parliament drafted a resolution, submitted to the European Commission, calling for domestics’ inclusion in future Labor legislation, to take into account their unique work environment, and give training, social security, and set work hours to domestic workers. [13] This has yet to be adopted or change international regulation, though. As such, the regulation of migrant domestic labor is left to individual states, which, as will be examined, has led to abuses.</p>
International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families, July 2003 <sup>349</sup>	<p>⇒ The International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families, in force since July 2003, contains a comprehensive set of rules with regard to the particular situation of migrant workers. The main thrust of this Convention is that persons who qualify as migrant workers under its provisions are entitled to enjoy rights regardless of their legal status. The Convention does not directly refer to the disabled people, but some articles are worth mentioning.</p> <p>⇒ Article 1 (1) states that “...the present Convention is applicable, except as otherwise provided hereafter, to all migrant workers and members of their families without distinction of any kind such as sex, race, color, language, religion or conviction, political or other opinion, national, ethnic or social origin, nationality, age, economic position, property, marital status, birth or other status...” (Emphasis added).</p> <p>⇒ Article 7 provides: “States Parties undertake, in accordance with the international instruments concerning human rights, to respect and to ensure to all migrant workers and members of their families within their territory or subject to their jurisdiction the rights provided for in the present Convention without distinction of any kind such as to sex, race, color, language, religion or conviction, political or other opinion, national, ethnic or social origin, nationality, age, economic position, property, marital status, birth or other status.” (Emphasis added).</p> <p>⇒ Article 28 provides that “...migrant workers and members of their families shall have the right to receive any medical care that is urgently required for the preservation of their life or the avoidance of irreparable harm to their health on the basis of equality of treatment with nationals of the state concerned. Such emergency medical care shall not be refused by reason of any irregularity with regard to stay or employment.”</p> <p>⇒ Some recent UN World Conferences have dealt with the rights of migrant workers:</p>

• <sup>346</sup> C143, ILO Convention, Date of adoption, June 24, 1975, Date in force, December 9, 1978, as of 2013, the convention has been ratified by 23 states.

• <sup>347</sup> For this Convention the term migrant worker means a person who migrates or who has migrated from one country to another with a view to bring employed otherwise than on his own account and includes any person regularly admitted as a migrant worker.

• <sup>348</sup> “C189 - Domestic Workers Convention, 2011 (No. 189)”. International Labor Organization. 16 Jun 2011.

• <sup>349</sup> United Nations, Department of Economic and Social Affairs, Division for Social Policy and Development

Name/Title of the Policy Document	Major focus & Objectives
	<p>⇒ The World Conference on Human Rights invited States to ratify the International Convention on the Protection of the Rights of All Migrant Workers and Members of their Families as soon as possible. In the Vienna Declaration and Program of Action (part II, paragraphs 33-35), the Conference urged all States to guarantee the protection of the human rights of all migrant workers and their families.</p> <p>⇒ In chapter X of the Program of Action, adopted at the International Conference on Population and Development, the Conference called for a comprehensive international approach to dealing with international migration.</p> <p>⇒ At the World Summit for Social Development States committed themselves, at the international level, to ensure that migrant workers benefit from the protection provided by relevant national and international instruments, to take concrete and effective measures against the exploitation of migrant workers and to encourage all States to consider ratifying and fully implementing international instruments relating to migrant workers.</p> <p>⇒ In the Beijing Platform for Action, adopted at the Fourth World Conference on Women (Chapter IV. D), the Conference called on States to recognize the vulnerability to violence and other forms of abuse of women migrants, including women migrant workers, whose legal status in the host State depends on employers who may exploit their situation.</p>
The European Social Charter, 1996 <sup>196</sup>	<p>The European Social Charter protects migrant workers. Article 19 establishes the right of migrant workers and their families and of self-employed migrants to protection and assistance. In order to implement these guarantees, States Parties undertake to provide a number of services. Some of which include:</p> <p>⇒ States undertake to assist migrant workers against misleading propaganda relating to immigration and emigration;</p> <p>⇒ States undertake to adopt appropriate measures to facilitate the departure, journey and reception of such workers and their families and to provide appropriate services for health, medical attention and good hygienic conditions during the journey;</p> <p>⇒ States undertake to secure for migrant workers lawfully within their territories, insofar as such matters are regulated by law or regulations or are subject to the control of administrative authorities, treatment not less favorable than that of their own nationals in respect of the following matters: remuneration, working conditions, membership of trade unions, enjoyment of the benefits of collective bargaining and accommodation;</p> <p>⇒ States undertake to secure for such workers lawfully within their territory treatment not less favorable than that of their own nationals with regard to employment taxes, dues or contributions payable of employed persons;</p> <p>⇒ States undertake to facilitate the reunion of a family of a foreign worker lawfully within their territory;</p> <p>⇒ States undertake to secure that workers lawfully residing within their territories receive treatment not less favorable than that of their own nationals in respect of legal proceedings;</p> <p>⇒ States undertake to secure that the workers lawfully residing within their territories are not expelled unless they endanger national security or offend the public interest or morality;</p> <p>⇒ States undertake to permit the transfer of the earnings and savings of the migrant workers into other countries.</p>

• <sup>350</sup> The European Social Charter is a Council of Europe treaty which was opened for signature on October 18, 1961 and initially became effective on February 26, 1965, after West Germany had become the fifth of the 13 signing nations to ratify it. By 1991, 20 nations had ratified it. The Charter was revised in 1996. The Revised Charter came into force in 1999 and is gradually replacing the initial 1961 treaty. The Charter sets out human rights and freedoms and establishes a supervisory mechanism guaranteeing their respect by the States parties.

Name/Title of the Policy Document	Major focus & Objectives
International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families, 1990	<p>⇒ Twenty-five years ago, on 18 December 1990, the United Nations General Assembly adopted the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families. This is the most ambitious international law instrument ever designed to protect migrants' fundamental rights. But it is also one of the most unpopular treaties: only a small number of states have ratified it and no western migrant-receiving country has done so.</p> <p>⇒ The Migrant Rights Convention belongs to the nine 'core international human rights instruments' adopted by the UN but, with just 48 state-parties, it is the least ratified. 189 states have ratified the Convention on the Elimination of All Forms of Discrimination against Women; 196 have done so with the Convention on the Rights of the Child. Even the most recent of these conventions, the 2006 International Convention for the Protection of All Persons from Enforced Disappearance, has superseded the Migrant Rights Convention with 51 ratifications.</p> <p>⇒ To make matters worse, the Migrant Rights Convention is resisted precisely by those countries that host most migrants, even though these are otherwise 'human-rights friendly' countries. Western European nations have ratified most human rights conventions, but not the one on migrants. The same applies to Canada, Australia or the United States. The Migrant Rights Convention is much less ratified than the Convention relating to the Status of Refugees (or Geneva Convention), which has 145 states parties. It is also less popular than the so-called Palermo Protocols against smuggling and trafficking, which have been ratified by 142 and 169 states respectively.</p> <p>⇒ In principle, the Universal Declaration of Human Rights applies to 'all human beings' and this includes foreigners, refugees or migrants. But in practice, not all people enjoy the same access to human rights, which explains why 'extra' targeted treaties have been designed and adopted. These treaties are not unique to migrants: women and children, for example, have also been recognized as particularly discriminated against, and thus in need of their own targeted protection instruments.</p> <p>⇒ Like other instruments, the Migrant Rights Convention does not contain any new rights, but provides a more detailed interpretation of how existing human rights should apply to migrant people. This is politically important: irregular migrants, for instance, often find themselves in a grey zone when it comes to labor standards, social protection or the right to unionize. The Convention is the only treaty that explicitly details their rights, thereby making it easier for irregular migrants and their advocates to claim them and have them implemented.</p>
UN Women: Covenant of Ethical Conduct and Good Practices of Overseas Employment Service Providers, October 2013 <sup>351</sup>	<p>⇒ In the Covenant of Ethical Conduct and Good Practices, recruitment agencies of nine Asian countries agreed on far-reaching business standards geared towards protecting women migrant workers. Financial exploitation and deliberate misinformation of women migrant workers through illegal recruiters lead not only to economic ruin, but also to physical and sexual abuse of countless women. Through the Covenant, which UN Women helped develop, the recruitment agencies commit themselves to information campaigns for migrant workers and employers, to social security and insurance program that benefit migrant workers, and to the establishment of resource and welfare centers in Labor-receiving countries.</p>
ILO Convention No. 97, 1949 <sup>352</sup>	<p>⇒ Article 2: Each Member for which this Convention is in force undertakes to maintain, or satisfy itself that there is maintained, an adequate and free service to assist migrants for employment, and in particular to provide them with accurate information.</p> <p>⇒ Article 3: Each Member for which this Convention is in force undertakes that it will, so far as national laws and regulations permit, take all appropriate steps against misleading propaganda relating to emigration and immigration.</p>

• <sup>351</sup> <http://asiapacific.unwomen.org/en/focus-areas/women-poverty-economics/migrant-workers#sthash.adZW1Zlp.dpuf>.

• <sup>352</sup> Convention concerning Migration for Employment (Revised 1949) (Entry into force: 22 Jan 1952)9 (No. 97). Source: ilo.org

## 7.5 Review of Bangladesh Government Policies on Migration and Relevant Issues

There are many acts, ordinances, conventions and policies which are directly related with the migration and foreign employment issues. These policy documents are reviewed and examined to find out the major focuses and objectives of these policies. It is needed to check the proper implementation of some policies to ensure our workers' rights, such as: "Professional and skilled women can migrate as principal workers, but semi-skilled and unskilled women cannot go overseas without a male guardian" (Presidential Order, 1981), and need to update some policies to increase the effectiveness of overseas labor market operations. The following issues carry significant importance in this regard (Table: 7.5.1):

**Table 7.5.1: Bangladesh Government Policies on Migration**

Name/ Title of the Policy Document	Major focus & Objectives
The Empire Settlement Act, 1922	The Empire Settlement Act of 1922 was an agreement between the British government and several commonwealth countries designed to facilitate the resettlement of agriculturalists, farm laborers, domestics and juvenile immigrants throughout the Empire. <sup>353</sup>
Presidential Order, 1981	Professional and skilled women can migrate as principal workers, but semi-skilled and unskilled women cannot go overseas without a male guardian. <sup>354</sup>
Emigration Ordinance, 1982 (Ordinance No. XXIX of 1982)	"In 1982 GoB promulgated an Emigration Ordinance. The new Ordinance is the key regulatory instrument in respect to migration. The Ordinance only allowed persons with valid travel documents to emigrate. A letter of appointment or work permit from a foreign employer or an employment or emigration visa from a foreign government is considered a valid document (Sec 7/3/a). A person who is selected by a foreign employer through an organization or a recruiting agent recognized by the government under an agreement between two governments will also be allowed to emigrate (Sec 7/3/b). The Ordinance also empowers the government not to allow emigration of persons of a particular occupation, profession, vocation or qualification in the public interest (Sec 8/1). Under the Ordinance, the government is authorized to grant licenses to individuals and companies who wished to be engaged in recruitment for overseas employment (Sec 10). The Ordinance empowers the government to cancel and suspend licenses and forfeit security deposit if it is satisfied that the licensee's conduct has been improper or is in violation of the law or prescribed Code of Conduct. However, such actions could only be taken after the licensee was given an opportunity to explain his position (Sec. 14/1). Illegal emigrations are punishable for a term of up to one-year imprisonment with a fine not exceeding Tk. 5000. It also contains provisions for penalizing unlawful recruitment efforts (Sec 20). Under the Ordinance, the recruiting agencies are prohibited to charge higher than the prescribed amount of fees for their services (Sec 23). The Ordinance has provisions for penalizing individuals who, in breach of contract with foreign employers, abandon their employment (Sec. 24)" (Siddiqui, n.d, p.10). <sup>355</sup>
Bangladesh signs UN International Convention on Protection of Rights of All Migrant Workers and members of Their Families, 9 April 1998	Underlining the importance of the creation of conditions to foster greater harmony and tolerance between migrant workers and the rest of the society of the State in which they reside, with the aim of eliminating the growing manifestations of racism and xenophobia taking place in segments of many societies and perpetrated by individuals or groups against migrant workers. Urging countries of destination to review and adopt, as appropriate, measures to prevent the excessive use of force and to ensure that their police forces and competent migration authorities comply with the basic standards relating to the decent treatment of migrant workers and their families, inter alia through the organization of training courses on human rights. <sup>356</sup>

- <sup>353</sup> John A. Schultz, "'Leaven for the Lump': Canada and Empire Settlement, 1918-1939," in *Emigrants and Empire: British Settlement in the Dominions between the Wars*, ed. Stephen Constantine (Manchester: University of Manchester Press, 1990), 150.
- <sup>354</sup> CEDAW and the Female Labor Migrants of Bangladesh, MFS Members in Bangladesh: Refugee and Migratory Movements Unit (RMMRU), Warbe-Development Foundation, Ain O Salish Kendra, Association for Community Development, [www.mfasia.org](http://www.mfasia.org)
- <sup>355</sup> Ordinance No. XXIX of 1982 [http://bdlaws.minlaw.gov.bd/pdf\\_part.php?id=628](http://bdlaws.minlaw.gov.bd/pdf_part.php?id=628) Siddiqui,
- <sup>356</sup> C.H.R. res. 1998/15, ESCOR Supp. (No. 3) at 73, U.N. Doc. E/CN.4/1998/15 (1998).

Name/ Title of the Policy Document	Major focus & Objectives
Licensing for Overseas Recruitment, 2002	Government grants license to individuals and agencies who wish to engage in recruitment of manpower for overseas employment. Government reserves the right to cancel, suspend or penalize recruiters for violating prescribed code of conduct. <sup>357</sup>
Restriction on female unskilled Labor withdrawn, 2003	Restriction on unskilled female migrant Labor withdrawn. <sup>358</sup>
Overseas Employment policy, 2006	The government adopts Overseas Employment Policy 2006 to ensure the rights of Bangladeshi workers to freely choose quality employment. Within the policy, government commits to reducing irregular flows and increasing the scope of regular migration at a reasonable cost. It commits to protecting the rights, dignity and security, and ensures social protection of the families left behind. The policy considers misconduct in the recruiting process as an act against national interest. <sup>359</sup>
Probashi Kallyan Bank, 2011	Government establishes Probashi Kallyan Bank (Migrant Welfare Bank) with a start-up capital of 1 billion Taka with three aims, such as, quick transfer of remittances at low cost, financing Labor migration and financing investment loans for returnee migrants and their families. <sup>360</sup>
Overseas Employment and Migrants Act, 2013	This law was enacted by repealing the Emigration Ordinance 1982 for making provisions in conformity with the International Convention on the Rights of Migrant Workers and the members of their Families 1990 and other international Labor and human rights conventions and treaties ratified by Bangladesh. Under this law, migrant workers can lodge criminal cases for deception or fraud against recruiting, visa, and travel agencies, as well as employers. <sup>361</sup>
Promoting Decent Work through Improved Migration Policy and its Application in Bangladesh, July 2011- June 2015	<p>The “Promoting Decent Work through Improved Migration Policy and its Application in Bangladesh” project was initiated on a request from the Government of Bangladesh to the International Labor Organization (ILO) to assist the Ministry of Expatriates’ Welfare and Overseas Employment (MEWOE<sup>362</sup>) and the Bureau of Manpower, Employment and Training (BMET) to improve the overall management of Labor migration and to ensure protection and decent employment conditions to the Bangladeshi migrant workers.</p> <p>The main objectives of the project are as follows:</p> <p>Strengthened policy and institutional frameworks to improve migration management and the protection of migrant workers;</p> <p>Improved operational efficiency and effectiveness in overseas employment promotion under protected conditions, including the reduction of migration costs; and</p> <p>Strengthened social protection for migrant workers available in the countries of destination and upon return.</p> <p>Key Expected results are:</p> <p>National policy, normative and institutional frameworks are strengthened and enhance improved migration management;</p> <p>Regional cooperation and bilateral dialogues with destination countries are strengthened and allow increased access to overseas work under protected conditions;</p> <p>Access to overseas employment for migrant workers is more effectively regulated and migration costs are reduced;</p> <p>Migrant workers are protected from abuses in the countries of destination and benefit from increased social protection</p> <p>Migrant workers are better trained, informed and prepared in the pre-departure process;</p> <p>Returnees and their families are supported in their reintegration in Bangladesh.</p>

• <sup>357</sup> Focus Migration, Country Profile: Bangladesh, Benjamin Etzold and Biswajit Mallik, November 2015

• <sup>358</sup> Focus Migration, Country Profile: Bangladesh, Benjamin Etzold and Biswajit Mallik, November 2015

• <sup>359</sup> Protifolon, Policy Brief, Issue 4, December 2011, Institute of Informatics and Development, Dhaka.

• <sup>360</sup> www.pkb.gov.bd

• <sup>361</sup> Act No. VL. VIII of 2013

• <sup>362</sup> MEWOE is the principle partner with the Bureau of Manpower, Employment and Training (BMET) as a key body of the MEWOE involved in the project implementation.

## 7.6 Policy Recommendations from the Stakeholders

- a) Foreign employers, interviewed for the purpose of the study, identified some of the reasons for hiring less Bangladeshi workers. Among these are:
- language barriers
  - low skill level
  - cultural heterogeneity
  - Lack of proper government support to workers
  - Lack of proper cooperation from the Bangladesh embassy in the respective
  - Involvement of multiple intermediaries.
- b) Migrant workers, returned migrants, expatriates, policy planners, academicians and researchers, labor attaches and other KIIs have responded in the following ways and they have ranked Bi-lateral relationship and Create Govt. Training Center to train worker before supply, Formulating a comprehensive monitoring process to monitor recruitment process and Government managed recruitment System as the most significant factors in sending workers in abroad (Table: 7.6.1):

**Table 7.6.1: Policy Recommendations from the Respondents**

(1) Sl. No.	(2) Recommendations	(3) Migrant	(4) Migrant (%)	(5) KII	(6) KII (%)	(7) Total Response (Column 3 and 5)	(8) Total (%)
1	Developing Bi-lateral relationship with the destination countries	391	23.16	125	22.20	516	22.92
2	Development of training system based on demand of destination countries	272	16.11	104	18.47	376	16.70
3	Formulating a comprehensive monitoring process to monitor recruitment process	249	14.75	100	17.76	349	15.50
4	Government managed recruitment System	192	11.37	85	15.10	277	12.31
5	Formulate policy to ensure efficient recruitment Process	130	7.70	39	6.93	169	7.51
6	Establish of Embassy/ Consulate	124	7.35	28	4.97	152	6.75
7	Formulating policies to protect the interest and wellbeing of migrants in foreign countries, and Bangladesh	77	4.56	20	3.55	97	4.31
8	Incentive and subsidies for overseas employment	76	4.50	19	3.37	95	4.22
9	Formulate policies to define costs of migration	68	4.03	17	3.02	85	3.78
10	Formulating policy to take care of the women migration	60	3.55	10	1.78	70	3.11
11	Facilities for overseas employment such as bank loan, one stop clearance system, hotline	27	1.60	9	1.60	36	1.60
12	Others	22	1.30	7	1.24	29	1.29
	<b>Total</b>	<b>1,688</b>	<b>100</b>	<b>563</b>	<b>100</b>	<b>2,251</b>	<b>100</b>

- c) According to the survey results, the government and recruiting agents should focus on Market exploration/ search (25.88%), Labor market monitoring (21.90), and, Selection and delivery of requisite skill in an efficient manner (16.81%). (Table: 7.6.2).

**Table 7.6.2: Role of Bangladesh Government and Recruiting Agencies**

Sl. No.	Specific Role	Govt. of Bangladesh	%	Recruiting Agent	%	Both	%	Total	%
1	Market exploration/search	21	21.21	19	19.19	59	59.60	99	25.88
2	Labor market monitoring	54	71.05	3	3.95	19	25.00	76	21.90
3	Selection and delivery of requisite skill in an efficient manner	32	27.35	24	20.51	61	52.14	117	16.81
4	Looking after the welfare of migrants	52	76.47	3	4.41	13	19.12	68	15.04
5	Maintaining contacts with prospective employers	12	19.05	21	33.33	30	47.62	63	13.94
6	Bilateral relation	21	72.41	-	-	8	27.59	29	6.42
<b>Total</b>		<b>192</b>		<b>70</b>		<b>190</b>		<b>452</b>	<b>100</b>

## 7.7 Recommendations for the Government

- a. As the scope and opportunities of foreign employment are facilitated mostly by the bilateral agreements between the governments of destination countries and sending countries, Bangladesh government should take proper initiatives to sign bi-lateral agreements with all the destination countries.
- b. Bangladesh government should focus on building good relationship with the employment agencies of the destination countries as according to the policy framework, they play a significant role in recruiting foreign workers.
- c. As the Visa and work permit are the most significant component of foreign employment process, Bangladesh government should invite all the destination countries to open their embassies (which do not have) in Bangladesh, so that the foreign employment process become smoother.
- d. There are countries which follow open-door policies (e.g. Argentina) and don't provide work permit in advance. Sending workers is possible only by granting tourist/visiting visa. But Bangladesh government does not allow the workers to leave the country without the work permit documents<sup>363</sup>. So, this law should be amended to make the process easier and supportive.
- e. Some destination countries (e.g. Algeria) follow the principle of importing foreign labor only for multinational companies/foreign operators, so the government can meet with the authorities of the multi-national companies which are operating in our country, with specific objective to convince them to recruit Bangladeshi nationals in their branches/factories in other countries.
- f. Bangladesh government should focus on sending experienced professional and skilled workers as many destination countries provide long-term resident and work permits for the professionals like doctors,

<sup>363</sup> 4. Migration.— (1) No citizen shall migrate or cause others to migrate for overseas employment except in accordance with the provisions of this Act. (2) For migration of a citizen, in addition to the clearance issued under the Section 20, following documents shall be required:— (a) evidence of recruitment for overseas employment by a person, organization or an entity authorised by the Government under an Agreement concluded with any country, or by a recruitment agent with appropriate visa; or 4 (b) letter of appointment in for an overseas job or a work permit, or a noobjection certificate issued by any authorities of the country of employment and an appropriate visa.

nurses, engineers of construction and industry sectors, IT professionals, assembler of industrial plants, senior managers, etc. Some major labor importing countries (e.g. KSA) have brought strategic changes in policies to develop their own labor force and encourage recruiting only those foreign workers who possess specific skill-sets.

- g. Government should focus on those skill categories which are covered by the quota system of destination countries (e.g. Albania) as they apply quota system on certain occupations to import labor from other countries.
- h. Bangladesh government can take necessary steps to sign trade agreements with the destination countries, which will increase cooperation and broaden the scope of employment.
- i. It is evident that many migrant workers in different countries (mostly in the countries of Middle -East) are subjected to violations of their rights by their employers and recruiters through withholding of passports, restrictions on movement, non-payment of wages, long working hours, unpaid overtime, contract substitution, no days off, threats of imprisonment, and verbal, physical or sexual abuse. So, government should play active role to sort out these issues immediately before sending our workers in those countries. From the above analysis of different international conventions/policies, it can be said that the rights of migrant workers can be ensured by ratification of these conventions on migration and Labor (UN, IOM, ILO and EU standards on Labor and migration). So, the countries which ratify these conventions should give more priority to send our workers and the government should provide legal support to the Bangladesh workers to ensure their rights in abroad through proper channel.
- j. A national observatory for employment and training can be formed that will produce reliable data and develop policy options based on their analysis. The observatory will perform the following functions:
  - Collect and disseminate information on continuous basis regarding the changes in demands of international job market.
  - Conduct annual employment survey (containing fewer questions) with a higher sample size two times in a year; replace part of the sample each time; ensure that data and results are accessible to everyone for further analysis and disseminated to all, Bangladesh Bureau of Statistics or any other research firm could execute the Labor force survey for the observatory;
  - Carry out in-depth studies at regular intervals on specific topics such as skill gaps, working environment, effectiveness of training programs, supportive policies for female, youth employment opportunities, or the rural Labor market;
  - Conduct regular salary surveys covering all forms of waged work (including very small enterprises also) in the destination countries to measure the suitability of sending Bangladeshi workers;
  - Set up a team of experts who regularly analyze the data and develop sound policy options based on the results of analyses for the government.
- k. Foreign employment should not be the sole responsibility of the Ministry of Expatriates' Welfare and Overseas Employment or the Ministry of Labor and Employment. Strong inter-sectorial coordination at national level is must to develop an efficient labor market. Different Ministries, such as Ministry of Labor and Employment, Ministry of Education, Ministry of Primary and Mass Education, Ministry of Expatriates' Welfare and Overseas Employment, Ministry of Foreign Affairs, Ministry of Planning, Ministry of Finance should play pivotal role in this process to operate effectively in the international job market. Such coordination can be driven by the Prime Minister by placing the national observatory for employment under the management of the Prime Minister's Office. An inter-sectorial directorate should be created to manage all Labor market issues.

- l.** The government should initiate a comprehensive evaluation and impact assessment process of current programs, and the results of programs on the labor market must be disseminated. Based on this assessment, the structure of the institutions and their programs must be reformed. Initially, the government can maintain existing training programs with some adjustments in the short term, with a view to total reform in the medium term, after a rigorous evaluation and impact assessment process.
- m.** Develop and plan employment policy and active Labor market programs together with the private sector. Ensure that the private sector is deeply involved from the design phase to the implementation, monitoring and evaluation phases. The strategy paper on lifelong learning prepared by employers' representatives for the G20 emphasized the importance of employers' contributions to skills development policies across the following areas: providing training; matching education and training to the needs of the Labor market; encouraging and supporting lifelong learning; and maintaining the relevance of education and training through continuous evaluation and system improvements.<sup>364</sup>
- n.** A significant number of skilled and expert migrants return back to the country owing to different problems. These experienced returnee migrants can further migrate and bring high value for the country. So, it is imperative to profile the returnee migrants in order to empower and reinforce them by facilitating safe and regular re-migration. A detail, dynamic and updated database, containing information regarding the demographic characteristics, types of work and skills levels of returnee migrants, can be helpful to ensure the smooth re-migration process.
- o.** Convergence across policies is very significant. Skills and employment policies should be viewed together. The full value of one policy set is realized when it supports the objectives of the other. One of the main challenges of public policy is to foster institutional arrangements through which government departments, employers, workers and training institutions can respond effectively to changing skill and training needs, and indeed play a strategic and forward-looking role in anticipating future needs. Some policy orientations arising out of the study are mentioned below:
  - Expand the availability of good quality basic education as an essential right and as a foundation for vocational training, lifelong learning and employability.
  - Improve the capacity of labor market information systems to create, update and disseminate information on future skills needs to inform forward-looking skills development policies.
  - Extend the availability of affordable training for new/future skills and occupations as part of opportunities for lifelong learning by preparing them for new technologies and emerging opportunities in domestic and global markets.
  - Enhance the capacity of governments and employers to effectively manage the shift from declining sectors into more competitive activities and sectors.
  - Foster the coordination and alignment of basic education, vocational training and employment services with R&D, industrial, trade, technology and macroeconomic policies.
  - Encourage investment in skills training for new occupations and jobs.

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• <sup>364</sup> IOE and Business and Industry Advisory Committee to the OECD (BIAC), Lifelong learning strategy, paper prepared for G20 meeting, Johannesburg, March 2010.

## CHAPTER 8

# POTENTIAL PROFESSIONS AND SKILLED TRADES TO BE BRANDED IN THE OVERSEAS MARKET

### 8.1 Introduction

Bangladesh has been providing workforce across different countries for a long period. Despite some periodic fluctuations, the overall outflow of migrant workers turns out to be increasingly significant particularly since 2014.<sup>365</sup> Bangladeshi workers are also able to work in many sectors with confidence whether it is skilled, semi-skilled or less skilled jobs. Moreover, the primary research shows that the general perception regarding Bangladeshi migrant workers by the foreign employers is quite impressive and promising. After reviewing the country capacity of skill development and expertise of the workers, Bangladesh should carefully select potential professions and skilled trades to be branded in the overseas market. And, the strength, weakness, opportunity and challenge analyses of each sector are discussed in “Competitive Analysis” chapter, which is the foundation of branding specific trades in the international job market.

### 8.2 Skill Development Capacity of Higher Educational and TVET Institutes of Bangladesh

In Bangladesh, approximately 8000 graduate engineers and 50,000 diploma engineers are being produced every year and available human resource in Engineering graduates and Diploma is about 50,000. There are 4 public agricultural universities, 4 agricultural colleges and 121 agricultural training institutes which are offering degree, diploma and certificate courses in agriculture, animal husbandry, forestry, fisheries, livestock, horticulture, agriculture engineering and other related subjects. About 4500 graduates passed out annually with degree, diploma and training in these fields.

Bangladesh has well equipped facilities for imparting medical education and training at graduate and post graduate levels. Training for paramedics, X-ray technicians, radiographers, dressers, dental technicians, health assistants, midwives etc. are also available. About 5,000 doctors with various specializations are available for employment abroad.

Nursing and Care Giver training programs are also available to cater to the need of Europe and other countries like Japan. About 3 Million workers are engaged in garment sector, and training facilities at different level of production are available. Along with these, there are 3 Apprenticeship Training Offices under Bureau of Manpower, Employment and Training (BMET). BMET is arranging international accreditation for the Skill training certification with:

- City and Guilds
- Career Australia
- TAFE Australia
- RPL with KSA (through City and Guilds)

Bangladesh is maintaining Public-Private Partnership with Foreign Employers of different countries, such as:

- Singapore: Training in Construction Trade
- Hong Kong: Training in House Keeping Trade
- KSA: Training in House Keeping Trade

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• <sup>365</sup> ADB and ILO, 2016

## **8.3 Selected Professions and Skill Trades to Be Branded in the Overseas Market**

Based on our country capacity and competencies of the labor force, the most suitable professionals and skill trades to be branded in the international market are as follows:

1. Engineer
2. ICT Professionals
3. Medical Graduate
4. Nurse and Care Giver
5. Garments Worker (RMG Professionals)
6. Construction Worker

### **8.3.1 ENGINEER**

Engineering professions in different sectors including constructions, power, gas and water, transport, information communication, machinery and irrigation hold significant potential in overseas market. The Light Engineering Sector (LES) of the country has experienced tremendous growth in the recent years contributing 1.5% to the export earnings of Bangladesh. One of the researches conducted by Bangladesh University of Engineering and Technology (BUET) reveals that this sector (LES) is comprises of 40,000 enterprises and employed almost 800,000 people. Besides, the engineering and technology education sector of Bangladesh has been transformed and developed in the past twenty years. There is a significant number of public and private engineering universities, engineering colleges, Government and non-government polytechnic colleges, technical and vocational institutions generating an encouraging number of resource personnel each year. The primary survey of the study also recognizes the growing interests of foreign employers in the present status of the technology and engineering education in Bangladesh and the potentials of engineering professionals with outstanding communication skills to compete on global scale.

### **8.3.2 ICT PROFESSIONAL**

IT and software industry has been considered as one of the thrust sectors of Bangladesh booming with above 900 registered ITES (IT Enabled Service) and software companies, hundreds of unregistered home-based and small software and IT ventures, approximately 35,000 professionals, mostly IT and other graduates (BASIS 2013). In general, the IT solution companies focusing in the domestic market, offer business application solutions including accounting software, ERP, HR software, inventory management system, sales automation and so on. Besides, a good number of companies possess technical know-how for core technologies such as C, C++, and skill base mobile platforms such as android, iOS, QT, and J2ME. There are over 160 companies who are engaged in exporting IT services in the foreign market including USA, UK, Canada, Australia, Denmark, Netherlands, Germany, India, Japan, and UAE. Besides, there has been a new development of group-based or individual outsourcing, also called freelancing where young IT entrepreneurs get clients through numerous online marketing channels. Bangladesh is consistently ranked amid the top freelance job locations on websites such as eLance, oDesk (ITC and KPMG, 2012). Bangladesh is on number seven position in respect of registered users of Upwork, the largest online marketplace for freelance works in the world (through a recent merger of eLance and oDesk). There are around 67,000 registered users in Bangladesh (Raihan et al., 2017). Different types of services are outsourced including web design, software, mobile application, search engine optimization, graphic design, data processing, social media marketing, etc. However, industry experts feel that this industry needs to brand and market its activities internationally to reach its full potential.

### **8.3.3 MEDICAL GRADUATES**

The institutional facilities presented in the country to generate different sets of healthcare providers

have augmented over the past decades equally regarding the number of institutions as well as the level of medical student intakes. Aggregated over time, this offers the pool of professional and technical expertise available in the country. There are now about 147 medical colleges in our country of which 55 belong to the public sector and 92 to the private sector. They provide five years training in the medical subjects offering the MBBS degree followed by 12 months' internship program. To get admitted as a medical student, the basic educational qualification is 12 years of schooling with the background in science plus biology. Total annual intake capability of these colleges is about 11,569 as of 2013, where 5,485 for the public medical colleges, and almost 6,084 for the private medical colleges. Given the liberalization of the country's education system, more medical institutes are in the pipeline in both public and private sectors, which would be capable of churning out even more medical graduates if required by the country (BIDS, 2017).

#### **8.3.4 NURSE AND CAREGIVER**

The healthcare sector around the world has been experiencing a shortage of human resource creating opportunities for trades in this sector. As the population in most North American and European countries are aging, there is a great demand for nursing and Caregiver services. To meet these growing demand for nurses, the developed countries are employing nurses mostly from Australia, Philippine, India, and South Africa. Bangladeshi nurses and Caregivers have been working in foreign countries for a while. During the period of 1985-1986, a significant number of nurses went to gulf countries. Later in between 1991 and 2004, around 1000 nurses migrated from the country (Aminuzamman, 2007). However, the percentage of Bangladeshi nurses migrated to serve in the overseas market has been increasing over the years. Amid the year 2010-2015, about 259 nurses migrated mostly in Middle Eastern countries and a smaller percentage to the Far East countries (BIDS, 2017). But Bangladesh can be substantially benefited economically by exporting the nursing services to the western countries. And to make this happen, the nurses of the country needed to be competitive and promotional measures should be undertaken to portray a positive status of our Caregivers and nurses.

#### **8.3.5 RMG PROFESSIONAL**

The readymade garment (RMG) sector of Bangladesh has contributed significantly to the growth of country's economy during the past two decades. The sector has become the key export recipient of the country. Its share of aggregate export has increased from 65.6 percent in the year 1996 to 82.05 percent in 2016. The industry has been praised for its success in respect to job creation particularly for female workers. Besides, the overseas employment data generated by the Bureau of Manpower, Employment and Training (BMET) show that there was about 19.3 percent growth of RMG workforce employment during the past four years (2012-2015). And it is expected that in the following five to six years, it would grow at the same trend. At that point, the anticipated foreign employment from RMG sector would be almost 36,346. On the other hand, considering this phenomenon, the Government Technical Training Centers (TTC) are offering training on RMG related activities on different trades.

Their training programs largely concentrate on 4 to 6 RMG trades, for instance woven garments, mid-level garments supervisor, machine operator, sewing machine operator, quality control management etc. There are currently 53 Technical Training Centers (TTC) in the public sector in Bangladesh, with the annual training capacity of around 28,362 persons. It is expected that this capacity will increase by an average 5 percent yearly. Then the probable training capacity will be around 36,198 and 46,198 by the year 2021 and 2026 respectively. Besides government TTCs, BGMEA operates 12 training centers, one university and one technical institute. Moreover, BKMEA runs 6 training institutes in order to train unskilled workers. Apart from government and the industry associations (BGMEA and BKMEA), few private institutions such as UCEP and NGOs like TMSS, UDDIPAN, and Dhaka Ahsania Mission run skill training on RMG trades (BIDS, 2017).

### 8.3.6 CONSTRUCTION WORKER

Construction work related to commercial enterprises and housing has flourished in Bangladesh. The development of the sector has surpassed the growth rate of total GDP in the country. Besides, the superiority of construction activities in city areas has also enriched over time. The construction sector has been a remarkable source of employment for skilled and semi-skilled workforce. It is anticipated that the sector will develop significantly in the moderate term driven by demographic inclinations resulting strong demand for housing as well as infrastructure (UN, 2016). Moreover, the construction sector of Bangladesh possesses potentials of different occupations in every skill category. Masons, rod-binder, formwork installers, plaster-mason, concrete mixer man, tillers, steel fixer, plumbers, pipefitters, painters, and construction workers are worthy to mention. The construction worker of Bangladesh has experience of working on diverse projects around the world. They have the experience to work in Middle Eastern and North African countries. Besides, the country also possesses a pool of construction workers having appropriate training and certificate to meet the requirements of the overseas employers.

## 8.4 Rational for Branding the Selected Trades

**Table 8.1: Selected profession/skill trades to be branded with rationalization**

Selected profession/ skilled trades	Capacity, demographic and skill potential
<b>Engineer</b>	<ul style="list-style-type: none"> <li>Light engineering sector (LES) comprises of 40,000 enterprises and employed almost 800,000.</li> <li>Significant number of public and private engineering universities, engineering colleges, Government and non-government polytechnic colleges, technical and vocational institutions generating an encouraging number of resource personnel each year.</li> <li>Constructions, power, gas and water, transport, information communication, machinery and irrigation hold significant potential in overseas market.</li> </ul>
<b>ICT professionals</b>	<ul style="list-style-type: none"> <li>More than 900 registered ITES (IT Enabled Service) and software companies, hundreds of unregistered home-based and small software and IT ventures, approximately 35,000 professionals, mostly IT and other graduates.</li> <li>There are above 160 companies who are engaged in exporting IT services in the foreign market including USA, UK, Canada, Australia, Denmark, Netherlands, Germany, India, Japan, and UAE.</li> <li>There are around 67,000 registered users in freelance work in Bangladesh.</li> </ul>
<b>Medical Graduates</b>	<ul style="list-style-type: none"> <li>There are now about 147 medical colleges in our country of which 55 belong to the public sector and 92 to the private sector.</li> <li>Total annual intake capability of these colleges is about 11,569 as of 2013, where 5,485 for the public medical colleges, and almost 6,084 for the private medical colleges.</li> <li>About 5,000 doctors with various specializations are available for employment abroad.</li> </ul>
<b>Nurse and Care Giver</b>	<ul style="list-style-type: none"> <li>There are 125 Nursing Training Institutes offering 4 years' diploma course in nursing and 24 Nursing Colleges to offer Bachelor Degree in Nursing.</li> <li>Caregiver training is also available to cater to the needs of Europe and other countries like Japan.</li> </ul>
<b>RMG professional</b>	<ul style="list-style-type: none"> <li>About 3 Million workers are engaged in garment sector, and training facilities at different level of production are available.</li> <li>The anticipated foreign employment from RMG sector would be almost 36,346.</li> <li>There are currently 53 technical training centers (TTC) in the public sector in Bangladesh, with the annual training capacity of around 28,362</li> </ul>
<b>Construction Worker</b>	<ul style="list-style-type: none"> <li>The construction sector of Bangladesh possesses potentials of different occupations in every skill category. Masons, rod-binder, formwork installers, plaster-mason, concrete mixer man, tillers, steel fixer, plumbers, pipefitters, and painters are few to mention.</li> <li>Experience to work in Middle Eastern and North African countries.</li> <li>The country also possesses a pool of constructions workers having appropriate training and certificate to meet the requirements of the overseas employers.</li> </ul>

## CHAPTER 9

# BRANDING SOME OF THE SPECIFIC TRADES OF BANGLADESH

## 9.1 Introduction

Most of the firms and other organizations have realized the significance of brand names and its impacts on their product and services. In the modern era of complexity, the business managers and individuals encounter more choices with less time to take decision. Therefore, a strong brand's capacity to simplify decision making, lessen risk, and set expectations is invaluable. Building strong brands that carry on that promise, maintaining and improving the strength of those brands continuously, is a management imperative (Keller 2011). The respondents of the study also expressed the significance of branding and promotion of different professions and trades considering the intense global competition. Consequently, the previous section (chapter 7) recognized the potential of some occupations in different sectors and in different skill categories that can be 'the brand skilled trade' of Bangladeshi overseas worker. The following sections would picture the analysis of the promising occupations and guidelines to brand them.

## 9.2 Potential occupation: Construction worker

The construction sector of Bangladesh possesses potentials of different occupations in every skill category. Masons, rod-binder, formwork installers, plaster-mason, concrete mixer man, tillers, steel fixer, plumbers, pipefitters, painters, and construction workers are worthy to mention. The construction worker of Bangladesh has experience of working on diverse projects around the world.

### 9.2.1 TARGET MARKET AND NEED ANALYSIS

The traditional destinations of construction worker for Bangladesh are Oman, Qatar, Malaysia, Libya, Bahrain, Iraq, Maldives, Singapore and Mauritius. However, there are some emerging markets with growing opportunities for construction workers. These are China, USA, India, Spain, Brazil, Poland, Russia and South Korea. The following table (Table 9.2.1 and 9.2.3) summarizes the potential market and their needs and requirements:

**Table 9.2.1: Key destinations and Potential needs for a Construction Worker**

Potential market	Needs related to construction work (based on upcoming project)
Malaysia	Infrastructure and real estate, highway construction, high-speed railway.
Singapore	Public housing, deep sewerage tunneling, airport runways.
Spain	Real estate, high-speed railway.
Brazil	Construction to develop national infrastructure
Poland	Commercial and residential construction work, industrial sector and railway
Russia	Roads, high-speed airports and railways
Qatar	Infrastructure projects in different cities, infrastructure demands related to the 2022 Football World Cup, railway.

**Source:** Based on International construction market survey 2017 by Turner & Townsend

**Table 9.2.2: Demand of Construction Worker**

<b>Existing Country</b>	Bahrain, Brunei, Jordan, KSA, Kuwait, Lebanon, Malaysia, Mauritius, Oman, Qatar, Singapore, South Korea, UAE,
<b>Emerging Country</b>	Algeria, Japan, , North Sudan, Palau, Seychelles, Uzbekistan
<b>Potential Country</b>	Austria, Brazil, Bulgaria, France, Germany, Russia, Slovenia, Spain, Turkey

**Table 9.2.3: Expected qualification for a Construction Worker**

<b>Occupation</b>	<b>Qualification expected by the respondents</b>	<b>Qualification stated on the job portal of destination countries</b>	<b>Preferred qualification</b>
Construction Worker	Basic Skills, HSC, Trade certificate/ Diploma, Experience, Language Proficiency	HSC, Experience Certificate, Trade certificate, Diploma	HSC, Trade certificate/ Diploma, Experience Language Proficiency certificate,

**Source:** Based on desk research

### **9.2.2 MAJOR STRENGTHS OF BANGLADESHI CONSTRUCTION WORKER:**

Despite poor country image and some weaknesses in technical know-how, Bangladeshi construction workers have their strength in some area. These may include:

- Significant experience in infrastructure development in housing and commercial sectors as these sectors have flourished noticeably.
- Experience in non-real estate sector is also noteworthy like Padma Bridge, dual carriage highways etc.
- Project experience in the overseas market.
- Have standard qualifications such as HSC, Trade certificate/ Diploma, Experience certificate and meet professional and training programs such as National Skill Standard Basic.

### **9.2.3 OBJECTIVES AND ISSUES**

- Build a positive image of Bangladesh as a dependable, capable and appropriate source of construction workers in the destination countries.
- Develop and enhance the status of construction workers of Bangladesh to the overseas employers. It is needed to communicate that Bangladeshi construction workers have got expertise, knowledge, and experience.
- It is needed to convince through communication that the construction workers have diversified project experience working around the world with countries like Malaysia, Singapore and so on.
- To communicate evident based analysis of this trade to the destination countries.
- Promote the progress of various training approaches and sustainable institutional planning to master the skill needed for tomorrow.

### **9.2.4 KEY POSITIONING IDEA**

The existing literature reveals that the employers of the overseas market want workers who have advanced training, technological know-how, and experience regarding skilled trade. They also want a worker who can be a match for their tailored need. For instance, during the last decade construction sector has gone through important technological changes like introducing electric rode and wall cutting, tilling, imported windows and doors, electric rode and wall cutting, ready-mix, cranes, excavator, aluminum framework, etc. These rapid changes require more skilled workers having the qualities mentioned above. And this demand will continue to rise in the next five years as technology also advances further. Therefore, to brand Bangladeshi construction worker it is needed to develop a positioning idea that would connect the appropriate needs and expectations of the foreign employers. The idea should be a little bit broader to

convey a consistent meaning as the potential markets are located around the whole globe. For instance, the positioning slogan, 'construction skill for tomorrow' can be an idea to be promoted to brand all the trades of this sector. Some other positioning ideas can be: We are prepared for your NEXT project; We don't build beams, We build dreams; We craft the future, now! You can count on our construction crew; Architect your dreams with our construction; Quality project on time? Count on us. All these ideas are well suited to the construction needs of the overseas employers.

**Table 9.2.4: Proposed positioning ideas for Construction Workers**

Potential occupation	Proposed alternative positioning ideas
Construction worker	<ul style="list-style-type: none"> <li>▪ Construction skill for tomorrow</li> <li>▪ We are prepared for your NEXT project</li> <li>▪ We don't build beams; we build dreams</li> <li>▪ We craft the future, now!</li> <li>▪ You can count on our construction crew</li> <li>▪ Architect your dreams with our construction crew</li> <li>▪ Quality project on time? Count on us</li> </ul>

## 9.2.5 RECOMMENDED BRANDING STRATEGIES

- To establish the idea or key positioning message, it is needed to undertake awareness campaign. Nothing is better than a public relation program to launch a brand or service or initiate an idea. Thus, a big event should be planned and activated to craft the identity of Bangladeshi workforce. For instance, organizing 'Construction skill for Tomorrow-week' can be a big platform to uncover the present status and position of construction workers of Bangladesh to the prospective employers of the overseas market. Bangladesh government needs to communicate all the potential nations and invite the key personnel to participate in the event. Besides, an integrated communication tools to be devised to create a global awareness through global media to make this event a success. This week will be a big opportunity to leverage the construction workers of Bangladesh to the employers of the overseas market. Video showcase of specific achievements of construction workers, for instance, their contribution in building some high rise buildings in UAE, Qatar, KSA, and Singapore would help to build confidence amongst the employers. Besides, one of the days of this week should be devoted for potential employees so that they can meet and interact with the prospective employers. Moreover, the current education system and training program of Bangladesh needed to be highlighted explaining how it is transforming to meet the global standard. This week-long event not only ensure grabbing the attention of the overseas employers but also serve as a stage to build image.
- Besides, to create awareness, Bangladesh should conduct construction sector-specific activities. As the primary research identifies construction is one of the most promising sectors, conferences highlighting Bangladeshi construction workers in the global scene can be arranged. Bangladesh government should work together with different groups of industries and concerned bodies to formulate and undertake customized programs in various target destinations to promote country's skills in the prospective areas. For instances, a global roadshow to the destination countries can be organized intended to providing information regarding custom skill requirements by the employers, skill availability, skill descriptions focusing the key strength and job opportunities. This type of interaction would ensure the recognition of the country's workforce as well as establish what it stands for.
- Moreover, awareness also needed to be created regarding Bangladesh's education system and training institutions. It has been revealed in the primary research that employers in overseas market are not too confident about training program and curriculum followed in the country. Thus, it is quite important to highlight the fact sheet regarding upgraded course and training facilities so that the migrating workers should be assessed in a fair manner. And to promote this, apart from the conferences and events, publishing

a quarterly trade magazine would be a very handy branding tool. The name of the trade magazine can be Dream architect. The trade magazine would present the information about the training programs undertakings time to time and up-gradation of the course content to tailor the needs of the prospective market. This trade magazine would also be a bridge that will connect employer and job seeker. It will act as continuous real-time fact sheet guiding migrant workers and overseas employers.

- To build the perception that how well the needs of European countries can be met by the Bangladeshi construction workers, an Info-campaign should be planned and executed. In this regard, a web portal should be developed with a domain name like 'constructionfortomorrow.com.' Thus, the lack of awareness of opportunities can be minimized through this website as it would be a source of job panel dedicated solely to connecting trade-based beginners, employers and migrant workers. It would be a centralized site where people around the destination countries who are interested in hiring skilled trades from Bangladesh. Consent may be required to enable the automatic addition of job openings from European countries once these openings are proposed to third-country citizens. Besides, as part of Info-campaign, the salient features of Bangladeshi construction workers would be showcased on a regular basis. Consequently, this would help to come up with better policy formulation. Beside website, social media campaign should also be considered. A Facebook page with the title 'construction for tomorrow- Bangladesh' can be created where construction notes would be articulated. The construction notes would be on different issue related to construction delivered by the experts of Bangladesh. This Facebook page would be linked with the website so that all kinds of related material can be downloaded.
- To develop a mutually beneficial relationship, Bangladesh government should proactively try and grow relations with some of the key organizations in the target destinations. A list can be generated with the details of all those relevant organizations and their chief contact personnel. Communication and interaction on a continuous basis with those organization is mandatory to nurture the deeper relationship. For instance, Bangladesh Association of Construction Industry (BACI) can work together with the equivalent organization of the target market to promote the workforce of the construction sector. Besides, Bangladesh can also engage the Bangladeshi diaspora (people of Bangladeshi descent who have immigrated to or were born in another country) in key countries to create more opportunity for Bangladeshi construction workers. A panel should be formed with a title diaspora dialogue in this regard. All these activities would nurture and grow strong bonding between the stakeholders.

**Table 9.2.5: Suggested branding strategies for Construction Worker**

Branding objectives	Branding strategies	Details	Expected outcome
Identifying competitive platform through differentiation	Development of positioning statement.	Construction skill for Tomorrow -would be the central idea based on which all other activities would be integrated.	This would characterize the construction worker of Bangladesh as having ample experience, technical know-how and commitment.
Create awareness	A milestone event	Event name- Construction skill for Tomorrow.  The event can be weeklong and may be extended to month. Video showcase of specific achievements of construction workers, creating nontraditional environment to spend informal times with potential employers around the world, highlights of training program.	Maximum awareness would be attained in the prospective countries.  It would build curiosity, familiarity and develop interests to seek detailed information and knowledge.

Create awareness and building image	Seminar and conference/ global road show	Global roadshow to the destination countries: demonstration of key strength conforming the global requirements. Seminar highlighting the country specific needs and worker's capacity.	Awareness about the specific competences and abilities of our construction workers.  Would develop positive perception and engagement.
	Info-campaign, social media communication	www.constructionfortomorrow.com: an info hub connecting trades-based beginners, employers and migrant workers	More window of opportunity would be opened up.  Perceived quality would become higher.
Building image and relationship	Trade magazine / professional communication and executive visit/diaspora dialogue	Magazine name can be: Dream Architect. It would picturize with fact file the ongoing development in construction and education of the country.  Bangladesh Association of Construction Industry (BACI) should work together with the equivalent organization of prospective countries.	Would develop the image that our construction workers are truly competitive.  Establish and strengthen bilateral relationship.

### 9.3 Potential Occupation: Engineer

Engineering professions in different sectors including constructions, power, gas and water, transport, information communication, machinery and irrigation hold significant potential in overseas market. The primary survey of the study also recognizes the growing interests of foreign employers in the present status of the technology and engineering education in Bangladesh and the potentials of engineering professionals with outstanding communication skills to compete on global scale.

#### 9.3.1 TARGET MARKET AND NEEDS ANALYSIS

The potential markets for Bangladeshi engineers are traditionally Algeria, Austria, Bahrain, Belgium, Brazil, Bulgaria, Canada, Egypt, France, Germany, Japan, KSA, Kuwait, Malaysia, North Sudan, Norway, Oman, Palau, Qatar, Russia, Seychelles, Spain, Turkey, UAE, Ukraine, USA, Uzbekistan and Venezuela can be very promising. Engineering needs vary across the countries but demands in certain areas are common such as engineer (textile), engineer (electrical), engineer (food), engineer (maintenance), engineer (computer) and engineer (industry). The Table 9.3.1 and 9.3.2 depicts the overview of the potential market, requirements of the foreign employers and scope of Bangladeshi engineers.

**Table 9.3.1: Key destinations and scope for Bangladeshi Engineer**

Potential market	Scope for Bangladeshi Engineers
Algeria, Austria, Bahrain, Belgium, Brazil, Bulgaria, Canada, Egypt, France, Germany, Japan, KSA, Kuwait, Malaysia, North Sudan, Norway, Oman, Palau, Qatar, Russia, Seychelles, Spain, Turkey, UAE, Ukraine, USA, Uzbekistan, Venezuela	Textile, electrical, food, maintenance, computer, industry.  Consultative and Advisory engineering services, integrated engineering service for different turn-key projects

**Source:** Primary Data

**Table 9.3.2: Expected qualification for Engineering Profession**

Occupation	Qualification expected by the respondents	Qualification stated on the job portal of destination countries	Preferred qualification
Engineer	BSc or MSc Degree in Engineering with Experience	BSc or MSc Degree in Engineering, 2-5 Years' Experience.	BSc or MSc Degree in Engineering, 2-5 Years' Experience.

**Source:** Based on survey findings

### 9.3.2 MAJOR STRENGTHS OF BANGLADESHI ENGINEER:

- The standard of Bangladeshi engineers and science graduates is on the same level with the most developing nations (Raihan et al., 2017)
- A significant number of individuals having the expertise and international exposure in design engineering and architecture.
- Diversified project experience ranging from power plants, high-rise buildings industrial plants, roads & bridges, dams & irrigation projects, river-training works, housing & real-estate projects and railway projects located mostly in the countries of Southeast Asia and the Middle East.
- Significant number of public engineering universities, polytechnic institutes, and technical training centers are producing engineers having standard qualifications such as Diploma/BSc, MSc and relevant training.
- A good number of engineers possess technical know-how for core technologies such as C, C++, and skill base mobile platform like android, iOS, QT, and J2ME.

### 9.3.3 OBJECTIVES AND ISSUES

- Depict Bangladesh as a reliable, credible and suitable arsenal for Engineer in every potential sector to the promising countries.
- To present the progress of Bangladeshi engineers in Manufacturing, Construction, Power, Gas and Water, Transport, Information Communication, Machinery and Irrigation sectors.
- To brand Bangladeshi engineers having the expected qualifications and experience required to compete globally.
- To communicate the idea that Bangladeshi engineers have varied turnkey project experience with countries like UAE, Qatar, KSA, and Singapore.
- Devising branding tactics with a consistent theme to build positive perception in the minds of foreign employers.
- Promote the progress of Bangladeshi engineering and technological education that conform the needs and expectations of key destination countries.

### 9.3.4 KEY POSITIONING IDEA

Engineering as a profession demands dynamism and innovations. The initiation of digital manufacturing, widespread embracing of automation and robotics, application of additive manufacturing (AM) technologies are driving engineers to adopt new skills. However, to differentiate our engineer we need to focus not only on the creativity and technology but also how these innovations create values conforming to the need of the potential markets. The focus should be value creation through technological innovations bringing economic and social progress. The positioning of idea or slogan can be 'Engineering for an inspiring world'. Few further positioning slogans can be- the next standard in engineering network; we empower engineering for tomorrow; socio-economic progress through engineering; engineering that design the future, today.

**Table 9.3.3: Proposed positioning ideas for Engineer**

Potential occupation	Proposed alternative positioning ideas
Engineer	<ul style="list-style-type: none"> <li>▪ Engineering for an inspiring world</li> <li>▪ The next standard in engineering network</li> <li>▪ We empower engineering for tomorrow</li> <li>▪ Socio-economic progress through engineering</li> <li>▪ Engineering that design the future, today</li> </ul>

### 9.3.5 RECOMMENDED BRANDING STRATEGIES

- First of all, it is needed to convey an idea that will establish the image of Bangladeshi engineers. Therefore, the key positioning concept, for instance, Engineering for an inspiring world-should be communicated to the prospective employers. And to make this happen an event targeting the major destination countries, prospective organizations and employers, key diplomats and other important stakeholders should be planned and executed. The event can be three days long or a week long activities of showcasing our potential in engineering sectors. The name of the event can be linked with the positioning slogan for better integration like 'Inspiring engineering for tomorrow-week'. To create awareness of this event inside and outside the country, an overall consistent communication strategy and media plan should be developed. Bangladesh government needs to contract a well-known marketing agency to prepare the communication plan. The week-long event should showcase the salient features of the engineering sectors of Bangladesh. The pride and heritage of our engineers can be the inaugural session of the event. The first day of the week may be addressed as Dr. FR khan day to show how we inspired the world with the "sears tower" long ago and how the legacy continues till date. Each day of the event may be dedicated to a separate sector including industry, service, and agriculture or may be sub sectors to provide evident based analysis of the respective sector. Successful engineering stories of different engineering sector can be told and successful engineers working globally may be invited to share their success stories. The transformation of engineering and technology education in Bangladesh should be highlighted. Employers around the world are demanding engineers to be a strong team player and having excellent communication skills along with technical knowledge. Thus, how our progressive and outcome based engineering education bridging the ongoing global needs should be addressed.
- While Inspiring engineering for tomorrow-week would be a starting hype, an ongoing awareness campaign is required to leverage the status and profile of our engineers in the eyes of foreign employers. Global conference focusing on particular engineering sector should be organized periodically. For instance, a conference on civil engineering titled 'inspiring civil engineering for tomorrow' can be a platform to showcase the pool of resources we have, experience and expertise of our engineers supported by fact sheet, commitment and motivation with proven records. The international organizations currently employing our engineers must be invited to share their working experience with them. The referral of the existing employers would be vital to get future contract and tap the emerging destinations. This type of conference is also crucial to build and nurture bilateral relationship. If the competitive countries may have the parity in every aspect of engineering advantage, bilateral relations would be the tie breaker. Recognitions and acknowledgement can be made by presenting awards to successful engineers so that they become the global face of engineering arsenal. The different associations of professional engineers should participate, contribute and collaborate the conference-campaign to make it most rewarding. Beside the conferences, some special events should be planned particularly for the emerging destinations. Exhibitions of engineering accomplishments in the countries where our engineers haven't worked before can be very effective to create awareness and motivate the employers. But to make this happen a coordinated effort from Bangladesh government, diplomats and ambassadors working in those countries is required.
- Besides the offline activities, digital presence and communications should be taken seriously as a critical

branding weapon. India, China, Philippine are well ahead of us in structuring, organizing and managing database over online that provide a one-stop solutions of information needs of the employers. To remain competitive, first of all we need to develop a dedicated website for every stakeholders including employers, engineers looking for migrations, employee working as a migrant and so on. The domain name of the website can be [www.inspireengineering.com](http://www.inspireengineering.com). The page might have individual sub portal for individual engineering sector. The page would be a real time reliable source of engineering related job information around the world, information of Bangladeshi engineers so that interested foreign employers can easily make recruitment decisions. Moreover, the portal would provide and promote information of any engineering related event, workshop, training and exhibition that connect Bangladeshi engineers and stakeholders. The [digital campaign](#) must run on continuously and broadened by uploading and [managing webinar](#) made by the renowned engineering professionals.

- Moreover, it is needed to build positive perception and attitude in the mind of prospective employers around the world. It has been discussed in the competitive review section that migrant workers from India, Philippine are perceived positively by the foreign employers. This is mostly due to the trust that have on their education system and training programs. Bangladesh has tremendously progressed in engineering and technology education in the past decades and these need to be promoted. A [quarterly magazine](#) can be published featuring the engineering sector of Bangladesh. Articles highlighting the education system and training program, course curriculum and how these are conforming to the market needs should be published. The title of the magazine can be [empower engineering](#). Besides, sector specific newsletter can be published focusing ongoing issues in engineering education and technological training. Electronic version of these magazines should also be produced and needed to be emailed to the respective parties.
- It is important to cultivate relationship with destination countries and key organizations to ensure commitment and loyalty. For the emerging destinations where we don't have much experience of working, we need to act proactively. First of all, it is needed to generate a list of relevant organizations and key resource persons. Then Bangladesh government may invite them to visit our engineering universities, technical institutions to experience the transformation we are making. [Career fare](#) can also be organized to create the opportunities for the employees to prove themselves and employer to evaluate them. Respected professors of the universities and associations of engineers should work closely with government to tie this relationship. We can also arrange [award giving program](#) to recognize potential pool of engineers ready to work and invite the key personnel and delegates of the promising nation to the program. This kind of platform will leverage the entire engineering industry of the country, potential engineers of Bangladesh will realize how to prepare themselves on a global standard and government can devise and revise new policies.

**Table 9.3.4: Suggested branding strategies for Engineer**

<b>Branding objectives</b>	<b>Branding strategies</b>	<b>Details</b>	<b>Expected outcome</b>
Identifying competitive platform through differentiation	Development of positioning platform.	Engineering for an inspiring world- would be the big idea based on which all other activities would be integrated.	This would stand out our engineers from others that they are motivated and committed to bring values through innovations.
Create awareness	A breakthrough event	Event name: Inspiring engineering for tomorrow.  The event can be weeklong and may be extended to month. Showcase of heritage, inspiring engineering stories, highlights of education system.	Awareness would be achieved on a global scale. It would build knowledge and cultivate interests in the mind of prospective employers.
Create awareness and building image	Global conference/ exhibition of engineering accomplishments/ global face of engineering	Sector or subsector specific conference; such as inspiring civil engineering for tomorrow. Exhibition of achievement civil engineer, successful engineers and their experience.	Awareness about the capabilities and potentials of our engineers. Would build confidence and attachment.
	Web portal and digital access	www.inspireengineering.com one click solutions to all information for employee and employer.	More opportunity would be created for Bangladeshi engineers. Quality perception would be increased.
Building image and relationship	Quarterly magazine/ field visit/career fare	Magazine name can be: empower engineering. Real time fact sheet of engineering and technology education of the country. Inviting foreign employers to experience our engineers directly by arranging career fare or any kind of award giving programme.	Leverage the engineering sector by building positive perception and attitude. Build rapport with prospective employers and strengthen bilateral relationship.

## 9.4 Potential occupation: Nurse and Caregiver

The healthcare sector around the world has been experiencing a shortage of human resource creating opportunities for trades in this sector. Bangladesh can be substantially benefited economically by exporting the nursing services to the western countries. And to make this happen, the nurses of the country need to be competitive and promotional measures should be undertaken to portray a positive status of our Caregivers and nurses.

### 9.4.1 TARGET MARKET AND NEED ANALYSIS

The key destinations for Bangladeshi nurses and Caregivers are Austria, Bahrain, Belgium, Brunei, Bulgaria, Egypt, France, Japan, Jordan, Kuwait, Russia and Singapore. The required skill for nurses and Caregivers is diversified as morbidity pattern is changing around the world. It has been evident that there are more patients of diabetes, high blood pressure, cancer and heart attack in comparison to malaria, diarrhoea, tuberculosis and small pox etc. Therefore, nurses and Caregivers having experience and specialized training in the following areas are ranked very high by the prospective employers: cardiology, gynecology, pediatrics, medicine, surgery; medical technical graduates medicine, surgery; medical technical graduates, women health, blood drawing technicians, skilled in pathology, ultra-sonogram, physiotherapists, anesthetists, blood transfusion technicians, radiology, X-ray, ECG technicians, laboratory technicians etc. (BIDS, 2017).

**Table 9.4.1: Key destinations and scope for Bangladeshi Nurses and Caregivers**

Potential market	Scope for Bangladeshi Nurses and Caregivers
Austria, Bahrain, Belgium, Brunei, Bulgaria, Egypt, France, Japan, Jordan, Kuwait, Russia, Singapore	Cardiac, Intensive care, Pediatric, Trauma & Nephrology, Neurology, Psychiatric, Gerontology, Community, Ophthalmic Chest disease. Personal Care, Bed making, Serving medicine Body massaging.

**Source:** Primary Data

**Table 9.4.2: Expected qualification for Nursing and Caregivers**

Occupation	Qualification expected by the respondents	Qualification stated on the job portal of destination countries	Preferred qualification
Caregiver	Diploma Course, Trade Course Certificate	-----	Diploma Course, Trade Course Certificate.
Nurse	Master of Science in Nursing	MSc in Nursing	MSc in Nursing

**Source:** Based on survey findings

#### 9.4.2 Major strengths of Bangladeshi in Caregiver and nursing sector:

- Currently there are 348 nursing colleges/institutions both private and government possessing a noteworthy capacity of 16235 (Bangladesh nursing council 2015).
- Have technical skill and knowledge on ICU, CCU, Cardiac Nursing and Rehabilitation.
- Almost 50% of the nurses and Caregivers have working experience in government educational institutions and the rest are involved in private organizations as well as NGOs.
- A significant number of nurses have been sent to abroad since 2012 for Masters and PhD degree in nursing as per government policy. Thus, it is expected that within a short period of time a pool of nurses with specialized knowledge and expertise would be able to meet local and foreign demand.
- In overseas market Bangladeshi nurses are perceived as shy or culturally insensitive but considered as 'sincere' and 'hard working'.
- Besides, the compensation package demanded by Bangladeshi Caregivers and nurses is very competitive- which can be an added advantage.

#### 9.4.3 Objectives and issues

- Present Bangladesh as an alternative credible source of Caregivers and nurses in the South Asia region.
- To depict the remarkable and promising improvement Bangladesh has made in administrative and education in nursing sector.
- To brand Bangladeshi Caregivers and nurses as possessing required experience and qualifications to occupy a position on a global scale.
- Build the awareness that Bangladeshi nurses and Caregivers are diversely trained to respond and act according to the morbidity pattern around the world.
- Formulating branding strategies around a central notion to build positive image and perception in the minds of foreign employers.

#### 9.4.4 Key positioning idea

The nurses and Caregivers of Philippine are preferred greatly because of their work ethics and clinical skill. Besides, Indian nurses are reputed for their English speaking ability and being well- trained. Therefore, we need to differentiate by conveying the idea that our nurses are not only skilled but they also possess emotional strength. We should establish the idea that language is not a barrier to bring comfort to patients. Rather the experience, education and passion of our Caregivers and nurses are more than just 'nursing jobs'. Thus, the positioning slogan 'Care is our only language' may reflect the devotions and compassion of our nurses. There might be few other slogans like we are committed to care; we care of your health and heart; the nursing care you can trust in; we don't pursue nursing, we pursue our passion; compassion, commitment and care and we make patient feel at home- can also be considered.

**Table 9.4.3: Proposed positioning ideas for Caregivers and Nurses**

Potential occupation	Proposed alternative positioning ideas
Nurses and Caregivers	<ul style="list-style-type: none"><li>▪ Care is our only language</li><li>▪ We are committed to care</li><li>▪ We care for your health and heart</li><li>▪ The nursing care you can trust in</li><li>▪ We don't pursue nursing; we pursue our passion</li><li>▪ Compassion, commitment, and care</li><li>▪ We make patient feel at home</li></ul>

#### 9.4.5 Recommended Branding Strategies

- The positioning idea that differentiate the nurses and Caregivers of Bangladesh should be communicated initially to create awareness and image. Hence, the key message such as Care is our only language- needed to be conveyed to the potential destinations and employers. An event should be planned to inaugurate the idea with the help of organizations like Bangladesh Nursing Council (BNC), Bureau of Manpower, Employment and Training (BMET), Bangladesh Overseas Employment and Services Ltd. (BOESL) and recruiting agencies. The duration of the event can be three days long which may be extended to seven days afterwards. The objectives of the event would be to showcase the potential of Bangladeshi nurses and Caregivers to the prospective employers by undertaking various activities and program that consequently justify and reinforce our positioning stand. The name of the event can be Nursing that heals or Nursing today. The event should be promoted globally and managed by professional communication and event management agencies. The three days long event should cover various aspects of Bangladeshi nurses and Caregivers. The first day after opening ceremony can be dedicated to showcase the development Bangladesh made in nursing profession as well as to highlight the prominent characteristics of our Caregivers and nurses. The program can be titled as nursing with passion. The emerging needs in nursing profession globally and how Bangladeshi nurses and Caregiver are preparing themselves to take that challenge should be established. Besides, demonstration can be given on the education and administrative transformation in nursing sector reflecting the strong political vow of the Bangladesh Government, aiming at attaining “Sustainable Development Goals” plus “Vision 2021”. The second day of the event can be devoted to build positive perception and attitude regarding the Bangladesh nurses and Caregivers. And to achieve this a nursing story telling platform can be organized. The event can be named as Healing stories- where successful Bangladeshi Caregiver and nurses around the world would be invited to share their experiences. The final day should create an opportunity where potential nurses of Bangladesh, nursing faculty members and prospective employers would be able to meet each other and have series of discussion. Altogether this event would be proved a dynamic start in branding the nurses and Caregivers, and above all the healthcare sector of the country.
- Bangladesh needs to develop recruitment resources to provide a comprehensive profile of nurses and Caregivers. Recruitment materials like brochure including information regarding the specialties of our nurses in diversified area, educational status, professional association and other necessary facts should be published in different languages and distributed to prospective hospitals and nursing organizations in the key destination countries. Besides, a comprehensive website would be very handy for nurses and Caregiver seeking international jobs and employer looking for suitable candidates. The domain name of the website can be www.nursingtoday.com. All the relevant information related to nursing including the digital resources, notifications of current and upcoming events, nursing news and stories and educational videos should be available in the website. Beside these undertakings, conferences on different facets on nursing should be arranged frequently. Conferences can be arranged on skill specific nursing such as pediatric nursing, Cardiovascular Nursing, Community Health Nursing, Critical Care Nursing, Perinatal Nursing, Psychiatric and Mental Health Nursing, Rehabilitation Nursing, Emergency Nursing and so on. Global nursing leaders should be invited to assess the progress and guide our nurses and Caregivers to boost up their career by setting their educational and professional goals. Moreover, a pool of most promising nurses and Caregivers of the country can be recognized and acknowledged in the conference. The most ‘promising nurse’ awards can be given to them. These types of attempts would not only create awareness but also build positive perception towards the nurses and Caregivers of Bangladesh.
- Besides, to establish a strong brand image that Bangladeshi nurses and Caregivers are synonymous to passionate caring, investment should be made in social media as it is one of the most powerful branding

tools regardless the type of organization or service. First of all, a [Facebook page 'nursing today in Bangladesh'](#) can be created where exclusive content on nursing would be provided. To make this Facebook campaign interactive, a sub segment '[nursing today live](#)' can be introduced where exclusive interviews will be delivered by expert nurses and Caregivers of Bangladesh on special feature and content of modern nursing. Each episode of this nursing today live series will cover one particular area of nursing and at least two episodes should be aired in each month. These videos would be available for download on [nursingtoday.com](#). Moreover, a series of television commercial (TVC) on [YouTube channel](#) can be proved very worthy. To remain consistent with other campaign, the same title [nursing today](#) is recommended to be used in YouTube channel. The TVC would be based on ideas/stories that would end with the positioning slogan- "care is our only language". The story of the TVC will focus the emotional and inspirational relationship between patients and nurses. These stories can be based on real life phenomenon that ends with a happy situation. As social media has become the best place to communicate, comment and share, people tend to share their experience regarding any product and service. Thus public opinion can be influenced through social media which is important in building brand image.

- To take the opportunities in the western countries particularly in USA, Bangladesh needs to associate their education program with a credible entity in nursing profession. In this regard, Bangladesh may make a [partnership with Nurse.com](#). Nurse.com is one of the leading online education companies helping nurses around the world by providing the best and latest courses on nursing education. They are also the leading provider of Continuing Education for nurses in USA and all of their educational products are state and federally approved. Therefore, a partnership with them to enrich our continuous education program in nursing would leverage our Caregivers and nurses in USA. Besides, to build [bilateral relationship](#) with prospective countries an [advisory panel](#) should be formed. The panel should include representatives from Bangladesh Nursing Council (BNC) and other government agencies. The panel should discuss, inform and integrate different programs on nursing education, Caregiver and nurse development and nurse advocacy at least twice in year with the similar panel of the prospective nations. These types of initiatives would bring more opportunities for Bangladeshi Caregivers and nurses in the competitive international job market.

**Table 9.4.4: Suggested branding strategies for Nurses and Caregivers**

Branding objectives	Branding strategies	Details	Expected outcome
Identifying competitive platform through differentiation	Development of positioning idea.	Care is our only language-would be the breakthrough idea around which all other branding tactics would be coordinated	This would stand out our nurses from Philippine, India and China in that they are technically skilled and emotionally stronger to bring comfort to patients regardless of any race
Create awareness	A landmark event.	Event name: Nursing Today.  The event can be three days long and may be extended to week. Showcase of characteristics of nurses and Caregiver with the program 'nursing with passion', healing stories, highlights of education system.	Global awareness would be created. It would be a dynamic platform to generate interests in the mind of prospective employers.

Create awareness and building image	Recruitment resources, area specific conferences, 'promising nurse' awards.	Brochure including information regarding the specialties of our nurses in different languages. Conferences on pediatric nursing, Cardiovascular Nursing, Community Health Nursing etc.	Would build positive perception towards the nurses and Caregivers of Bangladesh.
	Comprehensive website.	www.nursingtoday.com- one click solutions to all information for employee and employer.	Wider job opportunity would be created for Bangladeshi Caregivers and nurses.
Building image and relationship	Social media campaign including Facebook, YouTube.	Facebook page 'nursing today in Bangladesh' providing exclusive content on nursing. 'Nursing today live'- exclusive interviews delivered by expert nurses on modern nursing.	Public opinion can be created resulting in positive brand image. Build rapport with prospective employers and strengthen bilateral relationship.
	Collaboration and cooperation.	Partnership with Nurse.com to enrich our continuous education program.	

## 9.5 Potential occupation: ICT professional

IT and software industry has been considered as one of the thrust sectors of Bangladesh. Different types of services are outsourced from the country including web design, software, mobile application, search engine optimization, graphic design, data processing, social media marketing, etc. However, industry experts feel that this industry need to brand and market its activities internationally to reach its full potential.

### 9.5.1 Target market and need analysis

The key destinations for IT specialist of Bangladeshi are Austria, Belgium, Brazil, Brunei, Bulgaria, France, Germany, Japan, KSA, Kuwait, Malaysia, North Sudan, Norway, Oman, Palau, Qatar, Russia, Seychelles, Singapore, South Korea, Taiwan, UAE, UK and Venezuela. The scope for IT consultant of Bangladesh to work in these nations is quite wide and diverse. The following areas can be significantly potential: Programming, Network engineering, Desktop design, publishing ERP (Enterprise Resource Planning), EDI (Electronic Data Exchange), CRM (Customer Relationship Management), Hardware assembling, CMS (Content Management System), Drawing and model construction, Graphic designing, Mobile content development, Data safety, Call centers ASP (Application Service Provider), Game Development, Web development, system architecture, Database development and E-governance.

**Table 9.5.1: Key destinations and scope for Bangladeshi ICT professionals**

Potential market	Scope for Bangladeshi ICT professionals
Austria, Belgium, Brazil, Brunei, Bulgaria, France, Germany, Japan, KSA, Kuwait, Malaysia, North Sudan, Norway, Oman, Palau, Qatar, Russia, Seychelles, Singapore, South Korea, Taiwan, UAE, UK, Venezuela	Programming, Network engineering, Desktop design, publishing ERP (Enterprise Resource Planning), EDI (Electronic Data Exchange), CRM (Customer Relationship Management), Hardware assembling, CMS (Content Management System), Drawing and model construction, Graphic designing, Mobile content development, Data safety, Call centers ASP (Application Service Provider), Game Development, Web development, system architecture, Database development and E-governance.

**Source:** Primary Data

**Table 9.5.2: Expected qualification for ICT professionals**

Occupation	Qualification expected by the respondents	Qualification stated on the job portal of destination countries	Preferred qualification
IT engineer/Graphic designer	BSc/MSc Degree in Engineering	BSc or MSc Degree in Engineering	BSc or MSc Degree in Engineering
Computer Programmer	Graduate/Bachelor Degree, Russian Language	-----	Computer Programmer
C++ Computer Vision Developer	-----	BSc (Strong C++ 11 Programming Ability), with 2+ Years' Experience	BSc (Strong C++ 11 Programming Ability & Experience with C++ 11), with 2+ Years' Experience

**Source:** Based on survey findings

### 9.5.2 Major strengths of ICT professionals of Bangladesh

- The wage rate of Bangladeshi ICT professionals is one of the lowest among the ICT-exporting countries. The usual salary for entry-level job is 50% less than in other competing Asia-Pacific countries like Philippines, India, Malaysia, Sri Lanka, Thailand and Vietnam. Besides, the average monthly remuneration of highly experienced managers and senior managers ranges in between \$500 and \$600 (KPMG, 2012.)
- The IT professionals of Bangladesh are widely renowned for their quick learning abilities. They are perceived as having strong aptitude in logical and mathematical analysis processes.
- Bangladeshi IT consultants have greater competencies in English proficiency compared to professionals of countries like Vietnam and China. Highly experienced ICT graduates and computer operators are not required in call center or e-commerce, therefore, prevailing skill in English is adequate for employment (Raihan et al., 2017).
- The productivity of ICT personnel of Bangladesh is significantly higher than the most developing countries (ITC and KPMG, 2012).
- IT professionals of Bangladesh have experience in working in different projects with USA, UK, Canada and Denmark (Raihan et al., 2017).

### 9.5.3 Objectives and issues

- Portray Bangladesh as one of the dependable and credible source of IT consultants to the key destination countries.
- To present the development of our IT professionals in different segments including software development, telecommunications, and computer programming, data processing, hardware and consultancy services.
- Creating the awareness and image that the IT consultants of Bangladesh possess the knowledge, relevant expertise and commitment to compete on a global scale.
- To brand the IT professionals as having experience in working diversified projects around the world including USA, UK, Canada and Denmark.
- Developing branding strategies based on central notion to build positive image and perception in the minds of the prospective employers

#### 9.5.4 Key positioning idea

India has been and still a key competitor of Bangladesh in IT sector. However, the scenario has changed a bit as India positioned themselves as outsourcing/IT support market for upper segment. Consequently, this phenomenon has created an even field for countries of second category. And in respect to this, countries like China and Vietnam can be the major competitors for Bangladesh. Therefore, the positioning idea to be promoted to brand the IT specialist of the country should incorporate its core strengths such as web application, mobile related application, and communications; few advanced development works like game development or embedded solution. Besides, the trends which can be utilized immediately like cloud computing should also be considered. Moreover, as the needs of the destination countries are also diverse, the idea should be a bit broader as well as convincing. Considering these, the positioning idea for instance, Your IT solutions for tomorrow-can be a relevant platform in this competitive scene. Some other slogans can be: our experts make IT happen; invent. Imagination. Inspire (3Is); ICT for an inspiring world; the next standard in IT network; we empower IT for tomorrow.

**Table 9.5.3: Proposed positioning ideas for ICT professionals**

Potential occupation	Proposed alternative positioning ideas
ICT professional	<ul style="list-style-type: none"><li>▪ Your IT solutions for tomorrow</li><li>▪ We help to communicate future</li><li>▪ Invent. Imagination. Inspire (3Is);</li><li>▪ ICT for an inspiring world;</li><li>▪ The next standard in IT network;</li><li>▪ We empower IT for tomorrow We make patient feel at home</li></ul>

#### 9.5.5 Recommended Branding Strategies

- The positioning ideas that differentiate the IT professionals of Bangladesh should be communicated initially to create awareness and image. Therefore, the positioning slogan such as Your IT solutions for tomorrow should be communicated to tell the world about our IT endeavor. A live event should be planned and organized to uncover the idea with active participation of some of the significant bodies in ICT sector of Bangladesh including Ministry of Science and Information and Communication Technology (MOICT), Bangladesh Computer Council (BCC), ICT Business Promotion Council (IBPC), Bangladesh Association of Software and Information Services (BASIS), Bangladesh Computer Samity (BCS), Internet Service Providers Association of Bangladesh (ISPAB) and Export Promotion Bureau. All the prospective employee around the world, diplomats and relevant stakeholders should be invited. The name of the event can be ICT for tomorrow to remain consistent with positioning slogan. The duration of the event can be three days long with different objective for each day. The objective of the first day can be to highlight the progress of ICT sector of Bangladesh. The theme of the first day can be titled as The ICT story behind the story where the salient features of the ICT journey of Bangladesh should be highlighted such as establishment of high-tech Park with all modern infrastructural facilities, ICT infrastructure that enhanced connectivity, ICT-based citizen service delivery and an ICT-based education system, and operations set up by global players, such as Samsung, AMD, VizRT, and World Bridge Global. Besides, few case studies such as the success story of first joint venture international ICT Company-Bangladesh Japan Information Technology (BJIT) Ltd. can be exhibited, the contribution of Ananda computers and Mustafa Jabber can be acknowledged. The second day of the event can be dedicated to demonstrate the skill and expertise of our IT professionals in diverse sectors including programing, networking, database management, outsourcing and so on. The theme can be named as 'Breaking the ICT boundary'. The education and training programs of the country to develop tomorrow's IT professionals, the success of Bangladeshi students that they have won a number

of programming and mathematical competitions globally are also needed to be highlighted. The final day can be utilized by arranging an ICT exhibition. The exhibition will demonstrate some of the unique piece of works by our potential young IT graduates. The theme can be titled as IT fest. Overall, the three days long live event would create a brand awareness around the world and build a positive image in the prospect's mind.

- The scale and scope of brand awareness and brand building campaign should be expanded. International conference and workshops should be arranged continuously to leverage the positioning of our ICT professionals. The workshop and conferences can be area specific such as Programming, Network engineering, ERP (Enterprise Resource Planning), EDI (Electronic Data Exchange), E-governance etc. The objective of each ICT sector-specific conference can be to showcase the progress the country made in terms of skill development and education in that particular sector, experience and expertise that the potential engineering possess and their key achievements on global scale. The conference should also expose the endeavor of ICT firms of the country to meet the global trends and demands. The international employers may be invited to share their experience about the knowledge, ability and commitment of our engineers. The positive referrals of the foreign employer would be very critical to create more job opportunities. Moreover, organizing certain types of conferences can be proved strategic to beat the competition as it nurtures the bilateral relationship. Besides, to enter some emerging countries like Poland, Spain, Seychelles, Bulgaria, Macau, Iceland, Slovenia, North Sudan, New Zealand and Albania, some public relation programs should be planned. For instance, exhibition of the key achievements of our ICT professional can be proved vital to create brand awareness. The title of the event can be ICT to empower. To ensure this to happen an integrated effort from Bangladesh government, diplomats, ambassadors working in those countries is prerequisite. Apart from these, award ceremony to recognize the young potential can be helpful to build positive brand image. The most promising young ICT candidates can be acknowledged as Young IT talent. Altogether this will strengthen the distinctive position of our ICT professionals by creating a positive perception globally.
- In order to provide the comprehensive profile of the ICT engineers of Bangladesh, it is needed to develop recruitment materials. Recruitment resources like pamphlet including information regarding the education, experience, expertise and other related facts of ICT professionals should be published in different languages and distributed to the prospective organization in the destination countries. Beside the offline campaign, ICT branding should use its own strength- that is digital communication. Digital communication is crucial in branding as it may provide a competitive edge. India and China are well forward in managing and maintaining database over online that provide a complete solutions of information needs of the employers. Therefore, it is imperative to develop a dedicated website which will connect all the relevant stakeholders including employers, engineers looking for migrations, employee working as a migrant and provide complete solutions of information needs. The domain name of the website can be www.ictforfuture.com. This would enable the employer to make easy recruitment decisions. Moreover, information related to engineering conferences, workshop and seminars can be disseminated with great ease. Besides, to establish a positive attitude toward our ICT professionals, social media campaign must be undertaken. Initially, a Facebook page ICT for future can be created where different segments would enlighten different content on ICT. For instance, a series of exclusive interviews of ICT experts on different topics such as e-governance, artificial engineering can be aired. At least two interviews on two distinct ideas in every month should be aired and these videos would be available for download on www.ictforfuture.com. Moreover, a series of television commercial (TVC) on YouTube channel can be very worthy in creating quick awareness. To remain consistent with other campaign the same title ICT for future is recommended to be used in YouTube channel. The TVC would be based on ideas/stories that would reinforce the positioning slogan, Your IT solutions for tomorrow. The story of the TVC will focus the achievements of out ICT professionals inside and outside the country as well as the ongoing progress in

the ICT sector. As social media has become most vibrant place for community network, people tend to portray their views and recommendations regarding any product and service. Thus, brand image can be built by engaging people through social media.

- To win the competition with India and China, bilateral relationship with the key destination countries needed to be strengthened. Therefore, a counseling panel should be formed including personnel from relevant bodies including Ministry of Science and Information and Communication Technology (MOICT), Bangladesh Computer Council (BCC), ICT Business Promotion Council (IBPC), Bangladesh Association of Software and Information Services (BASIS) and so on. The panel first of all generate a list of relevant organizations and key resource person in prospective countries. Then the panel may invite them to visit our engineering universities, technical institutions to experience the transformation we are making. The members of the panel may also visit the prospective countries to discuss on issues that would be mutually beneficial. For instance, educational collaboration, internship opportunities for potential ICT candidates in the destination countries and cooperation in different ICT projects. These attempts would empower the entire ICT industry of Bangladesh. Potential candidates of Bangladesh will realize how to prepare them on a global standard and eventually create more employment opportunities internationally.

**Table 9.5.4: Suggested branding strategies for ICT professionals**

Branding objectives	Branding strategies	Details	Expected outcome
Identifying competitive platform through differentiation	Development of positioning idea.	Your IT solutions for tomorrow -would be the central idea around which all other branding tactics would be integrated.	This would position our ICT professionals as having required experience and expertise to encounter the global challenge.
Create awareness	A live event.	Event name: ICT for tomorrow. The event can be three days long. Showcase of progress of our ICT sector with a program titled 'The ICT story behind the story' demonstrate the skill and expertise of our IT professionals with program 'Breaking the ICT boundary'.	Global awareness and brand image would be created. It would also be vibrant platform to generate interests in the mind of prospective employers.
Create awareness and building image	International conference and workshops. Exhibition, award ceremony	Pamphlet including information regarding the specialties of our ICT professionals in different languages. Network engineering, ERP (Enterprise Resource Planning), EDI, E-governance.	Would build brand image by creating positive perception towards the ICT professionals of Bangladesh.
	Recruitment materials Comprehensive website.	www.ictforfuture.com- one click solutions to all information for employee and employer.	Quality perception would be increased. Wider employment opportunity would be created.
Building image and relationship	Social media campaign including Facebook, YouTube. Collaboration and cooperation.	Facebook page 'ICT for future' providing exclusive interview by the ICT experts. Television commercial (TVC) on YouTube channel. Counseling panel to communicate relevant organizations and key resource person in prospective countries	Public opinion can be created resulting in positive brand image. Build rapport with prospective employers and strengthen bilateral relationship.

# RECOMMENDATIONS HIGHLIGHTS

After conducting research on a wide geographical location covering 53 countries of 6 continents, the research team has observed a many general and unique traits of foreign employment, of which a number of observations require attention for utilizing the full potential of Bangladeshi migrant workers abroad. One important aspect of the observations is that one particular issue can be found in a neighboring geographic location. For example, the need for bilateral relationship is more intensely found in the South American and East European countries. This will greatly help the government to take policy and strategic measures to extract benefit from a particular region. It is, therefore, imperative to view the effectiveness of a particular measure through a number of cross-sectional countries.

The findings are mentioned in detail in different chapters to make the topic more readable and in-depth. The findings are substantiated by the data analysis, which is presented in relevant sections. However, this chapter will only succinctly summarize the major findings that have significant bearing on formulating recommendations.

Although the findings are diverse, the major findings can be categorized as follows:

### 10.1 The Major Categories of Observations

1. *Skill gap that exists between Bangladeshi workers and that of its competing countries in a particular destination country:* This observation, by and large, is found almost in every country of the purview of the research irrespective of the nature of markets – existing, emerging, and potential. However, the level of required skill varies from country to country depending on the prime trades that Bangladesh migrants pursue.
2. *Skill gap that exists between Bangladeshi workers and the required qualification of a destination country:* This gap is mostly found in a high-level skill trades, and is almost present in all hosting countries.
3. *Malaligned government policies to toe the migration principles of existing and potential destination countries:* Employment opportunities are being missed out in a number of countries for variation in migration policies of the hosting and exporting country, Bangladesh. This phenomenon can be observed in a number of African and EU countries.
4. *Lack of or lackluster diplomatic relationships between Bangladesh and hosting countries:* It is identified as one of the major constraints of foreign employment in a number of countries, particularly in East Europe.
5. *Suboptimal functioning of administrative machinery:* Suboptimal functioning of administrative machinery has caused some bottlenecks in foreign migration. Administrative efficiency directly affects both the migrant workers and overseas job seekers. Inefficiency not only causes suffering of the migrant workers, but also enhances their cost of migration and living in foreign country. Therefore, a functional administration is imperative for efficient migration process.
6. *Strategic findings:* The study has found that some strategic measures in certain countries would significantly augment the migration potential of Bangladeshi workers. For example, investment in destination countries, liaison with foreign large conglomerates working in a destination country, easing migration through tourist visa etc.
7. *Inadequate government incentives for foreign workers compared to competing countries:* Periodic revision of government incentives for Bangladeshi migrant workers is necessary to encourage the prospective migrants to migrate or stay in a certain country.

8. *High migration cost compared to competing countries.*
9. *Rampant violation of labor rights, human rights, and abusive treatment in foreign countries.*
10. *Absence of comprehensive and coordinated efforts in market exploration:* For securing optimum market share in a country it is necessary to work together government bodies, recruiting agencies, and Bangladeshi expatriates. As the opportunities and constraints are unique in every country optimum result cannot be gained without taking concerted efforts.

In addition to the above, the study has also found the following traits of Bangladeshi migrant workers:

- a. The price-adjusted general skill level of Bangladesh workers are comparable with that of its competing countries, particularly in the existing mature market.
- b. Bangladeshi workers enjoy good reputation for their sincerity, hard work and loyalty.
- c. The magnitude of transition of Bangladeshi workers towards upper level is minimum.
- d. Bangladeshi workers in high-skill category are not optimally placed.

In view of the above considerations, the research team put forward a set of recommendations for implementation in the short to medium to long-term horizons. If implemented, the research team view that Bangladesh will be benefitted in a several ways including i) maintaining of existing market, ii) increase of flow of migrant workers, iii) aptly capturing market share in the potential and emerging markets, iv) increasingly securing high-skill jobs, iv) better placement of resources, and vi) building reputation.

Following section narrates the highlights of the recommendations that the research team put forward.

## 10.2 Recommendations

***The recommendations that are listed in the following section are only major highlights and aspects of the detailed recommendations delineated in relevant chapters of the report.***

In consideration of the above constraints/observations, the research team put forward the following recommendations for the government:

### Recommendation Focus

From the survey result of the stakeholders of the research, the research team has found that the following areas, including others, which need to be put more focus (the figures within parenthesis indicate the percentage of aggregate responses):

- i. Market exploration/search (25.88%).
- ii. Labor market monitoring (21.90).
- iii. Selection and delivery of requisite skill in an efficient manner (16.81%).

## 10.3 Supply Side

### 1.1.1 POLICY RECOMMENDATIONS FOR THE GOVERNMENT:

1. *Execution of bi-lateral agreement with destination countries:* Bangladesh government should take proper initiative to sign bi-lateral agreements with all the destination countries as it is the most important factor in expanding international job markets.
2. *Emphasis on maintaining direct relationship with foreign employers and recruiting agencies:* Government should focus on building and maintaining good relationship with foreign employers the employment

agencies of the destination countries and link them with local recruiting agencies as a core part of its policy framework.

3. *Easing migration policy to facilitate informal migration:* There are countries which follow open-door policies (e.g. Argentina) and do not provide work permit in advance. Sending workers is possible only by granting tourist/visiting visa. But Bangladesh government does not allow the workers to leave the country without the work permit documents. Therefore, this law should be amended to make the process easier and supportive.
4. *Formulating a policy framework so that all relevant government authorities can work in a coordinated manner:* An efficient policy measure is required to formulate to ensure a concerted effort from all the relevant authorities within the government to bring out the optimum result. The roles and responsibilities of the authorities need to be unambiguously defined. Foreign employment should not be the sole responsibility of the Ministry of Expatriates' Welfare and Overseas Employment or the Ministry of Labor and Employment. Strong inter-sectorial coordination at national level is must to develop an efficient labor market. Different Ministries, such as Ministry of Labor and Employment, Ministry of Education, Ministry of Primary and Mass Education, Ministry of Expatriates' Welfare and Overseas Employment, Ministry of Foreign Affairs, Ministry of Planning, Ministry of Finance should play pivotal role in this process to operate effectively in the international job market. Such coordination can be driven by the Prime Minister by placing the 'national observatory for employment' under the management of the Prime Minister's Office. An inter-sectorial observatory, as explained in the section 'strategic and administrative measures', should be created to manage all Labor market issues.
5. *Achieving convergence across policies ensuring to achieve the objectives:* Convergence across policies is very significant. Skills and employment policies should be viewed together. The full value of one policy set is realized when it supports the objectives of the other. One of the main challenges of public policy is to foster institutional arrangements through which government departments, employers, workers and training institutions can respond effectively to changing skill and training needs, and indeed play a strategic and forward-looking role in anticipating future needs. Some policy orientations arising out of the study are mentioned below:
  - Expand the availability of good quality basic education as an essential right and as a foundation for vocational training, lifelong learning and employability.
  - Improve the capacity of labor market information systems to create, update and disseminate information on future skills needs to inform forward-looking skills development policies.
  - Extend the availability of affordable training for new/future skills and occupations as part of opportunities for lifelong learning by preparing them for new technologies and emerging opportunities in domestic and global markets.
  - Enhance the capacity of governments and employers to effectively manage the shift from declining sectors into more competitive activities and sectors.
  - Foster the coordination and alignment of basic education, vocational training and employment services with R&D, industrial, trade, technology and macroeconomic policies.
  - Encourage investment in skills training for new occupations and jobs.
6. *Emphasizing on professional migration:* Bangladesh government, apart from traditional labor migration, should put special policy focus on sending experienced professional and skilled workers as many destination countries provide longterm resident and work permits for the professionals like doctors, nurses, engineers of construction and industry sectors, IT professionals, assembler of industrial plants,

senior managers, etc. Some major labor importing countries (e.g. KSA) have brought strategic changes in policies to develop their own labor force and encourage recruiting only those foreign workers who possess specific skill-sets.

7. *Policy focus on woman migration:* The study has found that, despite volatility in the past migration trend, woman has good prospect for overseas employment particularly in Middle-East and EU countries. Special policy focus on woman is warranted to harness the potentiality in destination countries. It is further advisable that the government should emphasize on sending woman force in mid and higher level jobs. Expectedly, woman migrants will have less probability of being oppressed in mid and higher skill jobs.
8. *Policy focus on quota-protected skill categories:* Government should focus on those skill categories which are covered by the quota system of destination countries (e.g. Albania) as they apply quota system on certain occupations to import labor from other countries.
9. *Policy on foreign investment:* Government should formulate a conducive policy on foreign investment (particularly equity) by Bangladeshi investors particularly by easing capital migration. The research team has observed in the field visits that foreign investment will create employment opportunity for local workers in a number of countries. Apart from employments, we can also reasonably expect that such investments shall generate attractive return particularly in the high-growth economies.
10. *Policy priority to the countries committed to international conventions:* The policy of government should provide priority to send workers in the countries which ratify international conventions on migration and Labor (UN, IOM, ILO and EU standards on Labor and migration).
11. *Adoption of anti-trafficking law:* The government should adopt stringent Anti-Trafficking law to curve abusive practices in the migration process.

### 10.3.2 Recommendations on skill development (Training Programs)

#### 12. *Redesigning the NTVQF:*

The 08-Level NTQF of Bangladesh should be limited within 4 levels before Diploma. Based on several countries' experience, the following NTVQF model is proposed:

Table 10.3.2: Proposed NTVQF from Work				
Schooling Year	Levels	Qualifications	Job Classifications	Name of Certificate
	L8	Doctoral and Post-Doctoral		
	L7	Masters		
	L6	Bachelor		
	L5	Diploma		
11, 12	<b>L4</b>	<b>NSC-3/HSC (VOC-11,12)</b>	<i>Highly Skilled Worker</i>	<b>Senior Skill Certificate</b>
9, 10	<b>L3</b>	<b>NSC-2/SSC (VOC-10)</b>	<i>Skilled Worker</i>	<b>Junior Skill Certificate</b>
8	<b>L2</b>	<b>NSC-1/SSC (VOC-9)/RPL</b>	<i>Semi-Skilled Worker</i>	<b>R.P.L-2</b>
5	<b>L1</b>	<b>NSC-Basic/RPL</b>	<i>Less Skilled or Basic Worker</i>	<b>R.P.L-1</b>

13. *Certification of Skills:*

There are specific names of Skill Development Certificates in China, which are: a) **Junior Skill Certificate**, and b) **Senior Skill Certificate**. Based on these certificates, candidates are employed as junior or senior mechanic/technician. Bangladesh government may introduce these types of skill development courses in higher secondary level.

14. *Recognition of skill certificates:*

Skill certificates of different levels can be recognized and compared with different degrees of general education certificates, so that the skill certificate holders can get social recognition and the skill development activities become heightened.

15. *Institutional framework for skill development activities:*

- Government can establish a '**Skill Development Board/HRD Service Center**' for training quality improvement and certification, which is available in many countries of the world.
- A '**Teachers Training Technical University (TTU)**' can be established to increase the efficiency level of the teachers/instructors.
- Government can establish '**Directorate of Skill Development (DSD)**' to institutionalize the skill development activities.

16. *Separate wings for 'Technical Education' and 'Technical Training' under BTEB:*

BTEB should have separate wings for 'Technical Education' and 'Technical Training' to develop skilled human resource.

17. *Relaxing admission criteria, upgrading current syllabus and introducing HSC (Tech) courses:*

- The students who have passed SSC/equivalent exams of all groups should have the opportunity to enroll in the HSC level Technical or Vocational courses. In this moment only SSC (VOC) students can enroll in HSC level vocational courses.
- BTEB should introduce at least 4 technical subjects in HSC level courses, so that the students can avail necessary skills. In this moment, only 1 technical subject is compulsory for the students.
- BTEB should introduce HSC (Tech) courses, because existing HSC (VOC) courses are not skill-development oriented. The following six HSC (Tech) trades can be introduced:
  - i. Automobile Trade
  - ii. Electrical Trade
  - iii. Electronics Trade
  - iv. Mechanical Trade
  - v. Refrigeration and Welding Trade
  - vi. Civil Construction Trade

18. *Recruiting/Motivating eligible instructors/teachers in the Technical Training Centers:*

It is imperative to recruit eligible and motivated instructors/teachers to ensure quality training or education, but the issue of same salary scale for different positions and different salary scales for same position is hindering the recruitment and promotion process. This anomaly should be resolved by introducing synchronized salary scale.

19. *Apprenticeship Program (Earning and Learning):*

The best way to minimize the skill-gap of `Relevant Work Experience` is by creating enough employment opportunities for the fresh graduates/trainees. As our economy is unable to produce required employment opportunities, our workers can be equipped with relevant work experience through the implementation of "Apprenticeship Program", by which they will be able to meet the international job market demand. The apprenticeship or dual training systems found in Austria, Denmark, Germany and Switzerland and they are classic examples of successful public-private partnerships in vocational education and training.

20. *Quality Improvement:*

- The government should properly monitor and improve the Institutional Quality Improvement (IQI), Teaching Quality Improvement (TQI) and Student Quality Improvement (SQI) checklist to ensure quality training/education.
- BMET may organize overseas/foreign study tour for the trainers, so that they can have practical experience regarding standard training programs of successful countries.

21. *Recognition of prior learning (RPL):*

Recognition of prior learning (RPL) and Certification of skills should be accommodated in the NTVQF and considered to undertake aiming to open formal economy jobs to those who have not had the advantage of formal vocational training, because millions of workers in our country do not have the scope to engage themselves in formal training. Though they have necessary skills-set and they are successfully meeting the current demands, they don't have the access to the international job market

22. *Advanced and Dynamic Training Module for Quality Assurance:*

Continuous development of training modules is necessary to cope up with the advanced technologies and to maintain the international standard. Some countries are pursuing accountability to standards through national qualification frameworks.

23. *Smooth flow of information:*

Labor market information systems should generate, update and disseminate information on current and future skill needs. This supply of critical information on an ongoing and timely basis and the effectiveness of transmission mechanisms are the two wings to work together to ensure smooth flow of information.

24. *Minimizing gap with a holistic approach:*

Skills development policies are not pursued in isolation; along with technology, foreign labor market, macroeconomic, destination countries' trade and investment policies, they are an integral part of national skill development strategies. These strategies reflect the aspirations of societies and, on the basis of labor standards and institutions, make up the countries' preparation for and response to global opportunities and threats. A comprehensive strategy to reduce skills mismatches requires:

- Quality of education is secured and participation raised.
- A diversification approach to providing education.
- Improving the relevance of education and training for the labor market.
- Anticipating and building competencies for future needs.
- Ensuring broad access to training opportunities.

### 10.3.3 Recommendations on strategic and administrative measures

1. *Opening of embassies of all destination countries in Bangladesh:* As the Visa and work permit are the most significant components of foreign employment process, Bangladesh government should invite all the destination countries to open their embassies (which do not have) in Bangladesh, so that the foreign employment process become smoother.
2. *Signing of trade agreements:* Bangladesh government can take necessary steps to sign trade agreements with the destination countries, which will increase cooperation and broaden the scope of employment.
3. *Developing a comprehensive and dynamic database:* Government should develop a system to generate detailed dynamic and updated database on Bangladeshi migrants, job seekers, employers and job opportunities.

Apart from providing accurate and detailed statistics of the expatriate Bangladeshi and employers to the policy formulators and researchers, the comprehensive data-management system will enable the migrant workers and the return migrants to secure most suitable job in international market in one hand, and the employers to recruit deserving Bangladeshi workers from all around the globe.

A significant number of skilled and expert migrants return back to the country owing to different problems. These experienced returnee migrants can further migrate and bring high value for the country. So, it is imperative to profile the returnee migrants in order to empower and reinforce them by facilitating safe and regular re-migration. A detail, dynamic and updated database, containing information regarding the demographic characteristics, types of work and skills levels of returnee migrants, can be helpful to ensure the smooth re-migration process.

The detailed dynamic and updated database shall also facilitate the foreign migrant workers for secondary migration by providing them with integrated real-time information dissemination. Listing all migrants with upto date skills, employers, and employment opportunities will greatly facilitate secondary migration. Secondary migration will enable them to extract higher benefit through better placement in different prospective countries utilizing their acquired experience in their present market.

4. *Engaging Bangladeshi expatriates and recruiting agencies in the migration process:* In order to make the dynamic database effective and to create positive impact on the foreign employers and government bodies it would be required to engage Bangladeshi expatriates and recruiting agencies to work with the government in the process. As the opportunities and constraints are unique in every country optimum result cannot be gained without taking concerted efforts incorporating expatriate Bangladeshis and recruiting agencies.
5. *Formation of a national observatory for overseas employment and training:* A national overseas observatory for employment and training can be formed that will produce reliable data and develop policy options based on their analysis. The observatory will perform the following functions:
  - Collect and disseminate information on continuous basis regarding the changes in demands of international job market.
  - Conduct annual employment survey (containing fewer questions) with a higher sample size two times in a year; replace part of the sample each time; ensure that data and results are accessible to everyone for further analysis and disseminated to all, Bangladesh Bureau of Statistics or any other research firm could execute the Labor force survey for the observatory;
  - Carry out in-depth studies at regular intervals on specific topics such as skill gaps, working environment, effectiveness of training programs, supportive policies for female, youth employment

opportunities, or the rural Labor market;

- Conduct regular salary surveys covering all forms of waged work (including very small enterprises also) in the destination countries to measure the suitability of sending Bangladeshi workers;
- Set up a team of experts who regularly analyze the data and develop sound policy options based on the results of analyses for the government.

In line with the policy suggestion of forming a national observatory on overseas employment under the authority of prime minister's office, a separate powerful authority like 'Bangladesh Overseas Employment Authority (BOEA)' can be established to ensure better coordination among various government institutions. It is expected that effective co-ordination among various government bodies will greatly enhance the efficiency of migration process, which is necessary to reduce time and cost of migration. Better coordination will also help to explore overseas employment opportunities and reduce skill mismatch.

6. *Establishing a comprehensive evaluation and impact assessment of current programs:* The government should initiate a comprehensive evaluation and impact assessment process of current programs, and the results of programs on the labor market must be disseminated. Based on this assessment, the structure of the institutions and their programs should be reformed. Initially, the government can maintain existing training programs with some adjustments in the short term, with a view to total reform in the medium term, after a rigorous evaluation and impact assessment process.
7. *Engaging private sector in planning and implementation of programs:* Develop and plan employment policy and active Labor market programs together with the private sector. Ensure that the private sector is deeply involved from the design phase to the implementation, monitoring and evaluation phases.
8. *Maintaining liaison with multinational companies working in destination countries:* Government should take initiative to build liaison with multinational companies operating in destination countries particularly those follow the principle of importing foreign labor only for multinational companies/foreign operators (e.g. Algeria) with specific objective to convince them to recruit Bangladeshi nationals in their branches/factories in other countries.
9. *Establishing separate immigration:* It is advisable that the government to form separate immigration for the workers in the airport to facilitate smooth migration.
10. *Finding ways to reduce intermediaries:* Government should reduce the intermediaries involved in the migration process to reduce cost and hassles. Also the government should monitor the functions of the intermediaries including recruiting agencies to curb unethical practices and enhancing their operational efficiency.

#### **10.3.4 Recommendations for efficient female migration**

1. **Strengthening internal capacity**
  - a. Introducing and/or strengthening skill based trainings with required language proficiency for the prospective female migrants.
  - b. Providing orientation of the cultural affairs of the prospective countries to ensure easy adaptability with the unfamiliar socio-cultural environment.
2. **Introducing supportive migration process**
  - c. Introducing One-Stop Service Center to provide necessary information about employment conditions with the aim of protecting them from potential abuses.
  - d. Implementing a well-structured recruiting system to smoothen the process of obtaining visa, work permit or other relevant documents.

### 3. **Ensuring social security and rights**

- a. Arranging government to government dialogue and negotiation to ensure the welfare of female migrants.
- b. Strengthening contractual agreements and encouraging member states to implement relevant UN legislations.
- c. Ensuring strict monitoring system to have proper control over recruitment agencies to stop female trafficking.
- d. Enabling foreign missions to provide quick health/financial/legal support, if any case of violation of rights reported.

#### **10.3.5 Recommendations on supportive and protective measures**

1. *Active measure to protect labor and human rights of the migrant workers:* It is evident that many migrant workers in different countries are subjected to violations of their rights by their employers and recruiters through withholding of passports, restrictions on movement, non-payment of wages, long working hours, unpaid overtime, contract substitution, no days off, threats of imprisonment, and verbal, physical or sexual abuse. So, government should have a sophisticated system to take active measures (both legal and instant protection) to ensure the rights of migrant workers.

A protection committee comprising of expatriate Bangladeshis and high officials of Bangladesh embassy or consulate office can be formed under the Wage Earners' Welfare Board in each country to oversee the local happenings. It is expected that the committee will be able to take quick step against such incidents.

2. *Expand the operation of Wage-Earners' Welfare Board:* Government is advised to expand the operation of the Wage-Earners' Welfare Board to ensure a comprehensive service to the migrant workers in different stages of migration like recruitment, pre-departure and on-arrival phases. The center shall provide the migration candidates with necessary related knowledge, supporting to complete formalities to on-arrival orientation. The Board center can also extend temporary loan to the migrant workers who falls in distressed condition.

#### **10.3.6 Recommendations on incentive measures**

1. *Social and financial incentives:* Government should provide suitable incentives to the migrant workers, particularly of potential and emerging markets, to encourage people to migrate in relatively unknown markets. Providing free education to the children of the workers, bearing the migration cost, providing health and life insurance can be some of such incentives.
2. *Financial support for return migrants:* Providing debt/equity finance under favorable terms to the return migrants to undertake suitable ventures. This measure will remove many uncertainty of return life of the workers and encourage them migrate in foreign markets.
3. *Introducing awarding programs:* Bangladesh government should introduce awarding program to recognize the performing migrant workers in different trades. This will motivate the migrant workers to achieve excellence in their work, which eventually help them to move to the upper skill category. The practice of awarding migrant workers produces positive result as it is observed in other labor exporting countries like Philippines.

## 10.4 Demand Side

Branding of 'Bangladeshi workers' in international market will have positive impact on the demand side of Bangladeshi labor force. The research team has prioritized 6 trades for branding, which are expected to yield significant benefits to the country. Followings are the identified 6 trades:

- i. Construction worker
- ii. Engineer
- iii. Nurse and Caregiver, and
- iv. ICT professional
- v. RMG professional
- vi. Medical graduates

The detailed trade specific branding strategies are discussed in Chapter 9 (Branding Some of the Specific Trades of Bangladesh).

## 10.5 Country-Wise Summary Recommendations

The following table illustrates the country wise primary considerations for recommendation of strategies.

Name of Countries	Country Considerations	Strategy
Bahrain Brunei Jordan KSA Kuwait Lebanon Malaysia Mauritius Oman Qatar UAE Singapore South Korea	Exploring the maximum opportunities in existing large market	<ol style="list-style-type: none"> <li>1. Identifying and exploring emerging and/or less focused sectors and arrangement of training to fit the needs of those sectors.</li> <li>2. Retention of market by nursing already existing relationship with government of the labor receiving countries, employers and trade bodies.</li> <li>3. Listing all migrants with up to date skills in order to facilitate secondary migration for extracting higher benefit through better placement of the migrant workers utilizing their acquired experience in different prospective countries.</li> <li>4. Closely monitor return migrants, controlling outflow, and repatriation of migrants in home.</li> </ol>
Algeria Belarus	Foreign companies are the primary employers	<ol style="list-style-type: none"> <li>1. Marketing and branding to be targeted to employer companies which are predominantly from South Korea, and China. Additionally, the foreign large companies operating in construction sector should be focused for formulating marketing strategy.</li> <li>2. Large construction conglomerates of Bangladesh shall be encouraged and facilitated to move in these markets with the condition of employment from Bangladesh.</li> <li>3. Bilateral relationship should be strengthened.</li> </ol>
China Japan South Africa	Countries with Bigger market size	<ol style="list-style-type: none"> <li>1. Arrangement of required training for demanding occupations</li> <li>2. Branding of those required skills in appropriate destination countries</li> <li>3. Develop bilateral relationship in favor of Bangladesh and taking strategic moves like signing MOU, and securing preferential recruitment.</li> </ol>
Hong Kong Seychelles Palau Uzbekistan	Countries with limited market size	<ol style="list-style-type: none"> <li>1. Branding of demanding occupations</li> <li>2. Send skilled workers</li> <li>3. Facilitate secondary migration from over-exposed destination countries.</li> </ol>
Australia Canada Netherlands New Zealand Sweden USA	Market for professionals and skilled workers	<ol style="list-style-type: none"> <li>1. Standardization of professional qualifications with target countries</li> <li>2. Facilitate secondary migration from over-exposed destination countries.</li> </ol>

<b>Name of Countries</b>	<b>Country Considerations</b>	<b>Strategy</b>
<b>Poland</b>	<b>Country with Special Challenge</b>	<ol style="list-style-type: none"> <li>1. Promote image of Bangladesh to overcome the existing racial and religious discrimination.</li> <li>2. Develop bilateral relationship in favor of Bangladesh and taking strategic moves like signing MOU, and securing preferential recruitment.</li> </ol>
<b>Brazil Macau Russia Slovenia Spain Taiwan Turkey Bulgaria</b>	<b>Country with immediate demand</b>	<ol style="list-style-type: none"> <li>1. Taking appropriate initiatives to build rapport with employing companies engaging both government and recruiting agencies, and takes practical programs to fulfill the needs.</li> <li>2. Closely monitoring migration policy of destination countries and taking immediate opportunities of any change</li> <li>3. Develop bilateral relationship in favor of Bangladesh and taking strategic moves like signing MOU, and securing preferential recruitment.</li> <li>4. Arrangement of required training for demanding occupations</li> <li>5. Ease migration process considering the circumstances of each labor receiving countries.</li> <li>6. Promote investment driven model of employment where possible.</li> </ol>
<b>Albania Argentina Austria Belgium Bosnia France Germany Hungary Iceland Norway Ukraine Venezuela</b>	<b>Country with future demand</b>	<ol style="list-style-type: none"> <li>1. Close monitoring of the market demand and migration policy changes.</li> <li>2. Developing Bi-lateral relationship in order to exploit future opportunity.</li> </ol>

## Conclusion:

Irrespective of various limitations, Bangladesh can be an excellent source of skilled and semi-skilled workforce, as the future job prospect in the overseas market has been perceived to be quite promising. But to capitalize the momentum, Bangladesh needs to develop a dynamic and market oriented institutional framework and infrastructure to train the workers. It is also needed to address some challenges, such as: low level of wages, linguistic barriers, lack of knowledge and information regarding migration opportunities and risks, which will ensure decent work for the Bangladeshi migrants in abroad. Moreover, the government should formulate supportive laws and policies to facilitate easy and systematic migration process, and promote the skills and capabilities of our workers to the world by developing and executing appropriate branding strategies.

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