



Promoting Safe Migration for the Women of Bangladesh Project

Baseline Study
June 2020

This document has been produced with the financial assistance of the European Union and ICMPD. The contents of this document are the sole responsibility of CARE and can under no circumstances be regarded as reflecting the position of the European Union and the one of ICMPD.

Funded by the European Union



**IMPROVING MIGRATION
MANAGEMENT IN THE SILK ROUTES**



Implemented by



ICMPD

International Centre for
Migration Policy Development

Report

Baseline Study on Promoting Safe Migration for the Women of Bangladesh



June 2020

Coverage photo credit: <https://www.thedailystar.net/supplements/building-modern-economy/protection-of-bangladesh-migrant-workers-rights-and-welfare-1536514>

Contents

Executive Summary	7
Chapter 1: Introduction	1
1.1 Background	1
1.2 Project Description	2
1.3 Key Initiatives to Address Safe Migration Issues in Bangladesh	4
1.4 Objectives of the Study	5
Chapter 2: Survey Methodology	6
2.1 Study Approach	6
2.2 Study Area	7
2.3 Sampling	8
2.4 Data Management and Processing	11
2.5 Quality Control Mechanism	11
2.6 Limitations of the Study	14
Chapter 3: Findings of the Study	15
3.1 Result Matrix Framework	16
3.2: Overview of the Legislative and regulatory Framework	21
3.3: Aspirant Migrant’s Access to Safe, Orderly and Regular migration	33
3.3.1 Socio-Demographic information of the respondents	33
3.3.1 Pre-Decision on migrating to abroad	35
3.3.2 Knowledge, Attitude and Practice Regarding Safe Migration	37
3.3.3 Access to Information on Safe Migration	43
3.3.4 Available Services for women in the Community on planned, safe and orderly Migration	47
3.3.5 Available Training for women in the Community on planned, safe and orderly Migration	50
3.3.6 Knowledge on Rights and Women Empowerment	52
3.3.7 Knowledge and Experience on Exploitation	58
3.4: Returning Migrant’s Experiences	61
Chapter 5: Conclusion and Recommendation	74
Annex: Detail Findings	i

List of Tables

Table 1: Quantitative sample distribution	9
Table 2: Qualitative sample distribution	10
Table 3: Demographic Information of the female aspirant migrants (%)	33
Table 4: Knowledge of the aspirant migrants on the issues they associated with safe migration (% , multiple responses)	38
Table 5: Main source of information on safe migration (% , multiple responses)	39
Table 6: Type of information an aspirant migrant needs to know (% , multiple responses)	40
Table 7: Type of information an aspirant migrant needs to know (% , multiple responses)	42
Table 8: Places where the aspirant visited for information on safe migration (% , multiple responses).....	44
Table 9: Type of information the respondents received from the placed they visited (% , multiple responses)	44
Table 10: <i>Type of Information that the aspirant migrants identified difficult to find/come across (% , multiple response)</i>	46
Table 11: <i>Place where the respondents would go for skills training (% , multiple response)</i>	47
Table 12: <i>Type of women specific services received by the respondents (% , multiple response)</i>	49
Table 13: <i>Places from where the respondents received the training (% , multiple response)</i>	51
Table 14: <i>Type of information received by the respondents from the training (% , multiple response)</i>	52
Table 15: <i>“Whether getting decent work is a right for women” – opinion of the respondents (%)</i>	53
Table 16: <i>Knowledge of the respondents on the rights of Women (%)</i>	54
Table 17: <i>“Whether getting decent work is a right for women” – opinion of the respondents (% , multiple response)</i>	55
Table 18: <i>Suggested ways to prevent discrimination against women (% , multiple response)</i>	56
Table 19: <i>Basic rights of migrant workers as opined by the respondents (% , multiple response)</i>	57
Table 20: <i>Steps taken by the respondents to start migration process (% , multiple response)</i>	58
Table 21: <i>Countries where the returning migrants migrated (% , multiple response)</i>	61
Table 22: <i>Decision making process regarding going to abroad mentioned by the respondents (% , multiple response)</i>	61
Table 23: <i>type of information received by returnees before migrating (% , multiple response)</i>	64
Table 24: <i>The ways the returnees were able to apply their knowledge / skills gathered from training (% , multiple response)</i>	67
Table 25: <i>Required more information / skills for training opined by the respondents (% , multiple response)</i>	68
Table 26: <i>Things that were good / not good in the training opined by the respondents (% , multiple response)</i>	69
Table 27: <i>Type of challenges faced by the returning migrants while staying in abroad (% , multiple response)</i>	70
Table 28: <i>The ways the returning migrants dealt with the problems they faced (% , multiple response)</i>	71
Table 29: <i>The ways the returning migrants dealt with the problems they faced (% , multiple response)</i>	72

List of Figures

Figure 1: Study Approach.....	7
Figure 2: Study Area (Red marked).....	7
Figure 3: Data Processing Flow Chart.....	11
Figure 4: Levels of Quality Control.....	13
Figure 5: Occupation of the female aspirant migrants (%).....	34
Figure 6: Aspirant migrants who heard about the safe migration before (%).....	37
Figure 7: Sources of information from where an aspirant migrant can get migration related information (%).....	41
Figure 8: Respondents who had knowledge on the source of information on safe migration before (%).....	41
Figure 9: Respondents who visited any places for getting information on safe migration in last 1 year (%).....	43
Figure 10: level of difficulties faced by the aspirant migrant in getting information on safe migration (%).....	45
Figure 11: Aspirant Migrants who opined about required job skills training before migrating abroad (%).....	46
Figure 12: Respondents who received women specific services on safe migration (%).....	49
Figure 13: Respondents who knew about available training for the women in the community (%).....	50
Figure 14: Respondents who received training (%).....	51
Figure 15: Aspirant migrants who knew about the rights of women and girls (%).....	53
Figure 16: Aspirant migrants who started any process for migrating abroad (%).....	58
Figure 17: Respondents who faced any exploitation / fraudulence in the process of migration (% , multiple response).....	59
Figure 18: <i>Channel used by the returning migrants to migrate abroad (%).....</i>	63
Figure 19: Respondents who faced problem in getting migration related information before migrating abroad (%).....	65
Figure 20: Places of receiving job skills training before migrating by the returnees (%).....	66
Figure 21: Satisfaction level with the training received by returnees before migrating abroad (%).....	68
Figure 22: Respondents who faced any challenges while staying in abroad (%).....	70
Figure 23: Returning migrants who faced any exploitation / fraudulence either in country or in abroad (% ,).....	72
Figure 24: Returning migrants who knew about any laws that could help a migrant women who face exploitation / fraudulence (% ,).....	73

Acronyms

BMET	Bureau of Manpower, Employment and Training
BOAF	Bangladesh Ovivashi Adhikar Forum
BAIRA	Bangladesh Association of International Recruiting Agencies
BDT	Bangladeshi Taka
CBO	Community Based Organization
CP	Colombo Process
DEMO	District Employment & Manpower Offices
DWA	Department of Women Affairs
DSS	Department of Social Services
DC	Deputy Commissionar
EU	Europian Union
FGD	Focus Group Discussion
GCM	Global Compact for Migration
IDI	In-Depth Interview
IOM	International Organization for Migratopn
KII	Key Informant Interview
NGO	Non-Government Organization
OEMA	Overseas Employment and Migration Act
PDO	Pre-Decision Orientation
QC	Quality Control
RMRRU	Refugee and Migratory Movements Research Unit
TTC	<u>Technical Training Center</u>
UDC	Union Digital Centers
WARBE	Welfare Association for the Rights of Bangladeshi Emigrants

Executive Summary

CARE with an aim to promote safe and planned migration particularly for women as a contribution to Sustainable Development Goals 5 and 8, as well as to ensure that women's vulnerability and exploitation is reduced throughout the migration cycle, in line with relevant objective of the Global Compact for Migration, has initiated the project: "Promoting Safe Migration for the Women in Bangladesh Project", funded through the Silk Routes Facility. The Silk Routes Facility is a component of the larger project, "Improving Migration Management in the Silk Routes Countries", funded by the European Union and implemented by ICMPD. The project is implemented by CARE in partnership with WARBE DF, with co-funding from CARE Austria.

Women's empowerment is at the core of CARE's programming across the global operation, CARE through this project aims to address responsible, safe and orderly migration applying principles of gender equality and human rights in crafting implementation strategies and generating evidence for developing policy solutions to address challenges faced by women. This project has two main specific objectives:

1. Enhanced capacity of targeted Government institutions to develop gender responsive migration policy and procedures and to facilitate safe, orderly and gender sensitive migration for decent job placement of women workers
2. Women in rural communities are empowered to make informed choices and decisions about migration and are able to access services

To achieve the overall objective of the project as well as to successful implementation of the project, it is important to know the current situation of the selected project indicators. Also it is important to set benchmark value for each of the project indicators. Therefore, being commissioned by CARE, Nielsen conducted the baseline study. The study followed a mixed approach combining both qualitative and quantitative methods comprising of desk review, 6 focus group discussions, 11 key informant interviews and 7 in-depth interviews and 220 face to face interviews with an equal distribution in two study locations. However, among these 220 sample, 134 was aspirant migrants¹ and 86 were returning migrants². The study was conducted covering ten unions from two upazilas namely Keraniganj and Nawabganj under Dhaka district.

Key Findings

Objective 1: Study and present the current legislation and regulatory framework on labour migration in Bangladesh, highlighting gaps, weaknesses, strengths, opportunities and risks where relevant.

¹Any women from the community who is willing to migrate abroad and made a decision to migrate

² Anyone who was in abroad to work and returned country. Here, if any returning migrants is willing to migrate again, she has also been considered as returning migrants.

- The current legislative framework on labour migration in Bangladesh is the Overseas Employment and Migration Act (OEMA) act 2013. It is a regulatory law and it has some significant features which are to protect the rights of the migrants. It also uphold the commitment to honour its international obligations. However, this law has some shortcomings also which undermines the strength of this legislative document. One of them is that many important provisions of the law are directory, not mandatory. Another one is the proper implementation of this laws under this act.
- Bangladesh's commitment to uphold the International commitment is also another strength of its legislative, regulatory and policy framework. Although reporting to these international processes or dialogues are not mandatory however Bangladesh took it as the obligatory. From these obligations, Bangladesh adopts different policies, regulations and frameworks.
- Bangladesh has many initiatives in formulating legal frameworks however there might be discussion on the proper implementation of those policies. The Overseas Employment and Migrants Act 2013 (OEMA), Expatriates' Welfare and Overseas Employment Policy 2016, Prevention and Suppression of Human Trafficking Act 2012 (PSHT) provisions etc are the basic and foundation of the migration governance in Bangladesh. Although having these acts, there are no holistic framework to execute of those acts. Also the acts are very much category specific for example: for labour migration, trafficking etc. There is lack of a comprehensive framework that could contribute to safe and regular migration as a whole including the issues of gender sensitive migration.
- The qualitative findings shows that there are laws, acts and policies in Bangladesh with clauses on safe migration however there are gaps in proper implementation of those. In some cases as found, the information on these laws, acts and policies are known to the mass people even some government offices and implementing agencies are not aware of those which are creating implementation gaps. The KII respondents mentioned this issue as the barriers to ensure safe migration in Bangladesh.

Objective 2: Identify governmental institutions' policy making, legislative and regulatory capacity needs where gendered labour migration is concerned

- The study identified some capacity needs of the government institutions to ensure safe, orderly and planned migration for women. According to the KII respondents there are lack of manpower in the government agencies that hinder proper service delivery at community level. Also as the government people do not work at community level, therefore the
-

middlemen have more acceptability than the government people. The women as they get doorstep services from broker, middlemen they prefer to accept that.

- The intra-ministry coordination efforts should be strengthened. As the women are the sensitive segment and women migration thus needs extra effort. All relevant ministries need to work collaboratively to ensure safe migration including MoHA, MoFA, LGED, Labour Ministry, MEWOE, MOWCA etc.
- The TTC trainers need to be well capacitated to provide quality Pre-decision Orientation (PDO) to the aspirant migrants' specifically keeping the mind the gendered issues of the women for example: safety and security. The study found that most of the women searched for the relevant information related to safety and security from the relatives, friends and/or other returnees at their pre-decision stage. Also while making migration decision they took the information from the religious aspect of the destination country.
- The study findings indicates the needs of the capacity building of the local government institutions like Union Parishads, Upazila Parishads so that they can provide appropriate information on the safe, regular and orderly migration from the pre-decision stage. The project can work on capacity building of the UDCs as a collaborative approach with the government.

Objective 3: Assess capacity building needs of aspirant women workers and map available resources that support safe, orderly and regular migration.

- At the pre-decision stage, the aspirant migrants mainly determined their mind about going to abroad considering some issues like earning money, building houses, raising the children properly etc. Mainly the vulnerable financial condition of the family lead them to take decision about migration. At the pre-decision stage, the aspirant migrants took the decision by their own. No one insisted or forced them. It was mainly found to be a mind-set up stage for an aspirant migrant. For setting up the mind, the information from the relatives, friends and returning migrants played the catalyst role in choosing which country to go.
 - The knowledge of the aspirant migrants were found lower as overall around two-fifths of the respondents (40%) heard about the safe migration. Majority of the respondents (83 percent) associated safe migration securing a job with a good company abroad.
 - Still the people heavily rely on the informal sources intermediaries like friends / family / relatives or returning migrants to have information on safe migration. Although they know some places from where they could get information however they considered the informal sources as most reliable.
 - People required different type of information as stated by the aspirant migrants before taking migration decision or before migrating abroad. The most commonly found required
-

information was knowing about salary and passport processing (28% for each) followed by visa processing (25%).

- Around 28% of the aspirant migrants visited any places in last 12 months preceding the survey for getting safe migration related information and most of them visited Govt. office (e;g DEMO, BMET, TTC). Although the higher proportion of the respondent reportedly visited Govt. offices (e;g DEMO, BMET, TTC), however while asking them about the sources of information from where they can get required information, they mentioned about Relatives / Friends / Neighbors.
- Getting any information on safe migration was found “moderately difficult” to 40% of the aspirant migrants,”difficult to 19% and “very difficult” to 15%. . It indicates that the community people did not have easy access to the information or services on safe migration.
- A handful proportion of the aspirant migrants had knowledge on the available services in the community for women (3%) and also available training for women (5%) in the community on planned, safe and orderly migration.
- Around one tenth of the aspirant migrants (10%) had knowledge on the basic rights of migrant workers. Majority of aspirant migrants (85%) mentioned about giving wage regularly / in time as the basic rights for migrants.
- Around two-thirds of the aspirant migrants (66%) reportedly knew about the rights of women. “Whether getting decent work is a right for women” – in response to this query around 57% of the aspirant women were strongly agreed with this.
- Majority of the aspirant migrants (85%) started migration process. Of them, around 8% of them reported about facing exploitation / fraudulence.
- The study one Community Based Organization (CBO) in Keraniganj and conducted a FGD with them. However, the CBO members were not very positive about female migration. Rather, according to them, if women came to them, CBOs would suggest them to work in home country and not to go to abroad instead of suggesting them to use safe, planned and regular channel of migration. Also, they have mentioned about the limitations of knowledge as well.

Objective 4: Recommendations for effective and sustainable programming for safe and gendered labour migration in Bangladesh

- The project can advocate the government stakeholders to increase prosecution. For that the law enforcement agencies, judges, lawyers, and migrant community need to be made aware of the contents of the law
 - The respondents listed a number of information that they thought they required before taking migration decision or before migrating. The project could focus on disseminating those specific information with appropriate references. Also, the project could advocate the government stakeholder to make the mandatory role of the union Parishads in disseminating appropriate information.
-

- The study findings indicates the needs of the capacity building of the local government institutions like Union Parishads, Upazila Parishads so that they can provide appropriate information on the safe, regular and orderly migration from the pre-decision stage. The project can work on capacity building of the UDCs as a collaborative approach with the government.
 - The advocacy with the relevant stakeholders could be done on providing quality Pre-decision Orientation (PDO) to the aspirant women migrants in all TTCs. The information could also be available in all UDCs through this project. The returning migrants could be good source of information for the community people as their experiences could help the aspirant migrants. Therefore, the project could recruit the returning migrants as the volunteer to disseminate safe migration related information. Returning migrants can also be invited to talk at awareness sessions on safe migration supported by the project.
 - The project can come forward with specific activities to disseminate proper information that are required by the aspirant migrants. That could be done through the Community Based Organizations (CBO) and also the project could collaborate with local union parishads and other local government institutions.
 - Although a higher proportion of the respondents visited Govt. office (e.g DEMO, BMET, TTC) for getting information on safe migration however according to them the reliable source of information is friends / relatives / neighbors. The project could investigate that who are visiting the govt. offices whether they are getting information. If not, then this could be discussed in the advocacy meetings with the govt stakeholders.
 - The project can also organize community and court yard meetings in project areas, so that the friends / relatives / neighbors are also aware the need to follow rules and procedures and that safe migration is the best approach to migration
 - The community people could be communicated about the proper channel of migration at one hand, on the other hand the advocacy meeting with the government stakeholders and policy makers could include how to make the government services reliable, accessible and less complicated among the community people when and where necessary. Also the Project can support to organize CBOs with female members.
 - Awareness sessions for aspirant migrants should include the rights of a migrant worker particularly as women migrants, both in country and also while working abroad.
 - The community people could be communicated through the project so that they complete the full course of the training to get required job skills before migrating.
 - The project can discuss with BMET and BAIRA how to make the trainings for women migrants more effective including the arrangement to have transport and dormitory facilities for residential trainings. Language trainings could be improved and based on practical applicability for jobs related to women migrant workers.
 - The project can arrange motivational training for the CBO members with appropriate information on safe, planned and regular migration so that they could disseminate the right information on safe migration
-

- In the advocacy meetings, the project can emphasize on advocating the relevant stakeholders to adopt appropriate policy implication measures as most of the KII respondents mentioned about the implementation gaps of the existing policies.
 - The project can consider to use and adapt existing user friendly communication materials on migration related laws and policies for awareness sessions with aspirant migrants, friends / relatives / neighbors, CBOs and local government representatives.
 - Services need to be women friendly at the local level including special services involving women officials and volunteers both by the government, NGOs and the private sector.
 - The project could disseminate the appropriate information on safe, regular and orderly migration through different IEC material in printed (Hand out, brochure, leaflet, billboard etc) as well as in digital format (Visual presentation, TV scrolling etc). The IEC materials need to be available in all UDCs.
-

Chapter 1: Introduction

1.1 Background

Bangladesh is one of the highest remittance earning countries in Asia and migration to overseas countries started in large number volumes since the 1960s.³ According to the World Bank, Bangladesh is one of the largest recipients of remittance, with almost \$15.3 billion in 2018. A study found that an increase in the remittances impacts the probability of higher food security in the households' of Bangladesh significantly⁴. As the country is ameliorating poverty over the years, it is expected that, remittance inflow will proliferate in following years. Because, evidence found that, reduction of poverty strengthens the remittance inflow in Bangladesh.⁵ In addition, Bangladesh is an import oriented country and her import volume consistently outnumbers export volume. Although in recent years, the volume of export is increasing, it is not yet commensurate to the current account deficit caused by higher import volume. This current account deficit is balanced by capital account surplus. Despite of lower volume of foreign direct investment, remittance is the significant component for the country that contributes to the capital account surplus. Over a long period of time, due to lack of employment opportunity, many people migrate abroad in search of work. During the fiscal year 2018-19, around 10 million people in 173 countries have sent 16.4 billion USD remittance in the country.⁶ In this context, it is expected that, the remittance inflow will increase in the country in the following years, even though there might be a decline during the 2020-21 fiscal year due to the economic impact of COVID-19 in key migrant destination countries⁷.

The general trend of migration is to migrate to Malaysia, Singapore, the Middle East and the countries in the Gulf region from Bangladesh. However a significant number of people migrate to EU countries as well. Women's migration is slowly increasing, which is around 18% of the total overseas migrant population every year. In 2019, around 104,786 female workers migrated in different countries with a high proportion in KSA (Kingdom of Saudi Arabia) counting around 62,578 followed by in Jordan 19,706. Although in 2018, the migration rate for women dropped to 17% comparing to 2017 due to widespread reports of abuse of women workers⁸.

³ Ahmed, M. S. (2010). Migrant workers remittance and economic growth: evidence from Bangladesh. *ASA University Review*, 4(1), 1-13.

⁴ Regmi, M., & Paudel, K. P. (2016). Impact of remittance on food security in Bangladesh. In *Food security in a food abundant world: An individual country perspective* (pp. 145-158). Emerald Group Publishing Limited.

⁵ Hatemi-J, A., & Uddin, G. S. (2014). On the causal nexus of remittances and poverty reduction in Bangladesh. *Applied Economics*, 46(4), 374-382.

⁶ Retrieved from https://tradingeconomics.com/bangladesh/remittances_and_Ministry_of_Expatriate_Welfare_and_Overseas_Employment_on_18_December_2019_on_the_occasion_of_International_Migrants'_Day

⁷ <https://reliefweb.int/report/bangladesh/covid-19-outbreak-how-has-bangladesh-fared>

⁸ <http://www.old.bmet.gov.bd/BMET/viewStatReport.action?reportnumber=25>

However, it is not fortuitous for Bangladesh that, significant number of people migrate using improper channels and routes. This malpractice has become part of the migration practice and if it is not controlled, it will exacerbate. Sometimes the migrants do not even get proper working visa or work permit. A dogmatic belief is, they can earn with whatever visa or work permit they get abroad. In reality many of the migrants do not get substantial benefit from migration. The most common practice in the country is getting help from ‘dalal’ (local broker) to prepare for migration. Even though government has proper regulations to follow for migration, people have apathy to maintain those since they do not trust the official procedures and consider the formalities too complex. These local brokers’ have full control over the fate of a migrant since they offer a package deal, a short cut to all the formalities in exchange for a bulk amount of money – much higher than the actual cost. People rarely get the opportunity to check whether the passport, visa or work permit are authentic or not, or what is the actual official cost to procure them.

Due to various reasons, migrant people face different adverse situations abroad. Those who migrated with tourist visa, found it difficult to get work because the visa does not also include a work permit. Even if they get the work, it is not legal and they had to sacrifice the wage rate. Some migrants get arrested and had to stay in jail over a period of time. In these cases, they sometimes had to pay a huge fine. Some of them were forced to return home as their visa expires and they have no official work permit. Returnee migrant becomes vulnerable as many of them cannot bring earnings with them. They face social, familial, economic and psychosocial problems after returning. Society does not welcome them neither do the family members. Along with these issues, the female migrants face some additional problems like abuse both in own country as well as in destination country.

Government of Bangladesh has various initiatives regarding labour migrants. There is a specialized bank, Probashi Kallyan Bank, for migrant and potential migrants⁹to provide loan and other support. In addition, there are special safety net programs and scholarship for the student of the migrant family. Under “overseas employment and migration act” (2013), government may exempt tax, provide saving scheme, investment opportunities etc. This act focuses on the prospective migrants, recruiting agencies, employment contract and overseas rights of the migrants etc. The Wage Earners’ Welfare Board Act 2018 also provide compensation to family members of the deceased migrants and arrange arbitration for exploitation by dalal or recruiting agent.

1.2 Project Description

CARE with an aim to promote safe and planned migration particularly for women as a contribution to Sustainable Development Goals 5 and 8, as well as to ensure that women’s vulnerability and exploitation is reduced throughout the migration cycle, has initiated the “Promoting Safe Migration for the Women of Bangladesh” Project.

⁹ Any women from the community who is willing to migrate abroad and/or have started any process like: registration with DEMO, talked to broker, given money to broker / recruiting agency/relatives, did passport, or at least have verbal communication with anyone to start the process

The project: “Promoting Safe Migration for the Women in Bangladesh Project” is funded through the Silk Routes Facility. The Silk Routes Facility is a component of the larger project, “Improving Migration Management in the Silk Routes Countries”, funded by the European Union and implemented by ICMPD. The project is implemented by CARE in partnership with WARBE DF, with co-funding from the CARE Austria.

Women’s empowerment is at the core of CARE’s programming across the global operation, CARE through this project aims to address responsible, safe and orderly migration applying principles of gender equality and human rights in crafting implementation strategies and generating evidence for developing policy solutions to address challenges faced by women. The focus on empowering aspirant female migrants with knowledge, skills, information and access to services contributes to the commitments of the Budapest process and Istanbul declaration (2013).

Although the Government of Bangladesh has recognized migration as one of the key factors for the development, the available public services for women is limited to technical training from BMET and some administrative support from public institutions. The technical training schools are mostly district based and therefore difficult for women to access. The teaching methods in the training are very traditional in the form of lectures and not interactive or linked with practical examples. Moreover Due to prevailing social norms, female migration is associated with stigma, which creates a complex set of challenges for women when they return from overseas employment. It is assumed by society that working as domestic help, they must have been exploited sexually by their employer and that the woman is considered to be at fault. This makes rebuilding lives after returning from overseas employment really difficult. Bangladesh Government has taken different initiatives like endorsing Overseas Employment and Migration Act 2013 and Expatriate’s Welfare and Overseas Employment Policy 2016 towards safeguarding the rights of migrants, recognizing migration as a development opportunity in its Seventh Five Year Plan as well as by participating in Global Expert meetings on migration in the post 2015 development agenda. These are indicators that the Government of Bangladesh is serious on issues around migration and is ready to contribute in global policy procedures. However, for the successful implementation of any policy, strategy or initiative, it is important to take part by the local, national and international non-government and civil society organizations. Keeping in mind the country’s broader objective to ensure 2030 Agenda for Sustainable Development for implementation of planned and well-managed migration policies, this project of CARE has two main specific objectives:

1. Enhanced capacity of targeted Government institutions to develop gender responsive migration policy and procedures and to facilitate safe, orderly and gender sensitive migration for decent job placement of women workers
2. Women in rural communities are empowered to make informed choices and decisions about migration and are able to access services

To achieve the overall objective of the project as well as for successful implementation of the project, it is important to know the current situation of the selected project indicators. Also it is important to set benchmark value for each of the project indicators. Therefore, this baseline study was commissioned by CARE and Nielsen being one of the largest research based company in the world as well as in Bangladesh conducted the study.

1.3 Key Initiatives to Address Safe Migration Issues in Bangladesh

There are some Regional Consultative Processes (RCPs) to address and reduce the vulnerability regarding migration issues. For example, Budapest Process, Abu Dhabi Dialogue and Colombo Process has been working over a long time in this regard. Although the RCPs are not politically binding commitments, they nevertheless bring together high official of the governments to exchange, learn and collaborate around good practices in labour migration management.. Collaborating with more than 50 countries and 10 international organizations, Budapest Process concentrated on balancing between political dialogue and operational action. In addition the activities include different programs and projects to improve the capacity of administrations to better manage the aspects of the movement of people. These project activities include awareness raising of how migration can be beneficial for the development of the country. The Budapest Process covers the Silk Routes Region along with Europe's Eastern neighbors, Western Balkans and Central Asia. Colombo Process is another important component related to migration and the partnering countries are Bangladesh, Afghanistan, China, India, Indonesia, Nepal, Pakistan, Philippines, Sri Lanka, Thailand and Vietnam. In addition, there are eight observer countries and they are Bahrain, Italy, Kuwait, Malaysia, Qatar, Republic of Korea, Saudi Arabia and United Arab Emirates. The objective of the Colombo Process includes experience sharing, lessons learning and best practices in labour migration management; consultation on issues faced by migrants, countries of origin and destination, and proposing practical solutions for the well-being of overseas workers; optimization of development benefits from organized overseas employment and enhancing dialogues with destination countries; reviewing and monitoring implementation of the recommendations and identifying further steps of actions. The thematic areas of the Colombo Process are as follows:

- Qualification and skills recognition process
- Ethical labour recruitment practices
- Effective pre-departure orientation and empowerment
- Promote cheaper, faster and safer transfer of remittances
- Enhance the capacity of CP Member States to track labour market trends

The Abu Dhabi Dialogue was formed as a forum for dialogue and cooperation between Asian countries of labour origin and destination. Starting from 2008, there are eleven members of the

Colombo Process including Bangladesh, Afghanistan, China, India, Indonesia, Nepal, Pakistan, Philippines, Sri Lanka, Thailand and Vietnam. Moreover, members state of the destination countries are Bahrain, Kuwait, Oman, Qatar, Saudi Arabia and United Arab Emirates. The objectives of the Abu Dhabi Dialogue includes safe, orderly and regular labour migration in some of the largest temporary labour migration corridors in the world. The pillars of good governance guide initiated by the Abu Dhabi Dialogue are:

- Ensuring the protection of migrant workers;
- Empowering workers to fulfil their goals and aspirations; and
- Affording workers the opportunity to benefit equitably from the outcomes of temporary labour migration.

Global Compact for Safe, Orderly and Regular Migration (GCM) is considered to cover mass dimensions of international migration in a holistic and comprehensive manner. GCM targets to achieve Sustainable Development Target 10.7 by 2030. The document respects the sovereignty of a country to determine the law for in and out of the foreigners. The GCM is designed to perform the following tasks:

- Support international cooperation on the governance of international migration;
- Provide a comprehensive menu of options for States from which they can select policy options to address some of the most pressing issues around international migration; and
- Give states the space and flexibility to pursue implementation based on their own migration realities and capacities.

1.4 Objectives of the Study

The objective of the baseline study was to identify the crucial areas, current legislation and regulatory framework on labor migration for the aspirants of women worker in terms of both institutional and community level through addressing the women empowerment aspects. The specific objectives of the study were as follows:

- Study and present the current legislation and regulatory framework on labour migration in Bangladesh, highlighting gaps, weaknesses, strengths, opportunities and risks where relevant.
- Identify governmental institutions' policy making, legislative and regulatory capacity needs where gendered labour migration is concerned
- Assess capacity building needs of aspirant women workers and map available resources that support safe, orderly and regular migration.
- Recommendations for effective and sustainable programming for safe and gendered labour migration in Bangladesh
- Establish baseline against indicators mentioned in LFA.

Chapter 2: Survey Methodology

2.1 Study Approach

The study followed a mixed method combining both qualitative and quantitative approaches. For the qualitative part the study conducted focused group discussion (FGD), key informant interview (KII) and in-depth interview (IDI). On the contrary, the quantitative part followed a face to face interview technique. Desk review was another important component for the study to identify the gaps of the migration related legislation. Therefore, the study was based on the two procedures namely desk review and onsite data collection

Desk Review

The review of the relevant literatures and project documents took place throughout the study and it was one of the most integral components of this study. At the beginning of the study, project documents, logical framework etc were reviewed which helped to finalize the instruments and the guidelines of the study. Besides, the relevant documents, reports of previous relevant surveys like The Migration Governance Framework Defining and measuring SDG target 10.7¹⁰, Overseas Employment and Migrants Act 2013 of Bangladesh Government, Policy Brief 2020, RMMRU on Ensuring Prosecution under the Overseas Employment and Migration Act 2013, The potential and limitations of the Global Compact for Safe, Orderly and Regular Migration: A comment. *Torture Journal*, 29(1), 127-132¹¹. Wage Earners Welfare Board (WEWB) Act-2018, Labour Migration trends and Patterns: Bangladesh, India, and Nepal 2013¹², mapping of labour migration recruitment practices in Bangladesh, Migration from Bangladesh and Overseas Employment Policy¹³ and relevant web portals were also reviewed. These assisted during the report writing stage.

Onsite data collection

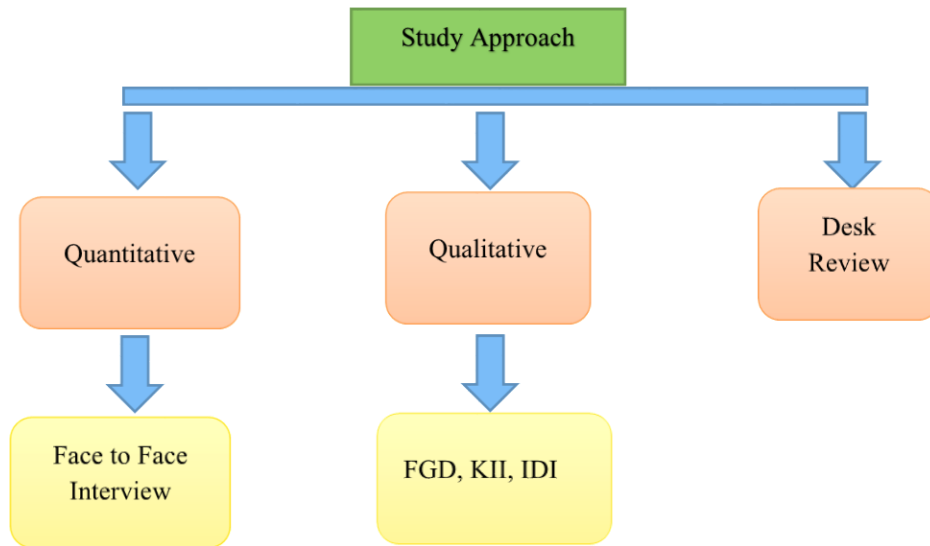
The data was collected using quantitative survey and qualitative interviews. The quantitative survey was conducted using a structured questionnaire to interview selected respondents through face-to-face interviews. On the other hand, for qualitative survey, checklists were followed for conducting Key Informant Interviews (KIIs), In-Depth Interviews (IDI) and Focus Group Discussions (FGDs) using standard guidelines for conducting qualitative research.

¹⁰ Maurizio Busatti (IOM Headquarters, Geneva), GFMD Dhaka, 12 December 2016

¹¹ Perocco, F. (2019). The potential and limitations of the Global Compact for Safe, Orderly and Regular Migration: A comment. *Torture Journal*, 29(1), 127-132.

¹² <https://asiafoundation.org/resources/pdfs/LabourMigrationTrendsandPatternsBangladeshIndiaandNepal2013.pdf>
¹³ Migration from Bangladesh and Overseas Employment Policy, Dr. Md. Nurul Islam

Figure 1: Study Approach



2.2 Study Area

The study was conducted in Keraniganj and Nawabganj upazilas under Dhaka district. From each upazila, the study took 5 migration prone unions for this survey in which the project is being planned to be implemented. Thus the study covered a total of 10 unions from two upazilas. The area of the study are given as follows:

Figure 2: Study Area (Red marked)



The specific unions of the study were as follows:

District	Upazila	Unions
Dhaka	Keraniganj	Subhadya Union
		Tegharia Union
		Konda Union
		Aganagar Union
		Zinjira Union
	Nawabganj	Kalakopa Union
		Bandura Union
		Bakshanagar Union
		Galimpur Union
		Agla Union
Total	2	10

2.3 Sampling

Quantitative Method

The study used face to face interview technique to interview with the targeted population that was aspirant migrants and returning migrants from the project areas. Applying the below formula for calculating sample for a known population (Considering 89,880 female overseas employment in Dhaka district)¹⁴, the study reached to a sample 220.

Sample size calculation formula:

$n_{adj} = \frac{NZ^2(pq)}{Ne^2 + Z^2(pq)} \times de$	<p>Where,</p> <p>n= required sample size</p> <p>p= Estimated value of the parameter = 0.5</p> <p>e= Permissible Margin of error=7%</p> <p>z= 1.96 which corresponds to the 95% confidence level</p> <p>Deff (Design Effect) = 1</p> <p>Non-response rate : 10%</p>
---	--

Initially the sample was distributed equally among the aspirant migrants and returning migrants as 50:50 ratio and the data collection was started accordingly. However, after 30% data collection was done, the project team from CARE informed Nielsen to collect data marinating a 70:30 ratio for aspirant migrants and returning migrants.

The data collection team instantly started following that however because of the first stage data collection with 50:50 ration, finally the ratio was 61:39 for aspirant and returning migrants.

¹⁴ <http://www.old.bmet.gov.bd/BMET/viewStatReport.action?reportnumber=16>

However, the sample was equally distributed in study location as of 110 for Keraniganj and 110 for Nawabganj. Thus the distribution of the total sample was as follows:

Table 1: Quantitative sample distribution

District	Upazila	Union	Respondent Type		Total	
			Aspirant migrant	Returnee migrant		
Dhaka	Keraniganj	Subhadya	12	11	23	
		Tegharia	11	11	22	
		Konda	12	11	23	
		Aganagar	16	11	27	
		Zinjira	5	10	15	
	Total for Keraniganj		56	54	110	
	Nawabganj	Kalakopa	15	7	22	
		Bandura	15	7	22	
		Bakshanagar	16	6	22	
		Galimpur	16	6	22	
		Agla	16	6	22	
	Total for Nawabganj		78	32	110	
	Total Sample size			134	86	220

Qualitative Method

The qualitative approach applied in this study keeping in mind to achieve the broader objectives; in an in-depth information collection process. Specific guidelines and checklists namely FGD guideline, KII and IDI checklists etc were used to administer qualitative techniques.

Multiple techniques were used to collect qualitative information as follows:

- Focused Group Discussion (FGD)
- Key Informant Interview (KII)
- In-Depth Interview (IDI)

Focus Group Discussion: A total of 6 FGDs were conducted; of them five (5) FGDs were conducted with aspirant migrants as 1 per 2 unions and 1 with the Community Based Organization (CBO) at Keraniganj.

Key Informant Interview: KIIs were conducted with local and national level stakeholders, including government officials, Union Parishad chairmen, Civil Society Organizations to

understand their perspectives about the planned, safe and orderly migration for women. A total of 11 KIIs were conducted with these groups.

In-Depth Interview: Respondents of the IDIs included Returning Migrants (both positive and negative), Aspirant/Prospective Migrant, and Husband/Father of prospective migrant who is positively supporting female migration. A total of 7 IDIs were conducted with these responses in the study locations.

The distribution of the qualitative sample was as follows:

Table 2: Qualitative sample distribution

Respondent Category	FGD	KII	IDI
Aspirant and Prospective women migrant workers	5	-	-
CBO (Keraniganj)	1		
Total FGD	6		
BMET	-	1	-
Ministry of Expatriates' Welfare and Overseas Employment	-	1	-
DEMO		1	-
Local chairman/member		2	-
IOM	-	1	-
RMRRU	-	1	-
TTC	-	1	-
BOAF		1	
BAIRA		1	
Total KII		10	
Returning Migrants (both positive and negative)			2
Aspirant/Prospective Migrant			3
Husband/Father of prospective migrant who is positively supporting female migration			2
Total IDI			7

2.4 Data Management and Processing

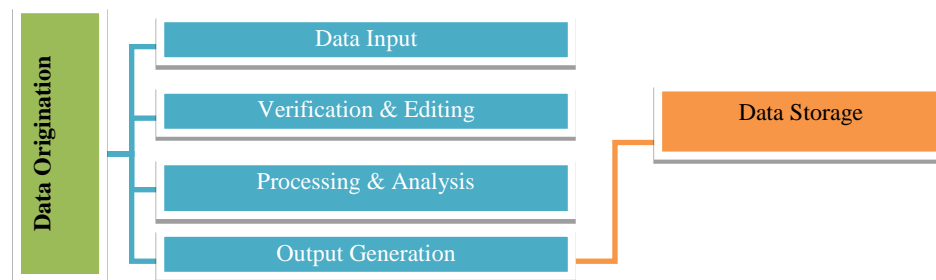
Quantitative Data Management

After the collection of the data from the field, scrutiny team validated the data and then sent for entry. The entry was done via FoxPro. Based on the skip logic, the FoxPro was designed for logical data entry. The open ended options were coded and translated in accordance. The data set was transferred to SPSS as soon as completing the entry part. Thus, to analyze data, the study used statistical software package SPSS (Statistical Package for the Social Sciences).

The data management team in Nielsen was mainly responsible for taking care of the data processing and analysis. The project coordinator and the team provided inputs at various stages of data processing and analysis in consultation with CARE. Data scrutiny, back check, coding was done under supervision of analysis team.

Nielsen generated the excel file of the data after analyzing in SPSS. Nielsen has its own Analysis team. Thus, data processing involved the following stages under the guidance of the Analysis Manager:

Figure 3: Data Processing Flow Chart



Qualitative Data Management

After conducting the FGDs, KIIs and IDIs the interviewer would immediately write down detailed observations and transcripts. The study team checked the audio for validating the transcription. Once the transcripts were checked and validated, all the files were be translated in a specific format to conduct the content analysis. The content analysis were beneficial to identify the key findings of the qualitative part.

2.5 Quality Control Mechanism

Continuous supervision was carried out at all stages of the study by the field management team, quality controller from Nielsen and also by the top management to ensure the quality of the data and those were, during training of the field teams, during data collection and after getting data at central level that is office editing and coding. Supervision was provided during the data collection

period to the field teams to ensure consistency and quality data collection. Spot checks and back checks were carried out by field operations managers and quality control supervisors. The following measures adopted to ensure quality of the data:

Pre-field Quality Control

Recruitment of the field team


Before fieldwork started, first emphasis was put on recruiting the qualified and experienced field teams. The field operations team was mainly responsible to recruit the field team members in consultation with the core research team. The recruitment was made from the existing panel of the data collectors and supervisors of Nielsen. Nielsen recruited more than required number of data collector and supervisors so that it could deploy only those members who would perform better in the training. Thus, a total of 15 field team members were recruited and from them 12 were deployed for field work.

Training of the field team

The training for the fieldwork was conducted for 3 days from 16th to 18th February 2020. The supervisors and moderators were trained systematically in order to get quality interviewers with the same wavelength of knowledge and procedures. The training consisted of classroom training and field trial. The field staff members who were involved in field work was trained including the field supervisors, field enumerators and quality check officers. Around 15 field team members participated in the training and among them 12 members were deployed after evaluating the skills of the interviewers. Thorough discussion was made on each component of the questionnaire and mock calls were done for the better understanding and practical experience of the field teams. The training was managed by the field management team however all the core research personnel from Nielsen joined the training to provide technical understanding on administering the questionnaire as well as to clarify the technical issues.

The common steps of the training included:

- Introduction
- Importance and objective of the survey
- Research Methodology
- Technical aspect of the project and the study
- Listing and Sampling
- Questionnaire Briefing
- Questionnaire pretesting in the nearby community
- Question & answer session
- Mock test
- Final Briefing



3 Days Training sessions: Class room session, mock calls, field practice

In-field Quality Control

Accompany Check / Direct observation / Spot Check

Nielsen deployed supervisors with each team who were responsible for the accompany check of the interview during the field work and thus around 10% of the interview was directly observed and checked by them during field work. The purpose of observation was to evaluate and improve interviewer performance and to look for errors and misconceptions that could not be detected through reviews of completed interviews. Further, surprise field visit was made by the QC team and they observed either full interview or partially at least. The purpose of such visit was:

- i) Questionnaires checking and feedback.
- ii) Quick solution of field related issues.
- iii) Communicate with all team about field related issues
- iv) Proper guideline about scrutiny
- v) Checking main part of the questionnaire.

Back Check

Around 20% of the filled in questionnaire were randomly in person back checked by the supervisors or the QC team after the interview to verify the accuracy of information collected. They did not check the entire interview however as per the Nielsen guideline they checked some main components of the questionnaire.

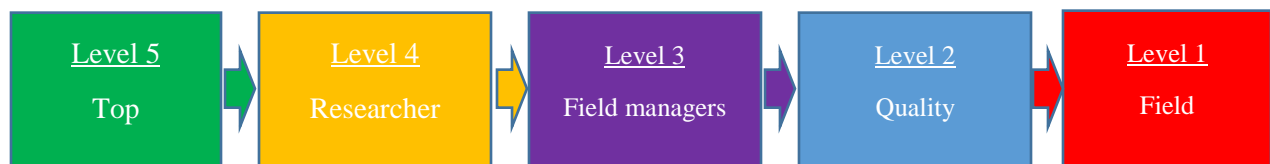
Post-field Quality Control

After the data collection was done, office editing of all the completed schedules were carried out by trained office editors / scrutiny team which included coding of open-ended questions, identification details and consistency checks etc. They also made telephone calls to the respondents to verify any information if necessary.

Levels of Quality Control

Like any other studies, Nielsen maintained the uppermost quality at all levels for this study as well. Each higher level of authority checked the work of all others below. Nielsen's 5-levels of supervision according to the following manner was ensured by involving participation from each level:

Figure 4: Levels of Quality Control



2.6 Limitations of the Study

- According to the initial plan, it was supposed to take equal number of sample (22) from each union. However, in Zinjira union under Keraniganj upazila, the study team did not find required number of respondents. After talking to the local people it was found that, the local people usually are traders and they do business locally. There was a low trend of migration found in this area. This was communicated to CARE and as per their suggestion, the sample was adjusted from other unions wherever potential migrants were available.

Chapter 3: Findings of the Study

This chapter presents the findings of the Baseline study encompassing an overview of the legislative and regulatory framework for labour migration in Bangladesh, aspirant migrants' access to safe migration services, decision making process focusing on pre and post decision making, Returning migrant's experiences including on decision making, different services, challenges etc. Before going to the detail findings of the study key indicator result matrix is presented here in the table below:

3.1 Result Matrix Framework

	Intervention logic	Indicators	Results
Overall Objective: Impact	To promote safe and planned migration particularly for women as a contribution to Sustainable Development Goals 5 and 8	# of actions on safe migration based on global commitments implemented by key government institutions	There were many actions mentioned but no fixed number was found
		% of aspirant women who have access to safe migration services	11.4%
Specific Objective 1: Outcome 1	Oc 1 Enhanced capacity of targeted Government institutions to develop gender responsive migration policy and procedures and to facilitate safe, orderly and gender sensitive migration for decent job placement of women workers	Oc 1.1 # of recommendations from advocacy initiatives on ILO Convention/GCM/CEDAW and studies recognized by policy makers	Not yet complicated, desk review going on, it would be completed soon.
		Oc 1.2 # of new measures implemented by targeted institutions on safe, orderly and gender sensitive migration and to reduce exploitation of women by middlemen	The Recruiting Agents' Licensing and Conduct Rules 2019 and Recruiting Agents' Classification Rule 2020 are two new important rules

	Intervention logic	Indicators	Results
ific Objective 2: Outcome 2	Oc 2 Women in rural communities are empowered to make informed choices and decisions about migration and are able to access services	Oc 2.1 # and type of actions implemented by women champions that aim to reduce vulnerability and increase resilience of women migrant workers	The women champions has not started their activities yet. The list has been prepared so far for the women champions. Although the project activities was planned to start in December 2019, the activities started in February 2020 due to maintaining lots of formalities There are 10 union in total, 5 in Keraniganj and 5 in Nawabganj. From each union 3 champion is selected thus 30 champions in total. They would work with UDC, migrant worker for information link up
		Oc 2.2 # and % of aspirant women in the target area who received women-specific services by Community Based Organizations and Local Government Institutions for planned and safe migration	4 aspirant women out of 134 received women specific service and all of them received form Union Parishad / upazila Parishad
		Oc 2.3 # and % of women trained by women champions, CBOs and Local Institutions who underwent planned, safe and orderly migration	0

	Intervention logic	Indicators	Results
Output 1	Output 1: Targeted institutions at district/ sub-district level possess relevant understanding and information to offer improved women friendly pre-departure support and services for migration	Op 1.1 # of information materials on safe migration and government services disseminated	The preparation is going on. Not implemented yet
		Op 1.2 # of revised curriculum for domestic workers to be imparted by BMET	No new curriculum found
		Op 1.3 # of TOT conducted for BMET and TTC staff	Not yet started
		Op 1.4 # of recommendations made from advocacy meetings for improving services	Not yet started
		Op 1.5 # of stakeholders mobilised through advocacy activities	Not yet proceeded
		Op 1.6 # of annual dialogues sessions/meetings organized between aspirant migrant women and returnees	Not yet started
Output 2	Output 2: Policy makers and civil society are equipped with knowledge on the implementation of international	Op 2.1 # of key recommendations placed with CEDAW committee in Bangladesh for reflection in Bangladesh Shadow Report	Not started yet

	Intervention logic	Indicators	Results
	commitments and areas to be addressed through national commitments	Op 2.2 # of dialogues with key civil society actors and policy makers on C189 and GCM	Few one to one informal meeting has been conducted with RMRRU, Manusher Jonno Foundation OKUP, BOAF, BOMSA however, one formal meeting would be conducted with the participation of all the actors.
		Op 2.3 # of case story based books published	Not published
		Op 2.4 # of desk studies conducted on comparative scenario of female migrant workers in South Asia region	The desk study is going on.
		Op 2.5 # of round-table dialogues on key issues from case-story book and study findings	Not conducted
Output 3	Output 3: 3000 prospective women migrants at union level have access to information on safe migration and decent work	Op 3.1 # of community meetings conducted at union level for community mobilization	A guideline/manual is prepared for meeting however, the meeting has not been conducted yet.
		Op 3.2 # of women champions capacitated on disseminating information on safe migration	The guideline preparation is under processing.
		Op 3.3 # of women trained at union level on life skills based pre-decision	Activities not started yet

	Intervention logic	Indicators	Results
		Op 3.4 # of women reached at court yard meetings at village level on safe migration and decent work	Activities not started yet
		Op 3.5 # of women attending video screening sessions in targeted locations	Activities not started yet
Output 4	Output 4: CBOs and Union Digital Centers have improved capacity to facilitate services to aspirant women migrants at national/district/sub-district level	Op 4.1 # of safe migration corners established at Union Digital Centers/Union Parishad	Initial talking with UDC, chairman has been conducted informally and they are interested
		Op 4.2 # of UDC entrepreneurs trained	Activities not started yet
		Op 4.3. # of CBOs formed and functionalized	One (1) is formed in Keraniganj
		Op 4.4 # of CBO members trained on migration and gender	Activities not started yet
		Op 4.5 # and types of actions taken by CBOs to facilitate safe migration for women	CBOs has not been started their task yet. The guideline for them is under processing
		Op 4.6 # and types of referral services to aspirant women facilitated by CBOs and UDCs	CBOs has not been started their task yet.

3. 2: Overview of the Legislative and regulatory Framework

To understand the current legislation and regulatory framework on labor migration for the aspirant women workers, the key informant interviews were done with the key stakeholders and practitioners of migration. Besides, different relevant documents and reports were reviewed to understand the legislative framework on labour migration in Bangladesh. This section presents the current legislative and regulatory framework on labour migration in Bangladesh highlighting gaps, weaknesses, strengths, and weaknesses in light of the findings from secondary document review and KII with the relevant personnel.

(i) Current legislation and regulatory framework on labor migration in Bangladesh

The current legislation that provides the framework of governance of emigration of Bangladesh is the Overseas Employment and Migration Act (OEMA) of 2013 which was enacted in October 2013 by the Government of Bangladesh. It was enacted to promote opportunities for overseas employment and to establish a safe and fair system of migration, to ensure rights and welfare of migrant workers and members of their families.¹⁵ Thus the act is framed to ensure safe and just migration governance system. However, there are five colonial-post colonial laws of the subcontinent for ‘foreigners’ and immigrants in the country, that provide the legal framework on migration abroad from post-independence Bangladesh, these are: (a) the Foreigners Act, 1946; (b) the Foreigners Order, 1951; (c) the Registration of Foreigners Act, 1939; (d) the Registration of Foreigners Rules, 1966; and (e) the Bangladesh Control of Entry Act, 1952.¹⁶ These acts build the base of the current acts. Moreover the OEMA 2013 supersedes the Emigration Ordinance of, 1982 (Ordinance No. XXIX of 1982). The aim was to make provisions in conformity with the International Convention on the Rights of Migrant Workers and the Members of Their Families 1990 and other international labour and human rights conventions and treaties ratified by the People’s Republic of Bangladesh.¹⁷

The Wage Earners Welfare Board (WEWB) Act-2018 also provides direction for the welfare of migrant workers. The Act provides provisions for rescue, return and reintegration of distressed and vulnerable migrant workers abroad, financial assistance for the families of migrant workers and welfare programme for families of migrant workers¹⁸. The other important law is the Prevention and Suppression of Human Trafficking Act (PSHTA) 2012, enacted to prevent and suppress human trafficking both within and outside of the country. Its clauses and rules relating to the Anti-

¹⁵ Overseas Employment and Migrants Act 2013, Accessed at https://www.ilo.org/dyn/natlex/natlex4.detail?p_lang=en&p_isn=95796

¹⁶ SITUATION ANALYSIS OF MIGRATION CONTEXT AND POLICY FRAMEWORK IN BANGLADESH Report, International Organization for Migration (IOM)

¹⁷ Overseas Employment and Migrants Act 2013, Accessed at https://www.ilo.org/dyn/natlex/natlex4.detail?p_lang=en&p_isn=95796

¹⁸ https://probashi.gov.bd/sites/default/files/files/probashi.portal.gov.bd/law/d18381cc_4a02_4e84_8045_786d32eb5865/%E0%A6%97%E0%A7%87%E0%A6%9C%E0%A7%87%E0%A6%9F.pdf

Human Trafficking Law is principally applicable to the various facets of the migration system in Bangladesh.

Other complementary laws also can protect rights of migrant workers including women workers in a broader sense are the Extradition Act, 1974, The Children's Act 1974 and The Child Marriage Restraint Act 2017. The Article 31 of the Constitution of Bangladesh also provide for accountability of the State and non-public organizations towards both men and women victims and survivors of exploitative labour abroad.

Policy Framework

The Government of Bangladesh over the last decade has adopted several policies, national acts and policies considering the importance of labour migration. The Emigration Act of 1922 was the first major national act in Bangladesh that addressed migration issues. It was later replaced by the Emigration Ordinance of 1982. Then in 2013, Overseas Employment and Migration Act (OEMA) was enacted replacing 1982 ordinance. It is the country's first law on migration and overseas employment aligned with the major international instruments on labour and migration that the country has ratified. In 2016, the Government of Bangladesh adopted the Expatriates' Welfare Overseas Employment Policy – another set of directives and guidelines on labour migration in line with the Overseas Employment and Migrants' Act of 2013. The policy is widely considered to be an important step in the right direction in terms of regulating the migrant labour recruitment process. The policy covers multiple areas in relation to the recruitment process, such as ensuring safe migration for both male and female workers, protection of the welfare and benefits of migrant workers, and labour migration governance. In early 2017, the Rules for the Prevention and Suppression of Human Trafficking (or, simply, the “2017 Rules”) were adopted by the Government. The rules stipulate the setting up of a national agency to counter human trafficking, besides creating a fund for its various counter trafficking efforts.¹⁹

The Recruiting Agents' Licensing and Conduct Rules 2019 and Recruiting Agents' Classification Rule 2020 are two important rules to monitor and regulate recruiting agencies for overseas migration, also encourage ethical recruitment practices.

Migration is also a key cornerstone within macro-economic development plans of Bangladesh. The Seventh Five Year Plan (7FYP 2016-2020) recognizes migration as one of the driving forces of economic development. In the Development Assistance Framework for monitoring the 7FYP, overseas migration is put under the national priority for growth in the employment sector. The emphasis is on an increase in skilled, semi-skilled and female overseas migration. There is strong

¹⁹ MAPPING OF LABOUR MIGRATION RECRUITMENT PRACTICES IN BANGLADESH, Prottasha, IOM, Accessed at https://bangladesh.iom.int/sites/default/files/publication/Report%20Mapping%20of%20Recruitment%20Practices%20in%20Bangladesh_IOM_Jan%202020.pdf

advocacy for prioritizing higher level of skills development in the Eighth FYP (2021 – 2024)²⁰ of the country, being prepared by the General Economic Division, Ministry of Planning.

(ii) Strengths of the legislation and regulatory framework on labor migration in Bangladesh

In the area of migration, the Government of Bangladesh has an intensified role to ensure safe and orderly migration. As mentioned by the IDI respondents, Bangladesh Government is very much active and over the last couple of years, many initiatives have been taken in formulating legal frameworks.

The OEMA 2013 Act is a regulatory law and it has some significant features. For the first time the legislation put a section on rights of migrants. More importantly, framing of the law sends a signal to the global community that Bangladesh is committed to honour its international obligations. Another important feature of the law is that for the first time it has endorsed migrants and their families the right to lodge criminal cases against any deception and civil cases for seeking compensation.²¹ The OEMA 2013 is inclusive in nature and promotes non-discrimination. It stipulates that the principle of equality is to be applied at all times for both departing and returning migrants. For instance, Article 6 under chapter 3 states that no migrant will be discriminated against on any grounds, including gender, language, birth, color, age, ethnicity or national origin, political views, religion, ideology, familial, marital or social identity, regional affiliation, or any other reasons. So the rights and entitlement apply to any Bangladeshi with any gender identity. The PSHTA 2012 also takes into account the gender narrative of human trafficking – with a departure from the nomenclature of ‘women trafficking’.

The Wage Earners Welfare Board (WEWB) Act 2018 incorporates the welfare issues of migrant workers that are missing from the Overseas Employment and Migrant Act 2013. This act seeks to adopt different projects and implement them for the welfare of the immigrants (Article 8, clause 1). It also indicates the particular responsibilities for the welfare of the female migrant workers in Article 9 of the act keeping the provisions for rescuing, giving treatment, returning back the vulnerable, sick and injured female migrants. Also the act says that the help desks would be set up in home and abroad as well as the safe home will be operated for the female migrant workers.²²

²⁰ https://www.ilo.org/dhaka/Whatwedo/Eventsandmeetings/WCMS_733792/lang--en/index.htm

²¹ Ensuring Prosecution under the Overseas Employment and Migration Act 2013, Policy Brief 2020, RMMRU

²² Wage Earners Welfare Board (WEWB) Act 2018, accessed at http://www.wewb.gov.bd/sites/default/files/files/wewb.portal.gov.bd/law/3e79541b_36b2_44fe_ad7e_4c6edae8075a/2019-12-10-12-28-8f585d11ee84bf11801bc576de2b1aae.pdf

This provisions could have positive impact on the overall migration process through increasing access to jobs and reduced vulnerability of overseas workers.²³

Also Bangladesh's commitment to uphold the International commitment is also another strength of its legislative, regulatory and policy framework. Although reporting to these international processes or dialogues are not mandatory however Bangladesh took it as the obligatory. From these obligations, Bangladesh adopts different policies, regulations and frameworks.

(iii) Gaps in Current legislation and regulatory framework on labor migration in Bangladesh

Most of the recent laws and policies on migration since 2012 are still in the plans, while providing more in-depth training on gender-sensitive skills and life skills are gradually taking shape to improve the protection and welfare of women migrant workers. But there are fewer support services for women migrant workers after their return back to the country. A particular challenge is the stigma and social integration of women migrant workers who have faced deception and cruelty abroad, with their own families and communities. This is a collective challenge for both the government and non-government initiatives at the grassroots level.

Bangladesh has many initiatives in formulating legal frameworks however there might be discussion on the proper implementation of those policies. The Overseas Employment and Migrants Act 2013 (OEMA), Expatriates' Welfare and Overseas Employment Policy 2016, Prevention and Suppression of Human Trafficking Act 2012 (PSHT) provisions etc are the basic and foundation of the migration governance in Bangladesh. Although having these acts, there are no holistic framework to execute of those acts. Also the acts are very much category specific for example: for labour migration, trafficking etc. There is lack of a comprehensive framework that could contribute to safe and regular migration as a whole including the issues of gender sensitive migration.

The policy brief 2020 by RMMRU identified some shortcomings of OEMA Act 2013. As mentioned in the brief, many important provisions of the law are directory, not mandatory. This undermines the strength of the law. Also, it does not have any non obstantive clause. The law was passed in 2013, but adequate number of prosecutions for violations of the provisions of the law is not taking place. While there is a lot of incidents of fraudulence, victims are often worried about pursuing legal action because they fear it will deter them from going abroad. Poor financial background, intimidation and threats by vested quarters, and a lack of knowledge about laws and rights are working as barriers in ensuring prosecution under the law. Although the brief stated the act as a major development in the short term international labour migration governance of Bangladesh; however it also mentioned that prosecution under the law is very poor. Also, in terms of the rights, entitlement and grievance redress mechanisms the OEMA 2013 does not explicitly

²³ First Programmatic Jobs Development Policy Credit November 10, 2018, The World Bank accessed at <http://documents.worldbank.org/curated/en/430491544929220091/pdf/program-document-P167190-final-for-board-distribution-11192018-636805080091918066.pdf>

cover the wide spectrum of the gender narrative and the special legal attention required for migrant women and LGBTQ overseas migrants. Also, the act does not include a provision that requires subagents to register with a regulatory body or to bring them under any form of regulation.

As mentioned by the KII respondents that there are some mal practices in the total migration management system. The costing for going to Malaysia is around BDT 165,000; one of the KII respondents said for example. However, people pay much more than that for migration to that country. In some cases, aspirant migrant collects the certificate for the required training from TTC without completing the training. They manage the clearance by providing extra charge willingly or unwillingly with the help of the recruiting agencies. The recruiting agencies also manage clearance from the government office by managing speed money. Moreover, many other issues are resolved in inappropriate way which is unacceptable. People are also allowing this due to avoid rigorous procedure. Some of them do not have any ideas about the legal procedure as well. According to this respondent, apparently these type of people should be safe however in reality when they cannot act according what their certificate says it could be one of the issues for being unsafe for the women.

On the other hand, The KII respondents mentioned that as most of the women goes for house maid job and it is important for them to be in a good health and maintain the height weight ratio. It is mandatory as it indicates a worker's workability. Moreover, a person have to pass at least class three for migrating abroad. The threshold seems very lower however. The policy focuses on the ability of reading and writing so that a migrant can seek for help by any means in case of emergency.

“Many women and girl do not mention their real age during migration. They do not try to understand that, if they are not aged enough it would be very difficult to cope up with the foreign environment.” – KII Respondent, BAIRA

Also, the qualitative findings shows that there are lack of awareness from the demand side as well and the aspirant migrants are not fully aware of the security concern in abroad.

Gaps in training Curriculum

Discussions with various stakeholders indicate that development partners have supported the development of new courses and curriculum for the TTCs, including providing improved equipment for hands on, technical training. Household electronic gadgets have been set up at the TTCs for women migrant workers intending to work as domestic aid and care givers. But the trainers in the TTCs do not undergo regular Training of Trainers and refresher ToTs based on new curriculum and new demand for certain type of skills abroad. Teaching methods are also traditional lecture format and not interactive enough to engage the participants for proper learning. Some of the equipment are either not working due to poor maintenance or are obsolete as newer versions of such equipment are in use abroad.

The KII respondent from IOM mentioned that in case of training, most of the women go for house maid job and they do not take proper training. In abroad, the culture are different and the houses

are differently decorated. They have lots of machines to work within the household however, our female migrants hardly know about those machines. The training curriculum should include those with visual presentation / photos. According to her, the training centers are less equipped than required. It is important to have all the available resources for training. With proper training, female migrants have chance for an easy life in abroad.

The KII respondents from TTC mentioned that currently the curriculum does not have any health and hygiene related issues which needs to be included in the curriculum. For example, after going abroad as house maid, owner provide them worm related medicine, lice related medicine, do not let touch their children while menstruation period etc. According to her, if the women know this before migrating that would help them to adapt with the situation. Unavailability of the sufficient

machines and material from the practical classes was mentioned as one of the main challenges in imparting the quality training to the aspirant migrants.

“TTC takes the practical classes in a group. If every participant get separate material in the practical classes, they would learn better” – KII respondent, TTC

Pre-decision Orientation (PDO) is imperative for aspiring women migrants and can prove to be an important factor in determining a migrant’s experiences in the destination country. Women migrants who are uninformed of the vulnerabilities and dangers in destination countries usually fall victim to malpractices. Currently, PDO training is mandatory for any outbound migrant worker from Bangladesh, as a part of the recruitment process. PDO training has been decentralized at all the 64 TTCs and 6 IMTs. A study²⁴ shows that the PDO training offered by the Government of Bangladesh has issues in terms of quality. The study said, not enough initiatives have been taken over providing quality PDO training. A “best model” for conducting PDO training needs to be recognized and implemented in order to ensure safe migration and improve the overall migration process.”

Also one of the KII respondents form government officials mentioned that, the time allocated for teaching the language in the training curriculum is not sufficient. They only could learn few words which cannot ensure the security of the women at all.

Gaps in Implementation of Laws and Regulations

Most of the KII respondents especially from private and civil society organizations mentioned that although there are laws and regulations in Bangladesh however there are implementation gaps of those acts and policies. People are not aware of those as they mentioned. According to most of the KII respondents, even some government officials barely have any ideas about the laws that hinders the implication of migration acts. According to them, there are acts available for human trafficking

²⁴ MAPPING OF LABOUR MIGRATION RECRUITMENT PRACTICES IN BANGLADESH, Prottasha, IOM, Accessed at https://bangladesh.iom.int/sites/default/files/publication/Report%20Mapping%20of%20Recruitment%20Practices%20in%20Bangladesh_IOM_Jan%202020.pdf

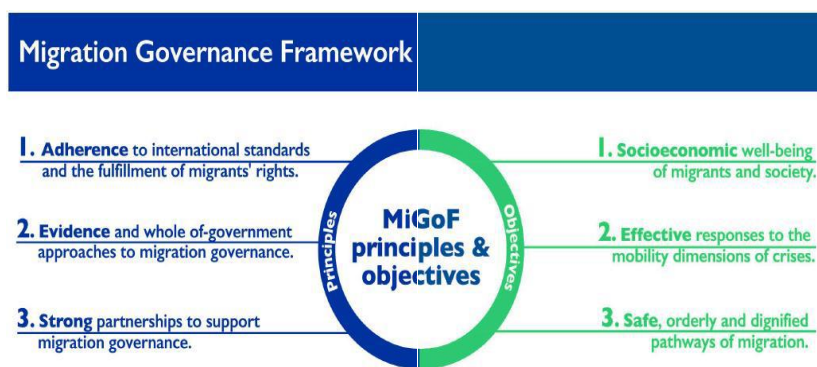
and smuggling as well that is unexplored by most of the government and NGO officials. In addition, the proper information is also not disseminated to everybody. He suggested that the laws and acts should be known to all.

The respondents from BOAF also second the previous opinion that proper implementation of the existing policies is very crucial for improving the migration situation. Bangladesh government has significant contribution regarding maintaining Abudhabi Dialogue. Foreign secretariat is very spontaneous about implementing the dialogue. Civil society organizations are aligned with the activities and they are making contributions together. Overall, Bangladesh is getting the benefits of international dialogues.

(iv) Bangladesh’s commitment to uphold the International and Regional instruments on migration

The inclusion of migration into the national policy framework is a direct result of close collaboration between the General Economics Division of the Ministry of Planning, MoFA, MoEWOE and the United Nations in Bangladesh. Bangladesh has always been instrumental in the discussion of migration at the global levels. Bangladesh had been at the forefront of advocating for the inclusion of migration in the Agenda 2030 for Sustainable Development since 2012. The adoption of the 2030 Agenda was an important milestone, as it marked the first time ever that migration was explicitly integrated into the global development agenda. The Government of Bangladesh has been proactive during the consultation phase for the development of the SDGs. Bangladesh directly proposed the text (or wording) for 11 SDGs, 58 targets and 241 indicators. Fourteen of the 17 SDGs, including those with relevance to migration, are aligned with the development results framework of the Seventh Five-Year Plan (7FYP) (2016–2020).²⁵

In November 2015, IOM Member States endorsed the Migration Governance Framework (MiGoF), through Council Resolution 1310, which remains the only internationally agreed definition of SDG target 10.7 on implementing well managed migration policies.²⁶ Based on these framework the performance of the countries are assessed against 6 dimensions and it has 90 indicators as well. It was piloted at that time. Bangladesh was there in



²⁵ MIGRATION-RELATED INDICATORS POLICY BRIEF Tracking progress towards the Sustainable Development Goals and the Seventh National Five-Year Plan, Policy Brief, accessed at <https://publications.iom.int/system/files/pdf/migration-related-indicators-policy-brief.pdf?language=en>

²⁶Global Forum on Migration and Development, accessed at <https://gfmd.org/pfp/ppd/5694>

the pilot phase as well as in its second phase as well. Also, worldwide Bangladesh is the first country where the MiGOF is being introduced.

According to almost all the II respondents irrespective of government and non-government organization, Bangladesh is very positive about and committed to international dialogues. They told that the respective Ministry had appointed different focal persons for each of the dialogues and processes. The focal person regularly keep contact in global context, hold joint meeting regularly, Prepare and submit report according to global context etc. As mentioned by them the main objective of the processes are the facts that are common for all though some are bi-lateral. According to the KII respondents from BMET, the benefit if these processes is clear if the situation are compared before the dialogues and after the dialogues. Another government official mentioned that these processes are designed to be performed collectively, the maximum benefit would be ensured if all the countries follow the decisions.

Another policy instruments responsive to improved migration governance is the Global Compact for Migration (GCM). It is considered to cover mass dimensions of international migration in a holistic and comprehensive manner. The Global Compact for Safe, Orderly and Regular Migration (GCM) was then grounded in 2018 in values of state sovereignty, responsibility-sharing, non-discrimination, human rights, and recognizes that a cooperative approach is needed to optimize the overall benefits of migration while addressing its risks and challenges for individuals and communities in countries of origin, transit, and destination. Bangladesh played the “pioneering role’ for mooted the idea of a global compact for migration The GCM, with 23 objectives, is the first-ever inter-governmentally negotiated agreement on a common approach to international migration in all its dimensions. The GCM focuses on encouraging regular migration practices and provide safety only for regular migrants.

As a Member States of Colombo Process (CP) that was developed in 2003, Bangladesh aims at enhancing cooperation between the CP, European Union, Abu Dhabi Dialogue and the incoming Global Forum on Migration and Development. It also aims at reviewing and implements the Sustainable Development Goals targeting migration as a part of its commitment to Colombo Process. The KII respondents from IOM also mentioned that, in Colombo process, government has to submit review in every four years by stating what government are doing to improve the situation. Although this is not mandatory, it has some obligations. The thematic areas of the Colombo Process includes:

- Ethical labour recruitment practices Qualification and skills recognition process
- Effective pre-departure orientation and empowerment
- Promote cheaper, faster and safer transfer of remittances
- Enhance the capacity of Colombo Process member states to track labour market trends.

There is a report published by IOM titled “Labour Migration from Colombo Process Countries: Good Practices, Challenges and Ways Forward” where the potentials and limitations of the Colombo Process (CP) has been discussed. The report stated that, migration flow engendered from

the CP member states, since 2005. This was complimented by a socio-economic growth while remittance received by CP countries doubled from USD 84 billion in 2005 to USD 173 billion in 2010.

All these reflect the commitment of Bangladesh government to promote and protect the human rights of migrant workers and members of their families. However, according to almost all the KII respondents also opined that the main challenge of implanting the international dialogues is the lengthy bureaucratic process. Lack of resource person is another challenge for implementation. Consequently, even though the policy exist, policy implication mechanism does not exist.

(v) Challenges in ensuring Safe and orderly migration in Bangladesh

Women face many barriers in case of safe and orderly migration. Some barriers they directly face while migrating and some barriers preclude them to get the services for safe and orderly migration. Main barriers of safe and orderly migration for women as found from the secondary review as well as from the KII with the key stakeholders could be categorized as follows:

- Brokers and agents' influences
- Lack of information and awareness
- Apathy to government channels
- Difficulties in TTC
- Lack of accountability of agencies

Brokers and Agents

Brokers and agents are considered as the main barrier of safe and orderly migration for women. Usually brokers are from the local community people who have local or political power. They are well accepted in the society despite of their ill actions. People perceive the ill actions of brokers and agents as the bad luck. If a migrant cannot succeed after migration, it is considered as bad luck. However, the broker did not manage proper visa or work permit for them yet, people are dogmatic about their belief. In reality, brokers take more money than formal channel to migrate.

Lack of Information and Awareness

It is observed that, aspirant and prospective migrant women barely have knowledge from where to collect information regarding migration. Some of them relied on the local chairman or member while IDI with chairman and member postulated that, they hardly had knowledge about safe migration. There is no activity at the union level to aware or inform people about safe and orderly migration. Although there is a hotline number service from Ministry of Expatriates' Welfare and Overseas Employment, very few people know about this. Qualitative survey identified that, prospective and aspirant migrant gather information mostly from relatives in abroad or from broker. Relative and family members only share their experiences. They might not use the proper channel. On the contrary, brokers and agents never disclose the real scenario. They ask for money

and passport and do the rest. Consequently, people have actually no vivid idea about migration related information. Moreover, women are not directly involved in dealing with the brokers. Almost in all of the cases, they are dependent on brother, father, husband or any male member of the family. As a result, women even do not know the dealing with the brokers and agents. The quality of education plays a vital role in this regard. Very few women are educated enough to read and write their problems properly. Establishing bill board, headlines in TV channels, regular meeting in UDC and union office etc. can be helpful for engendering the awareness among people regarding safe and orderly migration.

Apathy to Government Channels

People have entrenched apathy towards government channels due to many reason. Some of them choose broker despite of knowing that, they can migrate via government channel. The catalysts are given below:

- Many steps are required to follow that people are not willing to.
- All the process are lengthy and time consuming. People get harassed to do all the procedures.
- Government channel requires lengthy period of time.
- Costs more money (although it is not right).
- Police clearance is painful and need to spend speed money.
- Medical clearance require BDT 10000 that is costly for many people and they have to wait for a significant portion of time.
- Lack of trust to government officials.
- Broker's opinion are more plausible to them as they speak of their local language

Many VISAs are processed within family that barely come under government supervision which is a big barrier for government to track down. Different government agencies have lack of coordination that people found the migration procedure recondite. To avoid these hassle, people depend on the brokers and agents who turns everything for them by means of speed money. According to the KII respondent the union parishds need to have some mandatory roles from the very begging of the migration process.

“If government make it mandatory to take sign from chairman/member for visa, then they would come and consult” - *Union Parishad Member, Nawabganj*

Difficulties in TTC

At present, it is mandatory for women to take training before migrating. However, there are lots of challenges in the TTC that make the women participation parochial. The difficulties in the TTC are as follows:

- The training period is one month that is not adequate to learn things properly.
- Lack of human resources.

- Lack of materials for practical classes.
- There is no place of dormitory for the women to stay within the TTC campus along with their children. Many women do not participate the training due to this reason.
- Do not get proper training on language. The time duration is not adequate also.
- Women are not allowed to stay outside of home due to take training.

There is a dilemma in case of training in TTC. The training period is unambiguously not adequate while women are not allowed or interested to join in longer period of training time. Therefore, to avoid such problems, women prevaricate the training and manage the training certificate by managing bribe. Thus they not only lack efficiency but also lose their bargaining power over owner.

Lack of Accountabilities of Agencies

When other countries stopped to send worker in Saudi Arab, Bangladesh took the opportunity. However, government did not take any recruiting agencies for the negotiation at international level. If more stakeholders were present at the negotiation meeting, more security could be ensured. The owner or the employer abroad pays the cost of migration for a women worker. Yet the agencies charge full amount of migration cost from the aspirant migrants. There is lack of accountability of the agencies towards government. However, few initiatives have been taken to ameliorate this condition. Moreover, the agencies have close connection with brokers. They sometimes manage illegal ways of migration collaborating with them.

(vi) Policy Recommendation

The KII respondents provided very insightful information regarding the existing policies, government's commitment toward the international protocols and dialogues. As stated by the KII respondents from IOM, every global policy has some specific goals and all the policies are gender sensitive. Bangladesh follows the policies. However, according to them, the main thing is implementation. During 2016, honorable Prime minister suggested UN secretariat general office to implement the GCM. From then, pre and post migration situation was brought under consideration and the need for a comprehensive approach to human mobility and enhanced cooperation at global level was recognized. Moreover, it considers multi-dimensional aspects of migration including work, health, access to services, family, rights and remittances etc.

Therefore most of the respondents emphasized on the awareness of the implementing agencies as well as proper implementation of the regulations to ensure safe migration for all in general and specifically for the women. One of the KII respondents from government stakeholders mentioned that there are around 16 countries including Nepal and India who has no migration clause. Whereas, Bangladesh has official specific set of clauses for migration. As the country is migration prone area and due to heavy demand, government had to maintain the clauses. If the people follow the clauses and maintain the regular procedure, safe migration would be ensured.

As the suggestion for ensuring safe migration for women at policy level, the KII respondents suggested number of ways. According to them, when government attend an international conference, they should take representative from recruiting agencies, civil society actors and academician with them. It would be more helpful for better policy level contribution. Authority arranged migration fair regularly which needs to be arranged at district level. People do not want to come to the government offices or recruiting agencies alone. They prefer to come with local broker. It is important to make the access easy for them to ameliorate the scenario. The training centers should increase and establish boarding facilities feasible for children also. It will encourage more women to take training.

As a whole the key policy recommendations was as follows:

- Police clearance take long time. It creates problem for women. It should be processed online. Even, police clearance is required for passport. One time clearance would have been enough.
- Minimizing the lengthy process of medical certificate, smart card collection in BMET office etc.
- Surgeon awareness.
- Bangladeshi embassy in abroad can take measurement for protecting the migrant workers.
- Establish more shelter home for returnee migrants.
- Increase the accountability of the recruiting agencies.
- Especial law enforcement to stop illegal migration and making of false certificate.
- Only the brokers are not responsible for the mal practices. It is hard for them to collect certificate for an aspirant migrant without conducting training. They are aligned with the management system inside. First it is important that our management inside is transparent.
- Improve skill development programs.
- Need to educate women more.
- Extensive language training for the destination countries.
- Provide enough materials to TTC and increase the training time.
- Improve the direct access of women to DEMO, BMET, TTC etc.

3. 3: Aspirant Migrant’s Access to Safe, Orderly and Regular migration

The study involved aspirant and returning migrants in this study. The total sample was 220 where aspirant migrants were 134 (60%) and returnees were 86 (40%). The sample size was equal in two study upazillas. This section describes the capacity building needs of aspirant women workers and map available resources that support safe, orderly and regular migration.

3.3.1 Socio-Demographic information of the respondents

Age of the respondents (ref Q3)

The study included the respondents who were 18 years or above. Among the aspirant migrants, around two-thirds of the respondents (39%) were above 30 years. Around 34% of the aspirant migrants belonged to age group while 28% were from age group 18-25 years.

Marital Status and Status of having children of the respondents (ref Q6, 7)

Among all the aspirant women migrant, around two-thirds (66%) were married. The proportion of the divorced / separated aspirant migrant were 16%. The study had around one tenth or the aspirant women migrant (11%) who were unmarried. Among the married women, majority (89%) had the children with average 2 in number.

Level of education (ref Q8)

The higher proportion of the aspirant migrants (46%) had completed primary education followed. Around 28% of the female aspirant migrants reportedly did not complete the primary education while 13% of them did not attend school.

Table 3: Demographic Information of the female aspirant migrants (%)

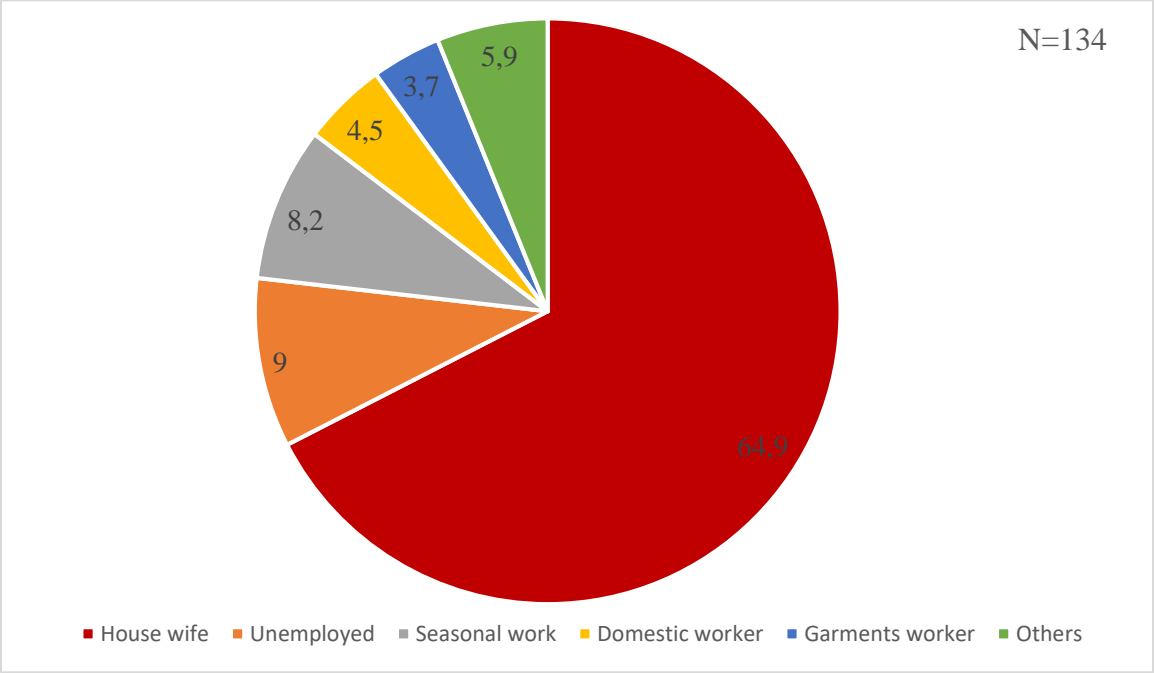
Occupation	Upazila		Total for Aspirant Migrant
	Keraniganj	Nawabganj	
Age			
18-25 years	37.5	20.5	27.6
26-30 years	32.1	34.6	33.6
30 years above	30.4	44.9	38.8
Average age of the respondents	29	30	30
Marital Status			
Married	62.5	67.9	65.7
Unmarried	8.9	12.8	11.2
Divorced/separate	23.2	10.3	15.7

Occupation	Upazila		Total for Aspirant Migrant
	Keraniganj	Nawabganj	
Widowed	5.4	9.0	7.5
Education			
Did not attend school	14.3	12.8	13.4
Did not complete primary education	25.0	30.8	28.4
Completed primary education (Junior Education)	46.4	44.9	45.5
SSC/equivalent	5.4	6.4	6.0
HSC/Diploma/ equivalent	7.1	2.6	4.5
Bachelor/ equivalent	1.8	2.6	2.2
N	56	78	134

Occupational status of the respondents (ref Q10)

Around two-thirds of the aspirant migrants were housewife (65%) as found from the study. Around 8% of the respondents did seasonal works like making traditional cakes (Pitha) during winter, sewing Kantha (One type of handmade blanket) etc. It was found that most of the respondents did not have any formal employment except some as garments worker (4%) etc.

Figure 5: Occupation of the female aspirant migrants (%)



Income and expenditure related information (ref Q11, 12, 13)

The female aspirant migrants who had their own income reported about an average of BDT 57,051 they had in last one year. In terms of earning of the family, it was found on an average the family income had BDT 147463 for the aspirant migrant's family (BDT 147463).

While asking the respondents about the expenditure of their family in last 1 year, the average amount was reported BDT 129,672 in total for the aspirant migrants. (See detail in Annex: Q11, 12, 13)

3.3.1 Pre-Decision on migrating to abroad

The decision making process was assessed of the female aspirant migrants by asking them how they made their decision at different stages for example: pre-decision, post decision and during migration. At the pre-decision stage, the mainly determined their mind about going to abroad considering some issues:

- Can earn money
- Can build houses
- Can raise the children properly
- Can have available food, clothes for the family members.

Considering the vulnerable financial condition of the family, the women mainly took decision for migration. According to the IDI respondents, sometimes financial cost of migrating abroad were less for females compared to males which worked as the catalyst for female migration from the community. According to an IDI respondent, if a male person wanted to migrate he needed at least

In abroad, women can earn BDT 20-25 thousand whereas in country they earn around BDT 1200 per month - *IDI respondents, Female Aspirant Migrant, Nwabganj, Dhaka.*

BDT 4-6 lakh while it costed only BDT 40-60 thousands for a female. These also came in consideration at the pre-decision level. Another issue was mentioned by the aspirant women that they compared the salary / wages between the home country and destination country. As mentioned by them, there were huge difference they

found. Before, taking decision finally they collected the information on this as well which take them to a migration decision.

From the IDI with the female aspirant migrants, it was found that they took their decision by themselves at first. At pre-decision stage, they collected information about different countries from relative's friend and anyone they knew including the information about the advantages and challenges etc. Then they decided which country to go. The FGD participants also

"I do not know about others but I took my decision by myself and no one forced me. I do not think anyone is forced to go to abroad" – *IDI respondents, Female Aspirant Migrant, Keraniganj, Dhaka.*

mentioned that the person who wanted to migrate solely took the decision first. According to them, no one forced them to take the decision for migration.

At pre decision stage, the women got different information from Union Parishad Chairman / Member however according to the respondents, they did not know where to get information. As mentioned by them, they collected required information solely by themselves. Their families neither created obstacles nor provided any support to them. However one of the KII respondent who was a Union Parishad opined that women took migration decision by their own; they did not consult therefore, got in trouble

Regarding the factors that influences the decisions of the migration, the aspirant migrants in IDI

“I want to go to Jordan I heard that, Jordan is a good country. People are religious, pious, do their prayer regularly, do not harass sexually or physically.” – *Aspirant Migrant, Keraniganj*

told that people are sensitive to religious and exploitation aspects while taking migration decision. They rely on the information form the friend / relatives or returning migrants.

The respondent choose Jordan as her sister worked there and provided positive review. Thus at pre-decision stage, the migrants mainly searched for the relevant information based on what they could take decision.

Challenges faced

At the pre-decision stage, although the women did not mentioned about any challenges however from the study it was found that they had to consider a lot of things while taking such decision. Also, according to them they had lack of information, fear. According to one of the IDI respondents, before taking decision finally she had to set her mind because she had the fear that her husband might get married again and this made her confused whether she would go. Another IDI respondent mentioned that her husband did not support his idea however then she decided by herself.

Almost all the respondents from IDI and FGD mentioned that one of challenges in their pre-decision stage was to settle the mind taking number of issues in consideration like leaving the home / country, fear of being exploited in the destination country, fear of leaving husband alone with a possibility that he would marry again, leaving the children behind, fear of being marked as “bad” women etc. Therefore, this stage took quite a long time for a women to set up the mind. Also, collecting required information was another big challenge for them. First of all, they did not know what type of information they needed and also where to go for the information. Also, they were not aware of any government services. Like any other issues, they went to chairman and members for getting information as well. They only had to rely on the people they knew for the information.

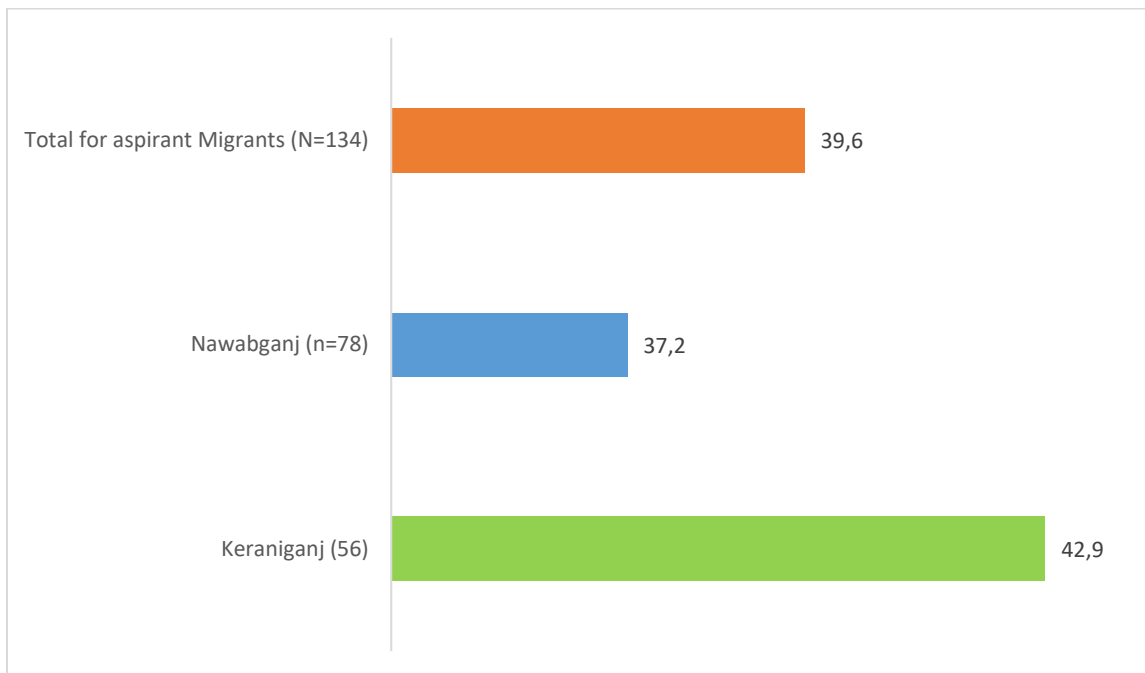
Therefore the aspirant migrants expected that if the government can reach to every corner of the country with the information and services on the safe migration, it would ease the process for them at pre-decision stage. It is to be mentioned here that although the aspirant migrants collected information from the informal sources, they preferred to get it from the government sources / channels.

3.3.2 Knowledge, Attitude and Practice Regarding Safe Migration

Knowledge on safe migration (Ref Q14)

Around two-fifths of the aspirant migrants (40%) reportedly heard about the safe migration while asking them whether they heard about safe migration before. More respondents from Keraniganj (43%) heard about safe migration than the Nawabganj (37%).

Figure 6: Aspirant migrants who heard about the safe migration before (%)



Knowledge on Components of Safe Migration (Ref Q15)

All of the aspirant migrants who heard about safe migration were asked about what issues they associated with 'safe migration'. Overall, majority of the respondents (83 percent) believed that, safe migration is associated with securing a job with a good company abroad. This response was mostly mentioned by the respondents from both locations. "Stay safe at the work place (e.g: not being physically / mentally tortured)" - another important component of safe migration was mentioned by more than two-thirds of the respondents (68%).

Table 4: Knowledge of the aspirant migrants on the issues they associated with safe migration (% , multiple responses)

Issues	Upazila		
	Keraniganj	Nawabganj	Total
Securing a job with a good company in abroad	83.3	82.8	83.0
Getting a good salary in the destination country	54.2	79.3	67.9
Stay safe at the work place (e.g: not being physically / mentally tortured)	66.7	62.1	64.2
Going abroad with passport and visa	50.0	41.4	45.3
Completing the migration process through government channels	25.0	20.7	22.6
Safety during migration and in the destination country	58.3	34.5	45.3
Getting the job that was originally promised	54.2	10.3	30.2
Traveling by air	58.3	48.3	52.8
Using safe and reliable transportation	37.5	20.7	28.3
Completing the migration process without the help of a Dalal	58.3	17.2	35.8
Don't know	4.2		1.9
N	24	29	53

While asking the respondents KII respondents about the components of safe migration, most of the respondents mentioned that safe migration concept varied depending on the situation. One of the KII respondents mentioned that sometimes taking proper training before migrating abroad could be considered as a component of safe migration. Besides, the KII respondents mentioned some other components as follows:

- Maintaining the conditions of the destination country for migration.
- Not being exploited in abroad.
- Ensuring work permit, wage rate, working hour is important.
- Recruiting country should have proper monitoring of the migrant workers.
- Employer should have accountability to their government regarding migrant worker in their home.
- Recruiting agencies should also have accountability in own country.
- There is no legal process for the migrant workers in abroad. It should be ensured giving a priority. The step should be facilitated by Bangladesh government and taken by Saudi Arab government.
- If any problem arise, there should be a way to minimize it immediately.

However, they also mentioned that along with these issues, “security” for women needs to be ensured as it is a big concern for women.

“To ensure safe migration for women, it is important to know more about the brokers, family should be aware of the details of the brokers, detail about working home or company in abroad. Need to know about the destination country properly” – *KII Respondent, Chairman, Keraniganj*

Knowledge on Source of information (Ref 16)

The respondents who heard about safe migration were asked about the sources of information on safe migration. The respondents were given multiple choice options to response. Around three-fifths of the respondents (60%) mentioned that they learned it from other returning migrants. As equal proportion of the respondents answered for relatives and friends / family (53% for each).

Besides the personal sources mentioned above, around 43% of the respondents mentioned about TTC and Union Parishad for both of these response. “CARE project on safe migration was” as a source of information on safe migration as mentioned by around one-tenth of the aspirant migrants (9%).

Table 5: Main source of information on safe migration (% , multiple responses)

Issues	Upazila		Total
	Keraniganj	Nawabganj	
Returnee migrants	45.8	72.4	60.4
Relatives	45.8	58.6	52.8
Friends/ family	62.5	44.8	52.8
TTC	33.3	51.7	43.4
Union Parishad	58.3	31.0	43.4
DEMO office	16.7	20.7	18.9
Other NGO who work in migration	16.7	17.2	17.0
Union Digital Centers (UDC)	8.3	10.3	9.4
CARE Project on safe migration	12.5	6.9	9.4
TV public service announcement/advertisement	16.7	3.4	9.4
Elites	8.3	3.4	5.7
Middleman	4.2	3.4	3.8
Radio public service announcement /advertisement	4.2	3.4	3.8
N	24	29	53

The findings shows that the most of the respondents relied on the informal sources like relatives / friend / families or returning migrants for getting information on migration.

The similar findings were also revealed from the FGD with the aspirant migrants. According to almost all of the FGD participants, they usually got information from the local broker, neighbors or family members who stayed abroad. This findings were supported by the KII findings as well. According to them, People heavily relied on the local brokers. The KII respondents mentioned that although they had access to the services provided by the government, they were not willing to receive those.

“We get information from relatives and brokers. Broker’s services are common and available in our community. We do not know about any services or source of information from government”- *IDI respondent, Nawabganj, Dhaka*

Type of information an aspirant migrant needs and Source (Ref Q17, 18)

All the respondents were asked to mention what type of information an aspirant migrant needs. It was an open ended option question to the respondents and further the responses were coded. The respondents mentioned a number of required information. The top responses mentioned by the respondents are given in the table below: (See detail in Annex: Q 17).

As shown in the table, the mostly mentioned information that a migrant required was the information on salary and passport processing (28% for each response) followed by the information on “Visa Processing” (25%). Around 23% of the aspirant migrants mentioned that they needed to know about work / type of work / whether the work was good. Information on language that they needed to know was reportedly a required information to around one-fifth of the respondents (21%).

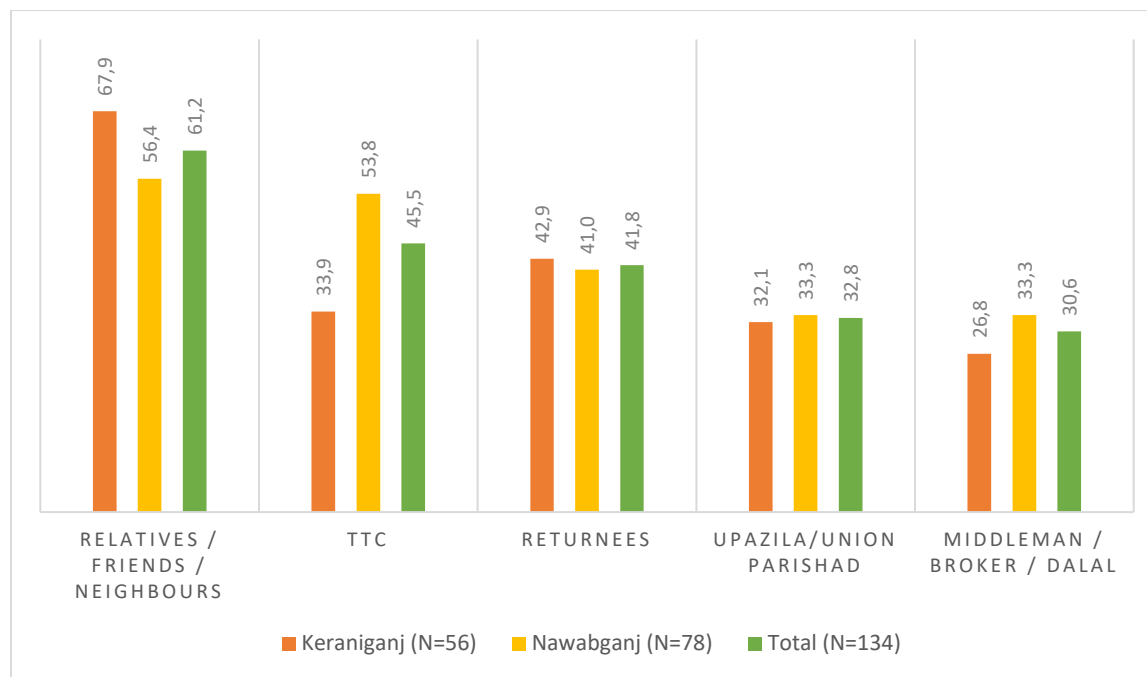
Table 6: Type of information an aspirant migrant needs to know (% multiple responses)

Required Information	Upazila		Total
	Keraniganj	Nawabganj	
Salary	41.7	17.2	28.3
Passport processing	41.7	17.2	28.3
VISA processing	29.2	20.7	24.5
Knowing about work / type of work / whether the work is good	8.3	34.5	22.6
Should know the language	20.8	20.7	20.8
It is necessary to know about safe migration	12.5	10.3	11.3
Safe stay in abroad	8.3	10.3	9.4
Get a good job	12.5	3.4	7.5
Whether the owner is good	12.5	3.4	7.5
Whether pay the salary/wages properly	4.2	10.3	7.5
Working hour / duration	-	13.8	7.5
N	24	29	53

Further they were asked to mention what they knew about from where they can get those information. In response overall around three-fifths of the respondents (61%) mentioned about

relatives/friends/neighbors as the source. According to 46% of the respondents they could get those information from Technical Training Center (TTC) while around two-fifths mentioned about Returning migrants (42%).

Figure 7: Sources of information from where an aspirant migrant can get migration related information (%)

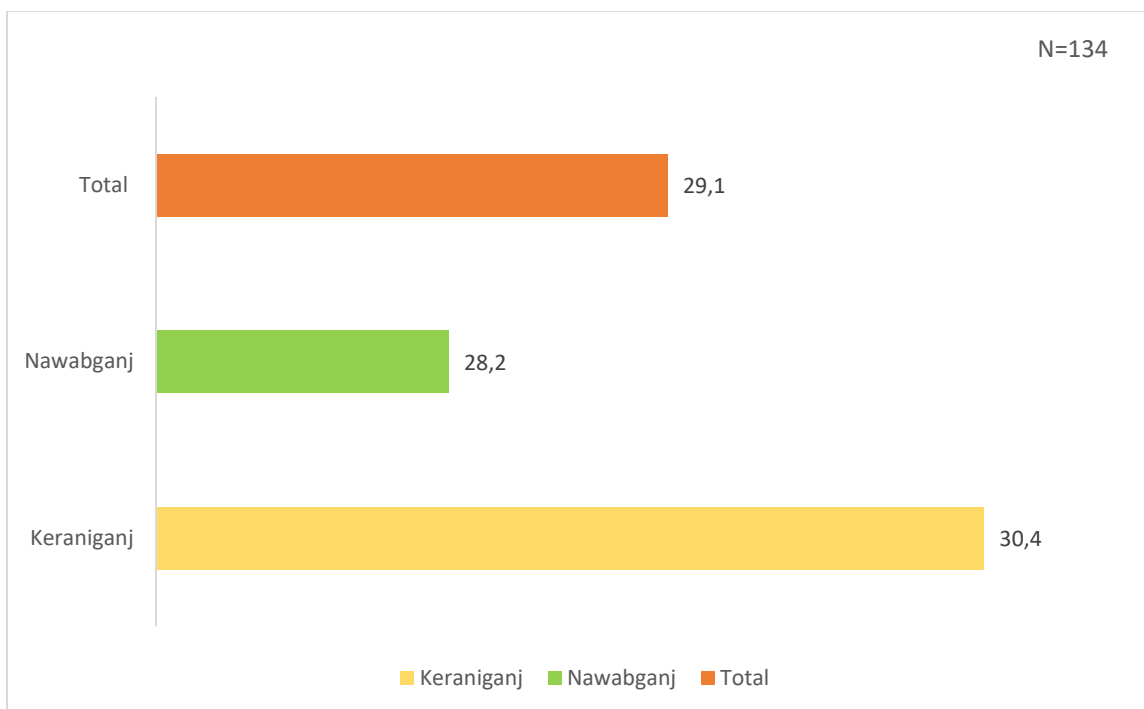


This findings were reflected in qualitative findings as well. It was found from the IDI that the aspirant migrants approached to chairman or member of the local community who provided some suggestion to them. However, according to them people could get information from broker, family, and relatives living abroad. Like the source of information they trusted that those information could be available in those informal sources mentioned above. According to the KII respondents from the local Union Parishad, the information sources need to be more formal. According to him, the appropriate information could be disseminated through telecasting headlines in every TV channel and also billboard could be set up in every union / upazila Parishad

Knowledge on the source of information on safe Migration (Ref Q19, 20)

To assess the knowledge of the aspirant migrants on the sources of information on safe migration, they were asked whether they knew from where they could get information on safe migration. In response, overall 29% of the respondents responded that they knew. In terms of the location, the respondents from Keraniganj (30%) had higher level of knowledge than from Nawabganj (28%).

Figure 8: Respondents who had knowledge on the source of information on safe migration before (%)



The aspirant migrants who knew about the sources of information on safe migration were further asked to mention the place from where they could get information. Overall, the higher proportion of the respondents (56%) mentioned about the Relatives / Friends / Neighbors. Technical Training center was mentioned by around half of the respondents (49%). A proportion of 46% of the respondents told that they could get information on safe migration from returnees.

Table 7: Type of information an aspirant migrant needs to know (% , multiple responses)

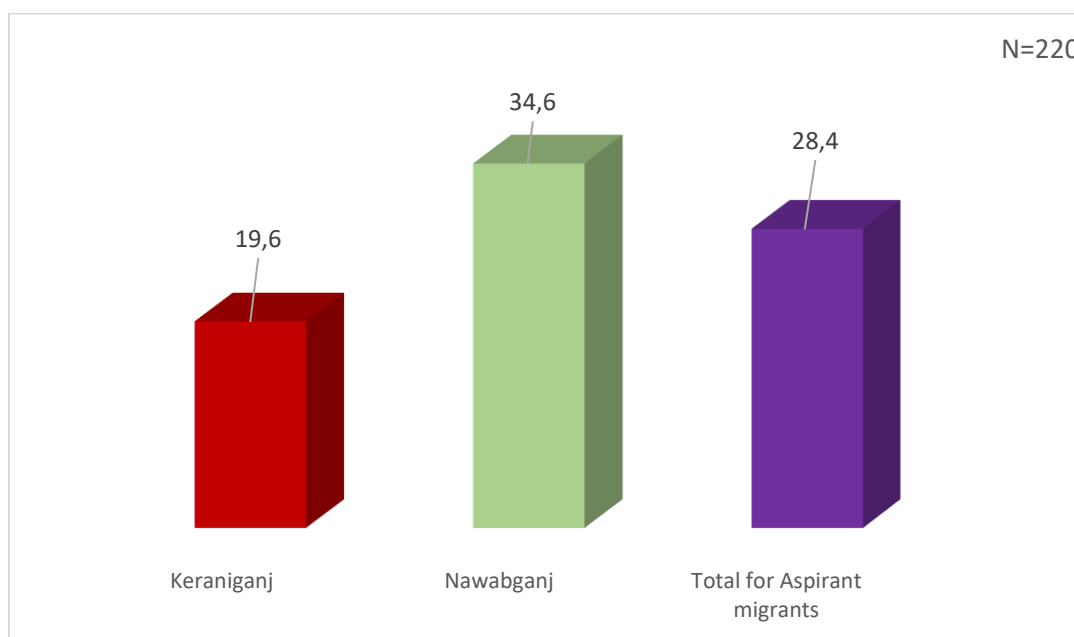
Required Information	Upazila		
	Keraniganj	Nawabganj	Total
Relatives / Friends / Neighbours	64.7	50.0	56.4
TTC	41.2	54.5	48.7
Returnees	52.9	40.9	46.2
Recruiting agency	11.8	50.0	33.3
Middleman / Broker / Dalal	29.4	31.8	30.8
Upazila/Union Parishad	17.6	13.6	15.4
Union Digital Centers (UDC)	5.9	13.6	10.3
DEMO	11.8	4.5	7.7
DC Office		4.5	2.6
N	17	22	39

3.3.3 Access to Information on Safe Migration

Access to services on safe Migration (Ref Q21, 22, 23, 24, 25)

All the aspirant migrants were asked whether they had visited any places for getting safe migration related information in last 12 months preceding the survey. Around 28% of the respondents reportedly visited some places. In terms of location of the study, the respondents from Nawabganj upazila had visited more (35%) than Keraniganj upazila (20%).

Figure 9: Respondents who visited any places for getting information on safe migration in last 1 year (%)



The aspirant who reportedly visited any places were further asked to name the places they visited. The higher proportion of the respondents (53%) mentioned that they visited Govt. offices (e.g DEMO, BMET, TTC). Around two-fifths of the respondents (42%) mentioned about Relatives / Friends / Neighbors. Middleman / Broker / Dalal as the places were mentioned by around one-third of the respondents (32%).

Although the higher proportion of the respondent reportedly visited Govt. offices (e.g DEMO, BMET, TTC), however while asking them about the sources of information from where they can get required information, they mentioned about Relatives / Friends / Neighbors. This issues could be investigated that who are visiting the govt. offices whether they were getting the appropriate information.

Table 8: Places where the aspirant visited for information on safe migration (% , multiple responses)

Required Information	Upazila		
	Keraniganj	Nawabganj	Total
Govt. office (e;g DEMO, BMET, TTC)	63.6	48.1	52.6
Relatives / Friends / Neighbours	36.4	44.4	42.1
Middleman / Broker / Dalal	18.2	37.0	31.6
Local Government Institutions (e;g Union Parishad, UDC etc)	36.4	18.5	23.7
Returnees	9.1	25.9	21.1
Recruiting agency		18.5	13.2
Other NGO	9.1	3.7	5.3
Local Influential people		3.7	2.6
TTC		3.7	2.6
N	11	27	38

According to one of the KII respondents, although the aspirant migrants visited different government offices, he did not find any accountability of those offices including BMET, TTC etc.

Further the respondents who visited any places were asked what type of information they received from there. Around three-fourths of the respondents (74%) mentioned that they received information on visa processing. Around two-thirds of the respondents (66%) mentioned that they got information on Costing of migration while around three-fifths of the respondents (58%) told that they got information on registration process.

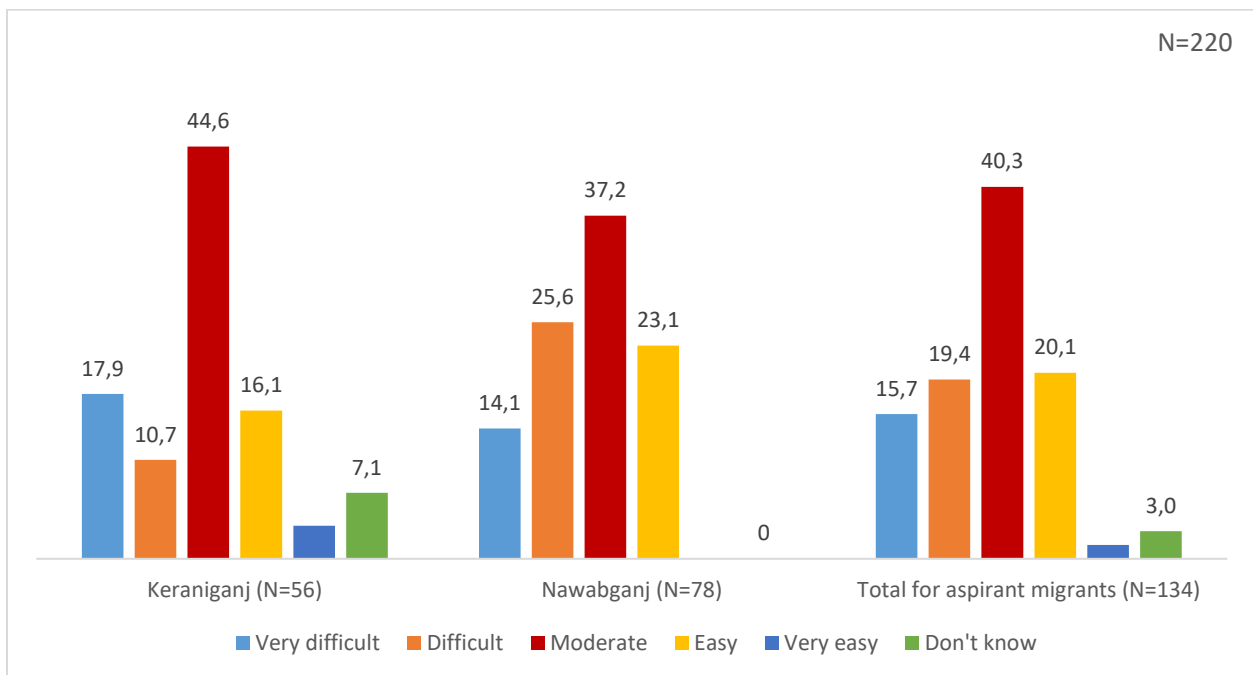
Table 9: Type of information the respondents received from the places they visited (% , multiple responses)

Required Information	Upazila		
	Keraniganj	Nawabganj	Total
Visa process	81.8	70.4	73.7
Costing of migration	63.6	66.7	65.8
Registration process	63.6	55.6	57.9
Application process	45.5	37.0	39.5
General information on living abroad	54.5	25.9	34.2
Types of Jobs in destination countries	36.4	29.6	31.6
Skill development/Training related information	27.3	11.1	15.8
N	11	27	38

The IDI respondents mentioned that they could get information on different processes in different ways; it could be relatives / friends / returnees, it could be broker / agencies and/or it could be government offices. However according to them they needed some more supports which might not be process related but played the important role in decision making. According to one of the IDI respondent from aspirant migrant they needed mental / psychological support form family rather family was against of it. Also, they expected that the community people would stop negative discussion female migration. She had an expectation from government as well. According to her, besides disseminating the information at root level, governemtn should support financially if needed. Another IDI respondent mentioned that there might be such support available like taking loan, however they did not know about it.

Then all the aspirant migrants were asked to tell the level of difficulties they faced in getting any information on safe migration. Overall around two-fifths of the respondents (40%) reported it as “moderately difficult” and it was mostly mentioned by the respondents from both locations. It was found difficult to around one-fifth of the respondents (19%) while 15% mentioned it as very difficult.

Figure 10: level of difficulties faced by the aspirant migrant in getting information on safe migration (%)



In another query, the respondents were further asked which information they wished to get but was difficult to find/come across. More than half of the aspirant migrants (52%) identified the information on the Visa application process in another country that they wanted to know but was difficult to get. On the other hand, around 45% of the respondents mentioned that information on registration process was difficult for them to come across. The equal proportion of the aspirant migrants (45%) mentioned that training related information was difficult for them to get. .

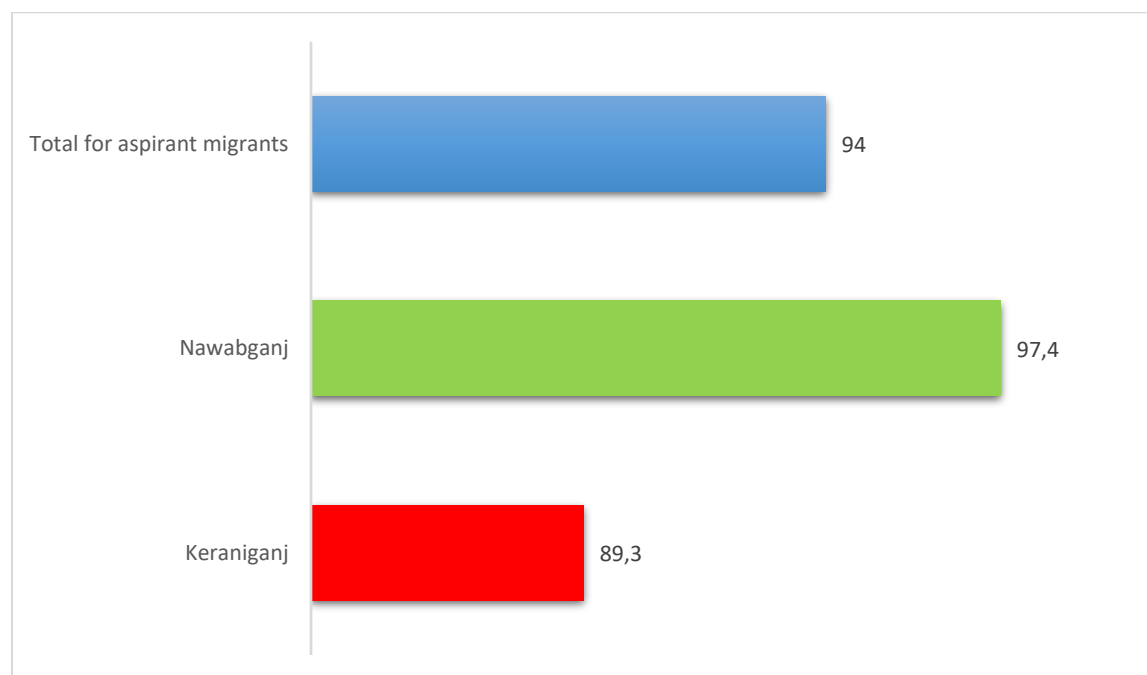
Table 10: Type of Information that the aspirant migrants identified difficult to find/come across (% , multiple response)

Required Information	Upazila		Total for aspirant migrants
	Keraniganj	Nawabganj	
Visa application process in another country	50.0	53.8	52.2
Registration process	35.7	51.3	44.8
Training related information	44.6	44.9	44.8
General information on living abroad	33.9	50.0	43.3
Information about financial cost of migration	35.7	26.9	30.6
Medical information		1.3	0.7
Rules to get a passport	1.8		0.7
Don't know	3.6	1.3	2.2
N	56	78	134

Job Skills Training Requirement (Ref Q26, 27)

Overall wide majority of the aspirant migrants (94%) opined that people required job skills training before migrating abroad and it was reportedly required by across the respondents from both study locations..

Figure 11: Aspirant Migrants who opined about required job skills training before migrating abroad (%)



Further the respondents were asked where they would go if they wanted to have job skills training. The respondents were given multiple choice options to respond. Around three-fifths of the aspirant migrants (76%) mentioned about Technical Training Center (TTC) while 24% mentioned about DWA (Department of Women Affairs). Jubo Unannyan kendro²⁷ and NGO based skills training was reported by around 18% and 16% of the respondents respectively.

Table 11: Place where the respondents would go for skills training (% , multiple response)

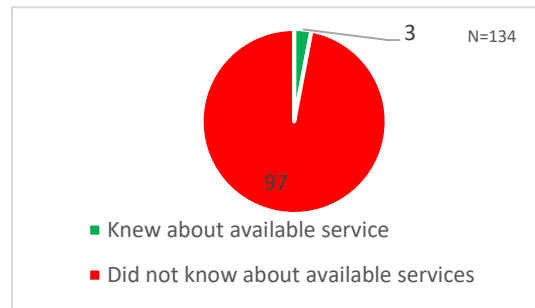
Required Information	Upazila		
	Keraniganj	Nawabganj	Total for aspirant migrants
TTC	55.4	91.0	76.1
DWA (Department of Women Affairs)	21.4	25.6	23.9
Jubo Unannyan kendro	21.4	15.4	17.9
NGO based skills training	12.5	17.9	15.7
DSS (Department of Social Service)	10.7	17.9	14.9
Bangladesh Small and Cottage Industries Corporation (BSCIC)	3.6	1.3	2.2
Livestock department	-	1.3	0.7
Agriculture and Fisheries	1.8		0.7
Middleman	1.8		0.7
Do not know	28.6	5.1	14.9
N	56	78	134

3.3.4 Available Services for women in the Community on planned, safe and orderly Migration

Knowledge on the services available in the community for women (Ref Q48, 49)

²⁷ Jubo Unnoyon Kendro is a well-known institute of Bangladesh under Department of Youth Development (DYD) of Ministry of Youth & Sports. It works for extending multifarious training, guidance and support to the youths (Ref: <http://www.dyd.gov.bd/site/page/57f039b0-3112-4b5c-a071-2b300e8317af/Background>)

To assess the knowledge of the aspirant migrants on the available services in the community, they were asked whether they knew about any available services for women in the community on planned, safe and orderly migration. Overall, wide majority of the aspirant migrants (97%) told that they did not know about such services (97%). Only a handful proportion of the respondents (3% 4 in number out of 134) mentioned that they knew. . While looking at the location wise finding, more aspirant migrants from Keraniganj (5%) knew about the services compared to Nawabganj (1 %)..



Those 4 respondents who reportedly knew about any available services for women in the community were further asked to mention who provided those services with a multiple choice option to response. All four (4) respondents mentioned about Union Parishad / upazila Parishad while 2 respondents told about NGOs..

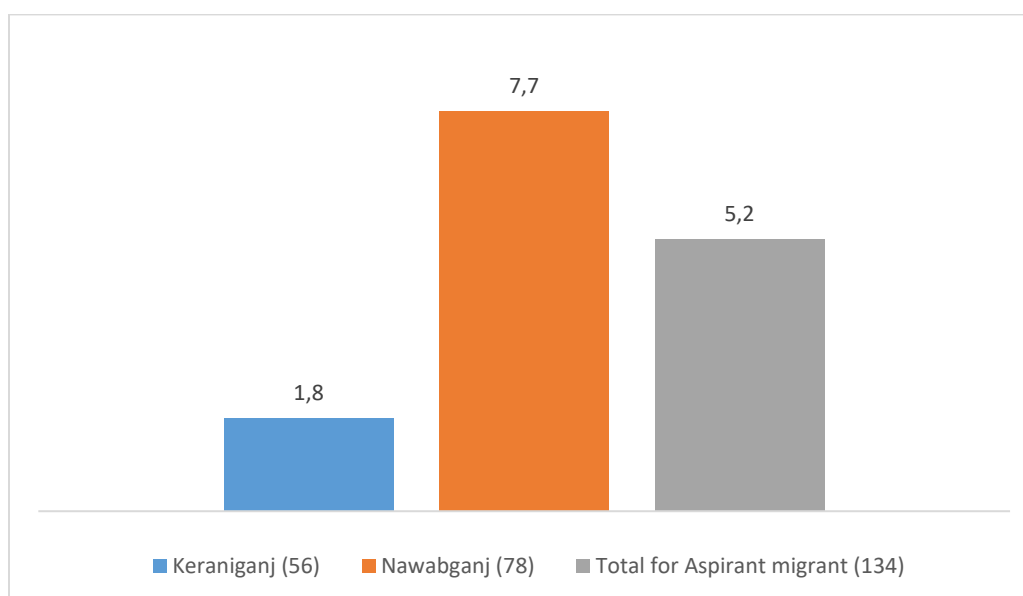
From the IDI with the aspirant migrants it was found that one of the major challenges for them was that they barely have any ideas from where to get help regarding migration. According to them, they only approached to the chairman or member of the local community who provided some suggestions to the aspirant migrants. As found from the IDI respondents, women had lack of idea about the way of getting information related to migration also. A number of them relied on family. One of the respondents preferred Jordan as her sister returned from that country. Another respondents reported that she got the information from a relative living abroad. Thus the study revealed that the aspirant migrants did not have proper information on the formal sources at community level rather they had to rely on the informal sources more.

While talking with the KII respondents from the Union Parishad they mentioned that, even they did not know about any women oriented services in the community, then it could be questionable how could the generable people be aware of it.

Experience of receiving any women specific services (Ref Q50, 51, 52)

All the aspirant migrants were asked whether they have received any women specific services on safe migration. In response, only 5% (7 in number) reported that they received such services.

Figure 12: Respondents who received women specific services on safe migration (%)



Among the 7 respondents who reportedly received women specific services, five (5) respondents mentioned that they received it from TTC while one (1) respondents told about Union Parishad / upazila Parishad and another one mentioned about Govt. hospital. (See details in annex O51)

These 7 respondents were further asked what type of services they received. In response, 7 respondents (64%) mentioned that they received the information on how to stay safe in abroad (Knew about how to stay safe in abroad).

Table 12: Type of women specific services received by the respondents (% , multiple response)

Type of services received	Upazila		
	Keraniganj	Nawabganj	Total
Knew General information on living abroad	-	83.3	71.4
Knew about Safe channel of migration	-	33.3	28.6
Knew about Process of safe migration	100.0	66.7	71.4
Knew about how to stay safe in abroad	100.0	83.3	85.7
N	1	6	7*

*Small Base

Although the respondents were asked to mentioned about any women specific services however the finding shows that the information was somehow very general information on safe migration. It was not revealed in the study how these were women specific services.

Assessments of the women specific services (Ref Q53-61)

The satisfaction level of the respondents who received any women specific services were assessed by asking them how satisfied they were with the services they received. In response, 5 respondents (71%) out of 7 mentioned that they were satisfied, 1 (14%) respondent was very satisfied and 1 (14%) were okay with the services. (See details in annex Q53).

According to all 7 respondents (100%), the services they received were beneficial for them. In a query how the services were benefitted for them, 4 out of these 7 aspirant migrants mentioned that this service would benefit them in many ways.

“These services were very much important for the women” – this was mentioned by 5 aspirant migrants (71%) out of 7 who received women specific services while asking them How much important these services for the women? These were reportedly important to 2 respondents (29%)..

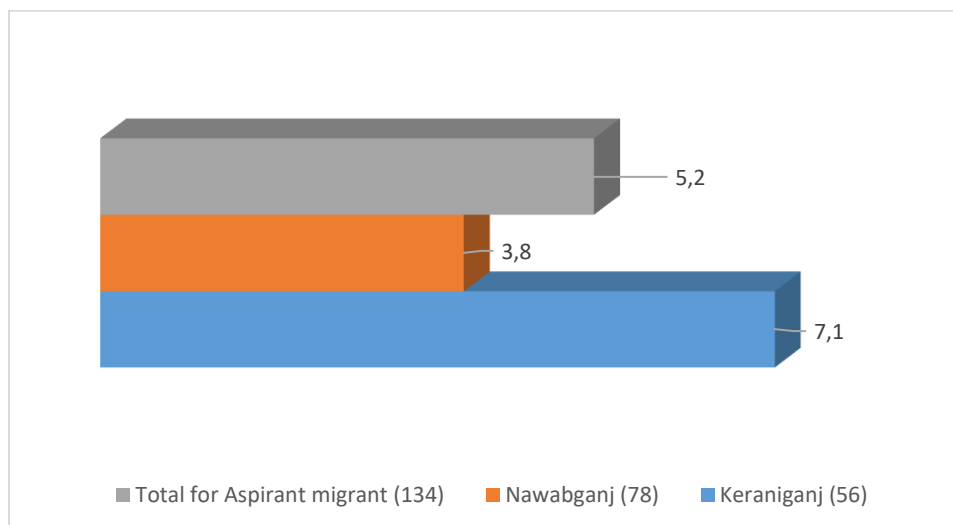
All of these 7 respondents were asked to give their suggestions on how to improve the services. Six respondents (86%) of them suggested that the government has to take better initiative. The other respondent suggested that Government should pay the plane fare (14%)..

3.3.5 Available Training for women in the Community on planned, safe and orderly Migration

Knowledge on the trainings available in the community for women (Ref Q62, 63)

To obtain the training related information, all the aspirant migrants were asked whether they knew about any training available for women in their community on planned, safe and orderly migration. Only 5% (7 in numbers) of total respondents mentioned that they knew about such training. The proportion of the respondents were higher in Keraniganj (7%) compared to Nawabganj (4%).

Figure 13: Respondents who knew about available training for the women in the community (%)

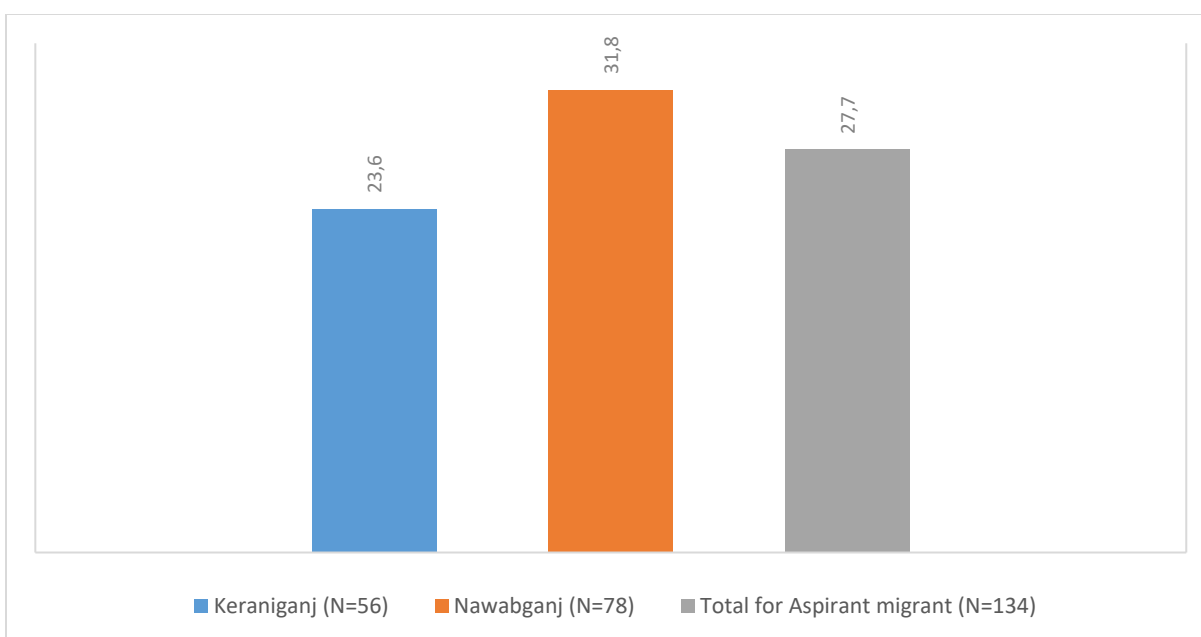


Further, the aspirant migrants (7) who knew about such training were asked to mention the name who provided those trainings. In response six (6) (86%) out of 7 respondents mentioned about Union Parishad / upazila Parishad while one (1) respondent mentioned about NGOs.. *(See details in annex O63).*

Experience of receiving any women specific training (Ref Q64, 65, 66, 67)

While asking all the aspirant migrants whether they received any training, a little more than one-fourth of the respondents (28%) reported that they received training. In terms of study locations, Nawabganj had higher proportion (32%) compared to Keraniganj (24%).

Figure 14: Respondents who received training (%)



According to the higher proportion of the respondents (63%) the training was provided by the Union Parishad / upazila parishad while 37% of the respondents mentioned about TTC. Around 14% of the respondents stated that they received training from NGOs.

Table 13: Places from where the respondents received the training (% , multiple response)

Who provided training	Upazila		
	Keraniganj	Nawabganj	Total for aspirant migrants
Union Parishad / upazila	70.0	60.0	62.9
TTC	20.0	44.0	37.1
NGOs	30.0	8.0	14.3
Middleman	10.0		2.9
N	10	25	35

Regarding the type of information the respondents received from the training, around three-fourths of the aspirant (71%) mentioned that they received General information on living abroad.. Around 69% of the respondents told that they received training related information. Around two-thirds of the respondents (63%) received information on registration process while around 37% mentioned about they received the information on how to stay safe in abroad.

Table 14: Type of information received by the respondents from the training (% , multiple response)

Type of information	Upazila		
	Keraniganj	Nawabganj	Total for aspirant migrants
General information on living abroad	70.0	72.0	71.4
Training related information	60.0	72.0	68.6
Registration process	60.0	64.0	62.9
How to stay safe in abroad	40.0	36.0	37.1
Visa application process in another country	40.0	28.0	31.4
Process of safe migration	20.0	16.0	17.1
Information about financial cost of migration	40.0		11.4
Safe channel of migration	20.0	12.0	14.3
N	10	25	35

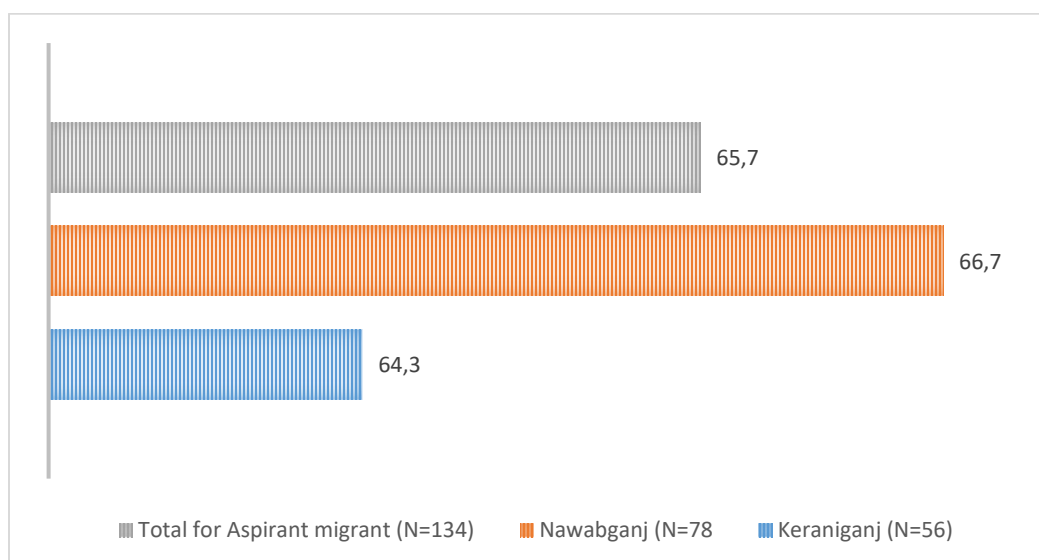
In terms of satisfaction with the training received, around three-fourths of the respondents (74%) were reportedly satisfied with the training. “Very satisfied” was mentioned by around 20% of the respondents while it was okay to 6% of the aspirant migrants.

3.3.6 Knowledge on Rights and Women Empowerment

Knowledge on the rights of women and girls (Ref Q68-Q72)

All of the aspirant migrants were asked whether they knew about the rights of women. Among all the respondents, around two-thirds (66%) were found to be familiar with the rights of women.

Figure 15: Aspirant migrants who knew about the rights of women and girls (%)



Further, the respondents were asked to give their opinion whether they thought getting decent work is a right for women in a five scale point. The higher proportion of the respondents (53%) were “strongly agreed” with this statement while 36% of them were “agreed”. “Neither agree nor disagree” was the response for around one-tenth of the respondents (9%)

Table 15: “Whether getting decent work is a right for women” – opinion of the respondents (%)

Type of information	Upazila		
	Keraniganj	Nawabganj	Total
Strongly disagree	-	-	-
Disagree	1.8	2.6	2.2
Neither agree nor disagree	12.5	6.4	9.0
Agree	35.7	35.9	35.8
Strongly Agree	50.0	55.1	53.0
Not Sure	-	-	-
N	56	78	134

With an open ended response option, the respondents were asked to mention what came to their mind while talking about decent work. There were number of different opinions obtained from the responses. Around one-tenth of the aspirant migrants (10%) thought that decent work meant “Working with safety and security” to them while 7% thought for each “getting good behavior in work place” and “given the freedom for work. However around 16% of the aspirant migrants stated that they did not know it. *(See details in annex O70).*

Again, these aspirant migrants were asked to suggest what should be done to ensure decent work for women. According to around one-tenth of the respondents (9%) a “good owner / boss” could

ensure decent work. Around 7% of the respondents thought for ensuring decent work, “need to know the language”. . *(See details in annex Q71)*

Further the respondents were read out some statements and were asked to mention whether they were agreed in a five scale point.

Table 16: Knowledge of the respondents on the rights of Women (%)

Statements on rights of women		Aspirant migrant		
		Keraniganj	Nawabganj	Total
Women and girls have the right to get security	Neither agree nor disagree	1.8		0.7
	Agree	26.8	32.1	29.9
	Strongly agree	71.4	67.9	69.4
Women and girls have the right to get education	Neither agree nor disagree	1.8	1.3	1.5
	Agree	32.1	32.1	32.1
	Strongly agree	66.1	66.7	66.4
A girl should be asked when and whom to marry	Disagree		1.3	0.7
	Neither agree nor disagree	1.8	7.7	5.2
	Agree	41.1	38.5	39.6
	Strongly agree	57.1	52.6	54.5
A girl should be married off after reaching the legal age of marriage	Strongly disagree	-	-	-
	Disagree	10.7	5.1	7.5
	Neither agree nor disagree	7.1	17.9	13.4
	Agree	28.6	33.3	31.3
	Strongly agree	53.6	43.6	47.8
Giving and taking dowry is illegal	Strongly disagree	3.6		1.5
	Disagree	5.4		2.2
	Neither agree nor disagree	5.4	1.3	3.0
	Agree	35.7	28.2	31.3
	Strongly agree	50.0	70.5	61.9
Women have the right to get treatment	Neither agree nor disagree		1.3	0.7
	Agree	35.7	39.7	38.1
	Strongly agree	64.3	59.0	61.2
Women and girls have the right to take part in discussion in any family issues	Disagree	1.8		0.7
	Neither agree nor disagree	8.9	2.6	5.2
	Agree	44.6	44.9	44.8

Statements on rights of women	Aspirant migrant			
		Keraniganj	Nawabganj	Total
	Strongly agree	44.6	52.6	49.3
Women and girls have the right to work, earn money and spend the earnings by herself	Neither agree nor disagree	1.8	1.3	1.5
	Agree	39.3	41.0	40.3
	Strongly agree	58.9	57.7	58.2
Women have the right in getting equal access to hereditary property	Strongly disagree	1.8		0.7
	Disagree	1.8	1.3	1.5
	Neither agree nor disagree	5.4	9.0	7.5
	Agree	30.4	43.6	38.1
	Strongly agree	60.7	46.2	52.2
Women can visit their parents, friends and relatives if they want	Neither agree nor disagree	1.8	2.6	2.2
	Agree	46.4	43.6	44.8
	Strongly agree	51.8	53.8	53.0
Women have the right to stay in secured environment in all places including family, society and work place	Agree	25.0	39.7	33.6
	Strongly agree	75.0	60.3	66.4
N		56	78	134
Mean Score		4.8	4.6	4.7

Knowledge on the discrimination against women (Ref Q73, 74)

To assess the knowledge of the aspirant migrants about the discrimination against women, they were asked to mention what they knew about it and they were given multiple choice options to response. Around two-thirds of the respondents (63%) thought discrimination against women was “Deprive of getting some services because of being women”. Around 61% of the aspirant migrants told that discrimination against women referred **“not doing equal treatment for male and female”** while around half of the respondents (49%) mentioned about “Not getting equal access to hereditary property”.

Table 17: “Whether getting decent work is a right for women” – opinion of the respondents (% multiple response)

Indicators	Upazila		
	Keraniganj	Nawabganj	Total
Deprive of getting some services because of being women	62.5	64.1	63.4
Not doing equal treatment for male and female	58.9	62.8	61.2

Indicators	Upazila		
	Keraniganj	Nawabganj	Total
Not getting equal access to hereditary property	44.6	52.6	49.3
Not getting opportunity to take part in discussion in any family issues	32.1	53.8	44.8
Not getting opportunity of higher education	37.5	42.3	40.3
Not allowed to stay longer time outside the home	23.2	34.6	29.9
Marrying off without consent	28.6	28.2	28.4
Create pressure for early marriage	35.7	23.1	28.4
Getting less proportion of the food	19.6	30.8	26.1
Good foods are always allocated for the males	16.1	26.9	22.4
Not getting proper and complete information	12.5	28.2	21.6
Women do not get freedom of space	1.8		0.7
Don't know	17.9	12.8	14.9
N	56	78	134

After getting the perception of the respondents on the discrimination against women, they were told to suggest the possible ways to prevent discrimination against women. The higher proportion of the respondents (54%) expressed their opinion in favor of changing mindset of the people while equal to that proportion of the aspirant migrants (52%) thought that the discrimination against women could be prevented by implementing laws.

Table 18: Suggested ways to prevent discrimination against women (% , multiple response)

Suggested ways	Upazila		Total for aspirant migrants
	Keraniganj	Nawabganj	
Change people's mind set	56.5	51.5	53.5
By implementing laws	50.0	52.9	51.8
Awareness raising among female	47.8	52.9	50.9
Awareness raising among both male and female	13.0	19.1	16.7
Awareness raising among family	4.3	11.8	8.8
Awareness raising among male	8.7	4.4	6.1
N	46	68	114

Knowledge on the basic rights of migrant workers (Ref Q75, 76)

All the aspirant migrants were asked whether they knew about the basic rights of migrants workers and in response around one-tenth of the respondents (10%) mentioned that they knew it.. (*See details in annex Q75*).

The respondents who knew about the basic rights of migrants workers were further asked to mention the rights they knew as the basic rights. As the proportion of the respondents who knew

about basic rights of migrants workers was not that much high therefore the responses are presented for this specific question represents a small base value. The respondents had the choice of giving multiple responses here. Majority of aspirant migrants (85%) mentioned about giving wage regularly / in time as the basic rights for migrants. “Right to equal pay for equal work” was mentioned as a basic rights by 77% of the respondents. (See details in annex Q76).

Table 19: Basic rights of migrant workers as opined by the respondents (% , multiple response)

Suggested ways	Upazila		
	Keraniganj	Nawabganj	Total
Getting wage regularly/in time	100.0	80.0	84.6
Right to equal pay for equal work	66.7	80.0	76.9
Freedom from discrimination at work	33.3	80.0	69.2
Freedom from forced labour	33.3	70.0	61.5
Freedom from child labour	33.3	30.0	30.8
Right to work and receive wages that contribute to an adequate standard of living	66.7	60.0	61.5
Right to equality before the law and equal protection of the law	100.0	40.0	53.8
Right to freedom from discrimination based on race, national or ethnic origin, sex, religion or any other status	33.3	60.0	53.8
Right to return home if the migrant wishes	66.7	60.0	61.5
Right of migrants and their families to reunification		20.0	15.4
Right of children of migrant workers to education	33.3	30.0	30.8
Right to protection during pregnancy from work proven to be harmful		40.0	30.8
Right to reasonable limitation of working hours, rest and leisure	-	40.0	30.8
Right to freedom from sexual harassment in the workplace	33.3	40.0	38.5
Freedom to form and join a union, and to bargain collectively	-	20.0	15.4
Getting full and complete information about contract and work	33.3	30.0	30.8
Proper wage rate	33.3	60.0	53.8
Legal working hour	66.7	30.0	38.5
N	3	10	13*

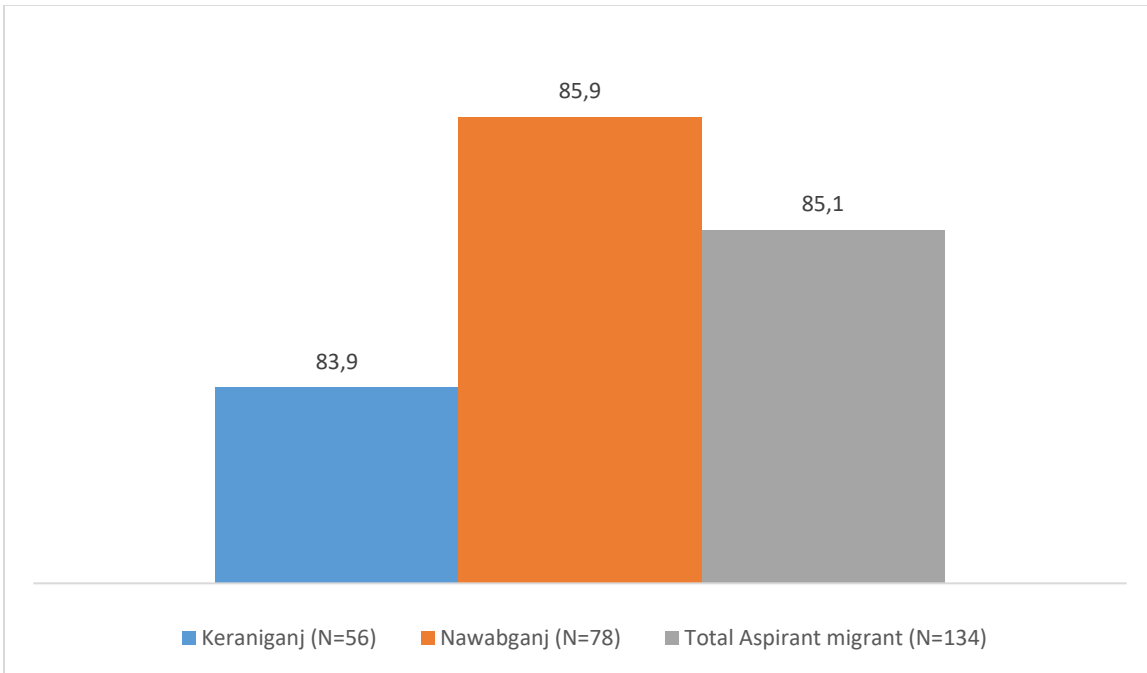
*Small Base

3.3.7 Knowledge and Experience on Exploitation

Preparedness of migrating abroad (Ref Q80, 81)

All the aspirant migrants were asked whether they have taken any step to start migration process. In response, majority of them answered that they started migration process.

Figure 16: Aspirant migrants who started any process for migrating abroad (%)



Among the respondents who have taken any steps, around three-fifths (60%) of them got the passport as reported by them. Around two-fifths of the respondents (40%) told that they had talked to the broker.

Table 20: Steps taken by the respondents to start migration process (% , multiple response)

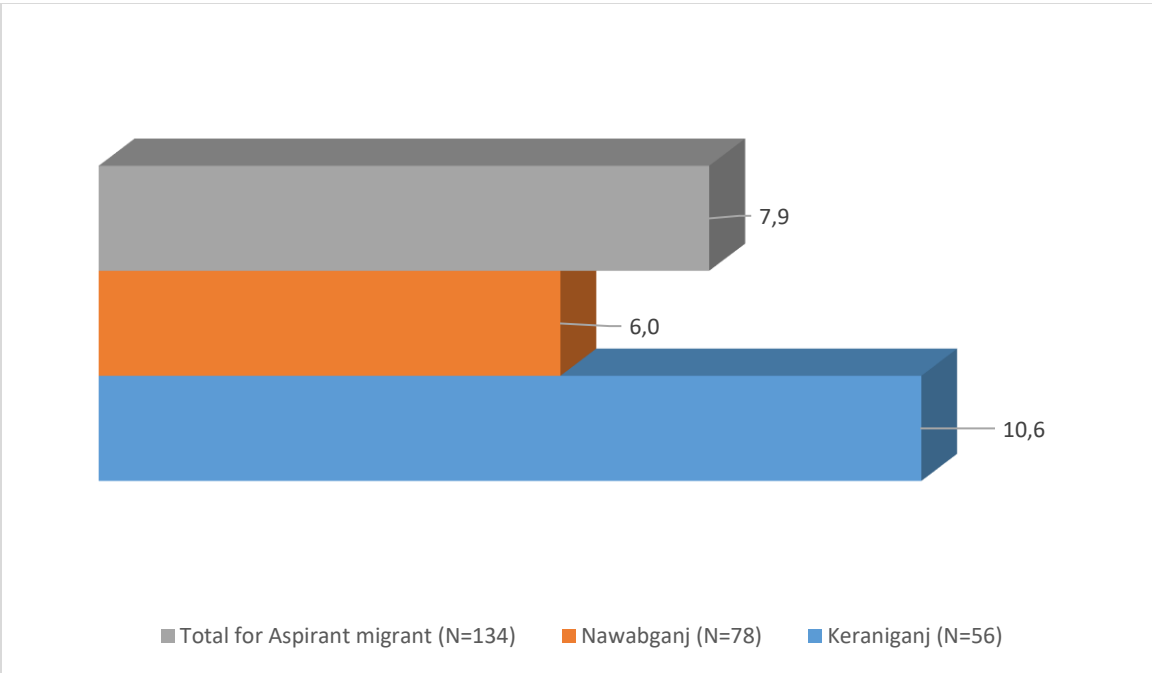
Steps taken by the respondents	Upazila		Total for aspirant migrants
	Keraniganj	Nawabganj	
Got the passport	44.7	70.1	59.6
Talked to the broker	40.4	38.8	39.5
I deposited the money	23.4	31.3	28.1
Received training	10.6	31.3	22.8
Completed Visa application process	4.3	26.9	17.5
I have registered in the DEMO	10.6	19.4	15.8
Collected information	2.1		0.9
Ask visa from relatives		1.5	0.9

Steps taken by the respondents	Upazila		Total for aspirant migrants
	Keraniganj	Nawabganj	
Deposited the necessary money to the relatives		1.5	0.9
Arranged money	2.1	-	0.9
N	47	67	114

Experience of exploitation in the process of migration (Ref Q82, 83, 84)

While asking the aspirant migrants among those who started any process whether they have faced any exploitation / fraudulence in the process they went through. Around 8% of them reported about facing exploitation / fraudulence. The incidence of exploitation was found higher in Kerniganj (11%) than Nawabganj (6%).

Figure 17: Respondents who faced any exploitation / fraudulence in the process of migration (% , multiple response)



The next question was asked from whom they faced exploitation / fraudulence. A total of 7 aspirant migrants out of 9 mentioned about broker / dalal. Among the others, the respondents mentioned about DEMO / BMET /TTC official (1), Local Influential people (1) and Relatives / Friends / Neighbours (1). (See details in annex Q83).

Regarding the type of exploitation, 6 out of 9 respondents mentioned that they needed more money while 3 respondents mentioned that the broker has wasted 6 months for passport. (See details in annex Q84).

The FGD respondents also mentioned about some of the exploitation that the female migrants may face like as lower wage rate, irregular payment, sexual harassment, physical and mental torture etc. The KII respondent from Union Parishad mentioned that people could know the issue of exploitation mainly after returning the country. According to him, the fraudulence / exploitation issues were not heard at pre-departure stage rather after migrating it became more visible and published.

3. 4: Returning Migrant's Experiences

Decision making regarding migrating to abroad (Ref Q28, 29)

To understand the decision making process on migrating to abroad, the study conducted interview with the returning migrants. The decision making process was assessed from two aspects; pre decision and post decision. Before asking the question on decision making process, at first, all the returning migrants were asked in which country they migrated. Around half of the respondents told that they migrated to Saudi Arabia. Around 15% reported about Oman while an equal proportion of the respondents mentioned about Qatar and Dubai with a proportion 11% for each.

Table 21: Countries where the returning migrants migrated (% , multiple response)

Required Information	Upazila		Total
	Keraniganj	Nawabganj	
Saudi Arabia	53.7	46.9	51.2
Oman	16.7	12.5	15.1
Qatar	7.4	15.6	10.5
Dubai	5.6	18.8	10.5
Jordan	5.6	3.1	4.7
Lebanon	5.6	-	3.5
Kuwait	3.7	3.1	3.5
Malyasia	1.9	-	1.2
N	54	32	86

Then these respondents were asked who took decision of their migration. Around three-fourths of the respondents (76%) stated that it was their own decision to migrate. However, 17% of all returning migrants told that she and her husband took the decision jointly.

Table 22: Decision making process regarding going to abroad mentioned by the respondents (% , multiple response)

Required Information	Upazila		Total
	Keraniganj	Nawabganj	
Self	75.6	74.1	75.6
Me and husband jointly	17.4	14.8	17.4
My Parents	3.5	5.6	3.5
Other family members	1.2	1.9	1.2
We took the decision all together	1.2	1.9	1.2
Friend (female)	1.2	1.9	1.2

Required Information	Upazila		Total
	Keraniganj	Nawabganj	
IN	54	32	86

The KII respondents emphasized on the issues of taking “self” decision in case of migration. One of the KII respondents mentioned that Migration should be a choice, not a by force thing. According to her, to ensure safe migration, it is important to maintain that, aspirant migrant has free choices over migration decision.

Similar to the quantitative respondents, the qualitative participants also reported that, they took the decision of going abroad for job was their own decision. No one from family of community forced them to take the decision.

Also one of the IDI respondent who was the husband of a female migrants mentioned that, his wife migrated and she completely took this decision by her own and after taking the decision she informed her husband. As mentioned by this respondent, his wife took this decision by her and only informed him while doing passports and preparing relevant documents. The main reason behind taking this decision was the financial improvement of the family. However, this husband was not found positive in letting her wife migrating to abroad. According to him, if he would knew, he would

Before taking the decision of migrating abroad, my wife prepared herself completely by her own and I did not know anything even she received training without informing me. – *Husband of female migrant, Nawabganj.*

not spare her to go rather he would tried to go, as he told. Therefore she completely prepared herself before finally taking the decision. However, he also mentioned that he could help her if he knew it before. According to the FGD participants, if the husband was frivolous or bad, women did not wait for their permission.

Another IDI respondent who was a father of a female migrant mentioned the same that the decision was made by her daughter and no one pushed him. According to this respondents, it is not possible to send anyone to abroad by force. Mainly the financial issues worked as the catalyst in taking such decision as she mentioned. He told that, when a woman has no way to survive, she has to take

The husbands usually do not help, if they would help the women would not need to go to abroad – *IDI respondent, father of the female migrant*

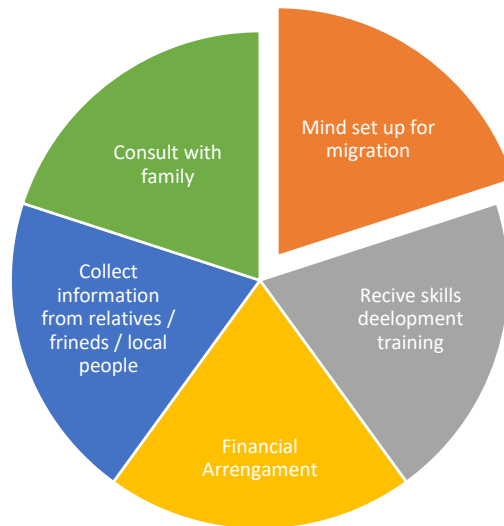
such decision. Regarding her daughter he told that, no one was there to support his daughter financially and therefore she took this decision. Other driving factors as found from the study were higher wage rate in abroad, husbands preferred that their wives work in

abroad, some women had no father, brother, husband or anyone who could help her financially. Therefore, they choose to migrate. Some women do not have opportunities to work in home country was also found as a reason.

According to the IDI respondents, although the migrants did not face any challenge from family members but they had financial challenge. However they also mentioned when a woman migrated,

they were treated as “bad” which never happened for a male. According the IDI respondents the pre-decision phase was mainly to prepare the mind set for going abroad which the migrant took by her own.

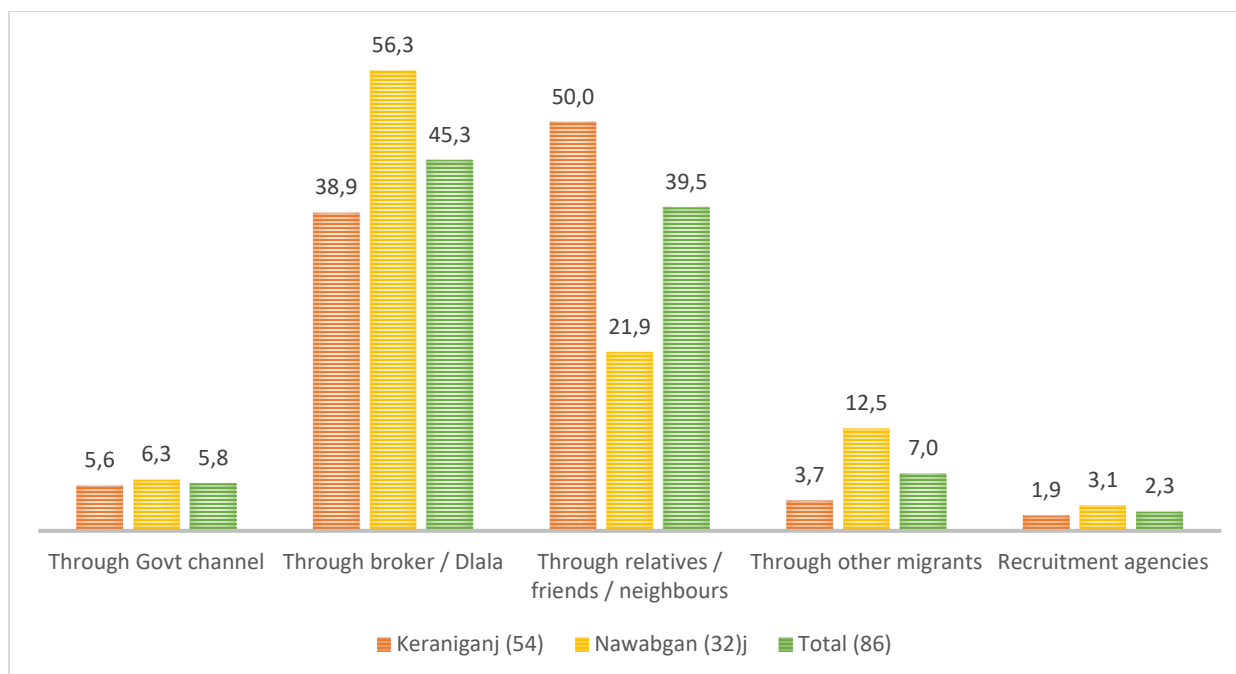
Thus the major activities at pre-decision phase mainly include the following:



Channel of migrating to abroad (Ref Q30)

Overall, around 45% of the returning migrants migrated through broker /dalal while around two-fifth of the respondents mentioned that they went through relatives / friends / neighbors. The findings varied in two project locations. In Keraniganj, higher proportion of the respondents (56%) mentioned that they went through broker / dalal. On the other hand, the mostly mentioned channel was found to be relatives / friends / neighbors.

Figure 18: *Channel used by the returning migrants to migrate abroad (%)*



Access to information by the returnees (Ref Q31, 32, 33, 34)

Around three-fifths of the respondents (61%) reportedly received training related information before they migrated while close to that proportion (58%) mentioned that they received general information on living abroad. “Information about financial cost of migration” was reportedly mentioned by 38% of the respondents.

Table 23: type of information received by returnees before migrating (% , multiple response)

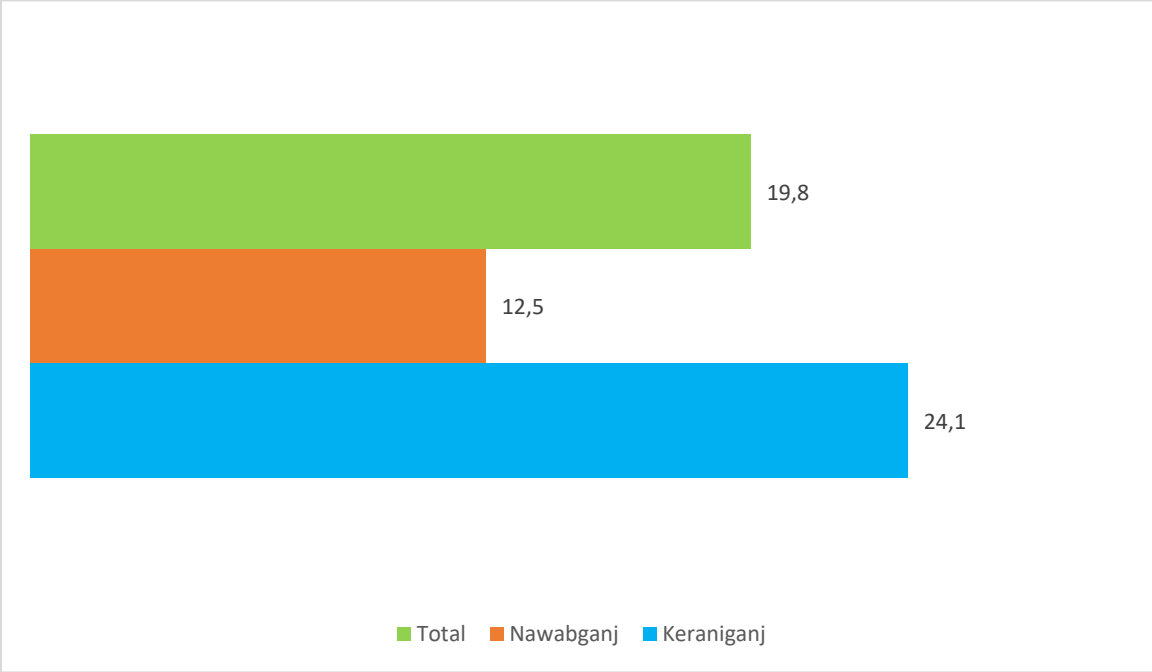
Required Information	Upazila		
	Keraniganj	Nawabganj	Total
Training related information	61.1	59.4	60.5
General information on living abroad	55.6	62.5	58.1
Information about financial cost of migration	40.7	34.4	38.4
Visa application process in another country	25.9	56.3	37.2
Registration process	24.1	37.5	29.1
Good payment	5.6	-	3.5
Salary/wages will be paid in time	1.9	-	1.2
Working time	1.9	-	1.2
Language	1.9	-	1.2

Required Information	Upazila		
	Keraniganj	Nawabganj	Total
N	54	32	86

In response to the query from where they got those information, the higher proportion of the respondents (55%) told that they received those information from Relatives / Friends / Neighbors followed by TTC mentioned by around two-fifths of the respondents (40%). “Middleman / Broker / Dalal” As the source of information was mentioned by around 37% of the respondents. *(See detail in Annex Q32).*

The respondents were further asked whether they faced any problem in getting migration related information while migrating to abroad. In response, around one-fifth of the respondents (20%) mentioned that they faced problem. The proportion of the returnees who faced problem was much higher in Keraniganj (24%) than Nawabganj (13%).

Figure 19: Respondents who faced problem in getting migration related information before migrating abroad (%)



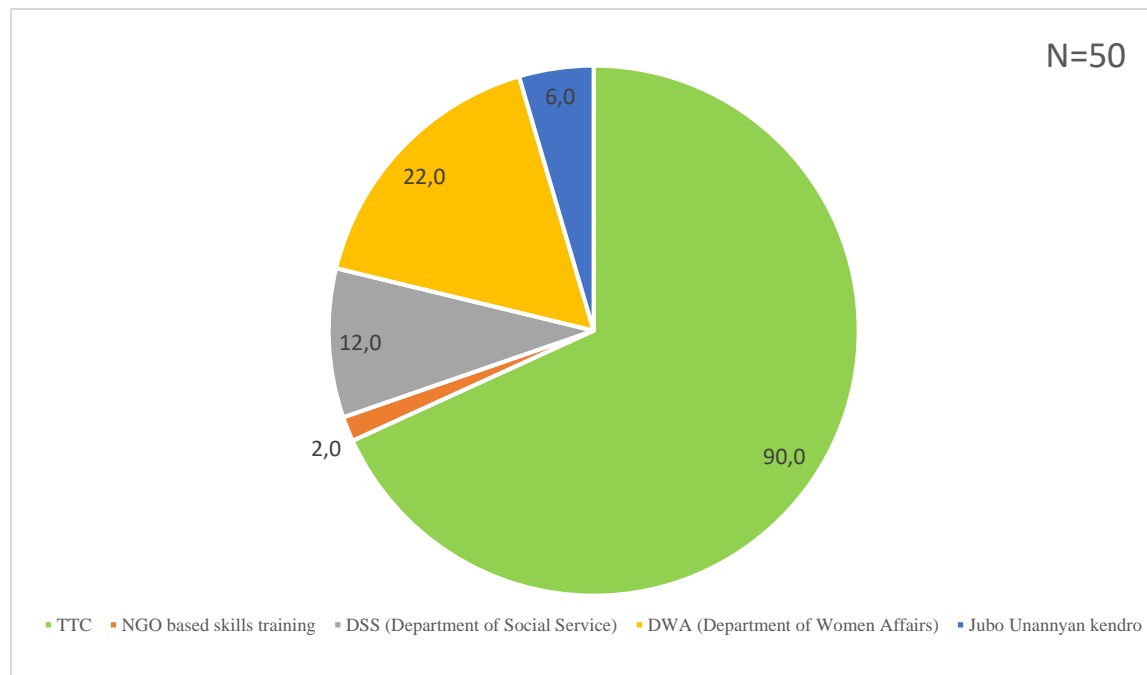
According to more than one-third of the respondents (35%), they wanted to have general information on living abroad but found difficult to obtain. “Training related information” and “visa application process in another country” – both of them were mentioned by 31% of the respondents which was difficult to come across for the returnees. *(See detail in Annex Q34).*

Receiving job skills training before migrating (Ref Q35-Q40)

Regarding receiving job skills training before migrating abroad, overall around three-fifths of the returnees (58%) reportedly received job skills training before migrating abroad. Among the

respondents who received training, were further asked from where they received those training. In response, majority of the respondents (90%) mentioned about TTC against 22% reported for Department of Women Affairs (DWA). Around one-tenth of the respondents (12%) told that they received training from Department of Social Services (DSS).

Figure 20: Places of receiving job skills training before migrating by the returnees (%)



The duration of the trainings received by the returning migrants before migrating was less than three months reported by majority of the returnees (94%).

However, one of the KII respondents mentioned that in some cases, aspirant migrant collected the certificate for the required training from TTC without completing the training. They manage the clearance by providing extra charge willingly or unwillingly with the help of the recruiting agencies. The recruiting agencies also manage clearance from the government office by managing speed money. Thus according to him, the aspirant migrants did not acquire appropriate skills what they needed which ultimately leads to different exploitation.

According to three-fourths of the returnees (76%) who received training before migrating reported that they got benefitted from those trainings. Also around 68% of the respondents mentioned that they were able to apply the knowledge / skills gathered from training in their practical lives. **(See detail in Annex Q38, 39)**

Further the respondents who told that they were able to apply the knowledge / skills gathered from training in their practical lives were asked to mention how they were able to apply. In response, majority of the respondents (79%) stated that they got work at per their skills in abroad. More than one-third of the respondents mentioned that it increased their negotiation capacity on any issue

Table 24: The ways the returnees were able to apply their knowledge / skills gathered from training (% multiple response)

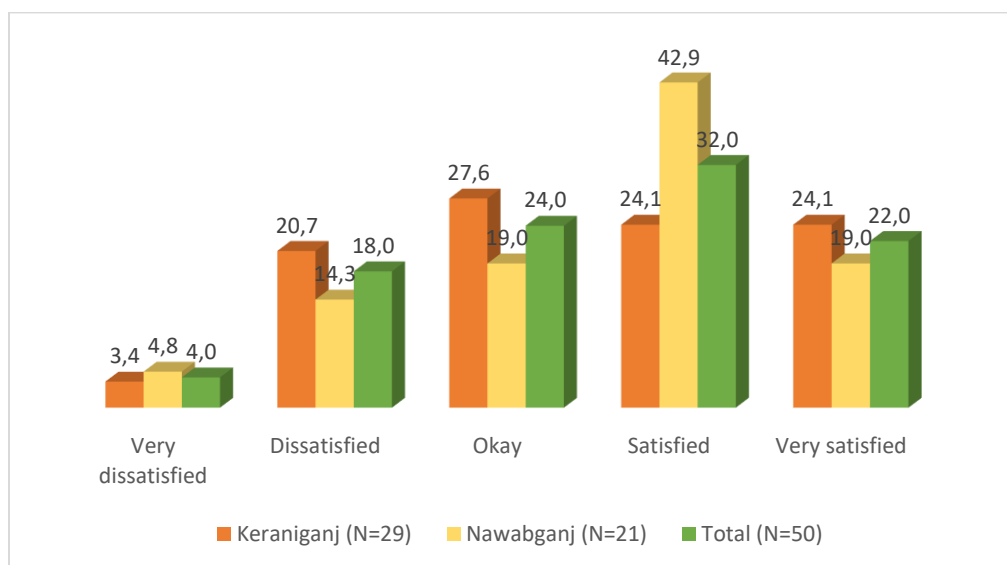
Required Information	Upazila		Total
	Keraniganj	Nawabganj	
Got work at per my skills in abroad	83.3	75.0	79.4
It increased my negotiation capacity on any issue	38.9	31.3	35.3
I know where to go if I face any problem	16.7	43.8	29.4
Learning the language	22.2	6.3	14.7
N	18	16	34

Assessment of the training received before migrating abroad (Ref Q41-Q47)

To assess the effectiveness of the training, the returning migrants who received training before migrating abroad were asked about the availability of the training materials during the training as asking “Was there enough material for the training”? According to 70% of the respondents, there were enough material for the training. (See detail in Annex Q41)

Again they were asked to mention how satisfied they were with the received training. The study findings shows that overall around one-third of the respondents (32%) were satisfied while around one-fourth of the respondents (24%) mentioned that it was okay for them. On the other hand, around one-fifth of the respondents (18%) were dissatisfied with the training they received. The proportion of the respondents who expressed their dissatisfaction was higher in Keraniganj (21%) compared to Nawabganj (14%).

Figure 21: Satisfaction level with the training received by returnees before migrating abroad (%)



In order to understand the training needs with required information / skills the returning migrants were asked to give their opinion whether it would be good if they could get some more information / skills from the training they received. Around half of the respondents (48%) thought that they required some more information and it would be good for them to have those information.. ***(See detail in Annex O43).***

The respondents who answered for having some more information / skills from training were further asked about the type of the information they required. A little more than two-fifths of the respondents (42%) opined that the migrants should know the language of the destination country before migrating and according to them it should be included in the training.

Table 25: Required more information / skills for training opined by the respondents (% , multiple response)

Required Information / skills	Upazila		Total
	Keraniganj	Nawabganj	
Should know the language	41.2	42.9	41.7
It is good to learn about the type of work	17.6	-	12.5
Work skills	17.6	-	12.5
Know about the actual cost	11.8	14.3	12.5
Training in conjunction with work	5.9	28.6	12.5
Name of the machine(s) used for the work	11.8	-	8.3
Use/operate of machine	5.9	-	4.2

Required Information / skills	Upazila		Total
	Keraniganj	Nawabganj	
It is important to learn communicating with foreign people	5.9	-	4.2
Don't know		14.3	4.2
N	17	7	24*

*Small Base

The study intended to know about what was good in the training and what was not good in the eyes of the returnees who received training before migrating. The respondents were given open choices to respond to the questions. There were different types of responses came. Top five for good side of the training are given in table below. The findings shows that those training had provided training on language was found good by the respondents and it was mentioned by 22% of the respondents. Thif finding is alligned with the previous findings where the respondents amentioned “shold know the laguage” as the required information / skills for training.

Table 26: Things that were good / not good in the training opined by the respondents (% , multiple response)

Things that were good in the training	Upazila		Total
	Keraniganj	Nawabganj	
Learn the language properly	20.7	23.8	22.0
Everything was fine	10.3	14.3	12.0
Good behavior	6.9	14.3	10.0
Good training in practical work	13.8		8.0
Teachers taught everything through acting	3.4	9.5	6.0
N	29	21	50

In terms of what were not good around 4% of the respondents overall told that nothing was good however all of the respondents were from Nawabganj (9.5%).

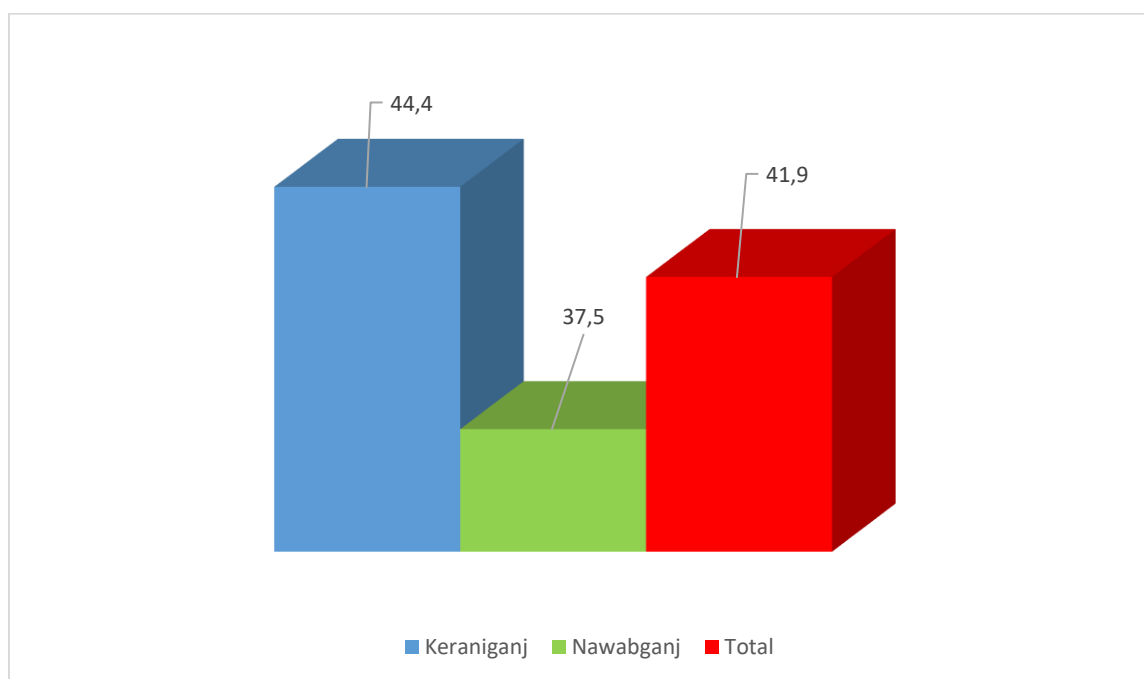
Finally, the returning migrants were asked to give their suggestion on how to improve the trainings and this one also an open response question to the respondents. They provided a number of suggestions such as “Need to teach languages well” (14%), “Transportation should be good because the training center's distance is high” (8%), “Need to provide long term courses” (6%).

(See details in Annex Q47)

Experiences of the returning migrants (Ref Q77, 78, 79)

To understand the real time experiences that were faced, the returning migrants were asked whether they faced any challenges while staying in abroad. In response, a little more than two-fifths of the respondents (42%) reported that they faced challenges and this was reported more by the respondents from Keraniganj (44%) than Nawabganj (38%).

Figure 22: Respondents who faced any challenges while staying in abroad (%)



As a follow up of the previous question, they were further asked what type of challenges they faced. Around three-fifths of the respondents (61%) mentioned that they did not get expected salary while around half of the returnees (50%) told about bad behavior of the employer (**Employer did not behave well**). A proportion of 25% of the respondents reportedly faced **sexual harassment** while staying in abroad.

Table 27: Type of challenges faced by the returning migrants while staying in abroad (% , multiple response)

Type of challenges faced	Upazila		
	Keraniganj	Nawabganj	Total
Did not get expected salary	62.5	58.3	61.1
Employer did not behave well	50.0	50.0	50.0
Had to work for a long time	41.7	50.0	44.4
Faced Physical torture	37.5	50.0	41.7
Did not get work as per contract	33.3	41.7	36.1
Faced Sexual harassment	29.2	16.7	25.0
Did not feel safe	37.5	25.0	33.3
Did not have leisure time	25.0	16.7	22.2

Type of challenges faced	Upazila		Total
	Keraniganj	Nawabganj	
Took away mobile phone	4.2	-	2.8
Did not give any food	-	8.3	2.8
Bad behavior	-	8.3	2.8
N	24	12	36

Furthermore, those who faced the above mentioned challenges were asked how they dealt with those problems. The higher proportion of the respondents (58%) mentioned that they returned to the country. Around one-fourth of the respondents (25%) communicated with friends and family while 14% of the returnees reportedly complained to police.

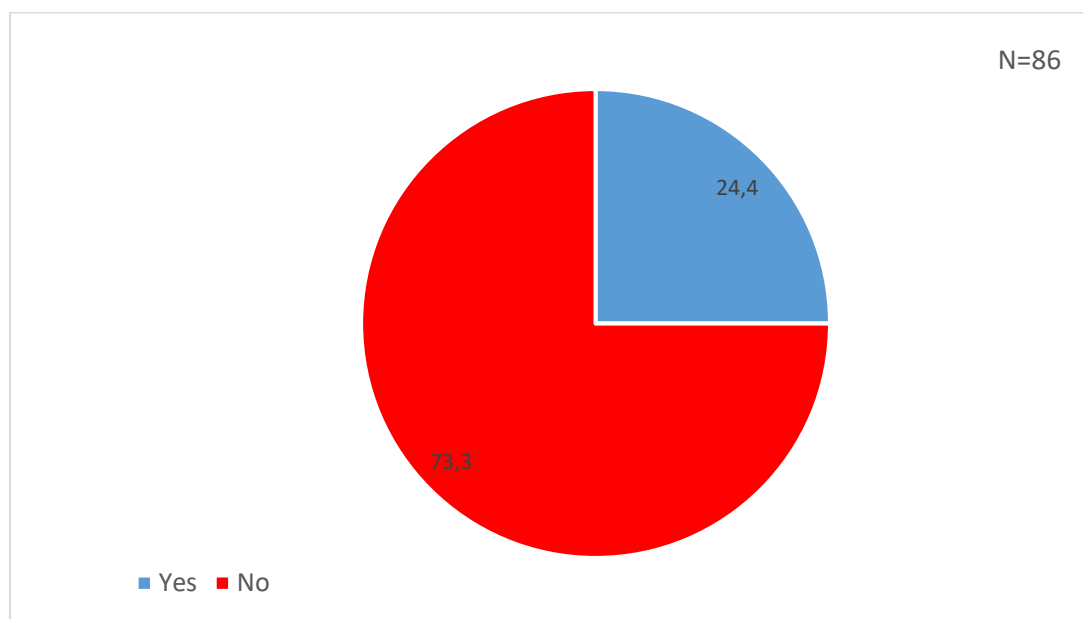
Table 28: The ways the returning migrants dealt with the problems they faced (% , multiple response)

Type of challenges faced	Upazila		Total
	Keraniganj	Nawabganj	
Returned to country	58.3	58.3	58.3
Communicated with friends and family	29.2	16.7	25.0
Complained to Police	12.5	16.7	13.9
Complained to Labour authorities	8.3	8.3	8.3
Could not do anything	12.5	-	8.3
Complained to Embassy or consulate		16.7	5.6
Communicated with Recruitment agency representative	4.2	-	2.8
Complained to Trade union		8.3	2.8
N	24	12	36

Exploitation faced by the returning migrants (Ref Q85, 86, 87, 88)

Around one-fourth of the returning migrants (24%) reported that they faced any exploitation / fraudulence either in own country or in abroad. The incidence of facing any exploitation / fraudulence was higher for the returnees from Keraniganj (28%) compared to Nawabganj (19%). *(See details in annex Q85).*

Figure 23: Returning migrants who faced any exploitation / fraudulence either in country or in abroad (%)



Further the returnees were asked where they faced exploitation and in response 57% of them mentioned that they faced exploitation in abroad and the proportion was 29% for own country. However around 14% of the respondents faced exploitation both in abroad and in own country.

Table 29: The ways the returning migrants dealt with the problems they faced (% , multiple response)

Type of challenges faced	Upazila		Total
	Keraniganj	Nawabganj	
Abroad	53.3	66.7	57.1
Own Country	40.0	-	28.6
Both	6.7	33.3	14.3
N	15	6	21*

*Small Base

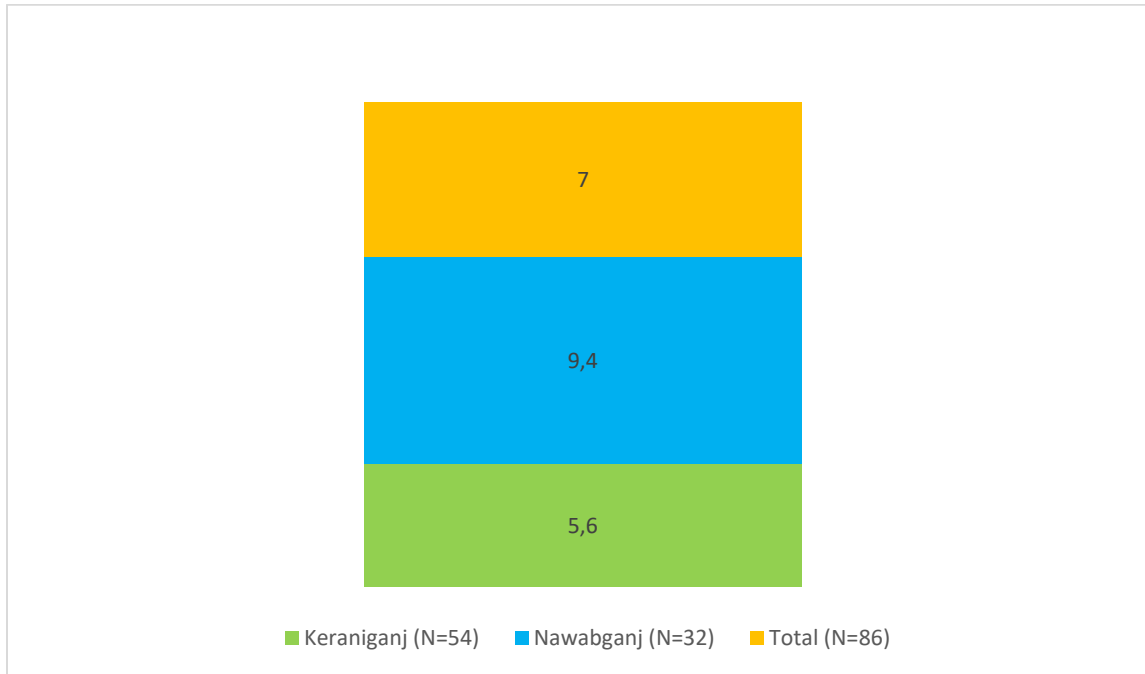
Most of the returnees faced exploitation from their employees as reported by 70% of the respondents while broker / dalal was mentioned by around two-fifths of the respondents (38%) ***(See details in annex Q87).***

Regarding the type of exploitation, around two-fifths of the respondents answered for working more hours and not receiving expected salary / wages (38% for each). Around 29% of the respondents told that the employer didn't provide work as promised while 14% mentioned about offering rotten foods. ***(See details in annex Q88).***

All the returning migrants were asked whether they knew any laws that could help a migrant women who face exploitation / fraudulence. Majority of the respondents reportedly did not know

about any law (85%). The proportion of the respondents who knew about any law is shown in figure below.

Figure 24: Returning migrants who knew about any laws that could help a migrant women who face exploitation / fraudulence (%)



Only 6 respondents out of 86 were found who reported about knowing any law. While asking them to tell about the law, 3 of them mentioned about seeking help from the police, 2 respondents mentioned about contacting with recruiting office while 1 respondent gave her opinion to take legal action.

It was found from the qualitative findings that the laws were even not very familiar to the peoples who are working on migration issues and it was found to be equal both for government and non-government organizations. One of the KII respondents from government side opined that to ensure safe migration for everybody, it important to entrench the laws and rules of safe migration within people's mind. Before that, the responsible persons within and outside of government organizations needs to be aware of those laws. Sometimes, some government officials do not know the migration laws and clauses which is not fortuitous. As he suggested, NGOs should help the government by working in the root level to spread the awareness among the community.

Thus, it could be said that if the implementing agencies are not aware of the laws, it is not surprising that the general community people specifically the women would know it.

Five respondents out of 6 who reported about knowing any law opined that the laws they mentioned was enough to ensure safe migration for women.

Chapter 5: Conclusion and Recommendation

Overall, the respondents had low level of knowledge regarding the safe migration and it slightly varied among aspirant migrants and returning migrants with a comparative higher proportion for returnees. Those who had knowledge could identify the associated factors of safe migration. Regarding the knowledge on sources of information, the study found a high dependency was found on the informal sectors like relatives, friends, families or neighbors. Most of the women go to local broker (dalal) for migration. Some people also use family provided channels for migration. It is perceived to be safer for female to migrate using family referred channel.

The respondents had very low level of knowledge about the available services in the community for aspirant women migrants and also available training for women in the community on planned, safe and orderly migration. However, it was found from the FGD with CBO that although there are female migration trends in their community, they were not encouraged to go abroad. Thus instead of providing necessary information they were suggested to stay in the country. People were found to have tendency of visiting government offices for getting safe migration related information however they still thought the informal sector as the more reliable source of information.

Regarding the legislative and regulatory framework, the study revealed that that there are laws, acts and policies in Bangladesh with clauses on safe migration however there are gaps in proper implementation of those. In some cases as found, the information on these laws, acts and policies are known to the some of the public and even some government offices but implementing agencies are not aware of how to implement these laws and policies, which are creating gaps in implementation. The KII respondents mentioned this as the main barrier to ensure safe migration in Bangladesh.

The respondents had low access to information and services related to safe, planned and regular migration. One positive findings were that the women had good knowledge on the rights of women and also about getting decent work as a right of the women. These could be utilized to promote safe migration in the community.

Bangladesh is a major source country of migrant workers. Although Bangladesh has long-standing commitment to promote and protect the human rights of migrant workers and members of their families and it has guiding principle like PSHT, OEMA, or EWOE, however these national frameworks need to be aligned with international legal and development frameworks which are crucial to protect the migrant workers. The development of MiGOF is one of the milestone in this way and it would be a comprehensive document for the government. As Government of Bangladesh has the skills and knowledge to create effective bi-lateral partnerships, protect overseas migrants and maintain market-led migration relationships with overseas actors as well as

willingness to promote safe migration, The Migration Governance Component can support them through its planned and relevant activities.

Based on the findings discussed in the previous sections, there are few areas where CARE can consider moving forward:

Recommendation

- The project can advocate the government stakeholders to increase prosecution. For that the law enforcement agencies, judges, lawyers, and migrant community need to be made aware of the contents of the law
- The respondents listed a number of information that they thought they required before taking migration decision or before migrating. The project could focus on disseminating those specific information with appropriate references. Also, the project could advocate the government stakeholder to make the mandatory role of the union parishads in disseminating appropriate information.
- The study findings indicates the needs of the capacity building of the local government institutions like union parishads, upazila parishads so that they can provide appropriate information on the safe, regular and orderly migration from the pre-decision stage. The project can work on capacity building of the UDCs as a collaborative approach with the government.
- The advocacy with the relevant stakeholders could be done on providing quality Pre-decision Orientation (PDO) to the aspirant women migrants in all TTCs. The information could also be available in all UDCs through this project. The returning migrants could be a good source of information for the community people as their experiences could help the aspirant migrants. Therefore, the project could recruit the returning migrants as the volunteer to disseminate safe migration related information. Returning migrants can also be invited to talk at awareness sessions on safe migration supported by the project.
- The project can come forward with specific activities to disseminate proper information that are required by the aspirant migrants. That could be done through the Community Based Organizations (CBO) and also the project could collaborate with local union parishads and other local government institutions.
- Although a higher proportion of the respondents visited Govt. office (e.g DEMO, BMET, TTC) for getting information on safe migration however according to them the reliable source of information is friends / relatives / neighbors. The project could investigate that who are visiting the govt. offices whether they are getting information. If not, then this could be discussed in the advocacy meetings with the govt stakeholders.
- The project can also organize community and court yard meetings in project areas, so that the friends / relatives / neighbors are also aware the need to follow rules and procedures and that safe migration is the best approach to migration
- The community people could be communicated about the proper channel of migration at one hand, on the other hand the advocacy meeting with the government stakeholders and

policy makers could include how to make the government services reliable, accessible and less complicated among the community people when and where necessary. Also the Project can support to organize CBOs with female members.

- Awareness sessions for aspirant migrants should include the rights of a migrant worker particularly as women migrants, both in country and also while working abroad.
- The community people could be communicated through the project so that they complete the full course of the training to get required job skills before migrating.
- The project can discuss with BMET and BAIRA how to make the trainings for women migrants more effective including the arrangement to have transport and dormitory facilities for residential trainings. Language trainings could be improved and based on practical applicability for jobs related to women migrant workers.
- The project can arrange motivational training for the CBO members with appropriate information on safe, planned and regular migration so that they could disseminate the right information on safe migration
- In the advocacy meetings, the project can emphasize on advocating the relevant stakeholders to adopt appropriate policy implication measures as most of the KII respondents mentioned about the implementation gaps of the existing policies.
- The project can consider to use and adapt existing user friendly communication materials on migration related laws and policies for awareness sessions with aspirant migrants, friends / relatives / neighbors, CBOs and local government representatives.
- Services need to be women friendly at the local level including special services involving women officials and volunteers both by the government, NGOs and the private sector.
- The project could disseminate the appropriate information on safe, regular and orderly migration through different IEC material in printed (Hand out, brochure, leaflet, billboard etc) as well as in digital format (Visual presentation, TV scrolling etc). The IEC materials need to be available in all UDCs.

Annex: Detail Findings

Q11_Q12_Q13: Last 1 years personal income,HH income and Expenditure									
		Respondent Type		Upazila		Age of the Respondents			
		Aspirant migrant	Returnee migrant	Keraniganj	Nawabganj	18-25 years	26-30 years	30 years above	Total
How much you earned in last 1 year?	Average	57051.28	95740.74	66810.81	80620.69	76250.00	66894.74	74971.43	72878.79
Base		39	27	37	29	12	19	35	66
How much your family earned in last 1 year?	Average	147462.69	176034.88	155727.27	161536.36	152367.35	157516.67	162000.00	158631.82
How much expenditure did your family have in last 1 year?	Average	129671.64	150883.72	134500.00	141427.27	134306.12	137066.67	140063.06	137963.64
Base		134	86	110	110	49	60	111	220

Q17: In your opinion, what type of information an aspirant migrant needs?

	Respondent Type		Upazila		Age of the Respondents			
	Aspirant migrant	Returnee migrant	Keraniganj	Nawabganj	18-25 years	26-30 years	30 years above	Total
Knowing about work / type of work / whether the work is good	21.6	26.7	19.1	28.2	20.4	21.7	26.1	23.6

Q17: In your opinion, what type of information an aspirant migrant needs?

	Respondent Type		Upazila		Age of the Respondents			
	Aspirant migrant	Returnee migrant	Keraniganj	Nawabganj	18-25 years	26-30 years	30 years above	Total
Should know the language	17.2	26.7	17.3	24.5	22.4	23.3	18.9	20.9
Salary	21.6	23.3	14.5	30.0	12.2	21.7	27.0	22.3
Whether the owner is good	8.2	7.0	9.1	6.4	4.1	11.7	7.2	7.7
Knowing how to go abroad officially/through govt.	0.7	1.2	0.9	0.9	2.0		0.9	0.9
VISA processing	17.2	20.9	23.6	13.6	14.3	25.0	17.1	18.6
Passport processing	21.6	25.6	29.1	17.3	24.5	31.7	18.0	23.2
Get a good job	7.5	4.7	6.4	6.4	6.1	6.7	6.3	6.4
Whether pay the salary/wages properly	4.5	5.8	5.5	4.5	8.2		6.3	5.0
Provide leave as per contract	1.5	1.2	1.8	0.9	2.0		1.8	1.4
Getting job in the right place		1.2	0.9				0.9	0.5
Can stay as long as wish	0.7	1.2	1.8				1.8	0.9
Food, medical treatment should be provided properly	3.0		2.7	0.9	6.1	1.7		1.8
Should not force to work	0.7		0.9		2.0			0.5
It is necessary to know about safe migration	6.7	5.8	7.3	5.5	6.1	3.3	8.1	6.4
Take initiative for safe migration	3.0		3.6		4.1		1.8	1.8
[Grab your reader's attention with a great quote from the document or use this space to emphasize a key point. To place this text box anywhere on the page, just drag it.]								
Should have proper knowledge on safe migration	7.5	5.8	10.0	3.6	8.2	3.3	8.1	6.8
Prepare all papers and documents migration	9.7	5.8	6.4	10.0	10.2	6.7	8.1	8.2

Q17: In your opinion, what type of information an aspirant migrant needs?

	Respondent Type		Upazila		Age of the Respondents			
	Aspirant migrant	Returnee migrant	Keraniganj	Nawabganj	18-25 years	26-30 years	30 years above	Total
Aware about fraud	2.2		0.9	1.8	2.0	3.3		1.4
Safe stay in abroad	6.7	5.8	3.6	9.1	8.2	3.3	7.2	6.4
Live in a safe place	2.2	1.2	2.7	0.9		3.3	1.8	1.8
Payment should be in authentic pathway	0.7	1.2	0.9	0.9	2.0	1.7		0.9
Make sure all the papers are correct	0.7	2.3	1.8	0.9	2.0		1.8	1.4
Working hour / duration	6.0	7.0	5.5	7.3		8.3	8.1	6.4
Work should be allocated as per contract	1.5	2.3	2.7	0.9	6.1		0.9	1.8
Get the visa properly	2.2	2.3	1.8	2.7		1.7	3.6	2.3
Workplace safety	0.7	3.5	2.7	0.9		5.0	0.9	1.8
Need to learn the work before migrating	20.1	10.5	20.0	12.7	18.4	18.3	14.4	16.4
How to apply		1.2	0.9		2.0			0.5
Should take standard amount of money (not more); brokers take more money for visa	0.7			0.9		1.7		0.5
Avoid brokers	1.5			1.8	2.0		0.9	0.9
Should follow the government law	0.7			0.9	2.0			0.5
DEMO registration is need during migration	0.7			0.9	2.0			0.5
Need extra money during DEMO registration	0.7			0.9	2.0			0.5
In other countries DEMO power cost is lower then us	0.7			0.9	2.0			0.5
First need to select the country	0.7	4.7	2.7	1.8	2.0		3.6	2.3
Need to know where to stay		2.3		1.8			1.8	0.9
Need to know broker payment	0.7		0.9		2.0			0.5

Q17: In your opinion, what type of information an aspirant migrant needs?

	Respondent Type		Upazila		Age of the Respondents			
	Aspirant migrant	Returnee migrant	Keraniganj	Nawabganj	18-25 years	26-30 years	30 years above	Total
ID card is required	0.7		0.9			1.7		0.5
Should know about the training center	1.5		0.9	0.9	4.1			0.9
Service tenure	0.7	1.2	0.9	0.9		3.3		0.9
It is important to know how to get help in danger	2.2	1.2	0.9	2.7		3.3	1.8	1.8
Should know how much money is need for migration	2.2	2.3	2.7	1.8	2.0	1.7	2.7	2.3
Should know where to give finger prints	0.7	1.2	0.9	0.9	4.1			0.9
Need photo	1.5	1.2		2.7		3.3	0.9	1.4
Registration related information	0.7	1.2	0.9	0.9		1.7	0.9	0.9
Visa & passport should be carried with own		1.2	0.9				0.9	0.5
Plane tickets should be carried with own	0.7	1.2	1.8		2.0		0.9	0.9
Need to know where to go to deposit money	0.7	1.2	0.9	0.9		3.3		0.9
Medical	0.7		0.9				0.9	0.5
Don't know	2.2		0.9	1.8		1.7	1.8	1.4
Base	134	86	110	110	49	60	111	220

Q32: From where did you get the migration related information

	Respondent Type		Upazila		Age of the Respondents			
	Aspirant migrant	Returnee migrant	Keraniganj	Nawabganj	18-25 years	26-30 years	30 years above	Total
DEMO		4.7	7.4			6.7	5.1	4.7
TTC		39.5	38.9	40.6	41.7	40.0	39.0	39.5
DC Office		2.3	3.7			6.7	1.7	2.3
Upazila/Union Parishad		16.3	18.5	12.5	8.3	20.0	16.9	16.3
Union Digital Centers (UDC)		5.8	1.9	12.5		13.3	5.1	5.8

Middleman / Broker / Dalal		37.2	31.5	46.9	58.3	33.3	33.9	37.2
Recruiting agency		29.1	27.8	31.3	25.0	26.7	30.5	29.1
Relatives / Friends / Neighbours		54.7	57.4	50.0	50.0	40.0	59.3	54.7
Returnees		10.5	13.0	6.3	8.3	20.0	8.5	10.5
Base		86	54	32	12	15	59	86

Q34: Which information did you wish to get but was difficult to find/come across?

	Respondent Type		Upazila		Age of the Respondents			
	Aspirant migrant	Returnee migrant	Keraniganj	Nawabganj	18-25 years	26-30 years	30 years above	Total
Registration process		26.7	20.4	37.5	16.7	33.3	27.1	26.7
Training related information		31.4	29.6	34.4	25.0	26.7	33.9	31.4
Visa application process in another country		31.4	35.2	25.0	16.7	20.0	37.3	31.4
General information on living abroad		34.9	38.9	28.1	41.7	33.3	33.9	34.9
Information about financial cost of migration		19.8	18.5	21.9	16.7	20.0	20.3	19.8
It is difficult to get right information/did not provide right information		1.2	1.9				1.7	1.2
No problem		11.6	11.1	12.5	8.3	6.7	13.6	11.6
Authenticity of visa		1.2	1.9			6.7		1.2
Rules to get a passport		1.2	1.9		8.3			1.2
Don't know		3.5	1.9	6.3			5.1	3.5
Base		86	54	32	12	15	59	86

Q38: Do you think, the training was beneficial for you?

	Respondent Type		Upazila		Age of the Respondents			
	Aspirant migrant	Returnee migrant	Keraniganj	Nawabganj	18-25 years	26-30 years	30 years above	Total
Yes		76.0	69.0	85.7	62.5	75.0	79.4	76.0

No		24.0	31.0	14.3	37.5	25.0	20.6	24.0
Base		50	29	21	8	8	34	50

Q39: Were you able to apply the knowledge / skills gathered form training in your life?

	Respondent Type		Upazila		Age of the Respondents			
	Aspirant migrant	Returnee migrant	Keraniganj	Nawabganj	18-25 years	26-30 years	30 years above	Total
Yes		68.0	62.1	76.2	37.5	75.0	73.5	68.0
No		32.0	37.9	23.8	62.5	25.0	26.5	32.0
Base		50	29	21	8	8	34	50

Q41: Was there enough material for the training?

	Respondent Type		Upazila		Age of the Respondents			
	Aspirant migrant	Returnee migrant	Keraniganj	Nawabganj	18-25 years	26-30 years	30 years above	Total
Yes		70.0	69.0	71.4	50.0	62.5	76.5	70.0
No		30.0	31.0	28.6	50.0	37.5	23.5	30.0
Base		50	29	21	8	8	34	50

Q43: Do you think, it would be good if you could get some more information / skills from the training?

	Respondent Type		Upazila		Age of the Respondents			
	Aspirant migrant	Returnee migrant	Keraniganj	Nawabganj	18-25 years	26-30 years	30 years above	Total
Yes		48.0	58.6	33.3	87.5	25.0	44.1	48.0
No		46.0	41.4	52.4		75.0	50.0	46.0
Not Sure		6.0		14.3	12.5		5.9	6.0
Base		50	29	21	8	8	34	50

Q47: What can be done to improve the training?

	Respondent Type		Upazila		Age of the Respondents			
	Aspirant migrant	Returnee migrant	Keraniganj	Nawabganj	18-25 years	26-30 years	30 years above	Total
Need to teach languages well		14.0	13.8	14.3	12.5		17.6	14.0
Training should be given according to the schedule of training		6.0	6.9	4.8	12.5	12.5	2.9	6.0
Proper training should be given		14.0	20.7	4.8	12.5	12.5	14.7	14.0

The language we learnt here is totally different in abroad		4.0	6.9			12.5	2.9	4.0
Need explain their speech for our better understanding		4.0	3.4	4.8		25.0		4.0
Hiring good teachers		4.0	3.4	4.8	12.5		2.9	4.0
Knowing every information properly		6.0	6.9	4.8			8.8	6.0
Communication should be good because the training center's distance is high		8.0	10.3	4.8		12.5	8.8	8.0
They must be aware		4.0	3.4	4.8			5.9	4.0
Establish training center in each upazila		2.0		4.8		12.5		2.0
Need to provide long-term courses		6.0		14.3		12.5	5.9	6.0
Need to improve training		6.0	3.4	9.5	12.5		5.9	6.0
Stopping unnecessary training		2.0	3.4				2.9	2.0
It is important to provide technical/vocational training		2.0	3.4				2.9	2.0
New things need to be taught		2.0		4.8			2.9	2.0
Need to teach work that is beneficial for going abroad		2.0		4.8			2.9	2.0
Don't know		18.0	17.2	19.0	37.5		17.6	18.0
Base		50	29	21	8	8	34	50

Q48: In your knowledge, is there any services available for women in your community?

	Respondent Type		Upazila		Age of the Respondents			
	Aspirant migrant	Returnee migrant	Keraniganj	Nawabganj	18-25 years	26-30 years	30 years above	Total
Yes	3.0	3.5	5.5	0.9	6.1	1.7	2.7	3.2
No	97.0	96.5	94.5	99.1	93.9	98.3	97.3	96.8
Base	134	86	110	110	49	60	111	220

Q51: If yes, from where?

	Respondent Type	Upazila	Age of the Respondents
--	-----------------	---------	------------------------

	Aspirant migrant	Returnee migrant	Keraniganj	Nawabganj	18-25 years	26-30 years	30 years above	Total
Union Parishad / upazila Parishad	14.3	75.0	80.0		100.0		28.6	36.4
NGOs		25.0	20.0				14.3	9.1
TTC	71.4	25.0	20.0	83.3	50.0	100.0	42.9	54.5
From the Govt. hospital	14.3			16.7			14.3	9.1
Base	7	4	5	6	2	2	7	11

Q53: How satisfied are you with the services you received?

	Respondent Type		Upazila		Age of the Respondents			
	Aspirant migrant	Returnee migrant	Keraniganj	Nawabganj	18-25 years	26-30 years	30 years above	Total
Okay	14.3	25.0	40.0				28.6	18.2
Satisfied	71.4	25.0	20.0	83.3		100.0	57.1	54.5
Very satisfied	14.3	50.0	40.0	16.7	100.0		14.3	27.3
Base	7	4	5	6	2	2	7	11

Q63: If yes, who provide these Trainings?

	Respondent Type		Upazila		Age of the Respondents			
	Aspirant migrant	Returnee migrant	Keraniganj	Nawabganj	18-25 years	26-30 years	30 years above	Total
Women Champions		20.0	11.1				12.5	8.3
Union Parishad / upazila Parishad	85.7	80.0	88.9	66.7	100.0	100.0	75.0	83.3
NGOs	14.3	60.0	33.3	33.3	33.3		37.5	33.3
Base	7	5	9	3	3	1	8	12

Q70: What comes to your mind while talking about decent work?

	Respondent Type		Upazila		Age of the Respondents			
	Aspirant migrant	Returnee migrant	Keraniganj	Nawabganj	18-25 years	26-30 years	30 years above	Total
Working with respect	4.5	8.1	4.5	7.3	2.0	3.3	9.0	5.9
Working with safety and security	9.7	9.3	10.0	9.1	16.3	6.7	8.1	9.5
Get desired job	1.5	2.3	3.6		4.1		1.8	1.8

Payment in due time	3.0	3.5	3.6	2.7	4.1	1.7	3.6	3.2
Standard work	0.7	1.2	1.8			1.7	0.9	0.9
Improving women in everything	5.2	4.7	4.5	5.5	6.1	3.3	5.4	5.0
Everyone in the society should have equal rights	3.7	1.2	3.6	1.8		1.7	4.5	2.7
Good behave in work place	6.7	8.1	7.3	7.3	10.2	5.0	7.2	7.3
Getting the right payment /Good payment	3.7	3.5	1.8	5.5	4.1	3.3	3.6	3.6
Women should get equal scope for all types of work	5.2	1.2	1.8	5.5	4.1	5.0	2.7	3.6
Job should be provided according to contract	0.7	2.3	1.8	0.9		5.0		1.4
Creating a beautiful environment for work	4.5	3.5	3.6	4.5		8.3	3.6	4.1
Freedom of speech at workplace	0.7	2.3	1.8	0.9	2.0		1.8	1.4
Good environment	4.5	2.3	4.5	2.7	2.0	5.0	3.6	3.6
Need to change the community	2.2	1.2	2.7	0.9		3.3	1.8	1.8
Given the freedom of work	6.7	2.3	5.5	4.5	8.2	6.7	2.7	5.0
Everyone has to work together	0.7	2.3	0.9	1.8			2.7	1.4
I feel that helping women in everything means live independently		1.2	0.9				0.9	0.5
To educate	1.5	1.2	1.8	0.9	2.0	1.7	0.9	1.4
To ensure women's rights	4.5	2.3	0.9	6.4	4.1	6.7	1.8	3.6
Aware	3.0		2.7	0.9		3.3	1.8	1.8
Get good knowledge	0.7		0.9			1.7		0.5
Freedom / give priority	3.0	2.3	3.6	1.8		3.3	3.6	2.7

Completing own assigned without hassle	0.7	2.3	1.8	0.9	4.1		0.9	1.4
Physical abuse should not happen		3.5	1.8	0.9			2.7	1.4
Working on veil		1.2	0.9		2.0			0.5
Good and permanent job	3.0	4.7	4.5	2.7	6.1	1.7	3.6	3.6
Handicraft		1.2	0.9		2.0			0.5
Right to know about payment and duration	1.5			1.8	2.0		0.9	0.9
Increase salary	0.7			0.9		1.7		0.5
Know the language	0.7			0.9		1.7		0.5
Found suitable work	0.7	1.2	0.9	0.9	2.0	1.7		0.9
Women should get all kinds of benefits		1.2		0.9			0.9	0.5
Need to know about the work	0.7			0.9			0.9	0.5
A girl can safely move on the road	1.5	2.3		3.6		1.7	2.7	1.8
Exempt from extra work hour	1.5	1.2		2.7			2.7	1.4
Don't know	15.7	22.1	18.2	18.2	14.3	20.0	18.9	18.2
Base	134	86	110	110	49	60	111	220

Q71: In your opinion, what should be done to ensure decent work for women?

	Respondent Type		Upazila		Age of the Respondents			
	Aspirant migrant	Returnee migrant	Keraniganj	Nawabganj	18-25 years	26-30 years	30 years above	Total
Maintain modesty		2.3	1.8				1.8	0.9
Safe workplace	4.5	4.7	4.5	4.5	6.1	1.7	5.4	4.5
Paid on time	3.7	1.2	3.6	1.8	2.0	1.7	3.6	2.7
Whether the company is good or not		2.3	1.8		2.0		0.9	0.9
Security	6.0	9.3	6.4	8.2	4.1	5.0	9.9	7.3
Completion of work in time	0.7		0.9				0.9	0.5
Having work skills	3.0	2.3	4.5	0.9	4.1		3.6	2.7
Everyone needs to be facilitated in the work abroad		1.2	0.9				0.9	0.5
Know the language before migration	6.7	4.7	1.8	10.0	2.0	8.3	6.3	5.9
Establish good employment	1.5	4.7	4.5	0.9	2.0	1.7	3.6	2.7
Good behave with employees	2.2	4.7	3.6	2.7	2.0		5.4	3.2
To raise awareness of the workers	6.7	3.5	2.7	8.2	10.2	3.3	4.5	5.5
Available good paid job	3.0	1.2	2.7	1.8	2.0	5.0	0.9	2.3
Provide better employment opportunities		1.2	0.9			1.7		0.5
Getting the job with honor	4.5	1.2	2.7	3.6	4.1	1.7	3.6	3.2
Need to learn work	6.7	5.8	2.7	10.0	4.1	6.7	7.2	6.4
Ensuring good environment	0.7	2.3	1.8	0.9	2.0	1.7	0.9	1.4
Everyone work together	3.0		2.7	0.9		3.3	1.8	1.8
Know in about the working hours	9.0	2.3	6.4	6.4	16.3	8.3	0.9	6.4

Q71: In your opinion, what should be done to ensure decent work for women?

	Respondent Type		Upazila		Age of the Respondents			
	Aspirant migrant	Returnee migrant	Keraniganj	Nawabganj	18-25 years	26-30 years	30 years above	Total
Eliminating the discrimination between women and men	1.5	1.2	1.8	0.9		5.0		1.4
Good owner /boss	9.0	3.5	9.1	4.5	4.1	13.3	4.5	6.8
Job guarantee	1.5		1.8		2.0		0.9	0.9
To prevent harassing orders		1.2	0.9				0.9	0.5
Take action by the authorities and the government	0.7	1.2	0.9	0.9	2.0		0.9	0.9
Having good education	2.2	1.2	1.8	1.8	4.1	1.7	0.9	1.8
Ensure accurate information about migration	2.2	4.7	4.5	1.8		6.7	2.7	3.2
Knowing about salary/wages	4.5	2.3	2.7	4.5	8.2	3.3	1.8	3.6
Verifying before appointment	2.2	2.3	2.7	1.8	4.1		2.7	2.3
Ensure women rights	0.7	2.3	0.9	1.8	2.0	1.7	0.9	1.4
Duration of visa	0.7			0.9		1.7		0.5
Equal rights	3.7	1.2	0.9	4.5	2.0	5.0	1.8	2.7
Increasing the rate of education	0.7			0.9			0.9	0.5
Overtime		3.5	0.9	1.8		3.3	0.9	1.4
Can take husband along with her		1.2	0.9		2.0			0.5
Not to be oppressed		1.2		0.9		1.7		0.5
Must have integrity		1.2	0.9				0.9	0.5
Society has to change	2.2	2.3		4.5		1.7	3.6	2.3
Increase awareness of foreign agencies	0.7			0.9			0.9	0.5

Q71: In your opinion, what should be done to ensure decent work for women?

	Respondent Type		Upazila		Age of the Respondents			
	Aspirant migrant	Returnee migrant	Keraniganj	Nawabganj	18-25 years	26-30 years	30 years above	Total
Labor law enforcement	0.7			0.9		1.7		0.5
Proper leadership and good behaviour of team leaders	0.7		0.9				0.9	0.5
Don't know	20.1	26.7	23.6	21.8	18.4	23.3	24.3	22.7
Base	134	86	110	110	49	60	111	220

Q75: Do you know about the basic rights of migrant workers?

	Respondent Type		Upazila		Age of the Respondents			
	Aspirant migrant	Returnee migrant	Keraniganj	Nawabganj	18-25 years	26-30 years	30 years above	Total
Yes	9.7	15.1	10.0	13.6	6.1	16.7	11.7	11.8
No	90.3	84.9	90.0	86.4	93.9	83.3	88.3	88.2
Base	134	86	110	110	49	60	111	220

Q76: If yes, what are those?

	Respondent Type		Upazila		Age of the Respondents			
	Aspirant migrant	Returnee migrant	Keraniganj	Nawabganj	18-25 years	26-30 years	30 years above	Total
Freedom from forced labour	61.5	69.2	54.5	73.3	33.3	70.0	69.2	65.4
Freedom from child labour	30.8	53.8	45.5	40.0	66.7	20.0	53.8	42.3
Freedom from discrimination at work	69.2	61.5	54.5	73.3	66.7	80.0	53.8	65.4
Right to work and receive wages that contribute to an adequate standard of living	61.5	46.2	63.6	46.7	100.0	70.0	30.8	53.8
Right to equality before the law and equal protection of the law	53.8	38.5	54.5	40.0	33.3	50.0	46.2	46.2

Q76: If yes, what are those?

	Respondent Type		Upazila		Age of the Respondents			
	Aspirant migrant	Returnee migrant	Keraniganj	Nawabganj	18-25 years	26-30 years	30 years above	Total
Right to freedom from discrimination based on race, national or ethnic origin, sex, religion or any other status	53.8	53.8	54.5	53.3	100.0	50.0	46.2	53.8
Right to equal pay for equal work	76.9	53.8	54.5	73.3	100.0	60.0	61.5	65.4
Right to return home if the migrant wishes	61.5	46.2	54.5	53.3	100.0	60.0	38.5	53.8
Right of migrants and their families to reunification	15.4	7.7		20.0		20.0	7.7	11.5
Right of children of migrant workers to education	30.8	38.5	36.4	33.3	100.0	20.0	30.8	34.6
Right to protection during pregnancy from work proven to be harmful	30.8	23.1	18.2	33.3		50.0	15.4	26.9
Right to reasonable limitation of working hours, rest and leisure	30.8	15.4	9.1	33.3	33.3	30.0	15.4	23.1
Right to freedom from sexual harassment in the workplace	38.5	38.5	36.4	40.0	66.7	60.0	15.4	38.5
Freedom to form and join a union, and to bargain collectively	15.4			13.3		20.0		7.7
Getting full and complete information about	30.8	15.4	27.3	20.0	66.7	30.0	7.7	23.1

Q76: If yes, what are those?

	Respondent Type		Upazila		Age of the Respondents			
	Aspirant migrant	Returnee migrant	Keraniganj	Nawabganj	18-25 years	26-30 years	30 years above	Total
contract and work								
Proper wage rate	53.8	53.8	45.5	60.0	100.0	40.0	53.8	53.8
Getting wage regularly/in time	84.6	46.2	63.6	66.7	66.7	80.0	53.8	65.4
Legal working hour	38.5	61.5	63.6	40.0	66.7	50.0	46.2	50.0
Base	13	13	11	15	3	10	13	26

Q83: From whom you faced exploitation / fraudulence?

	Respondent Type		Upazila		Age of the Respondents			
	Aspirant migrant	Returnee migrant	Keraniganj	Nawabganj	18-25 years	26-30 years	30 years above	Total
DEMO / BMET /TTC official	1		1		1			1
Broker / Dalal	7	1	5	3	1	6	1	8
Local Influential people	1		1			1		1
Relatives / Friends / Neighbours	1			1			1	1
Base	9	1	6	4	2	6	2	10

Q84: What type of exploitation / fraudulence you faced?

	Respondent Type		Upazila		Age of the Respondents			
	Aspirant migrant	Returnee migrant	Keraniganj	Nawabganj	18-25 years	26-30 years	30 years above	Total
Cheated by broker	22.2		33.3			16.7	50.0	20.0
Needed more money	66.7		66.7	50.0	100.0	66.7		60.0
The broker has wasted 6 months for passport	33.3	100.0	33.3	50.0		50.0	50.0	40.0
Base	9	1	6	4	2	6	2	10

Q85: Did you face any exploitation / fraudulence in own country or in abroad?

	Respondent Type		Upazila		Age of the Respondents			
	Aspirant migrant	Returnee migrant	Keraniganj	Nawabganj	18-25 years	26-30 years	30 years above	Total
Yes		24.4	27.8	18.8	33.3	33.3	20.3	24.4
No		73.3	68.5	81.3	58.3	60.0	79.7	73.3
Not Sure		2.3	3.7		8.3	6.7		2.3
Base		86	54	32	12	15	59	86

Q87: From whom you faced exploitation / fraudulence?

	Respondent Type		Upazila		Age of the Respondents			
	Aspirant migrant	Returnee migrant	Keraniganj	Nawabganj	18-25 years	26-30 years	30 years above	Total
Employer		71.4	80.0	50.0	100.0	80.0	58.3	71.4
Broker / Dalal		38.1	33.3	50.0		20.0	58.3	38.1
Relatives / Friends / Neighbours		4.8	6.7				8.3	4.8
Where I was domestic worker		4.8		16.7			8.3	4.8
Base		21	15	6	4	5	12	21

Q88: What type of exploitation / fraudulence you faced?

	Respondent Type		Upazila		Age of the Respondents			
	Aspirant migrant	Returnee migrant	Keraniganj	Nawabganj	18-25 years	26-30 years	30 years above	Total
The broker took the money		4.8	6.7				8.3	4.8
Didn't provide work as promised		28.6	26.7	33.3		20.0	41.7	28.6
Did not pay the salary/wages		9.5	13.3				16.7	9.5
Beating		14.3	20.0		25.0		16.7	14.3
Not giving medical treatment		4.8	6.7				8.3	4.8
Offering rotten food		14.3	13.3	16.7		20.0	16.7	14.3
Worked more / worked more hours		38.1	33.3	50.0	25.0	40.0	41.7	38.1
Burned in sun		9.5	13.3			20.0	8.3	9.5

Did not receive the expected salary/wages		38.1	26.7	66.7	25.0	60.0	33.3	38.1
Did not get rest while sick		4.8	6.7			20.0		4.8
Did not get the promised job		23.8	33.3		50.0	40.0	8.3	23.8
Took more money		4.8	6.7				8.3	4.8
Did not permit to use mobile phone		9.5	6.7	16.7			16.7	9.5
Owner's cheating		4.8	6.7				8.3	4.8
Working by pouring hot water over body		4.8	6.7				8.3	4.8
The brokers detained passport after returning home		4.8	6.7			20.0		4.8
Physical torture		9.5		33.3	25.0		8.3	9.5
Lied		4.8	6.7				8.3	4.8
Could not find anything that was promised as opportunity		4.8	6.7		25.0			4.8
Base		21	15	6	4	5	12	21