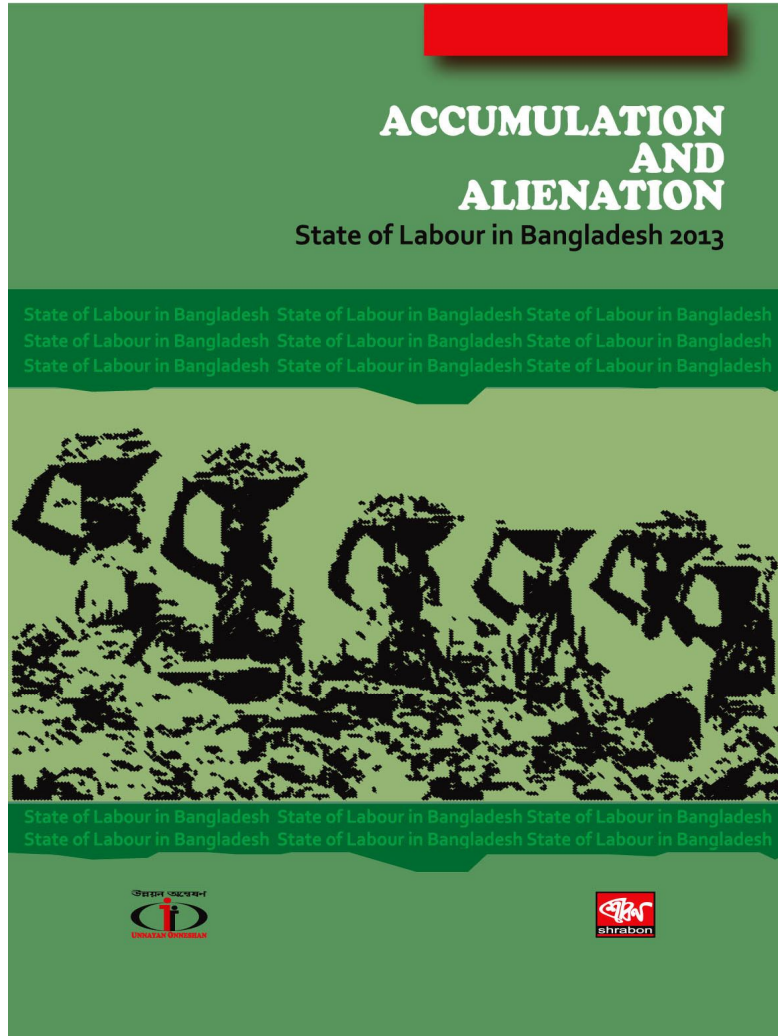


MIGRANT WORK FORCE

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MIGRANT WORK FORCE

Md. Al Amin Islam

1 INTRODUCTION

This chapter deals essentially with the internal migrant work force. In a slight departure from tradition, it also covers some types of cross-border migrant work force, even though these are theoretically known as 'international movements'. The rapid growth of population and consequent lack of job opportunity along with other factors of work force displacement in the rural areas lead to rural unemployment, which generates a growing flow of migrant work force in Bangladesh. Migration has long been an important livelihood strategy for the people of Bangladesh. This term 'migration' has become synonymous with international migration. Yet in many countries, in which it occurs inside the borders of a country, usually known as 'internal migration', is actually far more important both in terms of the members of people involved and the resulting flow of remittances.

In this chapter, migration is defined as a purposeful geographical movement of workers towards districts/regions/states where industry and employment are available. This is an equilibrating adjustment mechanism that shifts underemployed and unemployed labourers from local labour market to areas where they could be fully employed. The work force migration is defined as a movement of population from a region to another region for permanent or semi-permanent engagement in a work or a job. It has an impact on creating social alienation¹. Every man and woman has the desire and the tendency to engage in some kinds of activities that promote their financial well-being. Many of the migrant workers, however, do not get a work family environment to give a full mental or physical effort on their duty and consequently, they feel themselves as underemployed. Their labours are not voluntary, but constrained, forced labour. Therefore, their labours do not meet a need; rather a means to meet some needs alien to it. Where wage is the product, the object of labour, for which labour sells itself, is the necessary consequence of the estrangement of labour, just as in wage labour work itself is not an end in itself, rather appears as a servant of the wage. In order to understand the experiences of social alienation among the migrant work forces, the nature and causes of their social isolation and separation from their society should be analysed.

The work force did not place any restriction upon the distance of move or upon the voluntary or involuntary nature of work, nor did they make any distinction between the internal and external migration. In fact, growth of population in the urban sectors in Bangladesh, particularly in Dhaka city, considered as the centre of all kinds of works, is predominantly occurred due to migration of work force from its peripheral rural as well as other urban areas. The migrants originate largely from the economically depressed areas of the country (Sarwar and Rahman, 2004). They move on their own, in groups or with siblings in search for job opportunities available in the city or to escape from unemployment and curse of poverty. The poverty argument in Bangladesh is strong, where many poor and land less migrants are forced to migrate to support themselves or their families (Ahmad, 2004).

It should be stressed at the outset that this chapter is concerned with voluntary migration for employment and discuss the factors of such migration in Bangladesh where the

¹ Alienation refers to estrangement, division, or distancing of people from each other or of people from what is important or meaningful to them, or of a person from their own sense of self.

workers or labourers migrate from different areas to Dhaka city. Here, the chapter also tries to find out the root causes of their migration that pushed them to migrate to urban society leaving behind their origin. Focusing on the internal migration in Bangladesh, mainly from rural and urban areas towards Dhaka city, an attempt is made to find out the reasons behind this scene and effects on their livelihood aspects.

2 STATE OF THE WORK FORCE IN BANGLADESH

The total work force is increasing with the advancement of time. It is evident that, female work force has increased from 36 million in 2002-2003 to 39.5 million in 2010 with an annual rate of 1.3 percent, whereas, for male, the increasing rate was 8.93 percent per year during the same period at national level. Additionally, the rate of increase in the percentage of work force was 1.36 percent for male and 9.8 percent for male in the rural area during the same period. On the other hand, in urban area, for male and female the rate of increase was 1.09 percent and 6.41 percent respectively during the same time frame. The work force participation rate for female was increasing from 26.1 percent in 2002-2003 to 36 percent in 2010 with a rate of 5.06 percent per annum at national level. On the other hand, the male participation rate was following a decreasing trend, 0.75 percent per year during the same period at national level. On the other hand, the annual rate of increase was 5.62 percent for female, whereas, decreased by 0.73 percent per year for male over the period from 2002-2003 to 2010 at rural areas. In the urban areas, the rate of increasing was 3.45 percent per year for female and the rate of decreasing was 0.77 percent for male during the same time frame.

Table 1: Work force characteristics

	2002-03		2005-2006		2010	
	Work Force (in million)	P. Rate (in percent)	Work Force (in million)	P. Rate (in percent)	Work Force (in million)	P. Rate (in percent)
National						
Male	36	87.4	37.3	86.8	39.5	82.5
Female	10.3	26.1	12.1	29.2	17.2	36
Total	46.3	57.3	49.5	58.5	56.7	59.3
Growth Rate			2.30	0.70	3.23	0.30
Rural						
Male	27.4	88.1	28.5	88	30.2	83.3
Female	7.6	25.6	9.3	29.8	13.2	36.4
Total	35	57.5	37.8	59.4	43.4	60
Growth Rate			2.67	1.10	3.29	0.22
Urban						
Male	8.6	85.1	8.9	83.2	9.3	80.2
Female	2.7	27.4	2.8	27.4	4	34.5
Total	11.3	56.8	11.7	55.7	13.3	57.3
Growth Rate			1.18	-0.65	3.04	0.64

Note: P. rate indicates participation rate

Source: Author's calculation based on Report of Labour Force Survey 2010

The male employment rate in formal sector has increased from 7.3 million in 2002-2003 to 8.6 million in 2005-2006 with an annual rate of 5.94 percent and later, declined with a rate of 8.01 percent from 2005-2006 to 2010. On the other hand, the female participation has decreased over the period from 2002-2003 to 2010 and the rate was 4.67 percent per

year. In the informal sector, the rate of employment for both male and female has increased during the same period. For male and female, the rate of employment was 2.14 percent and 11.81 percent respectively during the period from 2002-2003 to 2010. It is clear that, the employment opportunity for both male and female was not expanded. So, the work force has to engage in various kind of informal sector. The female participation in informal sector increased with a more accelerate rate than that of their male counterparts.

Table 2: Sector-wise work force employment

Year	formal				infomal			
	Male (in million)	Female (in million)	Total (in million)	Growth Rate (in percent)	Male (in million)	Female (in million)	Total (in million)	Growth Rate (in percent)
2002-03	7.3	2	9.2		27.2	7.9	35.1	
2005-06	8.6	1.6	10.2	3.62	27.5	9.7	37.2	1.99
2010	5.5	1.3	6.8	-7.4	32.4	14.9	47.3	6.03

Source: Author's calculation based on Report of Labour Force Survey 2010

3 LIFE AND LIVELIHOOD STATUS OF MIGRANT WORKER: EMPIRICAL EVIDENCE FROM DHAKA CITY

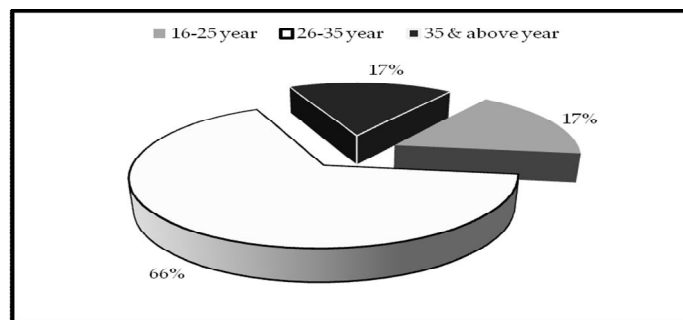
In this section of the chapter, various socio-economic characteristics of the respondents are broadly explained.

3.1 Socio-Demographic Characteristics of the Respondents

Socio-demographic characteristics of the respondents are highlighted in this section.

Age of the Respondents: The tendency of migration is mostly dependent on the age group 26-35 years which belonged to more than 66 percent among the total number of respondents. Only a little portion of respondents (10 percent) are found either in aged group 16-25 years and 35 years or above. It indicates that most of the work force are migrated them from different region to Dhaka city with age group 26-35 years. The average age of respondents is 31.32 years, more energetic compared to their young and older counterparts.

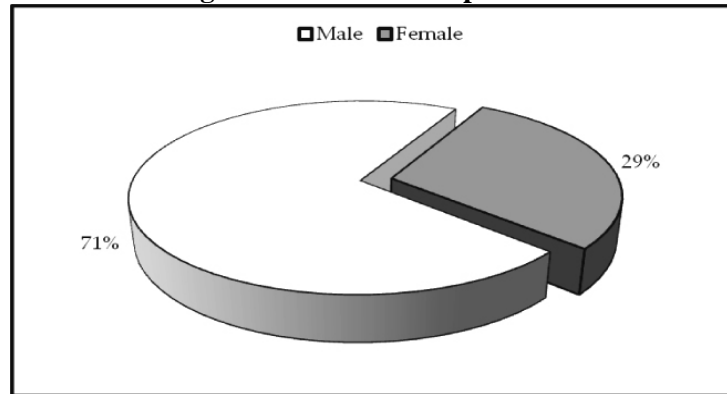
Figure 1: Age composition of the respondents



Source: Unnayan Onneshan Field Survey, 2013

Sex of the Respondents: The major portion of the migrant work force is male, which is 71.19 percent and 28.81 percent are female.

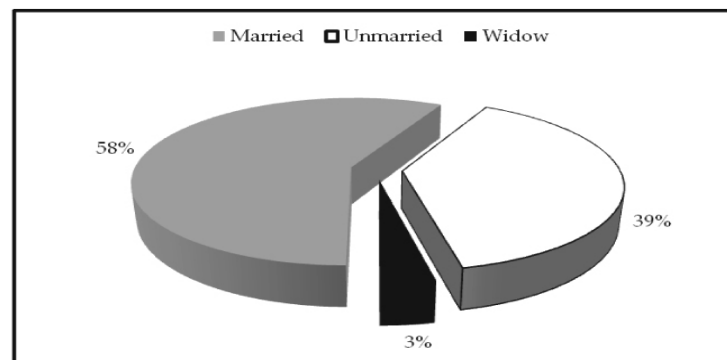
Figure 2: Sex of the respondents



Source: Unnayan Onneshan Field Survey, 2013

Marital Status of the Respondents: The decision of migration is influenced by the marital status of the individuals and also depends on his/her responsibility towards family. According to the survey data, among the total migrant work force about 58 percent of the respondents are married followed by unmarried (38.98 percent) and widowed (3 percent).

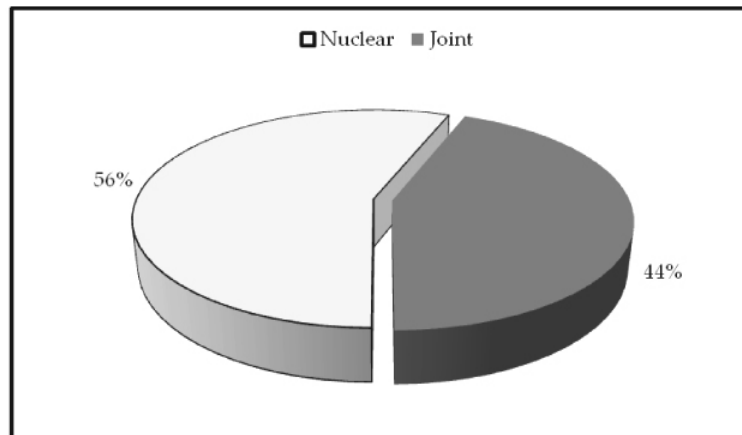
Figure 3: Marital status of the respondents



Source: Unnayan Onneshan Field Survey, 2013

Family Type: The traditional joint family system is now braking down to nuclear family system due to the rapid socio-economic transformation, poverty etc. Among the study respondents, 55.93 percent respondents are living in the nuclear family whereas 44.07 percent are living with joint family.

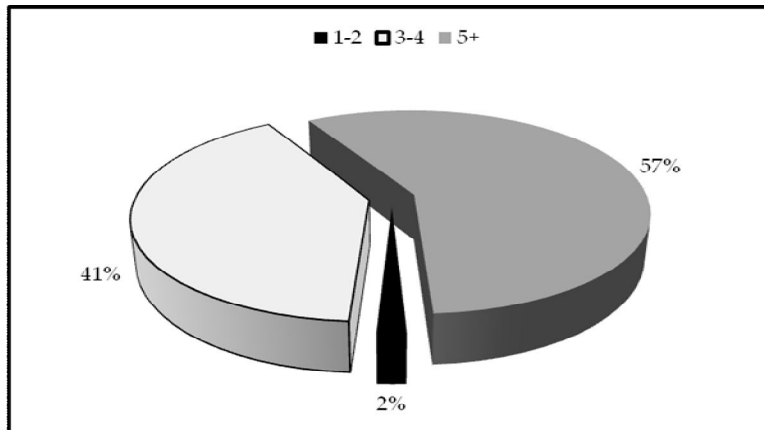
Figure 4: Family type of the respondents



Source: Unnayan Onneshan Field Survey, 2013

Family Size: Family size is significantly related to the economic characteristics. Poverty is more pronounced among higher size household (HIES 2010). Large family size can be responsible for household poverty. The average family size of the study respondent is 5. More specifically, 57.63 percent of the total respondents have their family size of 5+ members whereas 40.68 percent and only 1.69 percent have their family size of 3-4 and 1-2 members respectively.

Figure 5: Family size of the respondents

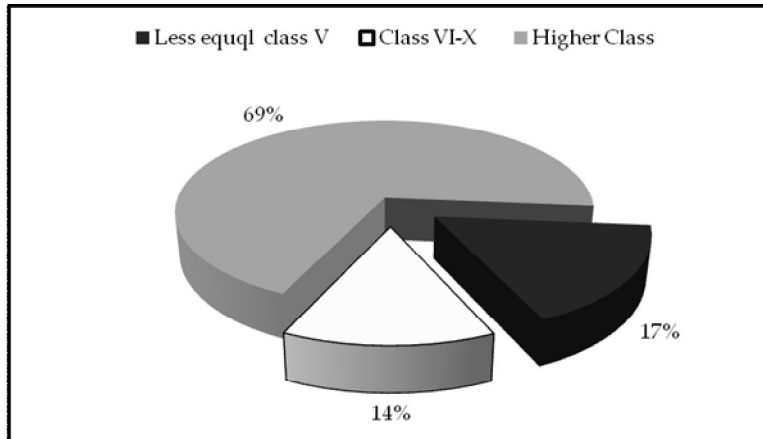


Source: Unnayan Onneshan Field Survey, 2013

3.2 Educational Backdrops of the Respondents

Migration pattern mostly varies with the educational qualification of the respondents. According to the study, 69.49 percent respondents have achieved education upto class 10 and above whereas 13.56 percent received education upto class 6-10 and 16.96 percent acquired education of less than class 5. It is observed that the migration rate is high among the educated people due to a few suitable job opportunities for them in urban areas. They are, however, not interested to be involved in agricultural professions that are the most common in the rural areas.

Figure 6: Educational status of the respondents

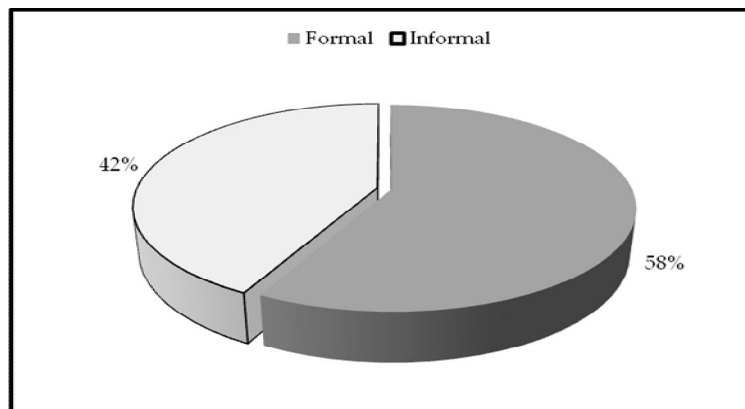


Source: Unnayan Onneshan Field Survey, 2013

3.3 Type of occupation of the Respondents

The growing number of migrant work force in Dhaka city created work force surpluses compared to the availability of job opportunity. Thus, many migrant work forces are being engaged in the informal sector. The urban poor are mostly employed in self-managed jobs (low paid) in the informal sector like rickshaw pulling, street selling and vending, construction work, driving and transport etc. On the other hand, educated people are mostly engaged in the formal sector job. Due to scarcity of formal job opportunity, many of them are penetrated them into various kind of business. Majority of the respondents (57.63 percent) are doing job in formal sector and the remaining portion of the respondents are involved themselves in various kind of informal job.

Figure 7: Type of occupation of the respondents



Source: Unnayan Onneshan Field Survey, 2013

3.4 Economic Characteristics of the Respondents

The economic characteristics are generally related to income, expenditure and saving of the respondents. Considering individual income, only 7 percent have their monthly income BDT less or equal BDT 10000 followed by 15 percent whose income is between BDT 10001 and 20000, 16 percent and 10 percent have their income are BDT 20001-

30000 and BDT 30001 or above respectively. The average monthly income of the respondent is BDT 20796.6. On the other hand, majority of the respondents' (42.37 percent) monthly expenditure is less or equal BDT 10000 whereas 37.29 percent and 20.34 percent respondents have their monthly household income of BDT 10001-20000 and BDT 20001 and above respectively.

Table 3: Economic profile of the respondents

Economic Indicators	Frequency	Percent	Total (BDT)	Average (BDT)
Monthly Income of the Respondents (BDT)				
1-10000	18	30.51	150000	8333.33
10001-20000	15	25.42	233000	15533.33
20001-30000	16	27.12	405000	25312.50
30001+	10	16.95	439000	43900.00
Average Monthly Income (BDT)			20796.6	
Monthly Expenditure of the Respondents (BDT)				
1-10000	25	42.37	194500	7780.00
10001-20000	22	37.29	345000	15681.82
20000+	12	20.34	324000	27000.00
Average Monthly Expenditure (BDT)			15567.8	
Monthly Savings of the Respondents (BDT)				
1-500	9	15.3	4200	466.67
501-2000	20	33.9	32000	1600.00
2001-5000	16	27.1	67000	4187.50
5001+	6	10.2	69000	11500.00
Average Monthly Savings (BDT)			2918.64	

Source: Unnayan Onneshan Field Survey, 2013

Additionally, their average monthly expenditure is BDT 15567.8. Most of the respondents (86.4 percent) have a tendency of monthly savings whereas 13.6 percent respondents have no savings. Moreover 15.3 percent respondents have a savings of BDT 1-500 while 33.9 percent, 27.1 percent and 10.2 percent have saving of BDT 501-2000, BDT 2001-5000 and BDT 5001 and above respectively

4 ASSOCIATION OF DIFFERENT VARIABLES WITH THE REASON FOR MIGRATION

This section intends to seek association between the reason of migration and some other different variables like age, sex, marital status, educational backdrops, type of occupation, family type and impact of occupation on life.

Most of the respondents (69.2 percent) aged 26-35 years, migrated to Dhaka city due to lack of job opportunity. On the other hand, 25.6 percent, 2.6 percent and 2.6 percent work force, who are in the same age group, migrated themselves due to poverty, landlessness and natural calamity respectively. The number of migrant work force varies in different age group of the labour force. Most of the work force migration occurs in the age group of 26-35 years. The migration pattern varies according to sex as well. The work forces shifted from their region mainly due to poverty and lack of job or working opportunity in their origin. About 73.8 percent of the male migrated themselves for getting better job whereas 52.9 percent of the female migrated for this purpose.

Among the married respondents, 64.7 percent migrated themselves due to the lack of job opportunity whereas, 29.4 percent, 2.9 percent and 2.9 percent are migrated for poverty,

landless and natural disaster respectively. On the other hand, 78.3 percent of the unmarried work force changed their origin for getting a better job or working facilities, whereas 17.4 percent and 4.3 percent migration occur due to poverty and landlessness respectively.

There exists a significant relationship between educational qualification and reason of migration of the respondents. About 70 percent of the less educated (less or equal class 5) work force changed their native land in order to free from the curse of poverty, whereas totally 30 percent migrated for landlessness, natural disaster and lack of working opportunity. Moreover, about 63 percent of the respondents, having education for class 6-10 have migrated due to poverty whereas 25 percent have migrated due to lack of working opportunity. On the other hand, the higher educated respondents (90.2 percent) are migrated for mainly resourceful job or business. Besides, 9.8 percent migration is occurred for alleviating poverty only. It is also found that, major portion of the migration occurred for two causes: poverty² and lack of job or working opportunity³.

Table 4: Association between reasons of migration and some other different phenomena

Variables	Reasons of Migration				Total
	Poverty	Landless	Natural Disaster	Lack of job opportunity	
Age Group (in year)					
16-25	3 (30.0)	0 (0.0)	0 (0.0)	7 (70.0)	10 (100)
26-35	10 (25.6)	1 (2.6)	1 (2.6)	27 (69.2)	39 (100)
35+	3 (30.0)	1 (10.0)	0 (0.0)	6 (60.0)	10 (100)
$\chi^2 = 2.420$ d.f. = 6.0 $\rho = 0.877$					
Sex					
Male	8 (19.0)	2 (4.8)	1 (2.4)	31 (73.8)	42 (100)
Female	8 (47.1)	0 (0.0)	0 (0.0)	9 (52.9)	17 (100)
$\chi^2 = 5.493$ d.f. = 3.0 $\rho = 0.139$					
Marital Status					
Unmarried	4 (17.4)	1 (4.3)	0 (0.0)	18 (78.3)	23 (100)
Widow	2 (100.0)	0 (0.0)	0 (0.0)	0 (0.0)	2 (100)
$\chi^2 = 7.447$ d.f. = 6.0 $\rho = 0.282$					
Education Qualification					
Less equal V	7 (70.0)	1 (10.0)	1 (10.0)	1 (10.0)	10 (100)
VI-X	5 (62.5)	1 (12.5)	0 (0.0)	2 (25.0)	8 (100)
XI and Higher	4 (9.8)	0 (0.0)	0 (0.0)	37 (90.2)	41 (100)
$\chi^2 = 34.704$ d.f. = 6.0 $\rho = 0.000$					
Type of Occupation					
Formal	4 (11.8)	0 (0.0)	0 (0.0)	30 (88.2)	34 (100)
Informal	12 (48.0)	2 (8.0)	1 (4.0)	10 (40.0)	25 (100)
$\chi^2 = 15.999$ d.f. = 3.0 $\rho = 0.001$					
Impact of Occupation on Living Status					
Better	5 (12.2)	1 (2.4)	0 (0.0)	35 (85.4)	41 (100)
No Change	11 (61.1)	1 (5.6)	1 (5.6)	5 (27.8)	18 (100)
$\chi^2 = 19.792$ d.f. = 3.0 $\rho = 0.000$					

*Note: () indicates the percentage
Source: Unnayan Onneshan Field Survey, 2013*

² See Appendix-B

³ See Appendix-C

Additionally, a strong relationship between the cause behind migration and type of the respondents' occupation is there. Most of the respondents (88.2 percent) shifted themselves in Dhaka city for getting better job and engaged in any kind of formal job. About 12 percent of the respondents migrated themselves to alleviate their poverty. On the other hand, among the migrated people due to poverty, 48 percent are involved in informal job. Lack of formal job opportunities in Dhaka city, many eligible work forces engaged themselves in different informal job such as various kinds of business.

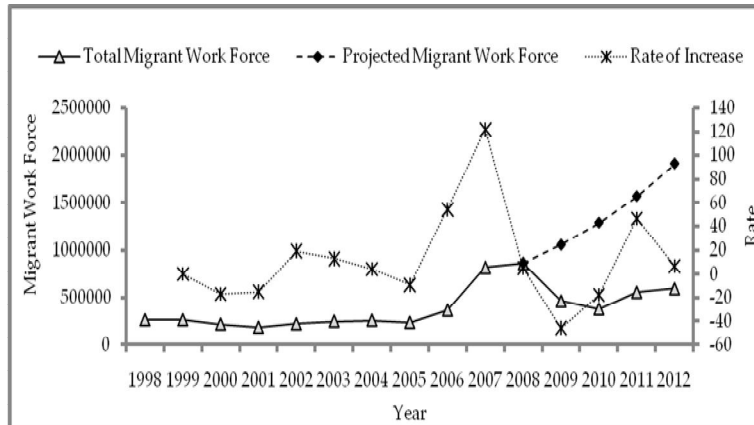
The living status of a migrant work force depends on the types of occupation. Occupation of the migrants depends on the root cause of migration. Only a little portion (12.2 percent) of the work forces, which came to Dhaka for alleviating poverty, can be able to improve their living status by doing their present job. On the other hand, 61.1 percent of them are unable to change their status. Moreover, 85.4 percent migrant work force raised their living status in a better position. About 27.8 percent of the migrant work force could not improve their livelihood status.

5 STATE OF INTERNATIONAL MIGRANT WORK FORCE

5.1 Flows of Employment in International Migrant Work Force

The work force migration inflow has been following an increasing trend over the years from 1998 to 2008. Later, inflow continued to decline over the next two successive years (2009 and 2010). The global economic recession and collapse of the construction sector in the Middle Eastern country is the reason of declining the demand of external migrant work force. Again, the increasing trend continued in the succeeding two years (2011 and 2012) in comparison with the preceding two years due to the recovery of economic condition of the KSA and UAE. In addition, because of the depressed demand for work force arising out from political instability in some Middle Eastern countries, the rate of growth in work force migration declined which was 0.86 million in 2008 and reached to 0.47 million in 2009 with an annual rate of 46 percent. This rate further declined from 0.47 million to 0.38 million with a rate of 18 percent from 2009 to 2010. After that, this rate of growth was following an increasing trend in the succeeding two years. It has reached at 0.56 million and 0.6 million in 2011 and 2012 with annual rate of 46 percent and 6.7 percent from the preceding year 2010 and 2011. Furthermore, the total migrant work force was 0.3 million in 1998 which picked up to 0.9 million in 2008 with a rate of 22.3 percent per annum. It is therefore, if those countries were not attracted by political instability, more 3.8 million work forces could be employed from Bangladesh. For this, the curse of unemployment would be declined. At the same time, a huge portion of foreign remittance might be achieved as well as the overall GDP might be influenced.

Figure 8: International migrant work force employment

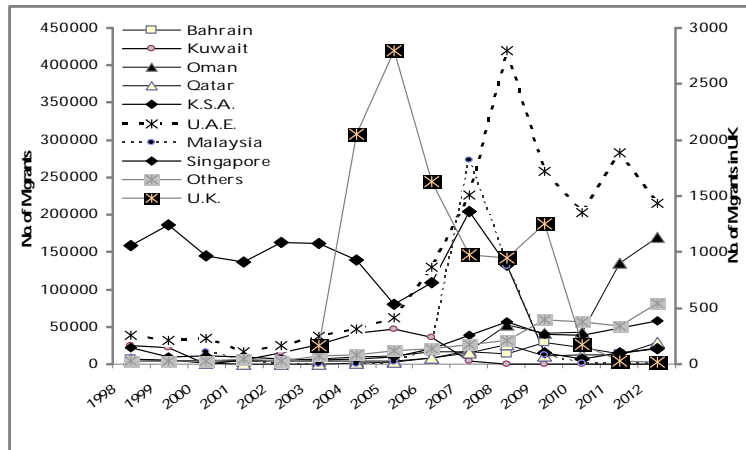


Source: Author's calculation based on Bureau of Manpower Employment and Training (BMET), Bangladesh

5.2 Major Country wise International Migrant Work Force

Most of the migrants of Bangladesh are working in Saudi Arabia (K.S.A.), the U.A.E., Malaysia, the U.K., Kuwait, the U.S.A., Oman and Singapore. Besides, new employment opportunities for Bangladeshi workers have also been created in Bahrain, Qatar, Jordan, South Korea, Brunei, Mauritius, Italy and other countries. The labour market for Bangladeshi migrants, however, is not static. For example, during the 1970s K.S.A., Iraq, Iran and the Libyan Arab Jamahiriya were some of the major destinations of Bangladeshi migrants. While Saudi Arabia stood on the top destination, Malaysia and the UAE became the important receivers. Malaysia used to be the second largest employer of Bangladeshi workers. Though Malaysia is an important destination of Bangladeshi migrants, Asian financial crisis of 1997 slowed down the migration from Bangladesh to Malaysia during 1998-2004 and the UAE has taken that place (Siddiqui, 2005). Only 23046 people have migrated to Malaysia during that period which was very much lower than that of people, migrated in 1997 accounted for about 0.15 million (BMET, 2009). Whereas, almost 231246 work force migrated to the U.A.E. during the same period. During 1998 to 2008, the K.S.A. still remained the top and foremost destination for Bangladeshi migrants accounted for about 40.53 percent of total work force export. The U.A.E. took the second position and Malaysia became the third which was about 26.80 percent and 11.3 percent of the total migrant work force respectively. Again due to the political instability, the demand for work force from Bangladesh has decreased in some Middle Eastern and other countries. Finally, it is observed that in year 2012, the position of the K.S.A., in terms of work force receiving country, has replaced by the U.A.E. That is, over the period from 1998 to 2012, the U.A.E. became the first, the K.S.A. became the second and Malaysia hold the third important destinations of Bangladeshi migrants occupying 33.83 percent, 27.93 percent and 7.77 percent migrants respectively.

Figure 9: Major country-wise international migrant work force employment

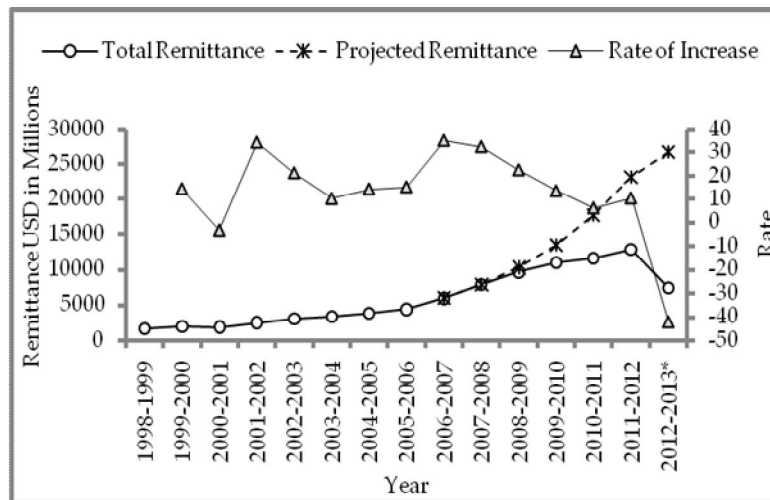


Source: Author's calculation based on Bureau of Manpower Employment and Training (BMET), Bangladesh

5.3 Remittance Inflows of International Migrant Workers

Migrant work force contributes a lot to the economic development of the country through their income and remittances. Like migrant work force, the amount of remittances has also been following an increasing trend during 1998-2012. The rate of increase in remittance, however, showed a higher trend in volume over FY 1998-1999 to FY 2006-2007 than that of FY 2007-2008 to FY 2011-2012. Since the demand for external labour migration declined due to the global economic recession and collapse of the contraction sector in the Middle East, the rate of increase of foreign remittances declined as well. The remittances of migrant workers stood at USD 1705.74 million in FY 1998-1999, which increased to USD 5978.47 million in FY 2006-2007 with a rate of 31.31 percent per year. If the flow of remittances could be taken into account, its contribution to GDP and export earnings would certainly be much higher. The contribution of remittance to Gross Domestic Products (GDP) increased from a meager 3.73 percent in FY 1998-1999 to 8.73 percent in FY 2006-2007 (Bangladesh Bank, 2008). Later, this contribution has reached to USD 14843.4 million in FY 2011-2012 with an annual rate of 22.97 percent from FY 2006-2007. However, if the annual rate of increase in remittance would remain the same as the period of FY 1998-1999 to FY 2006-2007, the total foreign remittance, earned by migrant work force, would be picked up at USD 23064.63 million in FY 2011-2012 which would be 79.59 percent higher than that of the actual scenario as the same of FY 2011-2012.

Figure 10: International remittance inflows from the migrant workers



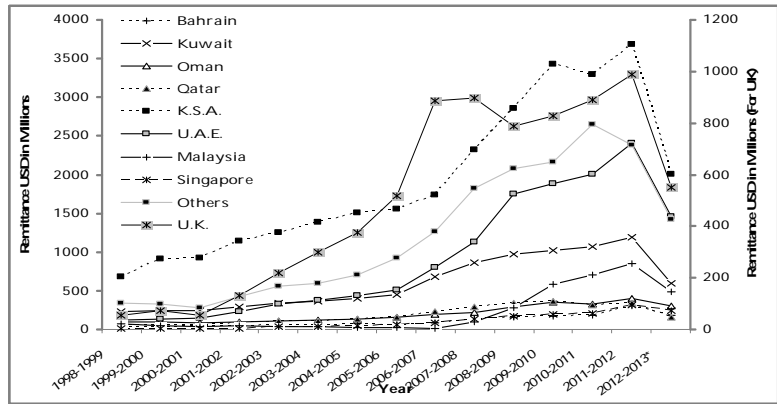
* Data available up to December, 2012.

Source: Author's calculation based on Bangladesh Bank

5.4 Major Country Wise Remittance Inflow from the Migrant Workers

Major share of the total remittances in Bangladesh came from the countries of the Middle East. Individually, Saudi Arabia stood at the first position over the last few years from FY 1998-1999 to FY 2007-2008. The U.A.E. stood at the second position over the same period. In 2007-2008, the highest amount of remittances came from Saudi Arabia which was USD 2324.23 million, followed by USD 1135.14 million from the U.A.E. In terms of remittance receiving, Malaysia took the 5th position over the period from FY 1998-1999 to 2007-2008. Again, Malaysia ranked 3rd in terms of work force receiving as most of migrant work forces received by them from Bangladesh were semi-skilled or low-skilled, along with low salary structure compared to other professional or skilled workers. The total amount of remittances earned by Bangladesh from Malaysia was USD 2846.84 over the some past years from FY 1998-1999 to FY 2011-2012. Remittances received from Saudi Arabia and U.A.E was USD 26700.5 million and USD 12281.3 million over the same period respectively. In other words, Saudi Arabia still remained at the top and U.A.E. at the 2nd position by sending 32.63 percent and 15.01 percent of the total remittance from FY 1998-1999 to FY 2011-2012 respectively. Due to the global economic recession and collapse of the construction sector in the Middle East, the demand for external labour declined. As a result, the flow of remittance declined as well over the same time. It is remarkable that, in terms of work force receiving, U.K. stood at the last position, but ranked 4th in terms of sending remittance. Even though the number of migrant workers is low in the USA, majority of the migrant workers there are professional or skilled workers with higher wages. The continuous augmentation in remittances of the workers is occurred mainly due to the increase of skilled manpower export and the creation of facilities to send remittances from abroad.

Figure 11: Major country wise remittance inflow from the migrant workers

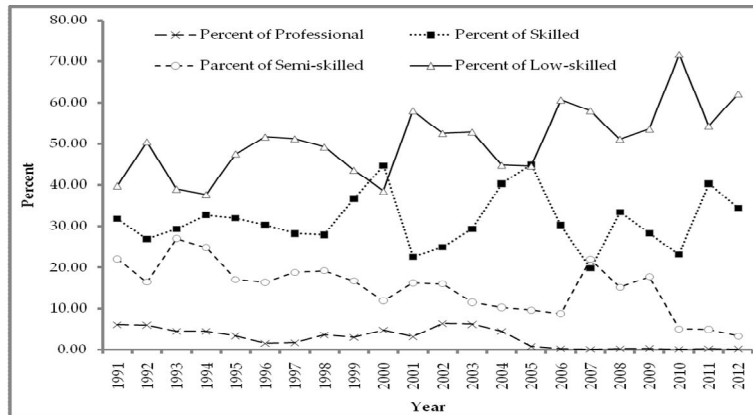


Source: Author's calculation based on Bangladesh Bank, 2013

5.5 Category wise International Migrant Work Force

Though rate of participation of both skilled and low-skilled work force in the foreign labour market has increased over the period from 1991 to 2012, the low-skilled work force increased with a more accelerated pace than that of skilled labour forces. It is evident that, skilled migrant work force has increased from 31.87 percent in 1991 to 34.45 percent in 2012 with an annual rate of increase of 0.39 percent, while, for low-skilled, the rate of increase was 2.65 percent per year during the same period. The rate of migrant work force for professional and semi-skilled has decreased by 4.33 and 1.77 percent during the same period respectively. Based upon the historical track record, in 2012, out of 0.6 million labour migration, 62.05 percent were low-skilled, 3.37 percent were semi-skilled, 34.45 percent were skilled and only 0.13 percent were professionals while the share of low-skilled, semi-skilled, skilled and professional labour migration were 39.84 percent, 22.16 percent, 31.87 percent and 6.13 percent respectively in 1991. Although many low-skilled workers at abroad acquired high skill on the job but they do not have any formal certificates to show their efforts. That's why; the increasing trend of low-skilled migrant workers however, cannot raise the bar of foreign remittance.

Figure 12: Category wise international migrant work force



Source: Author's Calculation based on Bureau of Manpower Employment and Training (BMET), Bangladesh

6 PERSISTENCE OF MIGRATION FLOW

The increasing phenomenon of international migration is being observed as an escape route both for the migrant workers and their families. Lack of job opportunity in rural sector creates rural unemployment, which tempted the work forces to be migrated in urban sectors in order to get full employment. Wage differentials between rural and urban areas also induced them for migration. Hence, these generate an increasing flow of migrant workers as well as create a labour surplus in the labour market. This availability of labour force also creates an opportunity for the entrepreneur to easily find the cheap labour making them a bargain basement labour force.

In addition, the growing disparities between countries and regions have been naturally contributing to this cross border flows of the workforce. Particularly in some Middle East countries, a high level of wage disparity exists between national and foreign workers. In Bangladeshi labour market, earning differences between men and women exist both in occupational segregation and payment differs within the same occupation. In addition, the international migration of labor is accelerating due to ongoing process of globalisation and free trade regime. Feminisation of the whole process is the new dimension added to the overseas flows of work forces.

It is noted that, most of the work forces are harassed by some recruiting agencies; some of them (agencies) send workers for non-existing post or an illegal way. The scrape of those entering without documents would be precarious further. Some Gulf States receive more workers compared to their actual need. That's why; these kind of excessive workers are being exploited and engaged in various kinds of illegal works. The work force migrants are deprived of their right to organise and to do the collective bargaining. Their difficulties are turned as largely miserable. Due to the absence of adequate enforcement mechanism, they remain vulnerable and socially insecure. Many of the migrant work forces are being exploited by some unscrupulous agents in the labour sending countries. The agents are quite often in connivance with the government officials, exploiting the intending migrants by extorting substantial money, distorting facts; even using the illegal channels. Many of the migrant workers pay a substantially higher amount to the employment agencies for managing their journeys to overseas destinations. The high cost involved in migrating largely makes the migrant workers subservient, docile and vulnerable. Most of the migrants are bounded in debt in their origin for collecting the excessive fees. The fee is paid disproportionately to the wages they receive, almost consuming salary of a year. So, in order to free from the debt or from the curse of poverty, they have to work there with a full mental and physical pressure in any environment.

7 CONCLUSION

Migration of labour force is a natural process by which surplus work force released from the areas where their marginal products and hence earnings are either zero or very low to places where these are high and growing. In general, the decision of migration comes to be the function of variables like the income differential between the countryside and the town, the chance of getting a job and availability of information on jobs in urban locations. After migration, many migrants have failed to find an appropriate job. Bangladesh is a developing country where migrants go for some specific reputed places as the opportunities are unduly distributed into some big cities like Dhaka. Urbanisation in Bangladesh is poverty driven and this may often happen among the marginalized peasantry and the landless poor. On the other hand, the lack of job opportunity in the origin induces most of the work force to migrate in another region as well as the educated work force. The pull factors are in a large measure of the direct or indirect results of government's development policy and effort. These factors attract the work force and encourage them to migrate to urban locations. Thus, allocation of public funds in the successive five year plans has been consistently biased towards the urban, and against the rural area.

The alleviation of poverty in Bangladesh, however, has been at the heart of the Government's development strategy. Implicitly, one objective of such strategy has also been to slow down the pace of rural-urban migration, and for that matter to reduce the problems associated with excessive urbanisation. In order to do so, the essential pre-conditions seem to be the expansion of employment opportunities as well as the creation of better living conditions through improved availability of essential health care and occupational services. Moreover, balance development is urgently needed to reduce the rural-urban migration. Special attention should be given to create new employment opportunities throughout the country. Special training for skill development should be implemented for human capital of the labour force. Unless effective steps are taken with rigorous planning regarding employment, it will be difficult to reduce the rural-urban migration of the labour force along with the target of becoming a middle income country. For a hugely labour surplus country like Bangladesh, international migration would be the best possible option for these work forces. Government of Bangladesh should be committed to have plan or programme for accessing the rapidly changing international labour market. So, to reap the benefits of overseas migration, government of Bangladesh should give special attention on international migrant work force, which plays vital and indispensable role in the national economy of Bangladesh by creating employment opportunities in abroad as well as increasing the flow of remittances. Moreover, international migration can be turned into a major development enhancing process reducing poverty as well as becoming important livelihood strategy for the developing Bangladesh.

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Appendix – A

DATA SOURCES AND METHODS

This chapter is based on a sample size of 59 respondents from different slum areas in different places (West Agargaon, Mirpur and Taltola) of Dhaka city. A stratified sample has been drawn randomly to ensure the inclusion of people of all categories. The data for the present study have been obtained through a survey during January-February, 2013. The main instruments for data collection are well-structured questionnaires administered on respondents by the trained enumerators under the supervision of Unnayan Onneshan. Secondary data have also been collected from different Labour Force Survey of Bangladesh Bureau of Statistics (BBS), related journals and books to explain the scenario of informal labour force in Bangladesh.

Appendix B

Abul is from Horishpur village of the Naogaon district. Except the house for living, they had no land of their own. His father was a day labourer with daily income of BDT 70. He was suffering from various diseases for excessive hard work. Due to lack of money he could not take treatment from the physician but sometime took medicine under the supervision of people in drug store. To support the family, Abul's mother had to work in neighbour's house in favour of only three times food instead of money. Every member had to depend on that food as well. Owing to working hard with a lack of proper food, Abul's mother also fell into sickness. In this situation, he has to start work as a day labourer to support his family. Meanwhile, for his sister's marriage Abul has to sell all the old trees to meet up the partial demand of dowry. It is a matter of regret that for the inability to repay the dowry amount, the in laws of the sister sent her to Abul's home. This sorrow has led his father to death. Finding no way to meet up the demand of his sister's dowry, Abul thought to mortgage their house but it was already mortgaged two years ago by his father. For inability to repay the loan, lender ordered them to leave the house within five days. He was completely at a loss then. In that situation, his elder sister proposed him to go to Dhaka where one of her in laws worked in a garment. It is thought by them that the in laws may help them in Dhaka city. Abul left his village home and came to Dhaka in search of livelihood there. The in law in Dhaka managed a rickshaw for Abul by rent as well as managed work for his two sisters in a garment. The sisters are earning BDT 5500 jointly now. He along with his two sisters and that helpful in law are living now, in house, rented by BDT 4000. So, the incidence of poverty forced Abul to be migrated in Dhaka like this from his origin.

Appendix C

Nayan is working as a chemist in a private organisation. He was born in a simple farmer's family in a village of Naogaon district. His father is a hard working farmer and mother is a housewife. Nayan is the eldest son of the family; his only one brother is 7 years junior to him. For adjustment of the extra expenditure including educational cost, Nayan's father started an additional small business that made them economically comfortable. For his brilliant result in the S.S.C, Nayan's family was too ambitious with him. Consequently, his family came to the district town and he got admitted to college. He obtained a brilliant result in H.S.C as well. So, he wanted to go to divisional town for coaching in purpose of admitting into a university. But, due to additional expenses, his parents did not allow him to go there. Finding no other way, Nayan got admitted into BSc (Hons.) in chemistry in the local college under national university. For getting a self sufficient economic condition, he had to start private tuitions since he was in Hons. (2nd year). This kind of inconsistency in study hampers badly in his result of graduation. Meanwhile, he started to apply for jobs. Several times in a month, he had to come in Dhaka city for attending in job examination. It became burden for him to bear such type of additional expenses. Even he searched for a job instead of not getting any kind of public or private job which are not adequate in their locality. Moreover, after completing Masters Degree, Nayan tried for a job in local school and college. However, inadequate institutions and lack of political interventions in having a job did not favour him. In these circumstances, Nayan decided to leave his locality for Dhaka by the advice one of his teachers. He tried for a job here and got within 1.5 months. Now, he is trying for a better one besides preparing for job examination. According to Nayan, *"If we get available job opportunity in district level, we would not leave our locality certainly for Dhaka in search of a job"*

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