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BEHIND SUCCESSFUL AND UNSUCCESSFUL OVERSEAS MIGRATION: WHAT MATTERS? A CASE STUDY OF BANGLADESH

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Abstract

The paper examines the migration process along the factors related to successful and unsuccessful overseas migration from Bangladesh. Both qualitative and quantitative techniques such as questionnaire survey and Key Informant Interviews were used to find out data as per the research objectives. To determine the factor, T- tests were employed for testing the significance of mean and significance of proportion. The study found that level of education, occupation before migration; migration process, categories of skill, act of motivation sources, etc. were very significant to define the successful and unsuccessful migration. Push factors including economic depression, poverty and ultra poverty, etc. and pull factors including employment privileges, better livelihood opportunities, etc. were major reasons behind migration. Some (24%) successful migrant workers and maximum (66%) unsuccessful workers faced challenges in their workplaces and during travelling respectively. This study found the most common challenges of migration were: surplus manpower, migration without visa, poor monitoring and controlling of the relevant authority, high cost of process, etc.

Keywords: Migration Process, Push Factors, Pull Factors, Bangladesh.

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Background of the Study

Migration, a rising policy priority in the globalized world is a private decision taken by an individual in search of employment opportunities and better incomes for the improvement of their lives. International migration is closely linked with globalization and socio-economic development in countries of origin and destination (IOM, 2013). ILO estimates 150.3 million migrant workers in the world including 11.5 million domestic workers (ILO, 2015). Like other South-Asian countries, Bangladesh has also seen the increasing movement of its people into the international labor market over the years (ILO, 2014). There were 6000 Bangladeshi migrant workers in abroad in 1970s and since then the total number of migrant workers has climbed up to 8,307,749 (Afsar, 2009 and Siddiqui and Sultana, 2013).

Since the 1980s, Bangladesh has become one of the major sources of migrant labours. In Bangladesh, a lot of poor people migrated as temporary labour for better occupational facilities and chosen illegal ways in this regard (Islam, Parveen and Kamal, 2013). In most cases they were semi-skilled or unskilled and illiterate also. Generally people migrated toward the middle-east countries as labours for short-term period while skilled and professionals migrated toward the western countries for better educational opportunities, specialized job, and better health-care system. Income inequality, unstable political situation, lack of wealth/resources, and lack of social security forced people to migrate (Siddiqui, 2005).

In Bangladesh, people mostly emigrate to find better economic opportunities for leading sound life (Ratha, 2005). Migrants who are able to send remittances to the countries of origin are mainly considered as successful migrants. But migrants who are cheated by the recruiting agency or any medium and forced to come back from airport or travelling or destination countries are considered as unsuccessful migrants. A lot of records and surveys or study reports are available about the successful migrants with their flow of remittance and impacts of overseas migration. But unfortunately there is no record about the number of unsuccessful migrants. No one even the government is not aware about the misfortune of unsuccessful migrants as well as reasons behind unsuccessful migration in Bangladesh.

This paper tries to understand the international migration process with key focus on influencing factors behind successful and unsuccessful migration of Bangladeshi migrants. This study has discussed on the procedures of choosing the Government to Government (G2G), Business

to Business (B2B)/private process; factors behind reluctance of people to choose G2G or B2B process; coordination among the components of whole process; people's experience of managing the hostile environment during travelling abroad; fellow travelers related issues; justice and compensation related issues; people's experience of sharing their mass awareness and facing vulnerability in terms of sharing their experience; and finally the overall experience of returnee migrant workers in case of the effectiveness of selected initiatives.

Literature Review

Ratha, Mohapatra and Scheja (2011) found the increased income, poverty reduction, improved health and educational outcomes, economic development and gaining social cost were main reasons for migration. The study also found the most common challenges which include: integration of immigrants, job competition between migrant and native workers, fiscal costs of provision of social services to the migrants, violence, political persecution and human trafficking. IOM (2013) has conducted a situation analysis on migration and HIV in Bangladesh where migrant's health challenges and vulnerabilities issues were discussed in specific five phases: pre-departure phase, travel/transit phase, destination phase, interception phase and return phase. ILO (2014) discussed the challenges faced by the women and men domestic workers and care-service providers. From the viewpoint of migrants, aiming to improve the condition of life for themselves and for their families is a powerful motivation for migration (EC, 2000). Overseas migration has many positive economic impacts too on daily life as well as society (Alam et al., 2011; Rahman and Rahman, 2008; Sabur and Mahmud, 2008; Ahmed, 2012; Hassan, 2007; Khan, 2008). Particularly, migration is an effective tool to reduce poverty and important for socio-economic development of any labor intensive country like Bangladesh. Migrant's remittance has become major source of income for many households in Bangladesh and brought a change in life style, income, business activities from which non-migrants also get profit and also improve the livelihood as well as improve the socio-economic conditions of poor people. In Bangladesh, most of the people emigrate to find better economic opportunities for leading sound life (Ratha, 2005). Islam (2011) found that Bangladesh supplied four main categories of migrant workers: professional, skilled, semi-skilled and unskilled for two types of migration: short-term and long term. This study also elaborated the economic contribution of migrant workers through remittances as well as its policy implications. Ratha, Mohapatra and Scheja (2011) found that nowadays developing as well as developed countries are largely recipients of the international migrants. For suggesting the ways forward,

the study recommended few policies including improving recruitment mechanisms, facilitating international labour mobility through safe and legal channels, better monitoring of recruitment process and policies for controlling immigration border.

Data and Methods

Methods of Data Collection

The study used mixed method approaches including qualitative and explanatory research approaches which had been supplemented by the quantitative and qualitative data. Questionnaire survey and secondary data review were used at different stages to achieve the study objectives. Secondary data sources were used to explore the migration scenario of the world as well as Bangladesh.

Study Area

The study was conducted in Teknaf Upazila of Cox's Bazar district under the Chittagong division in the Southern Bangladesh (Figure 01). Geographical position of the study area was at 20.8667°N 92.3000°E.



Figure 1: Teknaf Upazila, Cox's Bazar, Bangladesh

According to the report of BMET, district wise overseas employment rate of 2005-2016 shows that Comilla was the highest under the districts of

Chittagong division (BMET, 2016). Recently Teknaf had become the “Malaysia Airport” for jobseekers and traffickers of 41 districts of the country (Daily Star, 2015). Thus, unsafe migration promoted human trafficking which was big business in huge swathes of Teknaf and Cox’s Bazar, created an entry point of illegal activities, especially using fishing boats into the country (Hasan, 2015). This prompted the researchers to select Teknaf as study area purposely.

Sampling Technique

Five Unions named Baharchhara, Nhila, Sabrang, Teknaf, and Whykong of TeknafUpazila of Cox’s Bazar district were selected purposively as those were highly trafficking-prone areas where a good number of migrated people were there.

Sample Size and Respondents of the Study

The sample was selected by using two non-probability sampling methods: purposive and snowball sampling. In case of sample size selection for successful migration 50 respondents were selected purposively and for unsuccessful migration 50 respondents were selected through using snowball sampling method.

In order to achieve the research objectives, 100 households survey (50 of successful migrants and 50 of unsuccessful migrants), and 7 KILs were conducted in the five Unions of TeknafUpazila of Cox’s Bazar District and Dhaka with BOESEL members, local government representatives and private recruiting agency representatives at Dhaka – the capital of Bangladesh.

Data Collection Tools

Primary information was collected by using checklist and semi-structured questionnaire in order to know how people took decision to choose migration processes: G2G, B2B, Private and/or irregular, crisis management, fellow traveler related issues, justice and compensation related issue, role of both countries of origin and destination, role of recruiting agencies in the country of origin and the employers in the country of destination and finally safety, security and welfare of migrant workers’ related issues. The survey findings have been validated with the KIL findings. Among the KILs the researchers included the representative and/or members of BOESL, private recruiting agency representatives, local journalists, police officers, Chairmen/Members of

Upazila Parishad and Union Parishad. All these interviews were conducted in January, 2016.

Data Processing and Analysis

The survey questionnaire was pre-coded. After completing data collection, data was properly cleaned and corrected discrepancies by referring back to the original questionnaire. Once the task of data entry and cleaning was completed, Statistical Package for the Social Sciences (SPSS) software was used for quantitative analysis as per study objectives.

Operational Definitions

Successful Migration: Migrant workers, who had successfully completed migration, provided remittances and returned home intentionally.

Unsuccessful Migration: Migrant workers, who were cheated by the recruiting agencies/ broker (dalals)/ by any middlemen and compelled to come back from airport and/or, on the way of travelling, and/or, destination country living there for mostly less than six months.

Results of the study

Socio-demographic Features of Returnee Migrant Workers (RMWs)

Under the study two types of respondent were taken into consideration: successful and unsuccessful returnee migrant workers.

Table 1: Comparison of socio-demographic characteristics between successfully and unsuccessfully returnee migrant workers

Socio-demographic characteristics of Returnee Migrant Workers			
Variables	Attributes	Successful Migration	Unsuccessful Migration
		Percentage	Percentage
Age	21-30	36	60
	31-40	32	22
	41-50	20	12
	More than 50	12	6
	Total	100	100

Sex	Male	82.0	0
	Female	18.0	0
	Total	100.0	100
Marital status	Single	14	30
	Married	86	68
	Widower	-	2
	Total	100	100
Educational qualification	Illiterate	14	26
	Primary	62	58
	Secondary	16	14
	Higher secondary	6	2
	Bachelor/Hon's	2	-
	Total	100	100
Number of family members	1-3	6	4.1
	4-6	38	40.8
	6+	56	55.1
	Total	100	100
Present occupation	Unemployed	60.0	36.0
	Farmer	-	10.0
	Small traders	28.0	8.0
	Service holder	2.0	10.0
	Fisherman	4.0	10.0
	Day laborer	2.0	12.0
	Others (specify)	4.0	14.0
	Total	100.0	100.0
Occupation before migration	Unemployed	24.0	14.0
	Farmer	14.0	20.0
	Small traders	30.0	18.0
	Service holder	4.0	8.0
	Fisherman	22.0	18.0
	Day laborer	4.0	12.0
	Others (specify)	2.0	10.0
	Total	100.0	100.0
Present monthly income	>5000	60.0	60.0
	5001-10000	18.0	34.0
	10001-20000	12.0	4.0
	20000+	10.0	2.0
	Total	100.0	100.0

The above comparative frequency table between the successful and unsuccessful returnee migrant workers points out the socio-demographic comparison of the two types of respondent including their age, marital status, educational qualification, number of family member, present

occupation, occupation before migration and monthly income of present and prior to migration. Among the successful migrants 82% were male and rest 18% were females while all unsuccessful migrants were male. In case of successful migrants, maximum 36% and 32% of the workers belonged to the age group of 21-30 years and 31-40 years respectively wherea few were from above 50 years age. In case of unsuccessful migrants as like as successful migrants, most of the respondents (60%) belonged to the age group of 21-30 years while the lowest number (6%) were more than 50 years. According to the marital status of the migrant workers, 86% married and 14% single who successfully migrated while 68% married and 30% single were unsuccessful. In terms of educational qualification, results were quite same for example, 62% successful and 58% unsuccessful returnees were primarily educated but only 2% successful returnees were graduated whereas there were no graduate unsuccessful workers. This finding also represents that educational awareness can eradicate unsuccessful migration. Additionally, 14% successful and 26% unsuccessful were totally illiterate.

Most of the successful (56%) and unsuccessful (55.1%) had more than 6 family members. Currently 60% successful migrants were unemployed but most of them were in Bangladesh due to vacation; so they didn't want to get involved in work, in turn their (60%) their monthly income was also less than BDT 5000. But those who didn't want to migrate again along with few of them who desired to re-migrate were involved with small scale business (28%), fishing (4%), etc. Before migration 30% and 22% of them were involved with small scale businesses and fishing respectively. In case of unsuccessful migrants, 36% were unemployed and rest started to get involved in several professions like agricultural activities (10%), services (10%), fishing (10%), day laborers (12%), etc. As like as successful migrant workers, monthly income of the major unsuccessful migrant workers was less than BDT 5000 (60%). Prior to their migration, 20% were farmers, 18% were businessmen and fishermen and their monthly income were less than BDT 5000 (48%), and BDT 5000-10000 (40%) respectively.

Country of Destination for Migration

The survey findings (Figure 2) have shown that mostly Kingdom of Saudi Arabia was the country of destination for successful 64% while other countries were Malaysia (12%), UAE (16%), Qatar (6%), and Singapore (2%). For unsuccessful migration, 63% migrants' country of destination was Malaysia and other countries were KSA (26%), UAE (7%), Oman (2%) and Qatar (2%). BOESL representative accorded that seven countries were major countries of destination in 2015 including Korea,

Jordan, Qatar, Bahrain, Maldives, Bahrain and Oman and private recruiting agency representative pointed Malaysia along with above-mentioned countries.

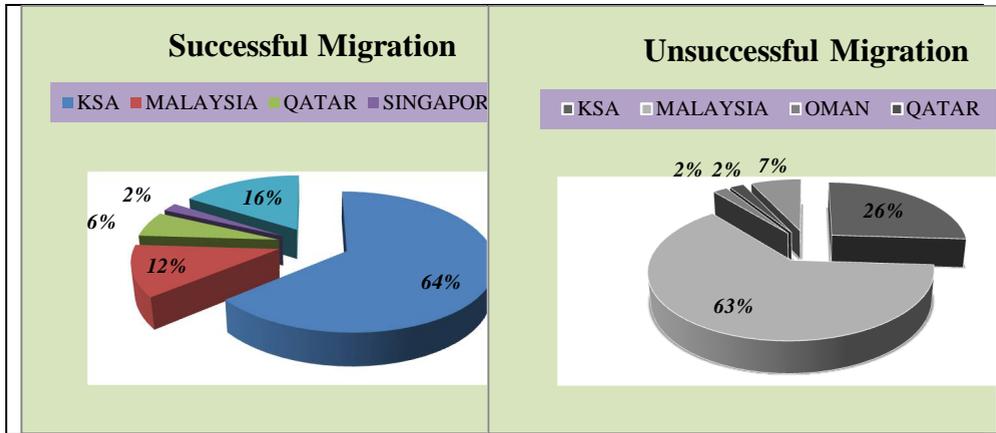


Figure 2. Country of destination for Successful and Unsuccessful Migration

Similar findings were found from the qualitative data of the study which was supported by the latest data of Bangladesh Bank (2014) and Bangladesh Economic Review (2014) which show that 4.41 million migrant workers were engaged in different job trades in different countries in 2012-2013 FY and more than 70% had migrated to the Middle East countries and others to Australia, New Zealand, Canada, Sweden, Malaysia, Singapore, Lebanon, South Korea, Brunei, Mauritius, United Kingdom, Ireland, Italy, etc., a total of 62 countries. Abrar and Sikder (2007) also opined that the Gulf States were the principal destination for migrants of Teknaf Upazila of Cox’s Bazar District in Bangladesh.

Migration Process

Migration is considered as a common livelihood ensuring strategy and often socio-economic alternative to the family level income, especially for many Bangladeshi poor people (Islam, 2011). The study found the existence of three types of migration process:

1. Government to Government (G2G) process
2. Business to Business (B2B) process and
3. Irregular migration.

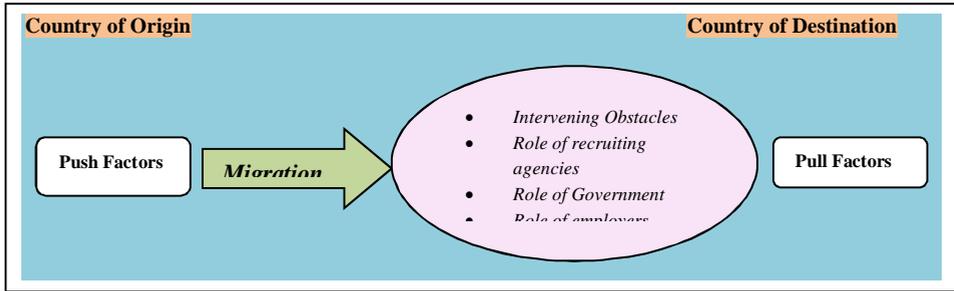


Figure 3. Migration Process

G2G recruitment process is encouraged to avoid unlawful emigration and for that reason, new labor wings have been established in various missions abroad, besides manpower of existing labor wings have been strengthened to ensure the welfare and to protect the migrant workers' rights (MHA, 2013). Bangladesh Overseas Employment and Services Limited (BOESL) is the only State owned institution of Bangladesh conducting tasks for safe migration with its low capacity. Then the B2B process under the supervision of BAIRA has established after the failure mechanism of G2G process. As a national level association BAIRA, with its international and national reputation of co-operation is working continuously for the welfare of the approximate 1100 member agencies in collaboration with and support from the Government of Bangladesh (BAIRA, 2016).

Very soon, B2B process has earned its popularity but due to its high cost many people has become discouraged to use the channel. At that time, they choose the illegal and/or irregular migration process introduced either by the local agents or, their family members, peers, neighbors, or local people. The survey found that all the studied successful migrants followed B2B processes whereas only 14% unsuccessful migrants had used the B2B process and maximum 86% was influenced by family members and local agents to use illegal channel.

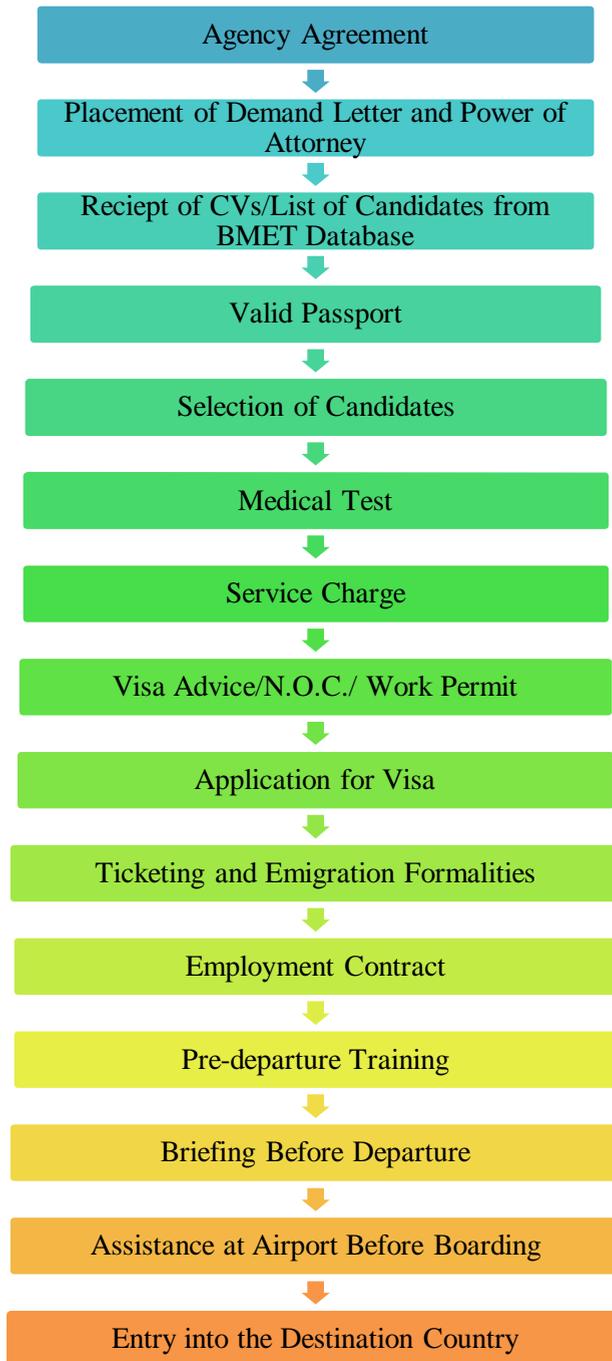


Figure 4. Recruitment process of G2G and B2B channel

In terms of identifying procedural differences, the study found that the migration process of both G2G and B2B is quite same excluding irregular migration. Major vision of the agencies is to ensure safe and low cost migration of the potential workers by efficient and transparent process where the missions are to ensure transparent selection process; ensure minimum migration cost; provide “Right person for Right job”; establish direct relationship with employer and employee without middleman/Dalal; and make migration process efficient and transparent by digitization. Basically, respondents accorded that G2G process is much safer and sound than B2B process.

The recruitment process initiates with the demand and announcement of the employer of the country of destination. In case of G2G process, this process is highly emphasized by the BOESL. In demand letter the type of workers required, nature of work, number of workers, wages/salary, qualification and experience and other terms and conditions of service and benefits the employer would like to offer are mentioned (Figure 4).

Then the recruiting agency maintains the power of attorney, visa advice/ N.O.C./work permit, etc. related issues. After that employment contract is issued including wages/salary, working hour, overtime allowance, travelling expenses, medical facilities, food, accommodation facilities, weekly holidays and annual holidays, etc. (BOESEL, 2015).

The recruiting agencies put much emphasis on the selection process of workers in terms of advertisement of vacancies, receipt of CVs, selection of candidates, medical test, etc. Moreover, they demand a rational service charge where G2G claims that their demand is much lower than B2B process. Finally, the recruiting agencies are bounded to provide pre-departure and departure facilities including visa, passport related issues, ticketing and emigration formalities, pre-departure training, orientation before departure, etc.

When people were unable to afford both G2G and B2B process, then they choose the illegal and/or irregular migration process. This process was generally publicized to the unsuccessful migrants either by the local agents or, their family members, peers, neighbors, or local people. As there was no specific procedure, so there was no excessive charge. Despite knowing the unfortunate consequence of using this path, the comparatively less financial cost provokes the naïve people to choose this illegal channel. All the studied successful migrants followed B2B processes whereas only 14% unsuccessful migrants had used the B2B process and maximum 86% was influenced by family members and local agents to use the illegal channel. Returnee migrant workers who used illegal channel for migration mainly because of the following reasons:

- Unawareness and illiteracy (34%) of the workers
- Low capacity (30%) of G2G process compare to B2B process
- High cost (22.7%) of B2B process compare to G2G process
- Passport and visa problem (4.5%).

Afsar (2009) also found that few regulations were very poor to control and monitor the level of fees charged to workers. Likewise, Abrar and Sikder (2007) found that local intermediaries and travel agencies demanded BDT 70,000 to BDT 130,000 for the cost of migration, but BOESL (2015) depending on the availability of airfare by the employer demand service charge.

Factors behind Overseas Migration

In this study, community level data was used to determine successful and unsuccessful migration. Though total sample size was 100, it was equally divided into two major segments successful and unsuccessful migrants. Different test statistics were employed for testing the significance of mean and significance of proportion and estimated their 95% confidence intervals as well as to test the hypothesis (Table 02).

Table 02: Hypothesis Result: Influencing Factors behind Overseas Migration

Category	Indicators	Successful (%)	Unsuccessful (%)	Mean Difference (Std. Dev.)	Significance Level, t-value [P(t)]
Education	Literate	86***	74	0.16 (0.55)	2.06 (0.02)
	Illiterate	14	26***	0.17 (0.55)	2.08 (0.03)
Occupation	Small Businesses	30***	18	0.18 (0.011)	2.14 (0.01)
	Farmer	14	20	0.08 (0.091)	0.94 (0.18)
Migration Process	B2B	98***	14	.64	8.62

				(0.49)	(0.00)
	Illegal	2	86***	0.66 (0.49)	8.63 (0.00)
Nature of Skill	Semi Skilled	16***	4	0.24 0.062	2.72 (0.004)
	Unskilled	84	96	0.10 (0.07)	1.15 (0.12)
Motivation Source	Recruiting Agency	72	74	0.02 (0.11)	0.30 (0.38)
	Relatives	10	26***	0.16 (0.004)	2.06 0.02

Source: Researcher's Compilation based on survey data

Note: $p < 0.10$, $**p < 0.05$, $***p < 0.01$.

The T test shows that there were some particular factors that are determining migrants who are successful migrants and who are not. Explanation of these specific factors are given below –

Education: Migrants who had minimum literacy rate like having primary education or above were significantly more successful as migrants compared to those who are not. On the other side, the level of unsuccessful migration was significantly higher ($P=0.03\%$) among those people who were illiterate. So the level of education significantly influenced the fortune of migrated people in Bangladesh.

Occupation: Here occupation refers to involve those types of activities before migration. Survey data indicated that the rate of successful migration was significantly higher ($P=0.01\%$) among those people who were involved in small scale business before their emigration. The key reason behind this, for business purpose their communication networks or channels were wider than other professionals. So in many cases they could access the right of information and became successful migrants. Whereas unsuccessful migration rate was higher among those migrants who were involved in farming activities but this rate is not significantly higher. So it cannot be claimed that people who were farmer before migration will be unsuccessful.

Process of Migration: In Bangladesh, there exist three types of migration process including G2G, B2B and illegal. In study area, most of

the successful migrants (98%) followed B2B process and their rate of succession was significant at 1% level. On the contrary, the rate of unsuccessful migration is significantly higher ($p=0.00\%$) at illegal process. But B2B process could not achieve 100% successful rate. Around 14% people who followed B2B process were unsuccessful to migrate.

Nature of Working Skill: The rate of semi-skilled labour in successful migration was significantly higher ($p=0.04\%$) compared to unsuccessful migration. Survey data represented 84% successful workers did not have any professional skills but got permission to migrate for the skilled job especially in GCC countries. Adding to this 96% RMWs had no professional skills before migration but they dared to go.

Source of Motivation: Different sources played as impulsion factors for overseas migration like recruiting agencies and its' sub-agents in the community level were the major source for both successful (72%) and unsuccessful (74%) migration. From the perspective of successful and unsuccessful migration, the role of recruiting agency was insignificant. But people who were provoked by other family members or relatives were significantly more unsuccessful ($p=0.02$) in migration.

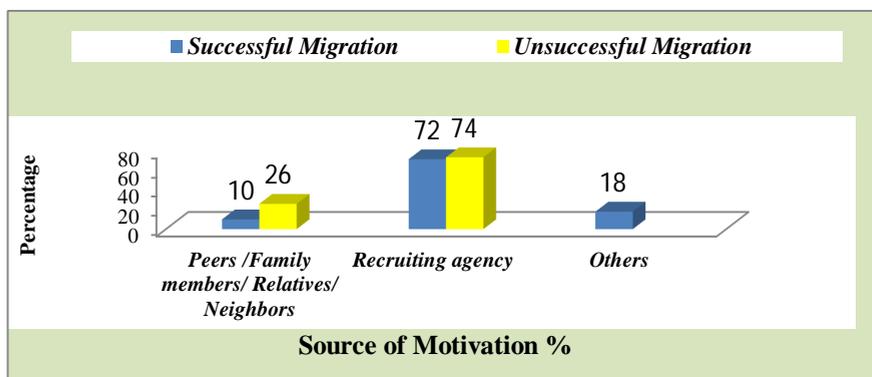


Figure 05: Sources of Motivation to Migrate

Again, peers, family members, relatives, and neighbors played another significant role for both successful (10%) and unsuccessful (26%) migration. Distinguishingly there were some other motivators (18%) especially for successful migration which was governmental announcement, etc. Figure 05 represents the picture of motivation.

So, it is clear that behind successful and unsuccessful migration, level of education including literacy or illiteracy; occupational patterns before

migration such as business or others; migration process such as B2B, G2G or illegal; nature of working skill such as semi-skilled or others; motivation sources such as recruiting agencies or relatives act had very crucial role to define the fortune of an overseas migrants in Bangladesh.

Misfortunes of Unsuccessful Migration

Though various factors are responsible for unsuccessful migration, lengthy and costly procedure of migration process is the crucial one. For this a large portion of emigrants chose the illegal process for overseas migration and became unsuccessful. Reasons behind choosing illegal process of migration are expressed by the following WMI (weighted mean index) (Table 03).

Table 03. Combined Weighted Mean Value of Choosing Illegal process

Reasons	WMI (in scale of 5)
Unawareness and illiteracy	4.68
High cost of B2B process	4.13
Low capacity of G2G process	3.75
Passport and visa problem	3.18

Source: Compilation based on survey data

Here, it is found that the main reason behind choosing illegal migration was Unawareness and illiteracy of migrants. So it is proved that illiteracy is the root cause of all unwanted misfortune. In overseas migration, gross amount of expenditure was ranging from BDT 25,000 to BDT 60,000 per worker in G2G process whereas in B2B process this expenditure was grossly ranging from BDT 250,000 to BDT 300,000 per worker (BMET, 2016). But the service providing capacity in G2G wastoo lower to B2B. This incredible situation influenced people to choose illegal process of migration.

Bad Experience Faced by Illegal Migrants

In study area about 66% RMWs those who were unsuccessful faced problems during travelling and as a consequence they had to return and often they did not reach their destination. The study found that 66% RMWs those who were unsuccessful faced problems during travelling and as a consequence they had to return and often they did not reach their destination. Unfortunately, 38% of them had experienced the bitter

things which were missing cases and sometimes death of fellow travelers during their migration phase

Those who were able to return, maximum (60%) of them still faced several mental traumas including fear of death, etc. despite they were in their homeland with their families. Afsar (2009) showed in her study that in many countries, few regulations existed to control and monitor the level of fees charged to workers which led to situations where the migrant workers could be heavily indebted before they left their origin countries. Most of them could not see their employment contracts prior to departure, and were promised conditions of work that were not subsequently met. Even if they saw their contract before departure, it might contain false information about wages and working conditions. Deception during the recruitment process set workers up for subsequent abuse that could amount, in extreme cases, to trafficking for forced labor.

Siddiqui and Sultana (2013) who conducted a study on the same region of the present study and found that there were many aspirant migrants originating from Maungdaw, Buthidaung and Akiyab of Burma and from Teknaf, Cox's Bazar and greater Chittagong districts of Bangladesh who intended to go to Malaysia through help of local intermediaries (dalal). By the time the route became manifold and cargo carrying engine boats were used to transfer the migrants from Shahpori Island of Teknaf to Malaysia. Now the main fact was that a few entrepreneurs in Shahpori Island, has transformed human smuggling into a profitable business. Due to courageous reporting of some journalists, the government could easily trace those individuals. But as yet no formal action had been taken against them. For that reason the whole migration procedure is still in questionable situation in terms of ensuring safety and security.

Harassment in Workplace Faced by Immigrants in Destination Country

Not only unsuccessful but successful workers faced harassment from their transiting time (thieving of money and others) to their workplace. In most cases, they felt hesitate to share their own harassment in time of overseas but they shared the experience of others. They became the victim of their own employers. Racial discrimination is one of the major issues for Bangladeshi migrants. For example, an Indian or Napoli immigrant consumes more privilege compared to Bangladeshi immigrant (Bhattarai, 2007). Overseas immigrants experience a variety of violence in their workplaces, like bribery, wage discrimination, harassment, stigma, physical violence including rape, other sexual harassment, torture, even murder, etc. (Samuels, et. al, 2012). One of

the basic reasons of their harassment was diplomacy of middleman, deceitful role between the workers and the actual employers of host country. The second most responsible factor was most of the migrants were not aware about their job offer letter or demand letter.

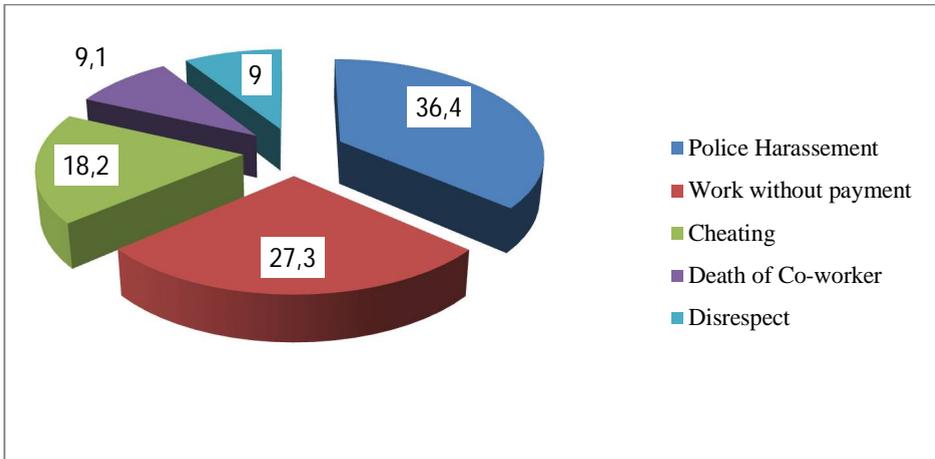


Figure 06: Workplace Harassment in Overseas Migration

With unsuccessful migrants, 24% successful migrants faced violence of several kinds in their workplaces. Of such violence, the highest violence was harassed by police and the second largest harassment was work without payment. Many of them were cheated by their employers, or by their co-workers and rest of them had seen the death of the co-workers due to severe punishment and disrespect of themselves. Additionally, as maximum unsuccessful migrants stayed abroad for only one to six months so, the role of employers in this regard could not be measurable properly.

Conclusion and Recommendations

In Bangladesh, labor migration has become a catchword and a reality for Bangladeshis and will remain so in the future. But still now migrants whether documented or undocumented, successful or unsuccessful have been facing challenges, discrimination, exclusion and exploitation continuously within both origin and host country. This study particularly focuses on the influencing factors behind successful migration and unsuccessful migration. From this perspective, to reduce the rate of unsuccessful overseas migration some possible measures are –

- ✓ Data availability of the rate of both successful and unsuccessful migration should be ensured not only at district level but also at

Upazila level, to take effective steps to reduce unsuccessful migration.

- ✓ Besides literacy rate, public awareness should be increased about the misfortune of choosing illegal process of migration.
- ✓ Each and every private recruiting agency should ensure the availability of their address and contact number to each and every sending manpower so that they can always be in touch and can be contacted if necessary. Recently BOESL has initiated this inspiring step which must be maintained by the private recruiting organizations.
- ✓ Before sending manpower, it is very urgent to prepare manpower with proper trainings and skill so that those migrants can cope with the overseas working environment.
- ✓ Providing bank loan opportunities for to be migrated manpower will be much more fruitful to avoid high cost and overcome recruitment process.

On the other hand, this paper could not address all possible reasons behind successful and unsuccessful overseas migration due to small sample size and limited study area. Further research at large scale level is necessary to identify all possible factors. Addressing the factors behind unsuccessful migration needs to answer some other several questions like; why people are so desperate to migrate overseas without education or skill? What is the role of destination country behind unsuccessful migration? How and at what rate community recruiting agent or Dalal provokes country people to migrate from origin? This set of question occupies the window of further research.

Unfortunately, Bangladesh does not rate very high on the governance scale. Migrant workers' violation of rights initiates at home by agents, Dalals and recruitment agencies and these continue in the receiving countries as well. Additionally, as most of the migrant workers come from rural areas, these people have very little access to knowledge of migration related knowledge including pre-departure information. So, the Government of Bangladesh along the civil society and relevant authorities must put much more emphasize on making the migration procedure safer and better than ever before to reduce the rate of unsuccessful migration.

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