

# Typology of International Migration in Globalization Challenges for Realizing Bangladeshi Migrant Worker's Rights and Their Contribution to Social Development

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## Abstract

Purposive movement of people in a global era that sense may term international migration where the interaction of global and local networks takes place in various forms. The globalizing economy is one of the prime forces behind migration where the traditional push and pull factors have been amplified as “glocal” interaction. Conversely, the term globalization may be used to refer to a set of processes that are thought to transfer or exchange social, political, economic, and cultural conditions in another nation-state spontaneously. The present diasporic societies make it easier for the migrant to find such thing as shelter and work at the same time remittance to their home country have become an increasingly significant factor in globalization and the economies of many home countries. The international population movement bolsters the economies of individual families and the state at large by selling their labor through the different typologies of international migration such as permanent migrant settler, migrant student, refugee and asylum seeker, undocumented migrants, and migrant workers. Employment Abroad Bangladesh began exporting its labor force in 1976 to the present mentioning the migrant worker categories, short terms migrant, skilled, semi-skilled, and in-empt are regularized to exchange their human capital for earning foreign currency. Empirical research studies have been conducted on international migration along with qualitative research methods applied for tracing the present scenario with the study of taken initiatives of Bangladesh government for the importance of labor migration in our national economy. As other finding shows that overseas skilled and semi-skilled migrants were a good number in 2000 then it kept increasing, In the continuous process, our trained employees increased by 36,025 in 2001 and in 2002 it raised to 56,265. Thus, in 2003,

74,530 skilled workers moved, and the number of semi-skilled laborers increased by 29,236 from 2005 to 2007. In 2007, remittances earned by foreign workers totaled \$6.568 billion. The Ministry of Expatriates' Welfare and Overseas Employment of Bangladesh reported that annual remittances transferred to our basket were almost \$22.1 billion in 2021, the seventh highest in the world and the third highest in South Asia. In other words, it is the flow of funds associated with immigration though the current net migration rate for Bangladesh in 2022 is  $-2.113$  per 1000 population, a 2.18% decline from 2021. This article aims to show different types of migration in the holistic spectrum of economic globalization concerning migrant workers of Bangladesh and their contribution through remittance to our economy and society, and also, analyze the role of local and international organizations on labor migration policies, especially those that normalize to exchange of migrant workers in Bangladesh.

### Keywords

Migration and Globalization, Collective Transfer, Typology of International Migration, Economic Globalization, International Development, International Political Economy, International Labor Migration, International Labor Market, International Security

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## 1. Background of the Study

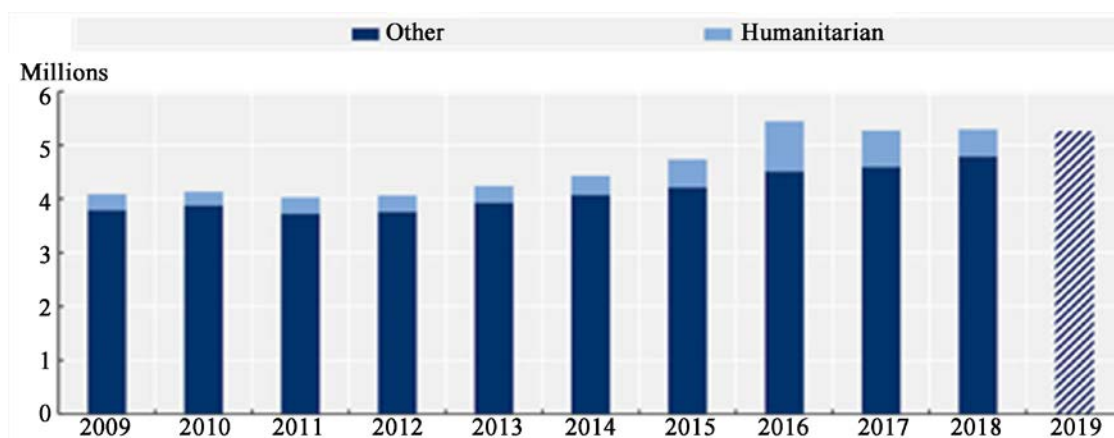
The basics of international migration integrated push, pull, and social networking factors. On one hand, the push factors are directed toward a negative aspect that motivates one to leave or escape from one country of origin due to poverty, unemployment, lack of rule of law, and environmental degradation. On the other hand, the pull factors are positively focused on better income opportunities, rule of law, and decent life. The third aspect of social networking is taking place in international migration through an existing friend or family networks with existing Diaspora networks. Migration is now one of the turning points I chose for the global movement by migration. Tourism will be another form of transfer, with push and pull factors defined as causes (Jacobson & Seldordi) arguing that we are in an unprecedented living international migration had subsidies that flowed over time. It is an interesting and important shift like emigration today, though there is a confusing difference between immigrants & emigrants. And it is found that large numbers of emigrants from developing countries are trying to enter developed countries for many reasons. In a current report of World population review 2020 there, we observed that Bangladesh stands sixth among the pinnacle 10 countries regarding the highest number of emigrants holding 7.4 million.

According to the Outlook of an international organization, OECD analyzes international migration in 2022 concerning migrant movements in OECD countries and the increasing integration of migrants into the labor market. It al-

so monitors recent policy changes regarding immigration control and integration in OECD countries. Immigration flows recover in 2021 after a record decline in 2020 due to the COVID-19 crisis, and permanent migration to OECD countries has recovered by 22% in 2021. Early data suggest that the increase in permanent migration flows will continue in 2022. Family migrants continue to be the largest category of influx, growing by 40% in 2021, accounting for more than 4 in 10 new permanent migrants to the OECD. Migration to free mobility areas has been less affected by the pandemic but is down 17% in 2020.

The trend continued in 2021, with an estimated 2% decline, largely due to her Brexit in the UK. Free movement in the EU27 recovered slightly, increasing by an estimated 4%. Labor migration to OECD countries has rebounded strongly to 45% in 2021 (18% of total permanent inflows). OECD focuses on migrant labor market outcomes Migrant labor market outcomes were more resilient than expected Migrant labor market outcomes fell below indigenous populations in 2020, but improved dramatically in 2021, across the OECD, about 70% of migrants were employed and 9% were unemployed. In almost half of OECD countries, immigration will return to or exceed pre-crisis employment levels in 2021. Notably, the labor market performance of recently arrived immigrants will improve over 2021 compared to their longer-settled counterparts (Figure 1).

Employment policy is an inclusive policy of international migration, Seasonal workers in several OECD countries in Europe, new hiring of seasonal workers recovered in 2017 or 2018 after a decade-long decline. At this time, the EU is faced with an expected shortage of agricultural workers after Brexit, the UK will launch her two-year seasonal worker's scheme in 2019, allowing her to recruit 2500 seasonal workers from outside the EU in 2020, the program will be expanded to allow farmers to employ up to 10,000 workers. Germany, which issued more than 300,000 seasonal work permits a year before her EU enlargement in 2004, now recruits mainly from within her EU, with Polish workers making up most of the seasonal work. Likewise, the number of workers Poland receives, mainly from Ukraine, is noteworthy among the OECD. Shortly after



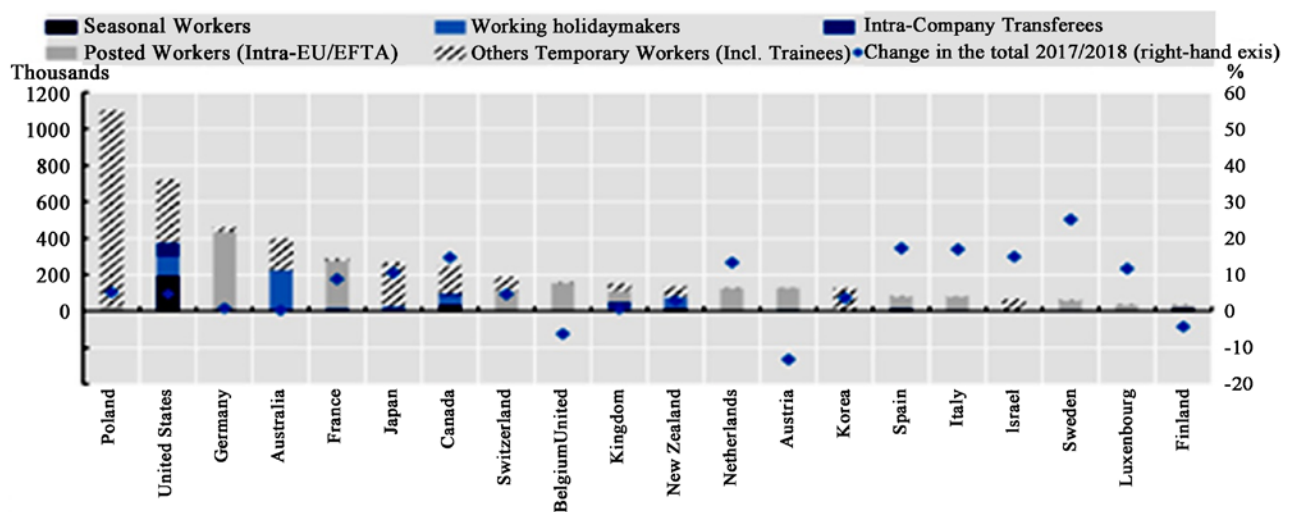
Source: OECD International Migration Database, <https://doi.org/10.1787/data-00342>.

**Figure 1.** Permanent migration flows to OECD countries, 2009-2019.

joining the EU, Poland became the first OECD member country with seasonal workers, ahead of the United States. The number of seasonal work registrations in Poland in 2018 cannot generally be separated from other temporary work registrations, but given the overall growth rate of temporary workers in 2019 was 5%, is expected to exceed 500,000. Permits issued for seasonal work in OECD countries outside Europe have increased continuously over the past decade. In the United States, the number of seasonal agricultural workers exceeded 200,000 in 2019, a 4% increase from a 22% rise in 2018 (Figure 2).

According to the Immigration flows in 2019 the latest available data show a significant increase in total immigration flows to G20 countries in 2019. In total, about 12.5 million temporary and permanent residents arrived in her G20 countries in 2019, a 10% increase from the previous year. The United States and Saudi Arabia are the two main destination countries for the G20, each welcoming about 2 million new immigrants in 2019. However, the composition of immigration differs significantly between these two countries, with family movements accounting for more than 67% of permanent movements and more than one-third of all movements in the United States, whereas the numbers collected for Saudi Arabia Statistics are for work permits only. Mainly for migrant workers from Asia. The dynamics are also quite different, with US immigration flows dropping by 6% in 2019, while in Saudi Arabia it increased by nearly 49%.

UNDESA 2019 International Migrant Stock Data on international migration flows are not available for all G20 countries and cannot be systematically compared. The data presented here are primarily based on the regional OECD surveillance system and supplemented by national sources. We cover all types of immigration, from permanent establishments to temporary immigration, including students but excluding visitors. This data typically includes recognized refugees, but not asylum seekers. New permanent and temporary immigration



Note: Intra-EU labour mobility is only partially captured through posted workers. Excludes accompanying family of workers.

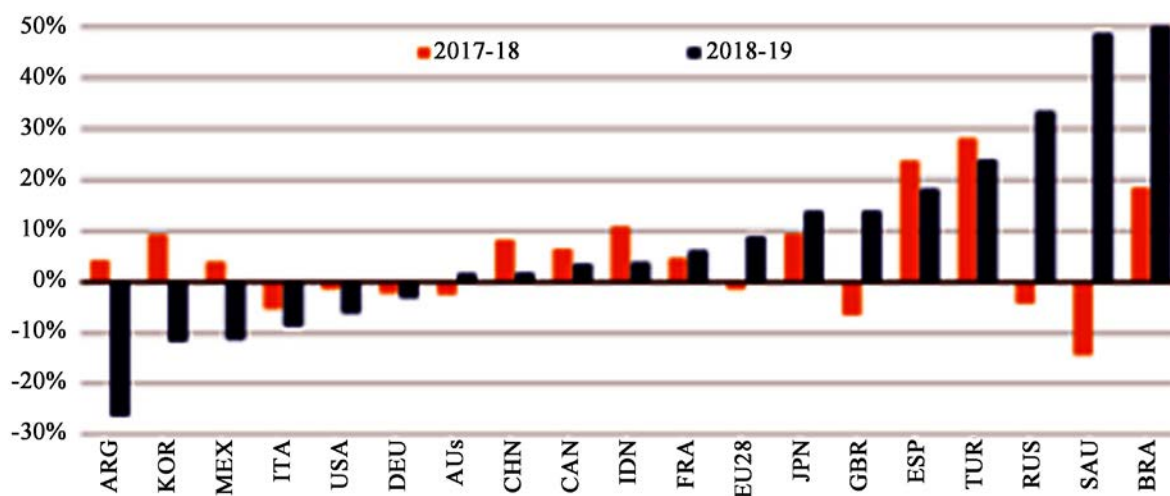
Source: OECD International migration database, <https://doi.org/10.1787/data-00342-en>

**Figure 2.** The inflow of temporary migrants from 20 main OECD countries in 2019 (Migrant status of 20 OECD countries).

flow to Germany was 1.3 million in 2019, a slight decrease (−3%) for the second year in a row. Total EU migration, excluding intra-EU migration, reached a record high of 3.4 million (+14%) in 2019, mainly due to increased migration to Spain (+18% in 2019) and the United Kingdom (+14%). Recent changes in migration flow to selected G20 countries, 2017-2019, percentage (**Figure 3**).

Education policy is another inclusive policy an integral part of international migration that analyzes were conducted on international students and current trends, attractiveness and retention policies, and the economic impact of international students. Reporting on the Pandemic's impact on international student mobility internationally made difficult by the global health crisis caused by the COVID-19 pandemic Students performing paperwork necessary for admission to institutions of higher education for overseas trips and school trips. However, international students often benefit from exemptions Due to general travel bans, many universities were temporarily closed during the pandemic. Often after several years of strong growth (e.g. 15 of the G20 countries) International students since 2016 (see **Table 1**).

Apart from OECD, G20 Countries of international migration in many categories relatively our interest and position are derived in the context of migration of Bangladesh especially migrant workers on labor migration. Presently the current net migration rate for Bangladesh in 2022 is −2.113 per 1000 population, a 2.18% decline from 2021. The net migration rate for Bangladesh in 2021 was −2.160 per 1000 population, a 2.17% decline from 2020. The Ministry of Expatriates' Welfare and Overseas Employment of Bangladesh reported that annual remittances transferred to our basket were almost \$22.1 billion in 2021, the seventh highest in the world and the third highest in South Asia In other words, it is the flow of funds associated with immigration. In most cases, remittances are personal transfers of funds from migrant workers or immigrants to relatives in their country of origin.



Source: <https://www.un.org/en/development/desa/population/migration/data/estimates2/estimates19.asp>.

**Figure 3.** Selected G20 countries, 2017-2019, percentage (Temporary migrants of G20 in 2019).

**Table 1.** International students enrolled in G20 countries, in 2018 as follows.

	Number of international of foreign students (thousands)		International or foreign students as a share of all students (%)		
	2018	Change/2016	Total tertiary	Master's Level	Doctoral level
Argentina	89	13	..	..	..
Australia	445	109	27	53	34
Brazil	21	1	<1	1	2
Canada	225	35	14	17	35
China	178	41	..	..	..
France	230	-16	9	12	38
Germany	312	67	10	16	12
India	45	1	<1	..	..
Indonesia	8	..	<1	..	..
Italy	107	14	6	6	16
Japan	183	39	5	9	19
Korea	85	23	5	9	19
Mexico	7	-5	<1	1	2
Russia	262	13	4	6	7
Saudi Arabia	74	-6	5	..	..
South Africa	45	+/-0	..	..	..
Spain	71	21	3	11	17
Turkey	125	37	2	5	8
United Kingdom	452	20	18	35	41
United States	987	16	5	13	25
EU Total	1738	150	9	14	23
G-20 Total	3950	431	4	8	11
G-20 Average	..	..	6	11	15

Source: OECD Education database. Note: For Argentina and South Africa total numbers refer to year-2017 (Student migrant record 2018).

Emphasis on the global outlook in different migrant categories of Bangladeshi nationals of the permanent migration flow, Temporary labor migrants, and international student movement where Bangladesh hasn't taken place in top twenty countries but in about labor migration in different capabilities are locating themselves in different countries. Employment is an important route for migrants to seek a better standard of living by remittance of income but in the eyes of many states, institutions, and experts, the term "remittance" includes more



Overseas Employment & Remittances (1976 to 2022)																											
Year	Name of The Country																					Up to December 2022					
	USA	UK	Kuwait	Oman	Qatar	Bahrain	Lebanon	Jordan	Libya	Sudan	Malaysia	Singapore	S. Korea	UK	Italy	Japan	Egypt	Brunei	Mauritius	Iraq	Others	Misc Clearance	Total Employment	Remittances			
																								Million USD	Crore Tk		
1976	217	1,989	643	113	1,221	335	-	-	173	-	-	-	-	-	-	-	-	-	-	-	-	1,396	-	6,087	23.71	35.85	
1977	1,379	5,819	1,315	1,492	2,262	870	-	-	718	-	-	-	-	-	-	-	-	-	-	-	-	1,870	-	15,725	82.79	125.16	
1978	3,212	7,512	2,243	2,877	1,303	762	-	-	2,994	-	23	-	-	-	-	-	-	-	-	-	-	2,483	-	22,809	106.90	165.59	
1979	6,476	5,069	2,298	3,777	1,383	827	-	-	1,969	-	-	110	-	-	-	-	-	-	-	-	-	2,586	-	24,405	121.06	366.95	
1980	8,605	4,847	3,887	4,745	1,455	1,851	-	-	2,976	-	3	385	-	-	-	-	-	-	-	-	-	1,929	-	30,073	301.33	492.95	
1981	13,384	6,418	5,464	7,352	2,268	1,392	-	-	4,162	-	-	1,083	-	-	-	-	-	-	-	-	-	14,284	-	55,787	304.88	620.74	
1982	16,294	6,863	7,244	8,248	6,252	2,037	-	-	2,071	-	-	331	-	-	-	-	-	-	-	-	-	13,422	-	62,762	490.77	1,176.84	
1983	12,828	6,613	10,283	11,110	7,556	2,473	-	-	2,209	-	23	178	-	-	-	-	-	-	-	-	-	5,845	-	59,220	627.51	1,568.76	
1984	20,399	5,185	5,627	10,448	2,726	2,300	-	-	3,386	-	-	718	-	-	-	-	-	-	-	-	-	5,925	-	56,714	500.00	1,265.49	
1985	37,133	8,336	7,384	9,218	4,751	2,965	-	-	1,514	-	-	792	-	-	-	-	-	-	-	-	-	5,601	-	77,694	500.00	1,419.61	
1986	27,235	8,790	10,286	6,255	4,847	2,597	-	-	3,111	-	530	25	-	-	-	-	-	-	-	-	-	4,982	-	68,058	576.20	1,752.85	
1987	39,292	8,953	9,559	440	5,889	2,055	-	-	2,271	-	-	-	-	-	-	-	-	-	-	-	-	4,558	-	74,017	747.60	2,313.94	
1988	27,622	11,437	6,524	2,219	7,390	3,268	-	-	2,759	-	2	-	-	-	-	-	-	-	-	-	-	4,900	-	68,121	763.90	2,423.59	
1989	39,949	15,184	12,404	15,429	8,462	4,830	-	-	1,609	-	419	229	-	-	-	-	-	-	-	-	-	3,227	-	101,724	757.84	2,446.00	
1990	57,486	8,307	5,957	13,980	7,672	4,563	-	-	471	-	3,385	776	-	-	-	-	-	-	-	-	-	3,217	-	103,814	781.54	2,691.63	
1991	75,656	8,583	28,754	23,087	3,772	3,480	25	-	1,124	-	1,628	642	-	-	-	-	-	-	-	-	-	585	-	147,156	789.30	2,818.65	
1992	91,132	12,975	34,377	25,825	3,251	5,804	37	-	1,617	-	10,537	313	-	-	-	-	-	-	-	-	-	228	12	188,124	901.37	3,513.16	
1993	106,387	18,810	26,407	15,866	2,441	5,396	37	-	1,800	-	67,938	1,739	-	-	-	-	-	-	-	-	-	328	12	244,508	1,009.00	3,986.97	
1994	91,386	15,051	14,912	6,470	624	4,713	382	-	1,804	-	47,876	991	1,558	-	-	-	-	-	-	-	-	1,335	76	269	186,376	1,153.54	4,629.63
1995	84,009	14,686	17,592	20,949	71	3,004	406	-	1,106	-	35,174	3,762	3,315	-	-	-	-	-	-	-	-	2,659	229	681	187,543	1,201.52	4,838.31
1996	72,734	23,812	21,042	8,691	112	7,759	490	-	1,966	-	66,631	5,304	2,759	-	-	-	-	-	-	-	-	3,062	196	1,156	211,714	1,355.34	5,865.30
1997	106,534	54,719	21,126	5,985	1,873	5,010	907	-	1,934	-	2,844	27,401	889	-	-	-	-	-	-	-	-	303	238	1,314	231,077	1,525.03	6,709.15
1998	158,715	38,796	25,444	4,779	6,806	7,014	1,389	-	1,254	8	551	21,728	578	-	-	-	-	-	-	-	-	169	16	420	267,667	1,599.24	7,513.23
1999	185,739	32,344	22,400	4,045	5,611	4,639	219	-	1,744	16	-	9,696	1,501	-	-	-	-	-	-	-	-	1	139	181	168,182	1,806.63	8,882.74
2000	144,618	34,034	594	5,258	1,433	4,637	-	-	1,010	54	17,237	11,095	990	-	-	22	9	1,420	271	-	-	4	-	222,686	1,954.54	10,199.12	
2001	137,248	16,252	5,361	4,561	223	4,371	-	95	450	153	4,921	9,615	1,561	-	-	19	3	2,958	272	-	-	1,017	-	189,060	2,071.03	11,590.79	
2002	161,769	25,462	15,769	3,854	552	5,421	2	1,829	1,574	136	85	6,856	28	-	-	19	37	17	154	59	-	193	-	275,256	2,467.79	16,484.53	
2003	162,131	37,846	26,722	6,029	94	7,882	3	2,128	2,855	784	28	5,304	3,771	166	28	12	26	980	-	-	-	301	-	254,190	3,177.63	18,484.12	
2004	139,091	47,012	41,108	4,435	1,768	9,194	-	6,022	606	923	224	6,948	215	2,055	550	47	33	1,802	44	-	-	2,859	8,582	272,938	3,565.31	21,286.52	
2005	80,425	61,978	47,029	4,827	2,114	10,716	14	9,101	972	885	2,911	9,651	223	2,793	950	79	207	191	3,851	-	-	4,015	12,240	252,702	4,249.87	27,304.84	
2006	109,513	130,304	35,775	5,082	7,891	16,355	821	2,822	104	2,380	20,449	20,339	991	1,425	1,428	174	439	496	2,090	-	-	8,995	10,722	381,518	5,484.08	38,966.56	
2007	204,112	226,392	4,212	17,478	15,330	16,433	3,541	4,094	1,460	1,276	273,201	38,244	39	972	10,950	164	1,068	1,186	1,658	-	-	1,827	10,222	632,609	6,562.71	45,337.35	
2008	132,124	419,355	319	52,896	24,548	13,182	8,444	682	5,067	179	131,762	56,581	1,521	952	6,828	133	1,891	1,054	3,071	-	-	2,461	10,514	875,055	8,979.00	61,587.83	
2009	144,666	258,340	10	41,704	11,672	28,426	13,941	1,691	22,742	504	12,402	39,581	1,474	1,253	5,339	39	1,018	2,699	1,826	412	-	5,036	8,485	475,278	10,717.73	73,901.86	
2010	7,069	203,308	48	42,641	12,085	21,824	17,248	2,235	12,132	14	919	39,053	2,679	173	6,726	17	2,730	2,181	3,705	2,288	4,017	7,560	395,702	11,004.73	76,639.87		
2011	15,093	282,739	29	135,265	11,111	13,996	19,169	4,387	89	79	747	48,667	2,021	30	7,624	20	3,312	5,530	5,353	234	3,566	7,440	568,062	12,168.09	90,240.85		
2012	21,232	215,452	2	170,326	28,801	21,777	14,864	11,726	14,975	23	804	58,657	1,447	17	9,280	420	7,478	5,038	5,421	359	10,190	9,509	607,798	14,163.93	113,616.93		
2013	12,654	14,241	6	134,028	57,584	25,155	15,098	21,383	7,175	211	3,853	60,057	2,121	14	4,792	41	940	5,971	5,961	7,456	21,279	9,274	409,253	13,832.13	108,066.93		
2014	10,657	24,232	3,094	105,748	87,575	23,378	16,640	20,338	4,661	86	5,134	54,750	1,748	16	836	55	266	6,633	5,938	13,627	28,762	11,690	425,684	14,842.57	115,969.62		
2015	58,709	25,271	17,472	129,859	123,965	20,720	19,113	22,093	231	350	30,483	55,523	2,359	4	44	99	601	6,354	4,753	13,982	19,638	4,697	555,881	15,270.99	119,363.62		
2016	143,913	8,131	39,188	188,247	120,382	72,167	15,095	23,017	-	739	40,126	54,730	1,980	11	3	165	758	5,836	4,679	4,738	23,236	10,590	757,731	13,609.77	107,394.60		
2017	551,308	4,135	49,604	89,074	82,012	19,318	8,327	20,449	1	1,716	99,787	40,401	1,829	7	1	145	30	8,387	5,942	3,819	9,731	12,302	1,008,525	13,526.84	110,246.67		
2018	237,317	3,235	27,637	72,504	76,360	811	5,991	9,724	63	824	175,927	41,393	2,287	8	-	163	48	4,480	6,608	19,547	15,790	13,244	734,181	15,444.68	130,293.61		
2019	399,000	3,118	12,799	72,654	50,792	133	4,865	20,347	213	1	545	49,829	1,647	11	2	229	1	3,628	7,576	9,766	10,619	53,686	700,159	18,704.94	155,021.58		
2020	161,726	1,082	1,744	21,071	3,608	3	488	3,769	93	2	125	10,085	208	21	-	142	-	530	2,014	-	-	4,457	5,011	217,469	21,752.27	184,699.63	
2021	457,227	20,202	1,848	55,009	11,158	11	235	13,616	3	39	28	27,075	108	123	653	3	-	12	215	5	7,711	11,938	637,209	22,070.87	187,720.00		
2022	612,418	101,775	20,422	179,612	24,447	10	858	12,231	172	373	50,090	64,383	5,910	942	7,594	508	35	1,850	5,484	64	24,196	22,499	1,135,873	21,285.21	195,038.00		
Total	5,280,596	2,503,604	653,144	1,756,542	846,303	410,484	246																				

162 different countries in January, according to BMET statistics, which increased to 111,539 in June. Overseas employment totaled 92,569 employees in February, 120,317 in March, 103,975 in April, and 77,421 in May. The biggest percentage of workers—63%, or 3, 85,595—left Oman for the Kingdom of Saudi Arabia. Effect Of, Modern Professional Migration Developments on Balance, the richest countries have an advantage maximum from the flows. Sustainable Improvement Within side the relaxation of the sector turns into an Increasing Number Of tough Until Poorer Areas Can Opposite a Number of the Flows or Be a Part of Important Know-How Networks.

The inflowing transfer is termed as remittance where continuous sweating of labor is attached for the greater interest of the national economy. Between FY1976-2020, foreign remittances increased from Bangladesh Taka (BDT) 246 million to BDT 1,543,531 million, and migrant worker numbers increased from 6087 to 530,578 (Monthly Economic Trends, December 2020), though with some fluctuations 1976, was 6078, and was limited to Middle Eastern countries only. Towards the end of 1980, the extent of migration is said to have taken a definite shape. The number of immigrants in 2007 reached 8, 32,609 which increased gradually in 2015 was 1,422,805.00, and in 2010 was 1,345,546.00, a 15.33% increase. From 2005 and that was 1,166,700.00, an 18.1% increase from 2000. In 2017, employment for Bangladeshis reached a peak of 10 lakh. Government statistics show that between 1976 and 2021, 1.3 crore Bangladeshis were working overseas. According to data from the Bangladesh Bank, overseas citizens sent \$21.03 billion through official channels in fiscal 2021-2022, down from \$24.77 billion in the prior fiscal year. Bangladesh currently exports its labor force to over 168 countries. Mobility, among other things, is the most important consequence of foreign employment. Bangladesh earns a large amount of foreign currency each year by exporting its labor to the Middle East and many other parts of the world. Exporting more skilled workers rather than unskilled workers will accelerate foreign exchange earnings.

The need for skilled workers at home and abroad is increasing day by day, and within this ever-growing need, there is a need to be expanded. It indicates the demand for more skilled manpower in the overseas employment market. As nations around the world eliminated pandemic restrictions and resumed commerce, Bangladesh has surpassed its target for personnel exports for the fiscal year 2021-2022. (TBS, Business Standard, July 4, 2022) Between July and April, migrant employees dispatched home \$17.30 billion, down 16.2 in keeping with cent year-on-year, facts from the Bangladesh Bank showed. Remittance receipts stood at \$24.7 billion in FY21. The World Bank in its modern-day record said remittances in Bangladesh grew with the aid of using 2.2 in keeping with cents to \$22 billion in 2021 and are expected to advantage in keeping with cents in 2022.

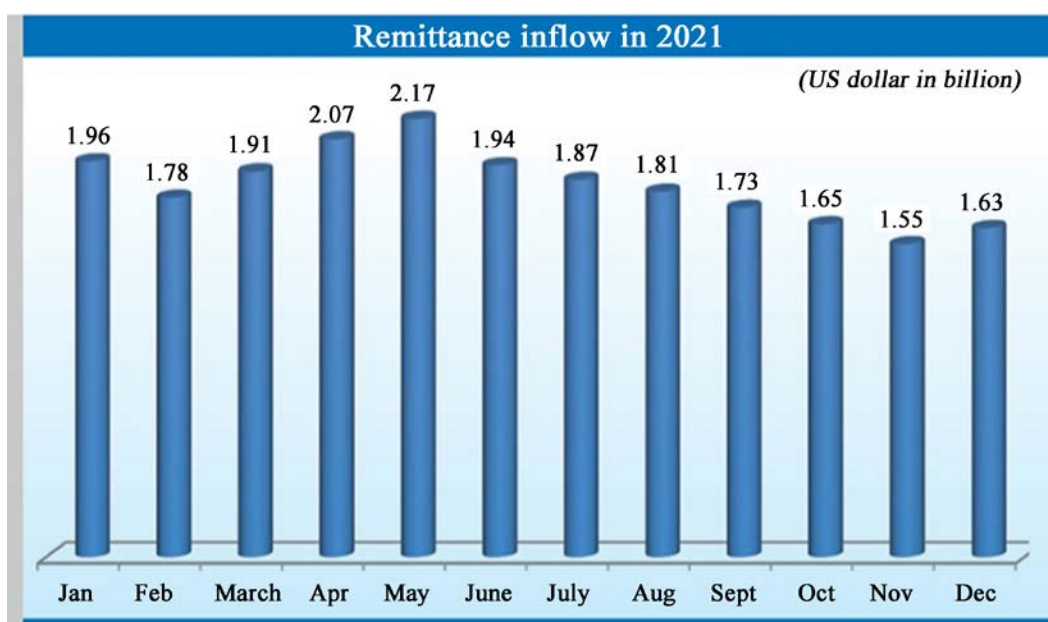
Last year, Bangladesh noticed a growth of approximately Tk six hundred crores in inward remittance which was “extraordinary” amid the pandemic, the yearly remittance waft of \$18 billion is somewhat “normal” for Bangladesh than the United States of America used to get hold of earlier than the pandemic. With the



worldwide financial system returning to normalcy, it's going to now no longer take peer Bangladesh's annual remittance reaching \$20 billion to \$22 billion. Although there can be transient issues over Bangladesh's remittance waft due to the Ukraine crisis, new Covid-19 variants, and better inflation globally, such issues are not going to persist long. The said boom in migrant employees is fine for, remittance and growing employment because almost million humans input the united states of America's process marketplace every year. Bangladesh may want to earn \$25 billion to \$30 billion in remittance yearly with the aid of using sending greater professional employees as sparkling demand for overseas employees has been created in diverse nations in keeping with the restoration from the pandemic.

Focused on the trend of the escalation of inflowing remittance despite a slow-down in receipts in the second half of 2021, remittance receipts in the country reached a record high of \$22.07 billion in 2021, which was just completed, according to data from Bangladesh Bank. The number of remittances received by the country in the past fiscal year was \$21.74 billion. Through June 2021, monthly remittances were about \$2 billion, but have gradually slowed since then. The main reason for the decline in remittance income in the country in the second half of 2021 is the rebound in connectivity and travel accompanying the modest economic recovery. The country's remittance income hit a record high, but remittance inflow growth in 2021 slowed to 1.51%. Growth in 2020 was 18.6%. The skill mix of foreign workers in Bangladesh consists of employed, skilled, semi-skilled, and unskilled groups.

The main professionals are doctors, engineers, architects, college and university teachers, accountants, computer programmers, pharmacists, mechanics, welders, masons, carpenters, electricians, painters, cooks, drivers, plumbers, Tailors,



**Figure 5.** Escalation of inflowing remittance increasing rate-Bangladesh 2021.

blacksmiths, distillers, machine operators, and farmers, gardeners, sweepers, servants, laborers, and general laborers. One of the main goals of the Bangladesh government is poverty reduction and sustainable economic growth. This is how to efficiently secure employment creation human resources. Skilled workers and technicians play an important role in all sectors of the economy. Skills development, justified by increased productivity, contributes significantly to economic growth. The center of gravity of the global economy has shifted from cheap unskilled labor to highly skilled and organized workers. Acquisition of skills and knowledge through education is becoming an important prerequisite for entry into the technologically developed world of work. Skills must match the changing sophistication of the technical elements for human resource development.

In the continuum Bangladesh, Human Resources Training Center is currently researching to measure returning migrants and develop methods to reintegrate migrants into their home economies. The most obvious impact of migration at the village level is that remittances have increased the purchasing power of some previously money-scarce families. Some families have become wealthier and are using their new-earned wealth primarily to buy property, which is reflected in rising land prices. Another important impact is that the village poor sell their land amid the migration “madness” but become victims of illegal activities, losing their land and becoming unemployed and it causes many problems. The “madness” of accepting immigrants at all costs, exploitation of job seekers, social tensions, and inflationary pressures. But the benefits of lower unemployment, cooperation with labor-importing countries, and foreign exchange trading far outweigh the known disadvantages

## **2. The Objective of the Study**

In the era of globalization, numerous initiatives are taken to face the challenges of expanding our labor market, especially in more industrial countries but the rapid escalation of policies of developed countries is somehow difficult for developing countries to meet up with their criteria in their labor market as because of their interest and position in trending political economy. Migrant workers” are among the concerns that need to be addressed in light of the new economic setting, as the current globalization process, with its varied elements and obstacles, necessitates employment restructuring. Incorporating developing nations into the process of globalization has gained momentum recently. Bangladesh adopts measures designed to seize this unique chance. The advantages can only be realized if a skilled labor force is on hand to compete in the global economy. Bangladesh will have more success competing for jobs internationally if we improve the productivity and capabilities of our workforce through adequate education and training. As economic globalization advances, many problems are arising under the concept of high-level immigration. Of course, the definition of a “skilled” immigrant is problematic, but the deliberate distortion of

the terms “skilled worker” or “skilled visa” needs to be addressed.

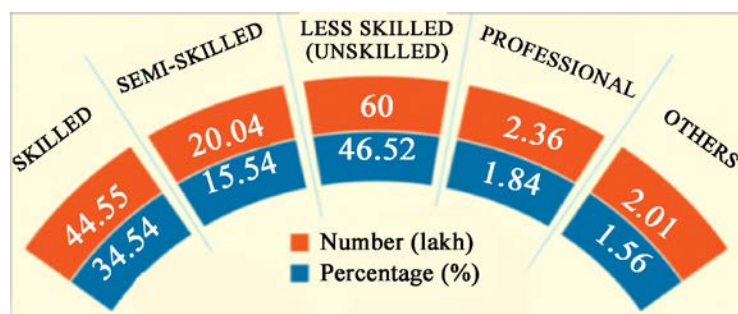
Some scholars go further to include skill and technology transfer and “collective transfer”. Underemployment of skilled immigrants is also a problem in many countries. Many immigrants with college degrees (or similar qualifications) work in low-skilled jobs abroad but earn more than they do at home. Downgrading their skills is a waste of human capital. (Ruhs, 2002: pp. 59-60) argues that there is no reason to maintain two separate temporary employment programs, as all labor migration programs are driven by economic reasons. This is a relatively liberal system for skilled immigrants and a more restrictive system for unskilled immigrants. Combining a two-in-one program requires a shift in political thinking and political will, which has the potential to employ immigrants at a rate equal to their human capital are fleeing politics they are not privileged to send out our labor to their labor market. The lenses of theoretical paradigms of international migration have focused on three specific areas of international development. There, the impact of migrants’ remittances back home, underdevelopment, and low growth are seen as drivers. International labor migration, which replaces the flow of people and oversees the international political economy, is defined as a function of supply and demand, wage gaps, and operating in international labor markets also maintains international security.

Accordingly, for better global governance of immigrant issues, an international organization called the Organization for Economic Co-operation and Development (OECD) was founded in 1961 and emerged in 1948 as an economic organization based on a market economy and individual democracy that evolved out of European economic cooperation. Currently, 34 member countries around the world join the OECD as a sign of their commitment to development in specific areas. Needless to say, these developed countries have become high-income countries and are grappling with the prospects and progress of labor migration, but they also raise many questions, from job opportunities in developing countries to constrained policy contexts. Globalization Threatens Entitlement (Charles Tilly, 1995) argues that addiction advocates have their entitlement threatened by undermining the ability of states to guarantee the rights of those involved in any motive of the causal claims involved. I draw inferences from the evaluation of European immigration policy in three historical phases. The periodicity of phase I (mid-1970 to mid-1980s) is called national policy, phase II time-lined from mid-1980 to 1990s) defined as intergovernmental policy and Phase III secession was from mid-1990s to present termed as supranational policy. That historical attitude was very hard to relocate our laborers. Now out of any inoculation of these policies, our labor market already expanded with some of the European countries with the bilateral agreement to exchange our skilled workers.

First, structures developed by wealthy nations welcome talented individuals, business magnets, and professionals with diverse skill sets as skilled immigrants, but also to improve their living standards while fleeing. It creates an insecure environment for unskilled people looking for a place to live, feel fear and hun-

ger, but don't want to share the obligations of developing countries. This push-and-pull approach is usually used to describe migration, which has many effects on countries of origin through the "remittances" that underpin the economy. Globalization and Bangladeshi migrant workers in the current globalization process have various aspects and challenges, employment needs to be restructured, and 'migrant workers are facing the new economic climate. This is one of the issues that need to be reviewed in light of the environment. Globalization has been gaining momentum in recent years, and developing countries are being drawn into the process. Bangladesh has adopted policies aimed at taking advantage of this new opportunity. This benefit can only be achieved if a skilled workforce is available that is competitive in the global market. If Bangladesh can improve the skills and productivity of its workforce through the provision of appropriate education and training, it will be more successful in participating in global employment. Half of Bangladesh's migrant workers are still unskilled. His 47% of Bangladeshi migrant workers are considered less skilled or unskilled.

To enhance the remittance flows in Bangladesh's economy pragmatic and meticulous time-oriented policies is to be taken that are the best fit for labor migration in bygone years. Many bilateral agreements have been signed up to expand our labor market to earn up-esteem foreign remittance but active policies and action planning is somewhere lacking to materialize the real interest of our economy. According to data from the Ministry of Overseas Welfare and Employment, 988,000 workers were hired abroad last year, a 253% increase over the previous year. However, the number of remittances received in FY2022 fell by 15% compared to his FY21, when the pandemic sent the highest number of remittances ever by an ex-pat. Given that the majority of foreign workers are considered unskilled or low-skilled, analysts argue that the movement of quality labor is not yet guaranteed. More referrals are produced by skilled workers. Industry officials attribute the increase in overseas employment to an improved outlook for the Gulf economy boosted by higher gas prices, a stabilization of the pandemic situation, and an easing of restrictions. They further said that the Kingdom's employment of 66% of all expatriate workers in the previous financial year contributed to this record increase by raising the quota of Bangladeshi immigrants in all Saudi companies from 25% to 40%. The Business Standard (TBS) quoted Foreign Welfare and Employment Minister Imran Ahmed as saying:



**Figure 6.** Migrants workers status-Bangladesh.

“Our target was set at 8000, but we exceeded that limit by almost 10,000.

“They opened factories in the post-pandemic era,” he added, adding that more workers are expected to come in this financial year as Malaysia reopens its closed labor market. He added that he hopes to be able to travel abroad. The procedure will begin immediately. This year, the Bangladesh Ministry plans to send 1 million workers. Bangladesh sent nurses and other medical experts to Kuwait last month, and in the month he sought compensation of more than Tk 1 million. About 100 nurses have already arrived in Kuwait under a preliminary agreement to send 1000 health workers. Foreign employment, which completely stopped in 2020 due to the pandemic, picked up again in August 2021. Since then, the upward trend has continued, with labor migration approaching pre-pandemic levels. According to the Department of Manpower, Employment and Training, Covid restrictions (BMET) have reduced overseas employment to Rs 2.8 crore for the fiscal year 2021. Before the epidemic, 6 - 7000 Bangladeshi workers traveled abroad each year, mainly to Middle Eastern nations.

Regarding the realization of migrant workers' rights, many global governance institutions are taken measures by law-making but implementation is not screened firmly. A recent report by The Bangladesh Association of International Recruitment Agencies (Baira) said the tender had been expanded to include recruiting new staff at motels and restaurants. “Mainly cleaners, domestic workers, and innkeepers come to the kingdom with very low salaries which is a major deprivation of workers' rights. For instance, a few are employed in the UAE as security guards, drivers, and production workers earning between Tk 35,000 and Tk 40,000 a month. According to the Refugee and Migratory Movement Research Unit (RMMRU), about 74% of those who migrate in 2021 will be unskilled. Regarding the declining influx of remissions, she said: Diversity is largely dependent on stock immigration.

Human Resource Development (HRD) is the process of improving people's effective skills and knowledge. It is the mechanism of gradual improvement and systematic conversion of the population to labor. Overpopulation is treated as a major obstacle in some countries to the development But the effort to turn this vast population into an asset is “well-planned training”. Education is the element that equips a person with technical knowledge and professional skills. Economic growth and human resource development in developing countries are closely related issues. Technological change in the modern world requires a strong economic base and human resource development, as well as creating job opportunities for the unemployed. Bangladesh is mobilizing its technology to support suitable communities and its human resources to transform the natural world into a man-made one by utilizing its Human Resource to cope with the upcoming challenges of labor market demand.

At present Labor Market Needs and Potential Opportunities for Bangladeshi Migrant Workers in Key Destination Countries. Based on this study highlights the implementation of the above international instruments in the field of inter-



national labor migration to identify the current flow of foreign remittances by immigrants of Bangladesh. An analysis of the current position and response to the following questions has arisen:

- To identify the constraints to expanding our labor market, especially in more developed countries both Skilled and inept in the context of globalization?
- To identify the policies that are the best fit for labor migration to enhance the remittance flows in Bangladesh's economy.
- To realize the challenges of migrant workers' rights and Identification of policy options for Bangladesh.

#### **Research Methodology and Sources of Data.**

This study is based on qualitative research collecting data from newspapers, periodicals, conferences, seminars, workshop proceedings, journals, and published books and reports. Short-term contract worker migration is relatively well-studied in Bangladesh and most of the available information is on this type of migration. Some important empirical research studies have been conducted on international migration. The research is also based on data from the Bureau of Employment and Training (BMET). However, due to various limitations, the scope of the data collected is not comprehensive and the information is not adequate. Private Sources Among the private sector, the Bangladesh Association of International Recruitment Agencies (BAIRA)

#### **The initiatives that were taken by the Bangladesh government.**

Outcomes of numerous studies on the female labor force that is increasing significantly and properly utilizing this human capital we need to be more concentrated on their safety and security by regulating international law in pertain to Migrant workers' rights from a gender perspective. A country's development activities cannot begin without the active participation of women. We need to adopt integration programs that prepare more women to create jobs for disadvantaged women. Women workers are in great demand, especially the professions of nurses, garment workers, caregivers, and housekeepers. Demand for trained and qualified nursing staff prevails in the EU and US. A curriculum developed by the International Organization for Migration (IOM) provides home economics courses for women workers destined for foreign markets.

BMET organizes training courses in various languages in collaboration with IOM, and JITCO, as because Linguistic training is a vital tool for growing the employability of workers in the worldwide marketplace. For this purpose, Forty-one language institutes present language guides in Japanese, English, Korean, and Chinese (mandarin & Cantonese). In 2020 general of 32,918 candidates acquired professional certificates from 13,973 applicants in marine engineering, 10,205 brief guides, beneath step 7003 applicants, and 1210 licensed in language guides. In addition, home tasks cursed took numerous 4595, and the pre-departure guides taken at the least quantity is 149,916. Technical training and education are being imparted particularly with the aid of using the subsequent establishments for the improvement of human capital thru education assistance,

regarding the Skill Development Training machine and HRD in Bangladesh.

Now 1434 recruiting company is running to region our exertions in exceptional nations process marketplace of 168 nations is listed with a bilateral agreement. For expanding our market with fulfill their demand BMET is being conducted the following courses 4 Years of a Diploma in Marine Engineering and a Diploma in Shipbuilding Engineering, 2 Years of Certificate Courses in Marine Diesel Engine Artificer, Ship Fabrication, Shipbuilding Welding, Shipbuilding & Mechanical Drafting, and another 2 Years of SSC (Vocational) Courses in. Refrigeration & Air-conditioning, Machine Tools Operation, Automotive, General Electrical Works, General Electrical Works, Civil Construction, Mechanical Drafting with Auto CAD, General Electronics, General Mechanics, Plumbing & Pipe Fitting, Welding & Fabrication, Wood Working/Carpentry, Electrical Maintenance Works, Farm Machinery, Dress Making, Ship fabrication, and welding, Food Processing & Preservation. Architectural Drafting and Auto Cad.

Other modular (Short) Courses under BMET: in Marine, Ship Safety and fire-fighting, Marine pipe fitting, Marine engine, and mechanical fitter, Shipbuilding drawing and Auto CAD, and Automobile. Auto Mechanics, Auto Mechanics with Auto Electrician, Auto Mechanics with Driving, Tiles Fixing carpentry, Plumbing & Pipe Fitting, Civil Construction, Architectural Drafting with Auto CAD, Shuttering (Steel/wood) Rod Binding, Masonry, Auto CAD 2D & 3D, Mechanical. Welding & Fabrication, Arc & Gas Welding, TIG & MIG Welding, Welding (6 G), Machine Tools Operation, Mechanical Fitter, Drafting Mechanical, General Mechanics, Electrical Machine Maintenance, Electrical House Wiring, IT Computer Operation, Graphics Design Electronics Consumer Electronics Refrigeration & Air-conditioning, Refrigeration & Air-Conditioning, Duct Fabrication RMG Dress Making, Pattern Making, Marker Making & Cutting, Boutique/Block Batik, Sewing Machine Operation, Mid-Level Garments Supervisor Sewing Mac Catering winery Maintenance, Quality Control Management Sweater, and Linking Machine Opera Handicrafts Fruit & Food Processing, Plastic Technology, House Keeping, Care Giver, Mobile Phone Servicing, and Beautification.

The General Agreement on Trade and Services (GATS) specifies Temporary Movement of Natural Persons (TMNP) in MODE-4 according to bilateral agreements between two countries (sender and recipient). Bangladesh is starting to attract the attention of global shipping companies focused on building large ships. South Korea and China usually build big ships. Several well-known shipbuilding groups build ocean-going vessels for various companies such as Germany, Denmark, and Japan. Over 100 local shipyards and shipping lines build medium-sized and inland waterway vessels. The field of marine technology requires skilled workers. These are related to shipbuilding, ship repair and modification, ship engine operation, engine repair and maintenance, and navigation. Specialists trained in these employment fields have great potential both in the German and foreign labor markets. Governments are making efforts to change

the mode of the WTO Free labor movement internationally by engaging in negotiations with the international community to implement the provisions, in cooperation with other developing countries. Foreign labor markets are well equipped to encourage improvements in human capital, develop them to meet international demand, and make them competent enough to be globally fit.

The following organizations are involved in vocational training in Bangladesh. A) National Skills Development and Training Council (NCSDT).b) Bangladesh Board of Technical Education (BTEB).c) Manpower, Employment and Training Department (BMET).d) Directorate General of Technical Education (DTE).e) 19 Ministries) Non-Governmental Organizations (NGOs) and Voluntary Organizations. His VET providers in the government include the Ministry of Education, Labor and Employment, Foreign Welfare and Employment, Youth and Sports, Women and Children Affairs, and Social Welfare. His main VET providers are Various administrative agencies, ministries, departments of employment and human resource training, departments of technical education (under MOE), directors of youth development, departments of women's affairs (under the Ministry of Women and Children's Affairs), and key skills development under their agencies Training Institute Dedicated Technical Training Center, Bangladesh Institute of Marine Technology, Technical Schools and Colleges of Technology, Youth Development Training Center, Women's Training Center, Textile Vocational Institute. All these produce about 47 percent of skilled workers annually.

The government encourages PPPs to make the most of the TTC's capabilities. In this regard, BMET collaborates with his BGMEA to provide training and BMET has arranged joint venture programs with BKMEA in the field of knitting and joining. BIMT, led by BMET, will arrange his PPP program with Western Marine Shipyard Limited. BG TTC has tests for overseas employment in countries such as Canada, Romania, UAE, Oman, and Saudi Arabia. Vocational-based learning is very practical for acquiring skills in a particular professional area. It is cheap to operate various forms of workplace learning: a) Bangladesh is traditionally enriched by teaching different skills in different professions based on vocational-based learning. These are practiced from generation to generation in family traditions. Occupations include carpentry, ceramic, agriculture, brick-work, and other crafts. b) Work-based school practices are now prevalent in some other industries. These are garment factories, the pharmaceutical industry, the textile industry, the jute industry, etc. These trainees act as helpers and support companies to carry out the production process properly.

We need to take immediately remedy the violation of Human Rights Violations vis-à-vis Migrants Financial "milking" of migrants for the following activities to be controlled such Corrupt activities of recruitment agencies; The feasible involvement of authority officers inside, the exertions recruitment of commercial enterprise manner wishes to be investigated and track and trace the big involvement of so-called "middlemen" can also additionally inspire even "good-natured" recruitment companies to grow to be exploitative. In addition, Short-

time period contracts should be assessed more. There is a demand for migrant employees to wear a sort of “uniform” to mark them out as totally different from alternative travelers. This constitutes a violation of their dignity and needs to monitor.

### 3. The Literature Reviewed

The American economist Nobel Laureate Milton Friedman Focused on hard work and improvement, reiterated his point of view in his speech “Monetary freedom, human freedom, political freedom” superior in capitalism and freedom tending towards freedom policy (1962, 2002), monetary freedom in other words towards damaging. In this context, the Indian Nobel laureate (1998) Amartya Kumar Sen has been a forceful voice against the neoliberal monetary role in human and labor rights. “Globalization threatens Labor rights” (Charles Tilly, 1995) an American sociologist argued that due to the fact globalization has regularly undermined the ability of the nation to screen and manage cross-border monetary flows, states are dropping the ability to pursue collective social coverage such as the enforcement of hard work rights. The availability of low-salary overseas employees and the danger of capital flight has similarly intensified employees’ lack of confidence in the impact of pitting one hard work rights network towards another. Reaching a comparable conclusion, Amnesty worldwide determined in 1998 that hard work rights are human rights because it sought to sell alliances among hard work unions and human rights agencies to crave a broader area for human rights cohesion towards the strain of aggressive monetary hobby and the brand new triumphing neoliberal monetary fashion related to globalization.

For the current situation in Bangladesh, it is important to examine the human potential of disadvantaged rural and urban populations such as school dropouts representing a sizeable population group. A country’s human resources form a solid foundation for its sustainable economic and social development. Human skills development is an essential prerequisite for achieving poverty alleviation, sustainable economic growth, and social progress. As a country’s economy grows, so does the demand for different types and levels of skills in different fields. In the context of globalization, we need to develop the right talent needed to meet changing demands.

The economic importance of immigrants is considered the second-highest percentage of foreign exchange reserve inflows. International migration plays an important and integral role in the national economy of Bangladesh in two respects. First, the unemployment rate will fall. Second, immigration leads to remittances to countries that serve as an important but much-needed cheap source of foreign exchange. An estimated one-third of Bangladesh’s total working-age population is unemployed or underemployed (Gob, 1998). Immigration has left the unemployment rate virtually unchanged since the 1980s, even though the working population is growing almost twice as fast as the population. Mahmud (1998) and Afsar (2000) emphasize that the constant outflow of working-age

people and the accompanying inflow of remittances play an important role in stabilizing unemployment. Immigration thus eased pressure on successive governments to create alternative jobs.

Remittances from immigrants account for a significant portion of the country's foreign exchange income. From 1977-78 to the period 1997-98, his average annual contribution to remittances was 26.5% (Siddiqui & Abrar, 2001). This was used to finance the importation of capital goods and raw materials for industrial development. In 1998-1999, 22% of official import bills were covered by remittances (Afsar, 2000; Murshid, 2000). Steady flows of remittances have helped ease foreign exchange bottlenecks, improve the balance of payments, and increase the supply of national savings (Quibria, 1988). Remittances also make up a significant portion of the country's development budget. In certain years in the 1990s, remittance contributions rose to more than half of the national development budget. Remittances account for a larger portion of the country's development budget these days than foreign aid. The contribution of remittances to GDP rose sharply from just 1% in 1977-1978 to 5.2% in 1982-1983. In the 1990s, the ratio hovered around 4%. However, given the informal remittance flows, the contribution to GDP is certainly much higher. Murshid (2000) states that an increase in remittances of Tk 1 will increase national income by Tk 3.33. The importance of remittances becomes very clear when compared to foreign exchange earnings from the ready-to-wear (RMG) sector. Currently, the garment manufacturing sector is considered to be the highest foreign exchange earning sector in Bangladesh. However, after adjusting for raw material import costs, migrant workers' net income from remittances is higher than that of the RMG sector. Mahmoud, therefore, stressed that, contrary to popular belief, remittances from migrant workers have played a much bigger role in sustaining the Bangladesh economy than did the RMG sector.

All of the world's approximately 190 sovereign states are now either origins, transits, or destinations for migrant workers, often all three at the same time. Bangladesh is a major source of labor and remittances are the largest source of foreign exchange income. Every year, many Bangladeshi migrant workers voluntarily go abroad to work. The pressure on international labor migration from Bangladesh is further heightened by the current changes in the globalization process and Bangladesh's interaction with the process. These changes include the expiration of the Multi-Fiber Agreement (MFA) and China's accession to the WTO. In this context, the migration of the labor force abroad is seen as one of the new employment or livelihood opportunities for Bangladeshi workers. Despite its significant contribution to Bangladesh's remittance acquisition and socio-economic development, the government has not adequately addressed the issues of migrant workers' rights, welfare, and prospects. However, international efforts have focused on protecting the rights of migrant workers, leading to the development of several safeguarding instruments, most notably the United Nations and her ILO conventions. Bangladeshi migrant workers have access to de-



cent working conditions, social protection, decent wages, medical and housing facilities, freedom of expression and association, access to justice and due process, and safe and systematic remittance of money. Sustainable gradual socio-economic reintegration and other related rights and services after the return due to non-ratification and non-enforcement of international instruments in Bangladesh and destination countries. Bangladesh, therefore, needs to ensure that labor migration processes in Bangladesh and countries of employment are safe, systematic, negotiated, fair and rights-based in light of the UN and ILO Conventions for migrant workers' rights.

Social contributions of migrant workers of Bangladesh enhanced different aspects of development International remittances truthfully influence the economic growth and poverty lessening of Bangladesh (Ahmed, 2012). Migrant remittance indirectly helps to alleviate poverty by raising the productivity, education, and health of their families. The success of migration depends on the positive gains and benefits accrued for the family members, particularly to the children and there are other social impacts also work below points. Another social impact screened on Transmission of Culture International migration through the movement of people's transmission by language, knowledge, arts different norms and values of different societies. In addition, it is observed that migration both at the domestic and international level occasionally plays an important role in case of reduction of violence. Moreover, positive Change in Family Structure influences richness pattern. Furthermore, the advancement of Improvement of Social Status International migration has an impact on the achievement of social status values. In a true sense, there is an Economic Impact Migration and remittances have both direct and indirect effects on the prosperity of the population in migrant-sending countries. Historically, remittances have been inclined to rise in times of economic recessions, financial crises, and national disasters because migrants living abroad give back more money to help their families back home. There is a more distinct social impact such as Poverty Reduction, Capital Formation.

Challenges Faced by Migrant Workers in many disciplines. Language is a global force for communication the Knowledge gap in Language is a major constraint for our migrant workers meeting new people becomes incredibly difficult and many other challenges have to face, Fear and Isolation, Lack of Benefits Cultural Barriers, and Educational Issues. Migration is a continuous process. So, the sufferings of migrant workers, like exploitation, non-payment, abuse, torture, murder, maltreatment, etc would also continue, if necessary measures are not taken to stop those. The UN can think of some institutional mechanism to address these problems while the safety and welfare of the migrant workers are in danger and the violation of human rights of the migrant workers is a peanut for the employers.

Although some research has focused on various aspects of international labor migration, particularly the contribution of remittances to domestic economic development, the rights of migrant workers, and the impact of skilled labor mi-

gration, sustainable labor markets, and Studies on its application are also being conducted. On 1 July 2003, the 1990 United Nations International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families (hereafter: ICMR) officially entered into force as an instrument of international law that will ensure protection and respect for the human rights of all migrants. Evaluate these at the field level on how to implement the human rights of migrant workers stemming from key UN and ILO conventions and how they can be established and ensured through national migration policies and legal frameworks.

The realization of protection for this study attempts to examine the impact of skilled labor migration on sustainable labor markets, the increase in remittances abroad, and the socioeconomic development of the Bangladeshi population. Overseas labor market demand has recently been captured by the Bangladesh Overseas Mission, as globalization creates a free market. Their report found: In the next few years, there will be major construction works in Dubai, Abu Dhabi, KSA, and Qatar. Bangladeshi workers are in great demand in the following industries: rod binding, 1) pipe assembly, 2) masonry, 3) tile fixing, 4) sewer technicians, 5) electricians, 6) plumbing, 7) carpentry, 8) painting work, 9) steel fixing, 10) crane operations, etc. Jobs for engineers, architects, graduate engineers, draftsmen, technicians, and craftsmen are also becoming more popular. The UAE also attracts doctors, nurses, medical technicians, accountants, and housekeepers. The United Arab Emirates is currently the country with the highest acceptance of workers from Bangladesh. Saudi Arabia plans to build the five major townships in this context, large-scale construction works are taking place in residential and commercial infrastructure, industrial zones, ports, hospitals, schools, and hotels. To cover this need, the following occupations are the potential for future training. 1) hotel management, 2) car driving, 3) nursing, 4) electrician, 5) plumber, 6) bricklayer, 7) carpenter, etc. Arabic is also an important area of training. Furthermore, Kuwait, Qatar, Oman, Bahrain, Libya, and Jordan have similar requirements for various occupations such as 1) construction and 2) engineering. Jordan, Lebanon, United Arab Emirates, Oman, and Saudi Arabia have a demand for female workers in domestic trade. Employment levels of Malaysian workers are common in the following trades: 1) electricity, 2) electronics, 3) clothing, 4) construction, and 5) plantation.

There is a demand for Asian workers in Eastern European countries such as Romania, Poland, Greece, Croatia, and Italy due to the migration of skilled workers from Eastern Europe to Western Europe for higher wages. They are engaged in trade in 1) clothing, 2) manufacturing, and 3) construction. Scandinavian countries such as Sweden, Norway, Denmark, and Finland are in demand for professional positions such as 1) IT specialists, 2) computer-aided design and 3) industrial engineers. Bangladesh will agree with Training and Further Education (TAFE) for membership in some training courses of TTC. This provision makes it easier for TTC graduates to find jobs in the Australian job market. Addition-

ally, Australia has demand for 1) nurses, 2) 6 G welders, 3) plumbers, 4) farm workers, and 5) shepherds. New Zealand has a demand for 1) farming and 2) sheep farming. Other areas such as 3) welding, 4) plumbing, and 5) electricians are also in demand in the New Zealand labor market. The US job market is in high demand for 1) nurses, 2) cooks, 3) IT professionals, and 4) caregivers. From Canada, we have inquiries from 1) joiners, 2) welders, 3) Plumber, 4) Electrician and 5) Butcher from Canada.

#### 4. Recommendation

I would say that Bangladesh needs to expand its labor market by making bilateral agreements with several developed countries, especially OECD and G20. It is essential to prepare a standard IOM “Contract of Employment” which has to be followed by all workers of sending and destination countries. This contract should be based on the following points: the number of wages and overtime, working hours, holidays, health insurance, protection against all types of physical mental torture on land, sexual abuse and misconduct, punishment for non-payment, sexual abuse, compensation for the accident concerning all terms and conditions identified in various relevant international treaties and agreements. Timely policies should be reformed to favor our countries in dividing the distribution of migrant workers in Bangladesh and their rights regarding the instrument of international institutions UN, IOM, and ILO in particular. To meet the challenges of the free market labor movement, Bangladesh needs to attract more and more skilled technical workers on a demand basis to compete with workers in other jurisdictions.

#### Conflicts of Interest

The author declares no conflicts of interest regarding the publication of this paper.

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