

**Skilled and Unskilled Labour Migration and Poverty Reduction in  
Bangladesh- an Econometric Analysis**

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# **Skilled and Unskilled Labour Migration and Poverty Reduction in Bangladesh- an Econometric Analysis**

## **ABSTRACT**

International labour migration has become an increasingly important feature in a globalizing world. Bangladesh is increasingly integrated with global economy in terms of trade, investment, flow of remittances; its degree of openness.

It is clear that the Bangladesh should take policy to send migrant labour to the entire world. But there are a question arises skilled or unskilled labour which type of labour is beneficiary for Bangladesh. Skilled or unskilled which type's migrant's poverty impact are higher than other. Bangladesh should emphasis on skilled labour or unskilled labour or both, skilled and unskilled labour which poverty impact are more – these are the objectives of this study.

The objectives of the study are to learn skilled and unskilled labour migration, remittances and poverty, assess impact of skilled and unskilled labour migration on poverty and provide policy recommendation for desirable level of international labour (both skilled and unskilled) migration from Bangladesh,

In the absence of baseline data and inability to conduct an experimental study, this research is designed to measure the impact of remittances on poverty reduction, based on retrospective pre- and post- recall by the respondents. In this study a purposive sampling was conducted in the absence of documentation and database of the study population. Snowball sampling was adopted in order to reach the respondents.

In this study skilled migrant have higher poverty reducing impact than unskilled migrants. For overseas occupation of the migrants unskilled to skilled the log odds ratio of the households being poor decrease by 1.6. This shows the important role of skilled migrants in reducing poverty.

## **1. Introduction**

International migration is one of the most significant features of globalization. Nearly 200 million people or 3 percent of the world population live outside their countries of birth and worldwide remittance flows are estimated to have exceeded \$483 billion in 2011(World Bank 2011). According to Migration and Development Brief 17, by Migration and Remittances Unit World Bank, officially recorded remittance flows to developing countries reached \$ 351 billion in 2011, up 8 percent over 2010. With improved prospects for the global economy, remittance flows to developing countries are expected to continue at a rate of 7-8 percent annually to reach \$ 441 billion by 2014.

Remittances from Bangladeshi migrants have been rapidly growing over the past decade and a half, contributing significantly to economic growth and substantially improving the nation's balance of payments position.

The migration of workers across international boundaries in search of economic opportunity has enormous implications for development. It can have significant positive impacts on household poverty and economic growth through improved income opportunities, knowledge transfers and increased integration in the global economy (World Bank 2006)

Bangladesh is one of the participants in the supply of the global labour market. About 35 million people constitute this vast reservoir of manpower. At the current level of development it is not possible for Bangladesh to absorb the full range of available unskilled, semi- skilled and professional manpower within the country. Starting in 1976, over the years, Bangladesh has emerged as a notable exporter of manpower and a steady source of human resources to a number of foreign countries who need to import manpower from other countries.

In skilled migrants and unskilled migrants, there are behavioral differences for sending remittances. Which group of migrants is helpful for poverty reduction in Bangladesh – needs research. With these points in mind, this study seeks answers regarding the impact of globalization of international labour migration on poverty in

Bangladesh. It also attempts to identify the comparative analysis of impact of skilled and unskilled labour migration on poverty in Bangladesh.

Globally there are many researches about globalization, international labour migration and poverty. But few attempts have been taken through some studies to get some information about the impact of skilled and unskilled migrated labour on poverty.

## **2. Objectives of the Study**

The objectives of the study are:

- To assess the impact of skilled and unskilled labour migration on reducing poverty.
- To provide policy recommendation for desirable level of international labour (both skilled and unskilled) migration from Bangladesh,

## **3. Methodology of the Study**

The design and methods used for this study are:

In the absence of baseline data and the inability to conduct an experimental study, this research is designed to measure the impact of remittances on poverty reduction, based on retrospective pre- and post- recall by the respondents. Quantitative and Qualitative research methods were both used. For the quantitative method, a sample survey was conducted. For the qualitative method, case studies were prepared.

This study is largely based on a questionnaire survey which conducted returned migrants and migrant's households in two areas of the country: Dhaka and Rangpur. These two areas were selected on the basis that Dhaka district is one of the highest migrant's prone and Rangpur districts is one of the less migrant's prone and Monga prone area (Siddiqui, 2009). In addition to using those cities as centre, satellite villages were visited to gain further insight into the impact on rural households. To interview the skilled and unskilled migrants, both urban and rural areas were selected.

In this study, a purposive sampling was conducted in the absence of documentation and a database of the study population. Snowball sampling was adopted in order to reach the respondents.

The total sample size were 300, comprising skilled migrants and unskilled migrants. With an assessment of time and resource, the present study decided to interview 300 skilled and unskilled migrant households. It was decided that interviewees would be

returned migrants themselves and those households in which the migrants were still residing abroad. It would have been ideal if non-returnees or those who were still serving in different countries could be interviewed. But that would require travel to receiving countries involving major costs. Nonetheless, interviews of the family (family is defined as a members of a household who share food from the same pot) members were extremely important because they would provide the study with their perceptions about migration of members of their families and utilization pattern of remittances sent by the migrants.

In this study, ‘poverty’ refers by economic status of the migrant’s household. While enquiring into economic status of the households, their personal opinions, as perceived by them, are sought where some bias may exist as their individual levels of conceptions are not same and the economic considerations may also differ from family to family. To minimum such gaps or difference, questions have been made specific to their living conditions as usually expressed in terms of ‘poor’ and ‘non-poor’ according to Quasem M.A. (2004:129) . The ‘poor’ are defined to be the households who are generally deficit in food and live below poverty level. ‘Non-poor’ living status of a family means that he who can just manage the annual requirement of food and other basic needs of family from his own income or more. Poverty terminologies used here are, thus, not based on actual income estimates and expenditures of the households or the Direct Calorie Intake method as generally followed by the Bangladesh Bureau of Statistics (BBS).

In order to have a more systematic analysis run a number of cross-section regressions considering different types of expenditures as dependent variables with a view to exploring whether occupation in overseas country appears a significant explanatory variable in those regressions.

It is also important to determine the factors which affect household poverty and to explore whether skilled and unskilled migration appears to be a significant explanatory variable. In order to identify these factors a logistic regression model of the following type using field survey database, is applied.

$$\text{Pov} = \beta_0 + \beta_1 \text{hh\_size} + \beta_2 \text{m\_edu} + \beta_3 \text{m\_age} + \beta_4 \text{m\_occup} + \beta_5 \text{m\_religion}$$

Where

pov= Poverty Level (Dependent variable)

(1= Poor, 0=Non-poor)

hh\_size= Household size

m\_edu= Educational Level of the Migrant  
(Years of Schooling)

m\_age= Age of the migrants

m\_occup= Occupation of the migrant (dummy variable)  
(1= Skilled, 0= Unskilled)

m\_religion= Religion of the migrants  
(1- Islam; 2- Hinduism; 3- Buddhism; 4- Christianity; 5- Others)

#### **4. REVIEW OF LITERATURE**

In Bangladesh, there are various studies on international labour migration and remittances. These studies maximum are impact on poverty. There are no direct studies on skilled and unskilled international labour migration in Bangladesh and impact on poverty. Maximum studies are also on macro analysis. There are some micro studies..

Raihan, S., (2009) examines the impacts of international remittances on household consumption expenditure and poverty in Bangladesh using computable general equilibrium modeling of the Bangladesh economy and micro econometric analysis at household's level. This paper shows that remittances have positive effects on the economy and reduce poverty. It is estimated that 1.7 out of the 9 percentage point reduction in the headcount ratio during 2000- 2005 was due to the growth in remittances. At the household level further reveals the positive and significant impacts of remittances on the household's food and housing- related expenditures. The impacts on education and health expenditures are also positive and insignificant. Moreover, the logit regression results suggests that the probability of the household becoming poor decreases by 5.9% if it receives remittances, which further confirms the positive impact of remittances.

In International labour migration, Remittance and Poverty studies treat international migrants as a homogenous group without distinguishing for the skill characteristics of the mover (Cattaneo, C. 2008:5). But there are various types of migrants by education or skill level.

At micro economic level, some past studies have suggested that (holding all other factors constant) more educated migrants remit more because they typically earn more. However, other micro-economic studies have found that more educated migrants remit less because they have lower propensities to return to their origin country (Rapport and Docquier, 2004)

It is important to note that the remittances are attributed to both skilled and low skilled diaspora from these countries and it is difficult to identify the extent to which the skilled South Asian diaspora population has contributed. It is also well established that a large part of the remittances to South Asian countries are made by low skilled and manual workers based in the Gulf and that skilled migrants living in the United States, United Kingdom and other industrialized countries tend to save more abroad as they are more attached to their host nations. On average, they remit smaller proportion of their incomes than labour migrants (Chanda, R.2008a:32).

Cattaneo, C. (2008: 17) cited in this paper “the on-going economic debate questioned the nature of the effect of skilled emigration on growth, but no previous research evaluated the further link between skilled migration and poverty”. In this paper the results suggest that, controlling for the stock of migrants per capita. The departure of skilled individual does not exert detrimental effect on poverty. While the stock of migrants positively effects the income of the poor, the intensity of the brain drain in the different countries does not influence the level of poverty the potential hurdle introduced by the departure of tertiary educated individuals does not prevent migration to be poverty reducing.

Niimi and Others (2008) in their study main finding is that remittances decrease with the share of migrants with tertiary education. They also include remittances increase with source countries level and rates of migration, financial sector development and population, and decrease with their per capita income and expected growth rate.

Faini, R (2006b: 6) theories that skilled migrants would remit less than unskilled because skilled migrants are less likely to return in the home country and more likely to reunite with their close family in the host country. This article also shows that

skilled migrants are more likely to be successful in the host country and therefore, less likely to return to the home country.

No country has a breakdown of remittances by skill profile. On the one hand skilled workers can be attracted to home country investment through incentives like India and Sri Lanka. Unskilled workers tend to send money through informal channels such as the “Hundi” system popular in the subcontinent of India. Skilled emigrants usually migrate with their families and overtime their remittances may decline. Moreover they are highly sensitive to economic, political development at home and may prefer to keep their savings abroad (Wickramasekera, 2003).

If migrants are low- skilled or unskilled workers, the beneficial impact on poverty and inequality is maximized for the migrant- sending country. It is not just that the ensuring remittances are directed at poorer households, but that the supply of unskilled labour in the source country is reduced, thereby, increasing wages of unskilled workers left behind (Devesh Kapur, 2005).

Mansuri, G. (2006), proposed to open international labour markets to allow for the temporary economic migration of low skilled workers from developing to developed countries is its potential impact on human capital accumulation by the poor.

Vadean, P. and Florin, (2006) in his paper aimed to provide insight into the way in which the education and skill level of migrants affects the remittances habit, purpose and use, in the context of Afghan, Egyptian and Serbian immigrants groups in Germany. The information about the remittances patterns of the immigrant groups, identified by a snowball sampling technique. In this paper conclude that whether skilled migrants remit more or less compared to low skilled ones is not straightforward, this study provides evidence that the skill level significantly affects the purpose of remittances towards more productive investment. Whilst low skilled migrants mainly remit for securing the consumption need of their family members, the remittances of middle skilled migrants are more often used for investment saving(e.g. buying of real estate or bank account deposits), and high skilled migrants make also productive investments in their home countries.



Koettl, J. (2006) explains about the cost and benefit of skilled and unskilled labour migration. Brain drain is a major concern to source countries for a number of reasons. Through highly skilled migration, source countries lose a significant amount of human capital. Empirical evidence shows that the highly skilled migration might also be less prone to send remittances back home. Highly skilled migrants typically earn more- and thus, *ceteris paribus*, they should remit more than low skilled migrants.

Ratha, D., (2005) concludes that the temporary movement of lower skilled labour can offer positive benefits for LDC's, especially in relation to skills upgrading, brain circulation, and remittances. Remittances play a significant role as a source of relatively stable many external funding and are also of greater importance to many LDC's than to other developing countries.

Jellal's (2002) study on Tunisia, also finds that the percentage of a migrants income remitted is negatively correlated with skill level of the migrants.

In India, Lucas (2002) noted that remittances per migrant may have been approximately comparable from the Gulf and from the United States, despite the much higher education and income levels of those in the United States.

Drechsler Denish (2008) cited in his article that migration is an integral part of globalization. Migration can contribute to development and poverty reduction. Development and development aid will not stop migration flows. He also concludes that the effects of sending regions are different. Migrations of low skilled worker's properties are higher financial returns, larger impact on poverty reduction, potential improvements in low wage sector and increase of productivity. In other hand, migration of highly skilled properties are possible knowledge transfer, incentive to invest in human capital, potentially a win- win situation, however: particularly problematic in poor developing countries.

Quartey Peter (2006) concludes that migration of both skilled and unskilled labour has been one of the survival strategies of many African countries particularly the youth. Similarly, migrating from Ghana to Europe and America has become one of the surest means of acquiring skills and also improving the living standards of both the skilled and unskilled labour force.

Graeme Hugo (2008) explore that high skill workers often remit smaller proportions of their income to origin communities partly because they tend to come from better off families (and communities) so that the level of need in the origin family will not be so great. Moreover these migrants are often able to bring their immediate families with them so that they are not as obliged to send back money to immediate family. As a result their level of commitment back to the home community may not be as great as it is for low skilled migrants.

In IOM (2008) includes that highly skilled migrants are involved in various migration scenarios. The largest stock of skilled migrant workers consists of permanent residents, even though the flow of short- term migrants is increasing and often exceeds the yearly admission of skilled immigrants on a permanent basis.

There are some opposite view on skilled and unskilled labour migration and poverty. Mulina, T. and others (2006) conclude that migration and remittances are significant component of Samoa and Tonga. It's providing income support for a large section of population and thus improving living standards and alleviating poverty at the household level. Here also conclude that the higher propensity for skilled migrants entering Australia to remit more money home than is the case among unskilled migrants to New Zealand. In this study used interview of 471 households in the two countries. Here used descriptive model and the Probit Model to analysis the data.

Early development literature typically concluded that skilled worker was determinant to sending countries. Even when skilled workers were unemployed at home, there social marginal productivity was not necessarily nil, as could have moved to the country side rather than migrating abroad. Now some literature suspects that the skilled migration is not an unmitigated curse. A non zero probability for educated individuals to move abroad should raise the returns to education and in the end, may even lead to an increase in the numbers of educated workers that stay at home. Skilled migrants will typically earn more and may therefore remit more. Migrants may return home after having acquired variable skills abroad and migrant's particularly skilled ones, may establish trade and investment links with their home country, enhancing its attractiveness as a destination of foreign direct investment (Faini, R.2006).

There is some other conclusion that skilled migrants remit more or less compared to low skilled ones are not straightforward. This study provides evidence that the skill level significantly affects the purpose of remittances towards more productive investment. Whilst low skilled migrants mainly remit for securing the consumption need of their family members, the remittances of middle skilled migrants are more often used for investment saving (e.g. buying of real estate or bank account deposit) and high skilled migrants make also productive investments in their home countries.

Bureau of Manpower, Employment and Training (BMET) has classified short-term migrants to middle East and South East Asia into four categories: professional, skilled semiskilled and unskilled. Doctors, engineers, teachers and nurses are considered professional. Manufacturing of garment workers, drivers, computer operators and electricians are considered skilled, while tailors and masons are considered semi-skilled. Housemaids, cleaner and menial labourers are considered unskilled workers. During the early years of short-term labour migration, the proportion of professional and skilled workers was higher than that of semi-skilled and unskilled workers. In recent times, however, semi-skilled and unskilled workers have made up the majority of the migrants. BMET database does not categories migrants according to age and educational status (Siddiqui, T., 2005: 82). Bangladeshi immigrants in the UK and the US have a range of educational backgrounds: professional, skilled, semi-skilled and unskilled. Migrants to the UK during the early 1920s and also in the 1950s and 1960s were mostly uneducated. In the US, those who went during the 1950s and 1960s were educated professionals (Siddiqui, T., 2005: 83).

The less educated migrants not only save a higher percentage of their income abroad, but more importantly, their rate of saving demonstrates a greater uniformity and stability. This is true irrespective of whether a less educated person lives abroad with family or not. This higher propensity to save is underlined by a low monthly expenditure as due to factors such as lower standard of living, staying together with one's own community in cheaper accommodation, and on simple and inexpensive diet. Moreover, the less educated people do tend to have a relatively higher level of dependency back home, presupposing a higher level of savings and remittances. From a labour exporting countries point of view this would imply that exporting less

educated people to a country such as the UK would yield a higher and more predictable foreign exchange potential (Mahmood, R. A. 1993:23).

Mahmood, R. A. (1992) observes that the maximum levels of gains from migration are achieved by professionals and semi professionals. He also includes that the professional and semi-professional migrants have the highest relative share of those who managed to start some trade or business out of remittances. Among the different categories of migrants, the incidence of post- migration unemployment is the highest for unskilled migrants: 57 percent, compared to a pre-migration level of 15 percent. The next most affected group is the skilled migrants: unemployment among them increased from 14 to 47 percent. The various aspects of the changes in income after migration are closely related to the skill level of the returned migrants and the length of their stay abroad. The unskilled migrants experienced the most significant decline in the numbers earning some income for wages or salaries, however, the number deriving income from business profits experienced the highest relative increase. The same was true of overseas remittances.

Mahmood, R. A. (1992) concludes that the vast majority of outward migrants were semi skilled and unskilled. Overtime, Bangladeshi workers migrating to the region experienced significant changes in terms of their number, country of destination, and skill composition. In terms of composition of the labour force migrating to the Middle East, there has been a significant reduction in the relative's share of skilled migrants, who have given way to more low and unskilled migrants.

Afsar, R., Yunus and Islam (2000) found that forty-five percent of the respondents of their survey had opportunity to develop their skills prior to migration largely from private training institutions and in few cases they gained experience of similar types of work at home. Pre-migration skills appear to influence their job opportunity. The study indicates that skills and educational attainment endow migrants with greater leverage in the UAE labour market in terms of getting more secured job. The study further reveals that skills or higher level of education among labourers do not necessarily lead to enhanced income but ensures better working and living conditions at the destination compared to their compatriots who have no skills and lower levels of education.

Some skilled and professional migrants are also prefer to go Australia, Canada, Germany, France, Italy Switzerland, New Zealand, Belgium, Netherlands , South Africa, Spain and Japan. The semi skilled and unskilled migrants mostly go to Middle Eastern countries and South-east Asian countries (Jesmin Rubayat, 2005).

According to Bangladesh Bank estimates, between 1997 and 2004, over US\$6 billion remittances were from Saudi Arabia, that is, mainly migrant workers, followed by an estimated US\$ 2.2 billion from Bangladesh is in the United States, many of whom are skilled and professional expatriates. (Chanda, R. 2008a: 35).

The remittance has significant macro-economic impact on household level. The majority of Bangladeshi migrants abroad is unskilled, and originates from rural areas and poor community. The poorer the household, the more impact or benefits remittances income can have alleviating poverty. Remittances allow the poor people to increase expenditures on both durables and non durables products, and provide them with protection against negative income shocks. Remittances are cited as making up around 60% to 70% of recipient poor household's total income (Hasan, R. A. 2006:7).

In World Bank publication “Bangladesh: Strategy for Sustained Growth” includes “Saudi Arabia alone accounts for almost two-third of emigration, but only about 40 percent of total remittances because of the low-skill emigrants it attracts. The U.A.E and Kuwait are the other preferred destinations: together, these three countries account for almost 90 percent of all emigrants. The USA has a small share of immigrants from Bangladesh(less than 5 percent), but accounts for 15 percent of the remittances because of the highest skill level of emigrants there”.

Sharma, M. and Zaman, H. (2009) conclude that for the poor and unskilled in Bangladesh, globalization of labour markets provides an opportunity to improve their lives. The steady demand for low- skill labour from countries mainly in the Middle East and other countries in South East Asia means that an increasing number of Bangladeshis will continue to migrate abroad and send money to support families back home.

Islam Nurul (2004) concludes that as population in developed countries age and as their level of training and education goes up, there will be an increasing demand for low and unskilled labour services to be imported from abroad. In some high-income fast going and labour-short developing countries, there is likely to be demand for imported labour.

Above reviews shows that most of the authors analyzed the issues of migration and poverty reduction and did not touch issue of comparative analysis of impact of skilled and unskilled migrant labour on poverty in Bangladesh. Above literature reviews there are some indicators those are determined the remittances of migrants. These are distance to destination country, intend to return home, migrate with or without family, household economic condition, duration of stay in destination country. Although, many studies are available on the issue/ problem of migration, but the present study would be of very important for touching the issue of poverty impact due to skilled and unskilled labour migration from Bangladesh.

It is well known that overall migration rate do not convey the full picture of the possible impact of migration and structure of migration is critical. The first element of the structure is the composition of migrants by their skill or the level of education.

## **6. Impact of Skilled and Unskilled Labour Migration on Poverty in Bangladesh-Economic Analysis**

It is also important to determine the factors which affect household poverty and to explore whether skilled and unskilled migration appears to be a significant explanatory variable. In order to identify these factors a Logistic Regression Model of the following type using field survey database, is applied.

$$\text{pov} = \beta_0 + \beta_1 \text{hh\_size} + \beta_2 \text{m\_edu} + \beta_3 \text{m\_age} + \beta_4 \text{m\_occup} + \beta_5 \text{m\_religion}$$

Where

pov= Poverty Level (Dependent variable)

(1= Poor, 0=Non-poor)

hh\_size= Household size

m\_edu= Educational Level of the Migrant  
(Years of Schooling)

m\_age= Age of the migrants

m\_occup= Overseas occupation of the migrant (dummy variable)  
(1= Skilled, 0= Unskilled)

m\_religion= Religion of the migrants (1- Islam;  
2- Hinduism; 3- Buddhism; 4-Christianity; 5- Others)

The regression result of (Table- 1 shows that education levels of the migrants, overseas occupation of the migrants are statistically significant. However, household size, age of migrants and religion of the migrants are statistically insignificant.

The results show that in the case of education of the migrants, with a one year increase in educational qualification, the log odds of the households being poor decreases by 0.16.

However, in the case of dummy variable for overseas occupation of the migrants unskilled to skilled the log odds ratio of the households being poor decrease by 1.6. This shows the important role of skilled migrants in reducing poverty.

**Table- 1 Result of Logit Regression for Poverty**

<b>Variables</b>	<b>Coefficients (Std. Error)</b>
Household Size	-0.28 (.083)
Educational Level of the Migrants	-.158 (.053)*
Age of the Migrant's	.004 (.025)
<b>Overseas occupation of the Migrants (Skilled and Unskilled)</b>	<b>- 1.556 (.453)*</b>
Religion of the Migrant	-2.089 (1.084)**

Note: \* Significance at 1% level and \*\*significance at 5% level

The analyses in this study clearly suggest that remittance plays a very important role in Bangladesh with regard to macroeconomic stability, household well being measured by the consumption level and their poverty incidence.

According to logit regression model skilled migrants have higher poverty reduction capacity than unskilled migrants

## **7. Implication of Policy and Conclusion**

Skilled migrant have more poverty reducing impact than unskilled migrants. We should send more skilled migrants abroad for poverty reduction. Side by side these criteria are also high for unskilled migrants. So we should also emphasis on sending unskilled migrants.

For international labour migration government participation should increase. BOESL should increase sending skilled labour and BMET should increase sending skilled and unskilled labour both. Recruiting Agencies are the main pioneer of sending labour. So for them arrange modern facilities and side by side monitor their activities.

The Ministry of Education should improve the quality of graduates of the polytechnic institutes which producing mid-level technical manpower (Civil, Mechanical, Electrical, Automobile, Computer Diploma Engineers etc.).

Bangladesh University of Engineering and Technology (BUET) and other technological institutes should train up the high level technical graduates who are likely to work abroad. Medical university and college should take initiative to upgrade skill of the physicians in line with global demands. Training program is also important for paramedic and medical technicians.

Some advanced countries like UK and Australia require professionals like doctors, nurses, engineers and accountants. The Government should take advantage of these countries' Highly Skilled Migration Programme (Sobhan, F. and Hossain, M. 2007).

Training for educated unemployed youths should be organized to send them abroad for jobs. Illiterate and less educated unemployed youths should be involved in various training programs to be competent for the global labor market.

The export of unskilled workers still dominates the scenario; Bangladesh needs to change this skill mix over a period of time not only to improve the per capita remittance but also to improve its brand image and acceptability in the OECD countries. To progressively change the skill mix and enhance the supply of human resources, undertake a survey of existing skills of human resources as well as skills that are in high demand abroad, ensure quality education and training of the



workforce, which are required for penetrating the lucrative markets of OECD countries, set up internationally accredited training facilities in Bangladesh, send as many Bangladeshi students as possible to various vocational, technical and professional schools abroad.

Bangladesh should concentrate on negotiating for gaining market access of her skilled labour in the developed countries for poverty alleviation and understanding the skills requirement for the global marketplace is an essential role for the government so it can design and promote appropriate policies and a master plan for manpower development in Bangladesh. Side by side, negotiate for unskilled labour because Bangladesh is a labour surplus country.

To cooperate amongst member countries in the movement of labour both skilled and unskilled. Undertake mutual recognition of professional qualifications to encourage skilled migration.

The future growth of remittances from expatriate Bangladeshi workers is clearly linked to improved skills development in this country. Government and its partners have identified a number of challenges that must be addressed to improve skills development for overseas employment according to Bangladesh Skills Development Policy 2010- 2015.

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