

Ministry of Expatriates' Welfare and Overseas Employment
Government of the People's Republic of Bangladesh



Pre-departure Orientation Program of Bangladesh

Abu Dhabi Dialogue
Third Ministerial Meeting
27 November 2014, Kuwait



The Government of Bangladesh is committed to ensure orderly and safe migration.

And We Believe

At every stage of migration process access to authentic information is a precondition to safe migration and it starts at pre-migration stage.

Contribution of Migrant Workers

◆ At destination:

- Fulfill the gap of labour shortages
- Contribute in the socio-economic activities
- Skill and knowledge transfer
- Aggregate demand increases

◆ At individual level:

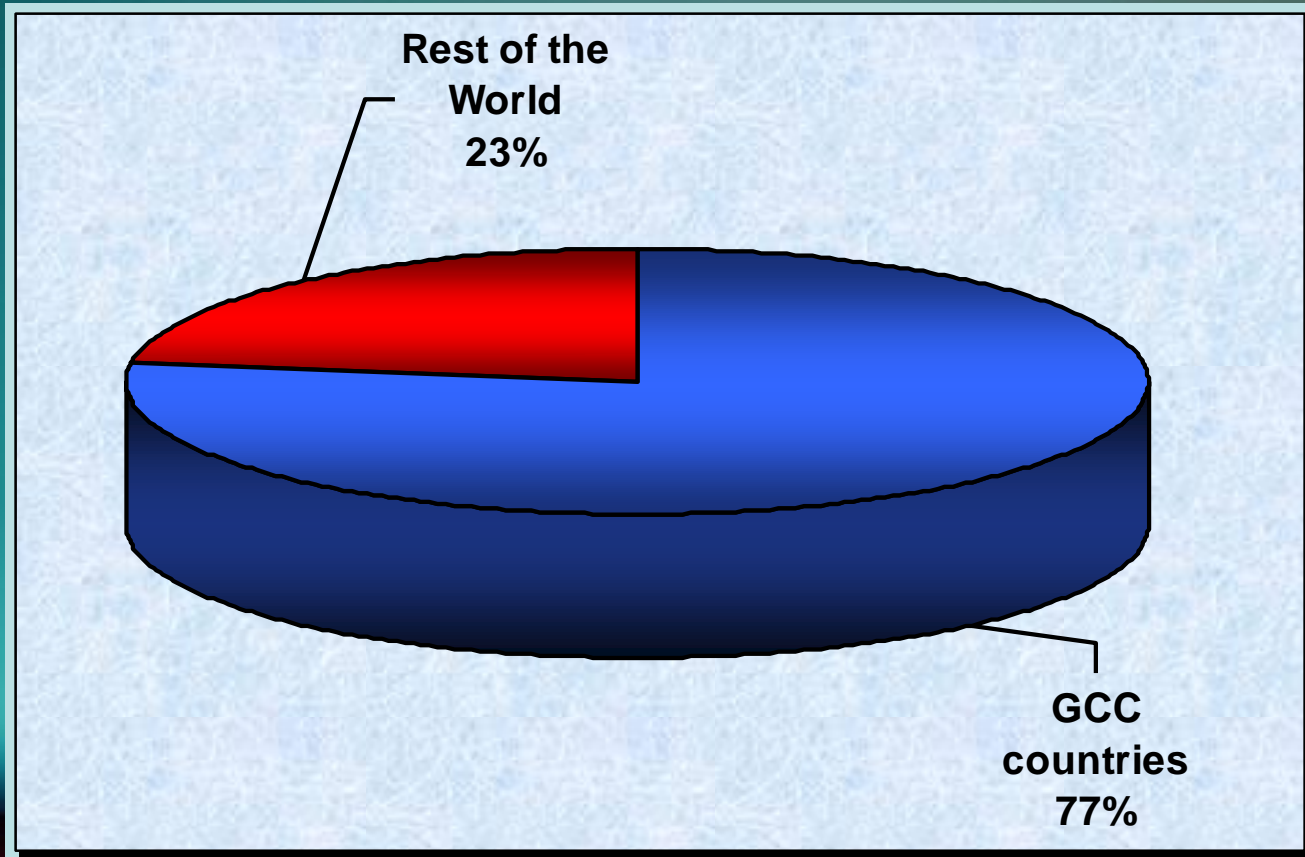
- Remittances smooth consumption
- Improve living standard
- Alleviate poverty at household levels

◆ At origin:

- Reduce unemployment
- Gather skill and knowledge
- Earn international remittances
- Improve foreign exchange reserves

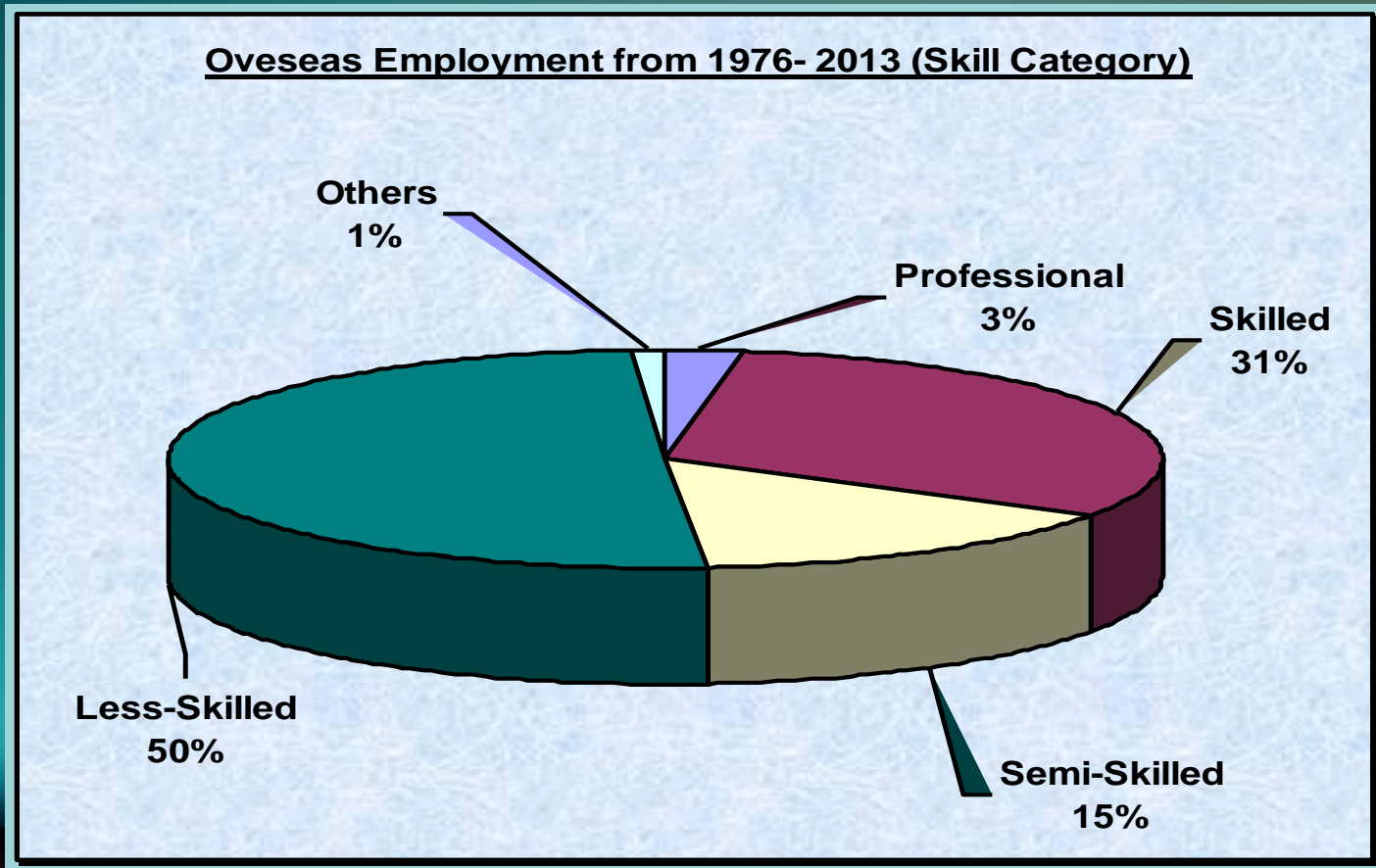


Destinations of Bangladeshi Migrant Workers



The Gulf Cooperation Council (GCC) countries have been the top destinations for Bangladeshi workers. Almost 77% of Bangladeshi workers went to GCC countries with overseas jobs. However, at present Bangladeshi workers are working in 159 countries of the world.

Skill Category of Bangladeshi Migrant Workers




Almost 31% of workers have employed under skilled job category. Another 50% of workers went to abroad in less skilled job category. The Government of Bangladesh has taken several initiatives to improve the skill levels of young workers.



Government's initiatives for orderly and safe migration

- ⊕ The Government of Bangladesh is very much committed to prevent any malpractices and unpleasant situations related to recruitment process. Thus, it has enacted the **Overseas Employment and Migrants Act 2013**, which ensures proper, effective and strong monitoring of recruitment process.
- ⊕ An '**online registration system**' has been introduced and a comprehensive data of 2.2 million potential workers under 46 different categories of skills has been developed. The Government has made recruitments mandatory through this database through its new enacted Act.
- ⊕ To promote overseas employment to genuine and committed workers, Bangladesh recently has put in place a **3-tier procedure** to check the antecedents of the aspirant overseas workers.
- ⊕ The Bureau of Manpower Employment and Training (BMET) of the Ministry of Expatriates' Welfare and Overseas Employment provides country specific '**pre-departure orientation**' session on host countries laws and regulations, services, conditions, working environment, food habits, climate, culture, salary and other benefits, local language and social and religious practices.



Government's initiatives for orderly and safe migration

- ⊕ The Government has formed a **Vigilance Task Force** to combat illegal and irregular migration. The task force has formulated with a combination of different concerned ministries/agencies including law enforcing agencies.
- ⊕ To ensure safety and security, the entire recruitment process for Overseas Employment has been **digitized** by introducing:
 - Online registration
 - Collection of finger prints with photo of the migrant workers
 - Collection of Income tax and Welfare fee
 - Online visa checking
 - Online complaining system
 - Establish National Level Database of potential migrant workers.
 - A Smart Card has introduced with a capacity of 32 KB Memory. The card holds information about picture, finger print and other necessary information about a worker



Government's investments for skill development

The Government of Bangladesh has given priority for infrastructural development related to technical and skill training. Accordingly, the Ministry of Expatriates' Welfare and Overseas Employment has invested around USD 42 USD Million for establishing new Skill Training Centers throughout the country.

The Government of Bangladesh has given emphasis not only on quantity of skill training providers but also given importance to improve quality of skill training program. As a result the Ministry of Expatriates' Welfare and Overseas Employment has invested USD 2 Million for improving the quality of skill training program.



Initiatives for Skill Training Program



Considering future demand of the human resources worldwide, Bangladesh has prepared a large pool of young talents in different fields:

- The Government of Bangladesh has taken multiple initiatives, plans and programs to improve the existing skills of migrant workers according to the demand of recruiters and employers. Currently there are 38 Technical Training Centers (TTCs) including 1 Institutes of Marines Technology (IMT) are providing skills trainings to nearly 0.1 million people annually.
- Another new 27 TTCs and 5 IMTs will be established by the end of 2015 which will provide skill training to 0.15 million people.
- Government of Bangladesh has planned to establish another 423 TTCs at Upazilla level to provide skill trainings to at least 600 thousand people annually. Some of the TTCs may be earmarked for specific country to cater their need especially based on their requirements.

Pre-departure Orientation Program in Bangladesh has Legal and policy framework

Pre-departure orientation in Bangladesh has a basis in:

- The law (Overseas Employment and Migrants Act 2013)
- Rules for regulating labour migration, recruitment agents and welfare of workers
- A Code of Conduct and classification system to grade recruitment agents are being developed which emphasize pre-departure orientation.
- A Policy (Expatriates' Welfare and Overseas Employment Policy 2014) is in process to ensure that workers welfare becomes an overarching priority for the government.



Every Outbound Worker from Bangladesh has to Undergo Three Tiers of Antecedent Verification

**During
Registration**

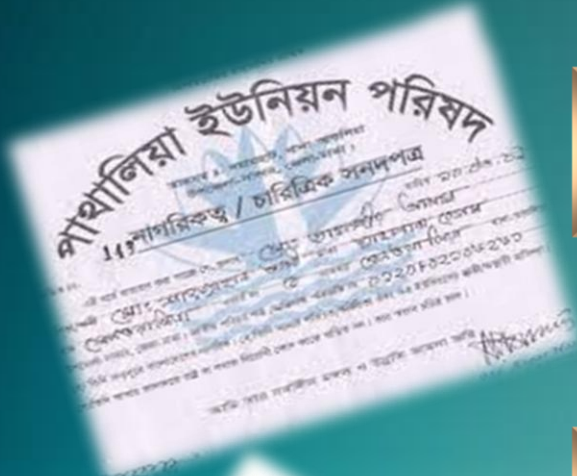
**Local Elected Public
Representative's No
Objection / Character
Certificate**

**Before Issuing
the Passport**

**Police Verification
Report**

**Before Leaving for
the Destination
Country**

**Smart Card with
Biometric Impression**



Multi-purpose Smart Card as the Emigration Clearance.



High Quality
Preprint

Secure 32K
Microprocessor card
with encryption

Employee Information



Photo

Barcode

Issuance of Smart Card : Eligibility

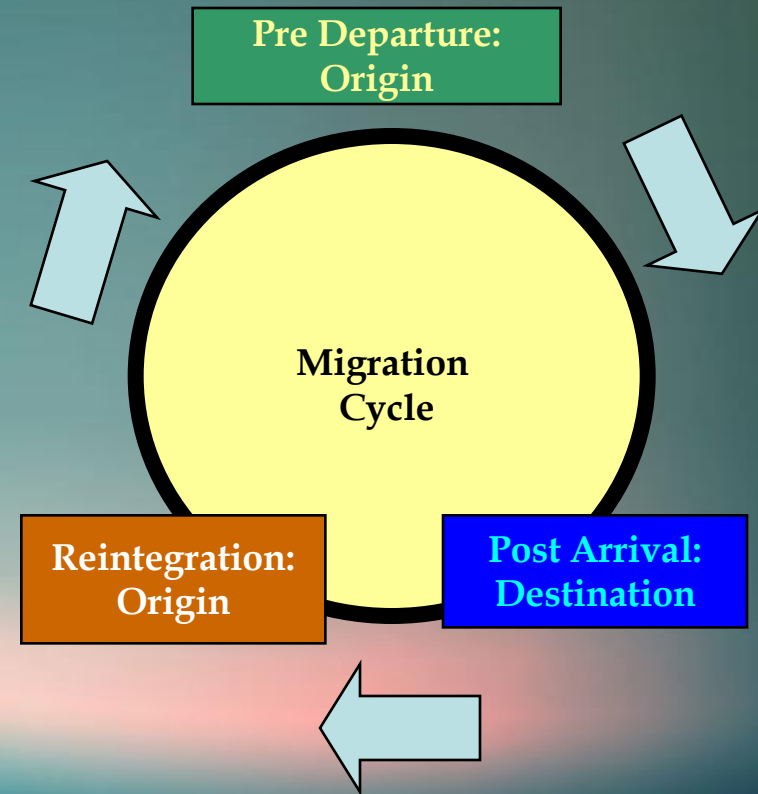
Before issuing a Smart Card for every outbound migrant worker the following documents needed to be submitted:



- ✦ Valid Visa
- ✦ Attestation of all necessary documents / verification by Bangladesh Embassy
- ✦ Employment Contract
- ✦ Machine Readable Passport
- ✦ Finger Print Enrollment
- ✦ Confirmation of the contribution to Wage Earners Welfare Fund
- ✦ Certification of Medical Fitness
- ✦ Certification of Pre-departure briefing

Concept of Pre-departure Orientation Program

- ✿ The migration cycle begins with making the decision to migrate, followed by leaving the country, arriving in the foreign country, settling in the workplace and integrating into the new environment, living and working overseas, and ends when the migrant finally returns home to readjust and reintegrate in society.
- ✿ Pre-departure Orientation programs are a part of the whole cycle of migration and are designed to reduce the vulnerability of migrant workers and to enable them to maximize benefits from overseas employment.



Pre-departure orientation programs of Bangladesh primarily aim to maximize benefits of host countries by making migrant workers more responsible to their assigned job. We value employer's and host country's satisfaction most.

Main Objectives of the mandatory pre-departure programme

Preparing workers for:

- Inform workers to their host country's law, regulation, worker's right, culture, environment and other necessary information for living
- Maximize benefits of host country's by providing well informed skilled workers
- Inform workers about their job nature, terms and conditions of their job for better performance at their workplace
- Ensure regular and orderly migration through government approved channels
- Ensure decent work for all



Stages covered in the Pre-departure

Pre-decision

- Mass media communication on safe migration resources – radio, TV, street theatre, community meetings, etc
- Country-specific process information

Pre-departure

- Travel and transit
- Destination country information

Return and re-integration

- Information about government facilities
- Remittance management for a happy return



Key messages in all pre-departure orientation

Imparting Briefing about the Host country's

- ◆ Natural Environment
- ◆ Socio-Cultural Environment
- ◆ Working Environment
- ◆ Nature of Job
- ◆ Terms of Conditions of Contract



Key messages in all pre-departure orientation

Imparting Briefing about the Host country's

- ◆ Language
- ◆ Law and Regulations
- ◆ Food and Beverages
- ◆ Working and living condition
- ◆ Do's and don'ts in the destination country



Key messages in all pre-departure orientation

- Migrant's rights
- Health, hygiene & safety
- Life-skills orientation
- Support mechanisms in the destination country
- Financial management & Basic Banking knowledge



Methods of Pre-Departure Orientation

- ✚ Simultaneous content delivery using mass media and in-person orientation
- ✚ In-person discussions
- ✚ Guest speakers
- ✚ Group sessions
- ✚ Lecture and Audio-visual

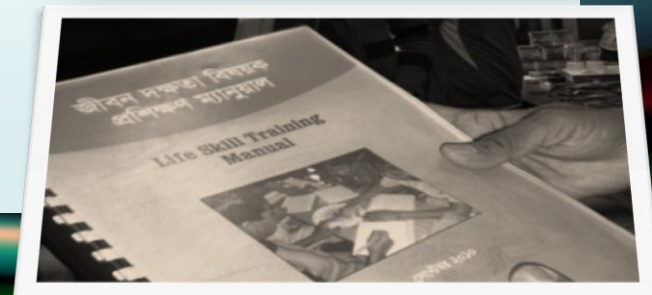


Example of hands on training on Housekeeping and Caregiver Services



Available Resources for Pre-departure Orientation Program

- ⊕ Standardised mandatory pre-departure briefing manual for trainers
- ⊕ Country-specific training manuals for trainers; example, Oman and Qatar
- ⊕ Customised pre-departure training based on bilateral agreement; example:
 - Hong Kong
 - Malaysia
 - South Korea
- ⊕ Training of trainers
- ⊕ Training and learning material development



Types of different pre-departure orientation programs

Training offered by the Government:

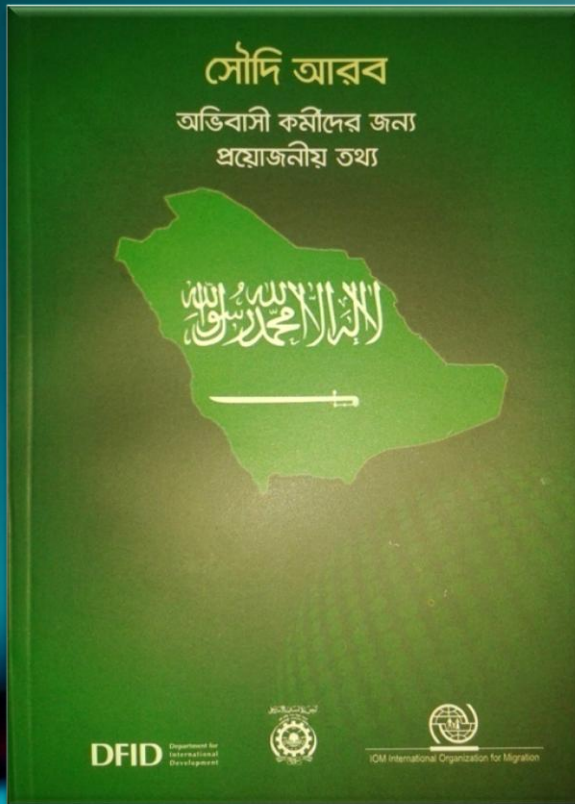
- ⊕ Mandatory pre-departure
- ⊕ Mandatory 21 days training in housekeeping for female workers
- ⊕ 3 days pre-departure training for female workers selected to migrate
- ⊕ 10 days pre-departure training for Malaysia
- ⊕ Country Specific training for Kingdom of Saudi Arabia, Hong Kong, Oman and Qatar
- ⊕ Trade specific basic English and Arabic language training for
 - (a) housekeeping
 - (b) Care giving
 - (c) electric work; and
 - (d) construction

Pre-departure information material available for workers

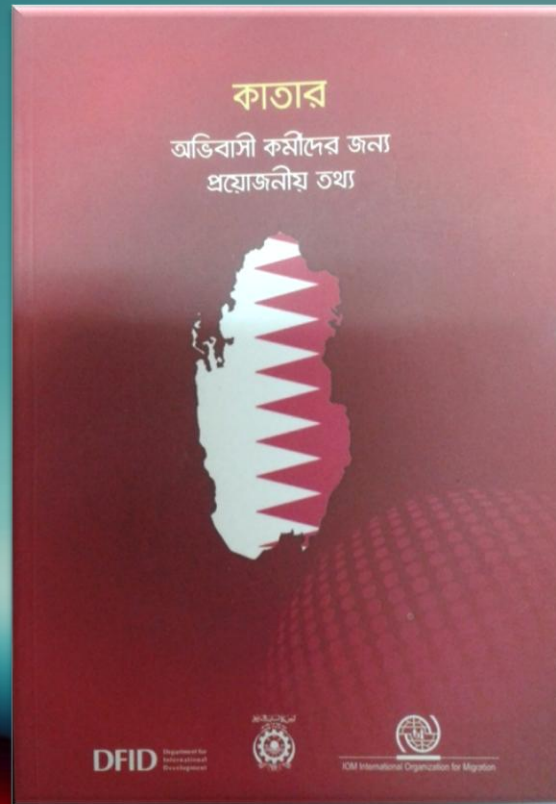


- Audio visual materials
- Takeaway general pre-departure booklets
- Takeaway country specific booklets (Saudi Arabia, UAE, Libya, Oman, Kuwait, Qatar, Bahrain, Singapore, Malaysia, South Korea)
- Documentaries (migration process, remittance management, health and HIV/AIDS, women's migration, etc.)
- Illustrative flipcharts

Country Specific Booklet



Kingdom of Saudi Arabia

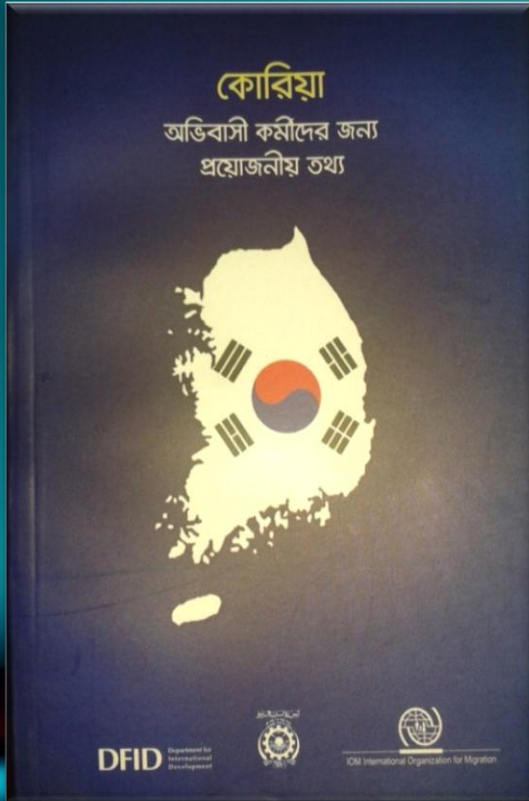


Qatar

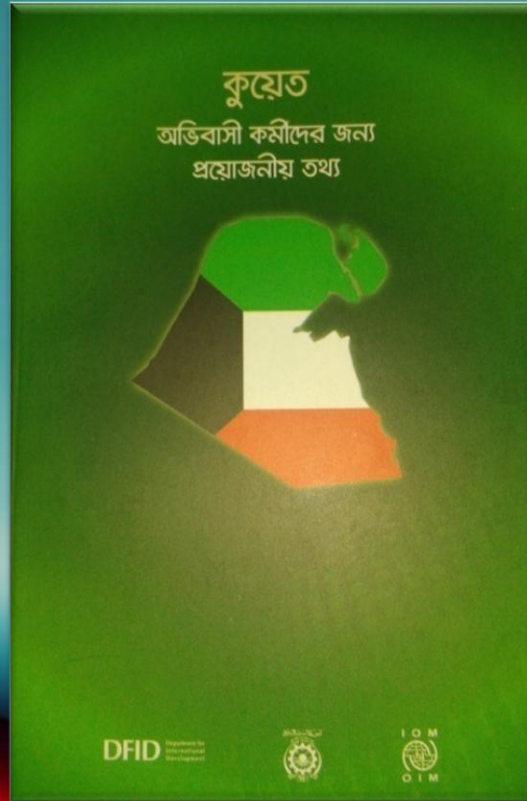


Oman

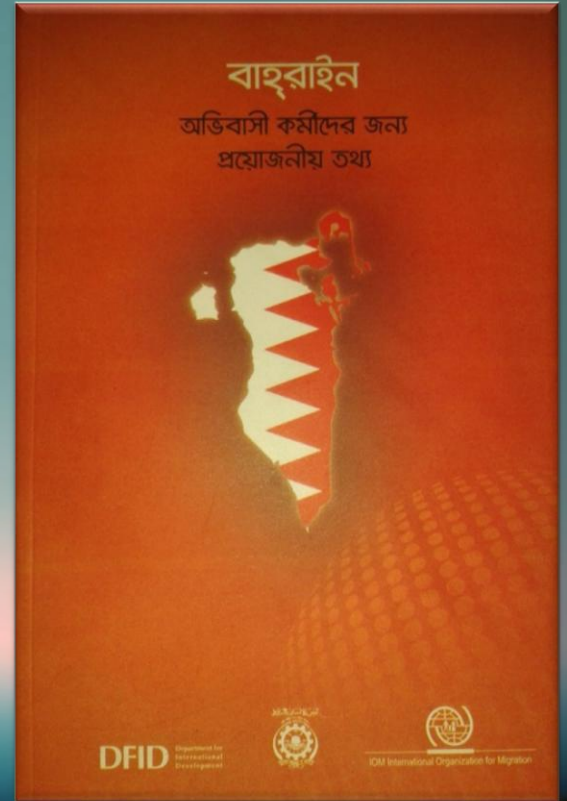
Country Specific Booklet



South Korea

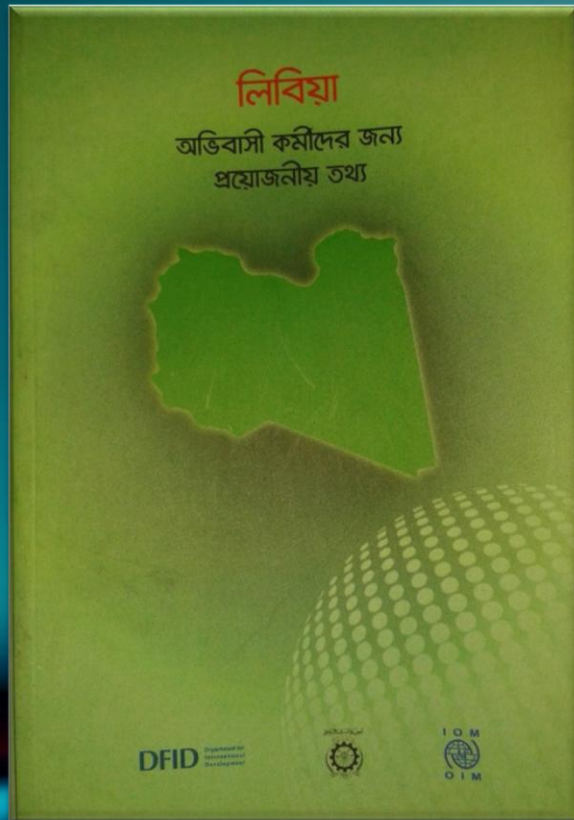


Kuwait

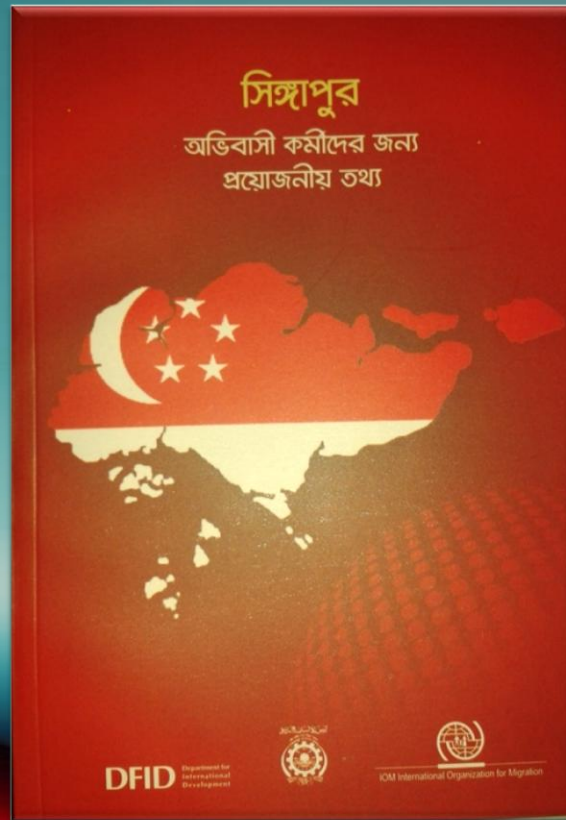


Bahrain

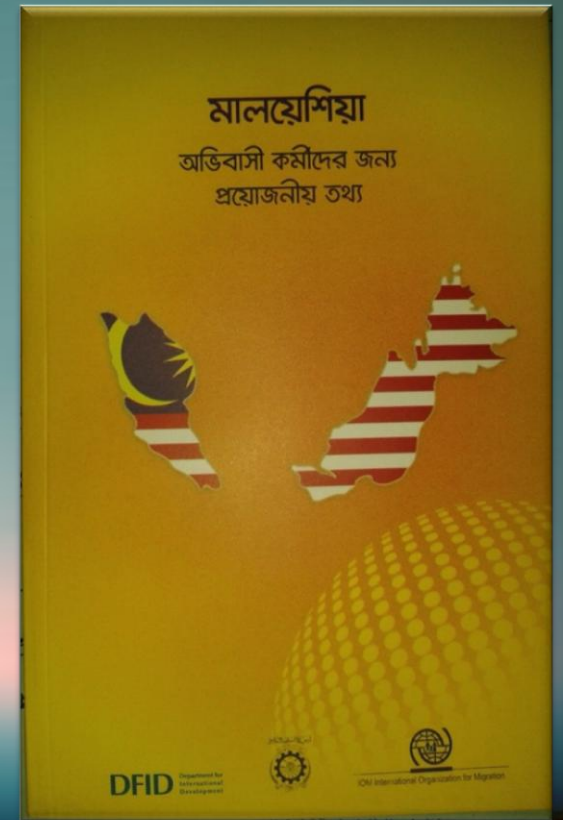
Country Specific Booklet



Libya

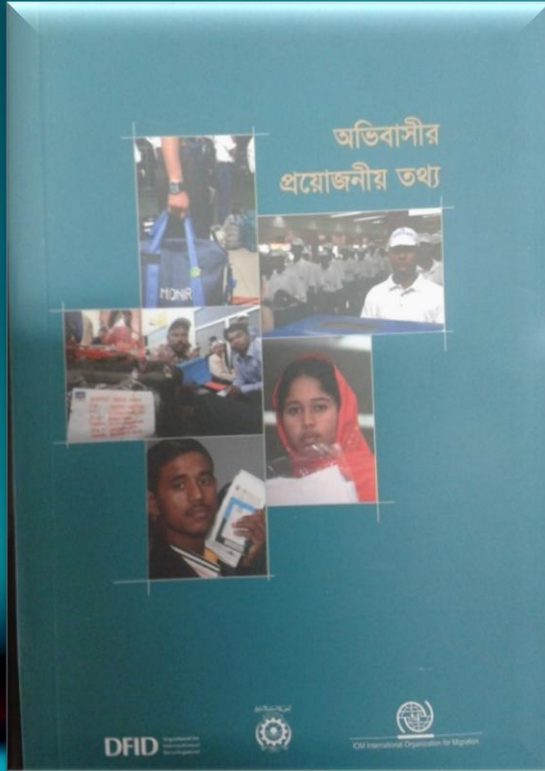


Singapore

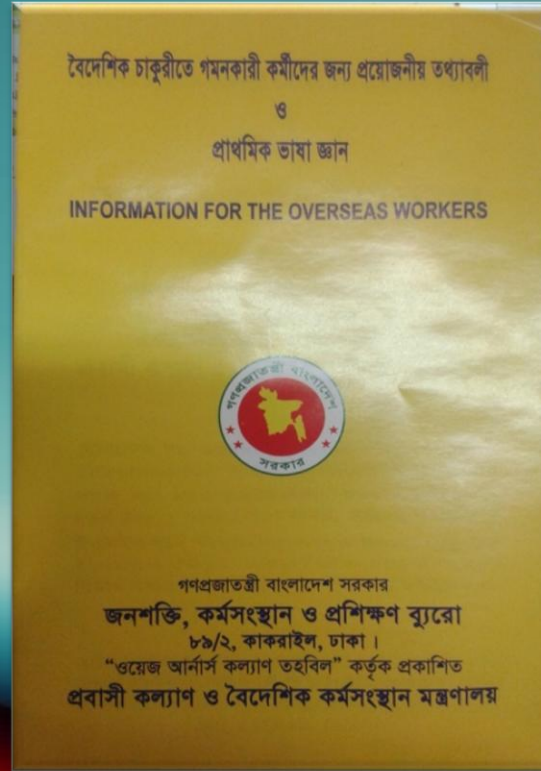


Malaysia

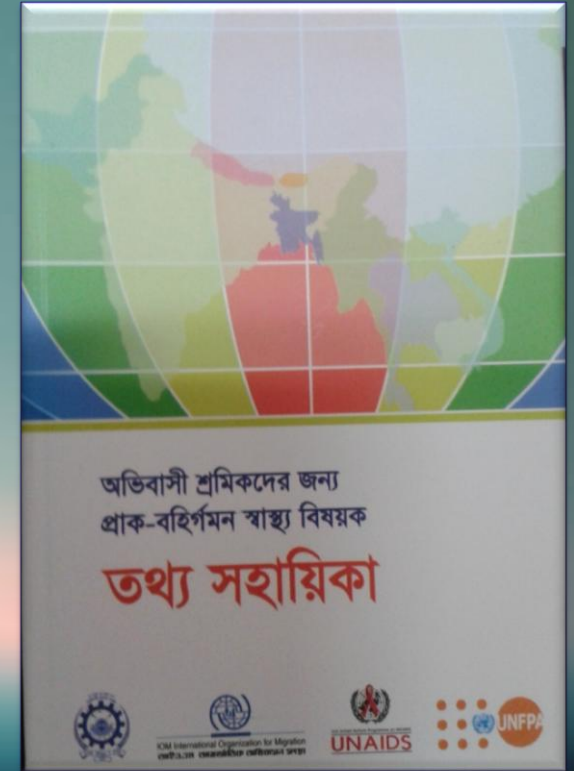
Booklet on General Information



Rights and Welfare



Basic Language



Basic Health and Hygiene

Newly Developed Pre-departure Orientation Modules

Language modules

1. Basic English and Arabic words for care-work
2. Basic English and Arabic words for electrical trade
3. Basic English and Arabic words for housekeeping trade
4. Basic English and Arabic words for construction trade

Pre-departure module

1. Trainer's manual for giving pre-departure training to workers migrating to Oman
2. Trainer's manual for giving pre-departure training to workers migrating to Qatar
3. Trainer's manual for giving mandatory pre-departure orientation to workers

Pre-Departure Orientation Adds value for all

Destination

- Migrants' awareness on their responsibilities with enhanced capacity for integration
- Workers have knowledge about their duties and responsibilities which will lead them to perform better
- Priori knowledge about host country's law and regulation will prepare workers to become more law abiding people
- Awareness about host country's culture, food and climate will prepare worker to accommodate better at their workplace

Origin

- Ensure safe and orderly migration through better migration management
- Reduce significantly the incidence of irregular migration, legal disputes and other
- Skill and well informed workers will improve the nation's image

Individual Migrant

- Reduce Vulnerability
- Enhance Access to information regarding Safe Migration



Pre-departure Orientation Program of Bangladesh is Special, because:

- ❖ Institutionalised and legally mandated by the Government
- ❖ The program is documented and monitored carefully
- ❖ Flexible in nature to update by having effective collaboration with destination countries
- ❖ Training modules are written in Bengali for better understanding
- ❖ Based on host country's demand
- ❖ Aims to maximize client's (employer's and host country's satisfaction)
- ❖ Sustainable as it is performed by government own fund



Way Forward

Strengthening collaboration with the destination countries for preparing different Modules on pre-departure orientation. Audio Visual Documentary from host countries will create greater interest among aspirant migrant workers. The Government of Bangladesh will translate these audio visual documents into their mother language for better understanding for the aspirant migrant workers.

New initiatives can be taken between host countries and Bangladesh to establish Technical Training Centres (e.g. Bangladesh Korea Technical Training Centres, Bangladesh German Technical Training Centres) for country specific skill training.



The Government of Bangladesh highly appreciates the cooperation from the host countries regarding temporary labour migration management. We are looking ahead for better cooperation to achieve the maximum welfare of all.

The people of Bangladesh are ready to give you a hand in every domain of your future advancements. The Government of Bangladesh is ready to provide its skilled, semi-skilled and less-skilled human resources to become part of your advancement and progress as per you requirement.

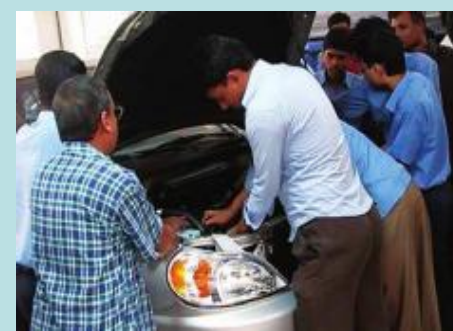
The Ministry of Expatriates' Welfare and Overseas Employment has taken initiatives to improve current skill training programs based on employers' recommendations and suggestions and market demands. With all these efforts and investments from the Government of Bangladesh, I would like to inform you that Bangladesh is ready to provide more skill manpower than before. We are absolutely ready to provide our work forces in all skill categories, in any numbers, any time and anywhere in the world.

Together we can bring out the maximum benefit of migration by ensuring safe and orderly migration with decent work.



We strongly believe

The origin and destination countries must come together to ensure that Pre-departure Orientation program is seen as a Comprehensive process to make migration safer and beneficial for all.





**Ministry of Expatriates' Welfare and Overseas Employment
Government of the People's Republic of Bangladesh**

Thank You All