

A Research Study
on
Exploring the employment opportunities in East European countries for less-skilled,
semi- skilled and skilled migrant workers of Bangladesh: prospects, challenges & way
forward

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Submitted by
Professor Dr. Sumon Das
Department of Management, University of Dhaka

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EXECUTIVE SUMMARY

The general objective of this study is to understand the prospects, challenges, and ways forward for developing the current conditions of migration workers in East European countries. This study has a special focus on exploring specific job opportunities for the less-skilled, semi-skilled and skilled work force in the labour markets of East European countries as well as the challenge for successful migration in those countries. Finally, this study makes an effort to identify a few suggestions for overcoming those difficulties.

This study uses a mixed method approach. In other words, both qualitative and quantitative data collection, analysis, and interpretation techniques have been used in this study. Most of the factors employed in this study have never been examined. Two focus group discussions (FGD) were conducted in order to clearly define and measure the variables. One of the focus groups is consisting of nine academicians and experts. Another focus group consists of eight government officials. A semi-structured interview question consisting of both open-ended and closed-ended questions was created based on the findings from the focus group discussion. These questions are organized using different section like prospects, challenges, and ways forward.

The respondents of the study are highly dislocated and very tough to reach. Hence, this study had to select a relatively small sample size. However, to ensure the validity of the findings this study has tried to reach at the level of theoretical saturation. The researcher has also applied purposive sampling technique to get the respondents because of the nature of the study.

This study has revealed that there are huge prospects in the labour market of East European countries for the migrant workers of Bangladesh. Some demanding job sectors include construction, hotel and restaurant, shop and commercial, tourism, driving, garments, public health sector, airlines. Besides there have both financial and nonfinancial prospects, which act as both push factor and pull factor for enticing Bangladeshi migrants in those countries. Among the financial prospects high and attractive compensation package, medical allowance and public health facilities and prompt remittance sending facilities are mostly lucrative in there. Besides internal migration, shortage of skilled, semi-skilled and less-skilled labour is representing as the pull factors for our workers. Nevertheless, a few minor difficulties are making it difficult to seize such chances and potential. A few highly weighted challenges include lack of awareness about

government specified service for overseas employees, high migration cost, lack of access to finance, language barrier, cultural differences and legal support etc. However, some policies and actions make it simple to overcome the challenges. such as increasing of tax incentives, affordability and easy access to loan, ensuring protection of financial transaction and reduction of process cost, education and awareness campaign, economic incentive to outweigh societal and familial negative perception, community building initiative and easy access to different services and anti-discrimination law and policies as well as arranging different training and development facilities for migrants. However, Bangladesh government is now providing some supports but majority of the current and prospective workers do not know well about the services.

Historically, the overseas employment of Bangladesh is mostly Gulf Cooperation Council country based; this is high time for Bangladesh to take the opportunity of EEC labour markets. This study shows that Bangladesh should now concentrate on raising the skill level of its workforce. In other words, human capital development is a must in order to compete in the highly competitive labour market of East European countries. This study also proposes that a well-structured national strategic plan should be formed and implemented. This analysis is very valuable to academics and practitioners in this subject, given the present outlook for the EEC labor market and Bangladesh's preparation.

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ACRONYMS

BBS	:	Bangladesh Bureau of Statistics
BMET	:	Bureau of Manpower, Employment and Training
EEC	:	East European Countries
FGD	:	Focus Group Discussion
GCC	:	Gulf Cooperation Council
GDP	:	Gross Domestic Product
HCD	:	Human Capital Development
ILO	:	International Labour Organization
IOM	:	International Organization for Migration
MoEWOE	:	Ministry of Expatriates Welfare and Overseas Employment
QDA	:	Qualitative Data Analysis
SPSS	:	Statistical Package for Social Sciences
UNDP	:	United Nations Development Program

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CHAPTER 01: INTRODUCTION

1.1 Background of the Study

“This freedom will become real freedom for me only when all the miseries of the peasants-labourers and poor people of Bengal will end,” said the father of our nation Bangabandhu Sheikh Mujibur Rahman (MoA, 2020). Under the visionary and determined leadership of our Honourable Prime Minister, the Government of Bangladesh is rendering its utmost effort to get everybody employed (GED, 2020). In this regard, Ministry of Expatriate ‘Welfare and Overseas Employment’ is taking timely action to generate a new source of overseas employment.

According to the Carbon Disclosure Project report, Bangladesh met all three criteria to be a developing country in 2018. Last, the United Nations General Assembly (UNGA), at its 76 sessions, approved a resolution to allow Bangladesh to graduate to the developing country grouping from the least developed country (LDC) category 45 years after it was included in the class (Islam and Bhuiyan, 2022). To maintain this smooth flow of Bangladesh’s development journey, the government has taken different multi-dimensional initiatives. To provide impetus to our development dream, the ‘Vision 2041’ has been devised in which per capita income will be over USD 12,500 in today’s prices, and poverty will become a thing of the past in Sonar Bangla (Akanda, 2022). Employment generation is crucial to attaining this USD 12,500 per capita from the current \$2824 (BBS, 2022). That’s why govt. has formulated 8th five-year plan where it wants to generate overseas employment opportunities for 32 lacks 20 thousand employees (GED, 2020). Besides, Bangladesh is going through the age of demographic dividend having a labour force of 6.35 crore. Bangladesh entered this era in 2012 according to the report of UNFPA (Rahman and Hossen, 2019). The latest data of national population and housing census (BBS, 2022) shows that 65.50 percent of the total population belongs to the age group of 15-64 years. But ensuring employment opportunities for this potential large bulk of working people within the country is quite impossible. So overseas employment is the welcoming door for us. Bangladesh has already experienced the contribution of our remittance fighter amid this COVID-19 pandemic.

But the labour market of Bangladeshi migrant workers is changing over time. According to the MoEWOE, Saudi Arabia recruits 74.08% of all migrant workers, while it was 2.5% in 2011. It indicates that labour market is changing frequently. So, it is necessary to find out a new source of

overseas employment in different countries. In this regard, East European countries are one of the potential sources of employment for less skilled and semi-skilled workers, especially in Poland, Romania, Croatia, Hungary, Bosnia Herzegovina and other East European countries (Atoyan *et al.*, 2016). Because the aging population is increasing and the negative growth rate is creating labour shortage for manual job. After the Covid-19 Pandemic, few East European Countries are trying to manufacture their own apparels and garments products. So, they are trying to manage employees from different countries at low labour costs, further creating ample opportunities for our women garment workers. Additionally, they need individuals that are semi-skilled or less skilled for their construction and service industries. We have plenty of this labour. Almost 65% of the total population of Bangladesh belongs under the age of 25 which is considered the youth generation (Sakil, 2018). This youth unemployment rate currently stands at 10.6 per cent, more than twice the overall national unemployment rate of 4.2 per cent, said the International Labour Organization in August. For this reason, the govt. of Bangladesh is focusing the abroad as a potential source of overseas employment. But research regarding prospects and challenges of migrant workers for those countries haven't conducted yet. Government should give strong focus in that area of Europe because our economy is highly dependent on foreign remittance.

1.2 Problem Statement

Bangladesh, with more than 16 crore population, continuously thriving ahead to be a developed country by 2041 (BBS, 2022). To achieve this dream, the country is trying to utilize its 10.92 crores working population. Experts and statistics state that the size of the internal labour market of the country was never capable of employing this huge number of labours. Historically, the remittance earners or the migrant labours are one of the biggest factors of the economy of Bangladesh. Nevertheless, the problem is that due to globalization, digital transformation of the nations, worldwide mobility of labours, international competition in labour markets, Bangladesh is now facing challenges in foreign labour markets. Statistics also show that Bangladeshi labours are highly concentrated in the labour market of mostly GCC countries (BER, 2022) which is risky in the perspectives of portfolio management. In spite of having huge overseas employment opportunities in East European countries, Bangladesh is still kind of out of competition in the labour markets there. This may be because of lacking of semi-skilled, skilled, and highly skilled labour force. In order to use of the overseas employment opportunities of the East European

countries, Bangladesh should have proper policies and actions. But unfortunately, very few researches have been found in this area. Moreover, no well-structured policy papers have been found in this particular segment. Keeping these problems in consideration, this study highly demanding in order to provide adequate evidence-based policy guidelines for making Bangladesh capable of understanding the labour market of East European countries and creating sustainable competitive advantage in the labour market of those countries.

1.3 Research Questions

This study has been organized to answer three questions, which have been explained by using several tools throughout the study. These questions are depicted below:

- a. What are the prospects for less skilled, semi-skilled and skilled employees in East European countries?
- b. What are the challenges Bangladeshi Migrants workers are now facing and are supposed to face in future in competition of the labour markets of East European Countries?
- c. What types of policy alternatives and measures are necessary to overcome the challenges in grabbing opportunities of the labour markets of the East European countries?

1.4 Objectives of the Study

The main purpose of this research paper is to advocate policy makers in exploring the opportunities in the labour markets of East European countries. This broad objective will be achieved through the following three specific research objectives stated below:

1. To explore the prospects for less skilled, semi-skilled and skilled employees in the labour markets of East European countries.
2. To figure out the challenges for Bangladeshi Migrant labours in East European countries.
3. To prepare policy recommendation stating the measure to be taken in order to combat the challenges in the labour markets of East European countries.

1.5 Rationale of the study

Bangladesh is one of the developing countries burdened with different problems originated from the population problem. The population of Bangladesh was once thought to be a burden, but as work options are investigated elsewhere, the vast majority of the population has been transformed into an advantage. At present the economy of Bangladesh is propelled by foreign

remittance. But about 85% of the migrants reside in GCC countries. But these are shrinking and continuously changing, so it is imperative for the country to investigate new sources of employment in other countries. Thus, it can be said that a large area of employment opportunity is still unexplored in Eastern Europe but we couldn't reach there completely. So there has been a potentiality for the Bangladeshi less skilled, semi-skilled and skilled labour force. Different studies show that those countries experience a labour shortage as a result of migration from East to West Europe, negative birth rate. Besides, existing high-skilled workers are demanding high salaries so therefore most of the companies and the country are also trying to manage labour from expatriates. This is high time to establish rapport with that country for generating employment opportunities. This study has been designed to find out potential employment opportunities for those countries and further it will assist to explore probable challenges that the country may be confronted to generate overseas employment facilities of those countries. Moreover, feasible solution of to combat those challenges will be figured out. Thus, it can contribute to bringing more remittance to boost our economy in the near future so the country will go one step ahead to achieve the Vision 2041, SDGs (specially Goals 1 and 8) by creating employment opportunities and removing the poverty.

1.6 Limitations of the Study

The researchers tried their level best in order to make the current study free from all kinds of biasness and errors. However, because of the nature of the area, the study admits to some minor limitations as listed below.

- a. Reaching Bangladeshi migrant labours from all of the East European countries was not possible due to unavailability. Generalization about all of the East European countries may not be perfect one but researchers tried to take help from highly skilled experts of focus group discussion.
- b. The sample size of the current study is very small which also because of unavailability of Bangladesh migrant labours.
- c. This study uses a purposive (non-probability) sampling technique due to the nature and distribution of the target population.

In spite of having the above-mentioned minor limitation, the findings and policy recommendations of this study are reliable and usable for solving the stated problems mentioned above in problem statement section.

CHAPTER 02: LITERATURE REVIEW

2.1 Introduction

Bangladesh is blessed with a large population, and if it can turn them into human resources, it will be able to continue its growth toward developed countries (Ahmed, 2010). Although in Bangladesh there is more population than jobs available, many developed countries face a labour shortage; they do not have sufficient workforce to do the necessary tasks (Kwok, 2022). Bangladesh can take this opportunity. It can easily earn foreign currency by exporting labour through migrant workers. A person who moves to another country or region in order to find employment, particularly seasonal or temporary work, is referred to as a migrant worker. Migrant workers travel to different countries in search of employment (Chattoraj, 2022). Employers of foreign countries offer jobs and compensation as per the categories of the labours which is determined based on the skill level of the labours. In this perspective, labours are generally categorized as less-skilled/less-skilled, semi-skilled, and skilled labours. According to Bureau of Labor Statistics, labours having little or no education and experience to perform certain job. These kinds of less-skilled/less-skilled labours are normally paid relatively very lower number of wages in compared to the semi-skilled and skilled ones. On the other hand, semi-skilled and skilled labours are those who have moderate to high level of mastery over certain jobs along with their education, certifications, and related experience. In this era of skill and knowledge-based economy, the demand for specific skill-based labour is being increased day by day since they are capable and suitable for performing certain tasks. Demand of skilled people even much higher in the developed nations. Bangladeshi migrant workers are employed in various countries and have to face challenges in foreign countries; the most common problem is low-paid jobs due to skill insufficiency. Currently, various European countries, especially Eastern European countries, are facing labour shortage problems, so it might be a potential market for Bangladeshi labour. To take this advantage, firstly, it is necessary to know the current status of Bangladeshi migrant workers in Eastern European countries and the challenges they face to identify the way forward to solve those challenges so that Bangladeshi migrant workers are able to get a good job there, face fewer challenges and overall Bangladesh Government can earn foreign currency from that market for the development of the country.

2.2 Current Employment status of Bangladeshi migrants' workers in East European countries

Bangladeshi employees are employed abroad, often in East European countries, and this trend is anticipated to continue for the foreseeable future (Sirkeci *et al.*, 2017). Migration patterns and GDP development are strongly correlated in Bangladesh, and the long-term trend has been positive for more than 20 years as income growth has accelerated. Due to the high costs of migration brought on by high recruiting costs and mediator fees, access to migration choices for workers in East European countries is disproportionately skewed in favour of the upper income groups (De Haas *et al.*, 2019). Significant variables to further encourage job prospects in Bangladesh include bilateral deals between the country and East European countries, the acknowledgment of migrant workers' abilities, as well as the administration of the acquisition & employment of foreign employees.

Bangladesh is blessed with manpower resources. The country is continuously utilizing this resource in several sectors, for which it is steadily turning its manpower into an asset through training and development to ensure its smooth flow of development. Despite continuous efforts and positive initiatives, Bangladesh cannot utilize the full range of less-skilled, semi-skilled, skilled and professional employees within the country in the right manner, this is creating the urgency to explore overseas employment opportunities for this country (Hossain *et al.*, 2006). World migration report 2022 shows that Bangladesh holds the sixth position in the list of top 20 countries for international migrants but in terms of remittance-receiving countries, it is occupying the eighth position. The reason behind this is our less skilled employees. According to the official data of BMET, 47% of migrant workers are considered less skilled. Bangladeshi expatriates are classified as professionals 13% skilled 20.91%, semi-skilled 3%, and less skilled 76%(MoEWOE). Most of these expatriates nearly 89.83% are serving in middle east countries, turning them into a centre of Bangladesh's labour market. Though the Covid-19 pandemic and recent war crisis have caused a multi-dimensional crisis in Bangladesh's manpower export sector due to lockdowns and stagnation, sanctions around the world, still, the inflow of remittance increased by 12.57% to \$2.03 billion in August, the second month of the current financial year 2022-2023, compared with that of \$1.81 billion in July of FY 2021-22 (Bangladesh Bank).

Since Croatia joined the EU, the proportion of migrant workers has changed, with employees from Bosnia and Herzegovina progressively declining and workers from Albania, North

Macedonia, and Ukraine increasing (Nielsen et al., 2019). The number of employees from far-off nations including the Philippines, India, Bangladesh, and China has increased as well (Interview, TUCIC, 2021). According to European union (2021) Similar to Croatia, with the entrance of Eastern European countries into the European Union has opened employment prospects in those countries and Bangladeshi migrant workers are already employed in Croatia and Germany.

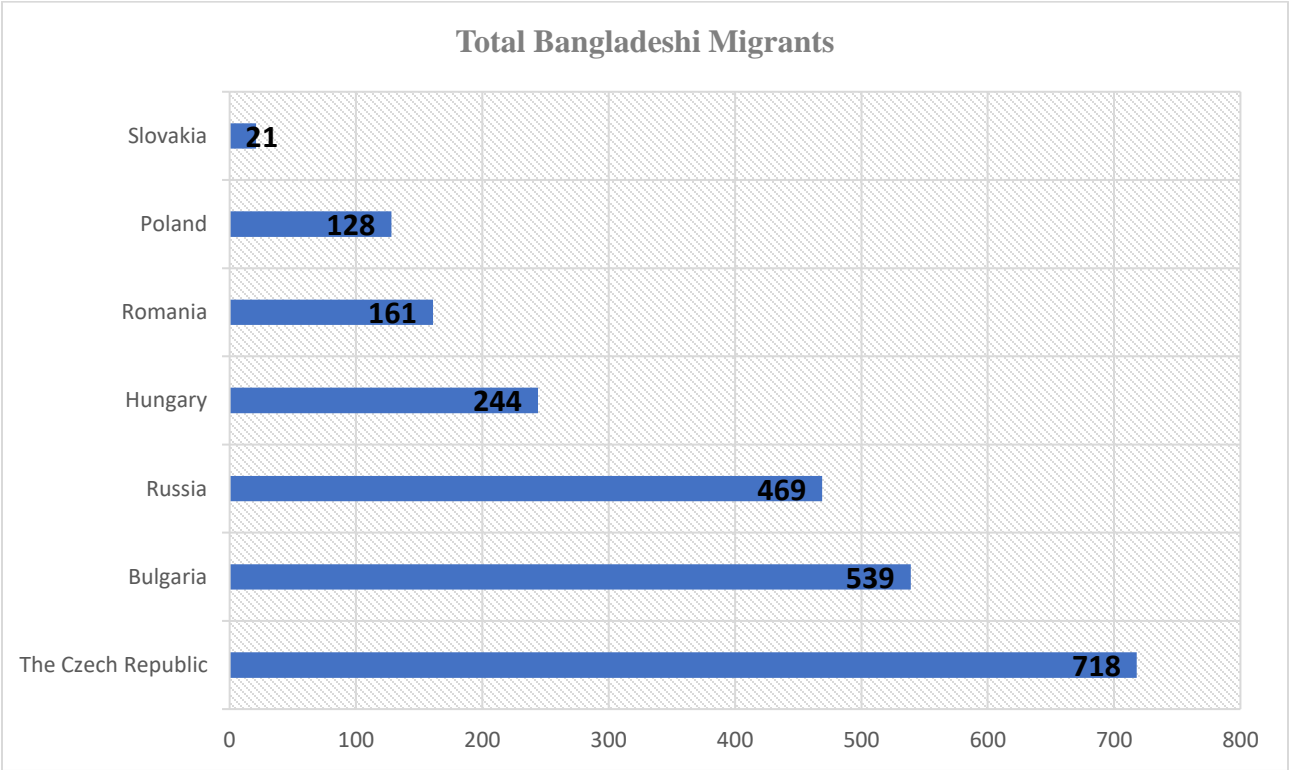


Figure 02: Total Bangladeshi Migrants in East European countries

Source: International Organization for Migration (2021)

A report of International Organization for Migration (2021) showed that Bangladeshi migrant workers are still working in 7 Eastern European countries. From the Graph it can be seen that most Bangladeshi migrant workers (718) are working in the Czech Republic while the least (21) are working in Slovakia.

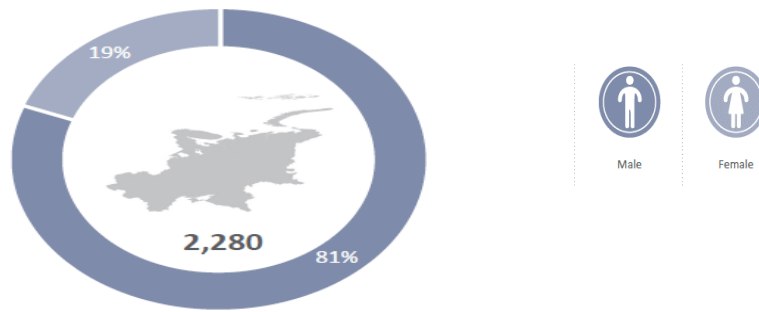


Figure 03: Male and Female Ratio

Source: International Organization for Migration (2021)

According to the report of International Organization for Migration (2021), The male and female ratio of migrant workers who are working in 7 Eastern European countries are shown in the Graph-2 which represents that almost 81% Bangladeshi migrants' workers in Eastern Europe are male and rest of them 19% are female.

According to the National Report Croatia (2020) the majority of migrant workers in the nation, or 59.4%, are employed in construction, followed by tourism and hospitality (16.4%) and shipbuilding and industry (10.7%), which occupy the second and third spots, respectively. Just 1% of all work permits authorized were for the public healthcare system. The majority of migrant laborers perform physical labour.

2.3 Employment Prospects of Bangladeshi migrants' worker in East European countries

MENA1 countries and South East Asian countries mainly employ Bangladeshi migrant workers, As the labour market changes rapidly so the country is searching for a new market and east Europe is being considered a potential source of employment because of their negative growth rate and internal migration to west Europe (Bangladesh Economic Review, 2022).

Eastern European nations saw a transformation as a result of new economic entrants, foreign investors, cross-border firms, changes in economic policy, and ongoing economic flux following the dissolution of the former Soviet Union in 1989. Nearly every nation in the area began to flourish and is now a significant economic force. Eastern European countries' labor markets have

undergone major upheaval recently. There are now much fewer open posts in management, law, business, and administration. But there is still a critical lack of technicians, IT engineers, medical professionals, and trained laborers (Poór et al., 2021). Each nation faces the difficulty of a labor shortage because vacant positions cannot be rapidly filled by technology, and because the loss of value created by these positions might lead to a persistent gap in production or services. An OECD report claims that 80 million EU workers struggle because they lack the necessary credentials (Euractiv, 2019). Employees that are either underqualified or overqualified for crucial job categories display inappropriate qualifications (Darvas and Raposo, 2018).

The most affected industries by a labor shortage, according to the most recent polls, include high tech, construction, hospitality, services, the maritime industry, and the IT sector. According to a PwC (2019) assessment of 600 enterprises, about 25% of them experienced an income loss of 5% or more as a result of a labor shortage. Businesses from the Czech Republic, Hungary, Poland, Romania, and Lithuania were also polled by PwC. Bangladesh may have a great opportunity to protect its labor market by forging cordial bilateral or multilateral partnerships with those nations through our foreign ministry.

Most Eastern European countries are suffering from a lack of skilled employees to perform the necessary jobs. Croatian government is eager to hire Bangladeshi medical professionals, nurses, IT specialists, and workers in the tourist and construction industries (Prothom Alo, 2019, 19: 30). Croatia is prepared to hire Bangladeshi workers, according to information made public following discussions on this subject between Sheikh Mohammad Belal, the ambassador of Bangladesh to the Netherlands, and Draen Opali, the assistant labor minister of Croatia. Additionally, it stated that the discussions focused on how in-demand professions in Croatia include those in the healthcare and construction sectors as well as IT specialists, doctors, and nurses. The report further stated that "Croatia would shortly transmit to Bangladesh a draft memorandum of understanding on this matter," citing the Bangladeshi embassy in The Hague (Prothom Alo, 2019, 19: 30).

At present most European countries are facing similar types of problems to Croatia and Germany and they need skilled employees so that they can continue their necessary jobs. "Skilled workforce is missing across Europe," Gerhard Huemer, economic policy director at SME United

told EURACTIV. In Poland, for example, the unemployment rate is at its lowest in 32 years and more than half of the companies are concerned about the labour shortage (EURACTIV, 2022).

Polish companies most acutely feel the shortage in the construction industry. This industry had to face a very different kind of exodus of migrant workers when many Ukrainian construction workers living in Poland left to defend their country against the Russian invasion. Eastern European countries like Romania, Bulgaria, and Albania, meanwhile, are struggling to staff their industries as many skilled workers leave the countries for more promising jobs abroad. A recent study from the European Training Foundation found that around 40% of Albanians with higher education have emigrated (Amman, 2022)

Thus, Eastern European countries might be a great source of employment for the migrant workers of Bangladesh.

2.4 Current Employment Challenges of Bangladeshi migrant workers

Siddiqui (2005) stated that most labor-receiving nations have not ratified the international agreements on the rights of migrant workers, and there are insufficient institutional mechanisms to guarantee the rights at work for Bangladeshi migrant workers. Siddiqui asserted that enacting numerous rules at the national level since 1976 has not succeeded in reducing the exploitation of potential migrants, even in gaining access to employment. ILO (2010) observed that migration is fraught with mistreatment and exploitation, including exorbitant charges and fees, loyalty to a predetermined employer, and discrepancies between contractual duties and actual working circumstances. Employees with little education or experience, as well as women, especially those employed as domestic assistance, are especially vulnerable.

According to Wickramasekara (2014), Bangladesh suffered the highest actual costs per migrant traveling to the Middle East in 2008. Compared to the Philippines and Sri Lanka, where costs were just 0.5% and 0.25% of GDP per capita, respectively, the cost in Bangladesh was 4.5 times greater. The stark variations in migration costs to comparable destination nations suggest variations in the management of migration.

So-called intermediaries (serving as facilitators) account for over 60% of the cost in Bangladesh, followed by "helpers" (18%) and agency fees (9%). Despite the existence of international

conventions intended at defending migrant workers' rights, such as the ILO, the United Nations Convention on Migrant Workers, and the ILO Multilateral Framework on Labor Migration (ILO MFLM), many countries of destination are not signatories to these agreements. An indication of how bad things are is simply the lack of ratification. A fundamental component of the ILO MFLM is the prospective migrant worker's receipt of a formal contract prior to departure. Yet, either the contract is missing or, more frequently, an inferior contract promising lower pay, different working conditions, and fee collection replaces the one promised before departure.

Prevention of abuses and fraudulent practices in recruitment and placement are frequently ignored during bilateral agreement discussions. Workers discover that they are bound to a certain employer, that their passports are seized when they arrive in their destination countries, that they must obtain an exit visa, and that they risk being forced to perform forced labor. The International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families was approved by the government of Bangladesh in 2011. The Overseas Employment and Migrant Welfare Act was recently ratified by Bangladesh, and the Overseas Employment Policy's implementing rules are currently being prepared. European Trade Union Confederation (ETUC) found that minimum wages decreased in real terms in all EU member states that have them even though some member states nominally increased them quite considerably.

2.5 Existing Government support for the Employment of Bangladeshi migrants' workers in East European countries

According to Reinhardt (2019), The Government of Bangladesh supports Bangladeshi migrant workers who want to go to East European countries through Safe Migrate for Bangladeshi Workers (SMBW). With it, the Government tries to support and enhance the migration of qualified, youthful, and basic-skilled Bangladeshi migrant workers by providing them with training courses, reliable data, & support. Not only the Bangladeshi Government but the World Bank and the UNSDP is also helping migrant who wants to work in East European countries to get a good language or training to prepare people for working in East European countries or other different countries. Also, according to Ahmed (2021), the migrants can complete their registration process from District Employment and Manpower Office (DEMO). The Bangladeshi

Government has made this office so that migrants can take any necessary information related to their migration from there. Also, they can complete registration for overseas employment online without any complexity, which is one of the good Government supports for the Employment of Bangladeshi migrant workers in East European countries.

Again, according to Siddiquee (2016), the Bangladeshi Government has provided excellent support for Visa making and collaboration with other countries through the governmental embassy. So, many governmental agencies are providing huge support through providing necessary information, necessary care, and so on. Not only that, according to Siddiqui (2010), the Bangladesh Government has established so many vocational education centres and facilities for hand-to-hand training, established so many technical institutes, etc. so that the migrants can prepare themselves using their full potential; as a result, the Bangladeshi migrant workers in East European countries do not have to suffer or struggle with their employment.

According to Sikder (2008), The Government has been ensuring the enactment or amendment of all laws and regulations to guarantee adequate governance via disclosure and accountability in their administration, assure their security & rights through the Ministry of Expatriate, Welfare, and Overseas Employment (MoEWOE). Not only that, according to Rashid et al. (2022), Bangladesh has Wage Earners Welfare Board (WEWB), which ensure wage security, death compensation of the migrants, removes activists who had been imprisoned overseas, take care of the migrants' family after the death of the migrant, and so on.

According to Chowdhury & Chakraborty (2021), the Bangladeshi Government has provided further budgetary support for the migrant workers to transit their earnings to the country. Also, many banks currently give the recipients of remittances a financial advantage over the standard 2%. Even Bangladeshi migrant workers in East European countries can get a loan from the Probashi Kallyan Bank if they face any problems with their employment. According to Dilruba Shoma (2021), the Bangladeshi Government has been providing safe banking transition support to all the Bangladeshi migrant workers in East European countries, which ensures their money security. Probashi Kallyan Bank provides different types of loans to migrants to support them in different ways, like; Migration Loans & Rehabilitation Loans. The migrants also can get DPS facility from it.

According to Christ and Helliari (2021), the introduction of the smart card is another support that Bangladeshi Government provided to the migratory workers. To facilitate the immigration procedure and assist migrants more effectively once they have actually migrated, this tag has a computer chip. For the authorities to identify everyone engaged in the migration process, this card would be issued by BMET and contain all the data that should be on a passport, a jobseeker's fingerprint, and other important information. This card includes personal information and evidence of the migrants' legal documentation. So, this card helps the Bangladeshi migrant workers in East European countries legalize their existence and get better employment opportunities in East European countries. According to Toksöz et al. (2012), this card greatly supports the migrant in any emergency. The Government of Bangladesh can safeguard the migrants to get over or deal with the problems. It helps to recognize a dead migrant also. Migrant workers who have passed away while working overseas have a very tough time getting compensation from the Bureau of Manpower. The candidates' names and images would also be on the smart card, making it simpler to recognize them.

2.6 Way forward to Employment of Bangladeshi migrants' workers in East European countries

Examining the economic prospects of destination nations and their need for expatriate workers on a regular basis is crucial to keeping the flow of abroad employment at desirable levels. According on this analysis, proactive measures are required to address the changing labor market in terms of destination nations and skill mix. In order to take advantage of prospective prospects, bilateral contracts and discussions can be helpful. Bangladesh would need to take action on a number of fronts if it wants to raise the proportion of skilled employees employed abroad (Swe and LU, 2019).

Possessing potential employees with abilities that are in demand in destination nations is a crucial first step. This in turn requires the capacity to create credentials that are acknowledged globally. Upgraded training facilities are required, and diplomas must be accepted internationally. Bangladesh must also shed its reputation as a source of less-skilled and low-skilled labor. To solve this problem, bilateral agreements, promotion of available skills, and

promotion of state-of-the-art skill-training facilities (once they can be proven) would be required (Mujeri and Mujeri, 2020).

When Bangladeshi employees are employed abroad, the high cost of migration is a significant problem, and considerable efforts must be made to reduce the cost. Any efforts to lower the cost of migration would have to concentrate primarily on this element because a very large amount of the cost is accounted for by so-called facilitators. At various points in the migration cycle, migrant workers are abused and exploited, and it would require enormous effort to even lessen (let alone abolish) such atrocities (Shamir, 2012).

To address the various phases of the migration cycle, a number of recommendations might be made. District employment and manpower offices (DEMOs) should collaborate with nongovernmental organizations and community-based organizations to provide alternative information sources and promote knowledge about many elements of foreign employment at the grassroots level, where the process begins. Even that wouldn't be enough because those who are yearning for jobs abroad might still be willing to pay local subagents who guarantee them (Babar, 2021).

In place of such subagents, district employment and manpower offices might serve the same purpose by connecting potential migrants with reputable recruitment firms. In other words, a public-private collaboration may be investigated as a possible replacement for the costly and exploitative system. At a more advanced level, BMET might potentially collaborate with hiring companies that have expertise finding demand for people to create a system of hiring that would lessen (and ultimately remove) the role of subagents. It is necessary to enhance and improve the labor wings of Bangladesh embassies abroad in order to implement contracts more successfully. The fundamental concepts and standards contained in the ILO MFLM are not legally binding, but they could serve as the foundation for more specific instructions in bilateral agreements (Ali et al., 2012).

Bangladesh should cooperate with other labor-sending nations in various regional forums and push for shared policies for hiring foreign employees in host nations. To effectively manage the process and implement the necessary rules, data and information relevant to foreign employment must be gathered and analyzed. Therefore, it is crucial to advance research in this area. Such

research and investigative work should include, among other things, monitoring and analysis of labor markets in potential labor-receiving countries (including their general direction and skill composition), monitoring of domestic labor supply in various skill categories, ways to connect skill providers with the recruitment process for overseas employment, the flow of remittances and their use, monitoring and analysis of return migration, including the reintegration of returning workers, and monitoring and analysis of domestic labor supply.

The BMET database of prospective migrant workers would also be linked by users to the hiring procedure and possible employers. The Ministry of Expatriates' Welfare and Overseas Employment's existing research unit should be enhanced, and the ministry's ability to conduct the above-mentioned types of research should be increased. Links may be created for this purpose with national research organizations (for instance, the Bangladesh Institute of Development Studies) and international donors like the Asian Development Bank, the World Bank, the International Labor Organization, and other bilateral donors. A strong coordinating mechanism is essential to improving the efficiency of migration governance due to the dispersion of crucial actors across many nations and inside the countries at both ends of the migration spectrum. Instead of opening a new office, existing structures can be reinforced to manage and encourage safe migration and safeguard the rights and welfare of migrant workers.

2.7 Research Gap

The existing literature shows there are prospects, challenges, and some existing supports from Bangladesh government in order to develop the situation. But the gap is that the above stated literature is mostly outdated and does not provide clear understanding of today's picture. Existing literature only shows a general picture about the necessity of skilled workers in EEC labour market; however, it does not provide guidelines on specific skill requirement based on job sectors. Moreover, the previous studies did not consider the primary data for in-depth understanding of the field level migrant labours working/worked in East European countries. Additionally, there is less evidence on the specific prospects, challenges, supports, and ways forward. So, in order to understand the existing prospects, key challenges, and ways forward from the hands-on experience of the respondents and experts can help the policy makers in developing policy alternative considering the findings from this study.

CHAPTER 03: METHODOLOGY OF THE STUDY

3.1 Introduction

This Study has been conducted using mixed method (both qualitative and quantitative) to meet three objectives mentioning exploring the prospects for less skilled, semi-skilled and skilled employees in East European countries, figuring out the challenges for Bangladeshi Migrant workers in Eastern Europe, suggesting prerequisite measure to combat these challenges. This study used a planned process to achieve its goal, employing both qualitative and quantitative methods. In-depth interviews using semi-structured questionnaires and focus group discussions (FGD) have been developed and used to further the research. Secondary data of this paper has been applied through literature review to get the information about correct status of Bangladeshi migrants in Eastern Europe, available employment opportunities in there and the challenges they are facing, government different initiatives and existing support as well as few measures to fight against these challenges.

3.2 Sampling and Sample Distribution

The target population of this study constituted the labour force migrated to European countries, both who are currently residing and who have returned. According to the report of ILO (2021), at present Bangladeshi migrants are working in seven countries but their number is only 2280. As the respondent are geographically disbursed and most of them are busy in their host country as well as because of time gap and lack of proper data base the study has used no probability purposive sampling and snowball sampling technique. The study attempted to handle respondents from many nations, primarily Poland, Romania, Hungary, Ukraine, and Russia, however in order to make a broad generalization, FGD's approval was obtained. To reach the respondent, the researcher at first tried to get information from data base of different ministry but because of not having organized published database, the researcher has taken the help of social media. At the initial level, they have managed an access in different what apps group of the migrant's worker in East European countries. Then after sending formal request, the respondent's consent has been achieved. Thus, one respondent has helped the researcher to get others. The researchers reached respondents who are qualified, accessible and willing to provide data. The following table presents the sample distribution for this study.

Table 01: Sample Distribution

Category	Methods	Tools	No. Of Respondents	Inclusion Criteria
Labour Migrants	In-depth interview, telephone interview	Semi-structured questionnaire	30 (Homogenous group)	The labour migrants either residing in EEC countries or recently returned Bangladesh
Government officials	Focus Group Discussion (FGD)	FGD checklist	8	Ministry of expatriates' welfare and overseas employment, Ministry of Information and Communication Technology (ICT), Ministry of Labour & employment.
Academicians and experts	Focus Group Discussion (FGD)	FGD checklist	9	Researchers and trainers on labour migration.

Source: Developed for the Current Study

3.2.1 Justification of sample size

This study has used non probabilistic purposive sampling technique for collecting data. But there are no evident guidelines for determining non-probabilistic sample sizes. So, the size of the sample typically relies on the concept of “saturation” (Guest, Bunce & Johnson 2006) which assist to get validity of the findings. Because it indicates no additional information or themes are observed in the data from the completion of additional interviews or cases. That’s why Saturation has become the globally accepted standard by which purposive sample sizes can be determined(Clive Roland Boddy , 2016).A number of authors have proposed rules of thumb for

sample size in qualitative research, based on methodological considerations and past experience with similar studies; As mentioned by minimum for saturation in qualitative research: 20 to 30 (Creswell 1998, 2002), at least six (Morse 2000), 15 to 20 (Morse 1994), 30 to 50 (Bernard 2000), 25 to 30 (Charmaz 2003, 2006), 12 to 20 (Kuzel 1992). In this study the researcher could get the level of saturation after conducting 30 interview and two focus group discussion. So, from the aforementioned witness it can be inferred that the number of sample size for this study is appropriate to justify the findings valid.

3.3 Data Collection

To explore the prospects and challenges of Bangladeshi Migrants Workers, this study has utilized both qualitative and quantitative approach. Focus group discussion, semi-structured questionnaire in in-depth interview, telephone interview has been applied to get primary data from the sample including migrant workers residing in East European countries and who have come back as well as would like to go there. This semi structured questionnaire has been prepared based on the findings from focus group discussion & literature review. Secondary data has been collected form published report of different national and international organization, newspapers, article, web page of different ministry.

3.3.1 Focus Group Discussion

Eight government officials, nine academics, specialists, and researchers participated in two productive focus group discussions (FGDs) to learn more about the employment potential in East European nations and the difficulties in seizing them. Furthermore, the measures that can assist the policy maker to face the challenges have been explored by the Same FGD also. The findings of the FGD prompted to develop the questionnaire for collecting primary data in order to validate qualitative data. FGD checklist has been used in the focus group discussion for gaining knowledge on the experiences and other insights of the selected participants. The entire discussion has been recorded according to their consent so that no discussion is lost and later these have been coded to get required information. In times of discussion narratives and counter narratives techniques has been used to reach a final decision regarding policy formulation.

3.3.2 In-Depth Interview

As the questionnaire was semi structured, the respondents have been given ample time to share their views. Thus, this study has found better insights from each and every respondent. The respondents of this study reside in East Europe, in-depth interview has been conducted by telephone method (video calling method) and face to face conversation in the month of March 2023. Each and every interview took more than 40 minutes. The respondents have been asked the question following the order of the question in the questionnaire. Each question has been organized with some predetermined options along with an open-ended option. So that the detailed information can be gathered from them. The entire conversation has been recorded taking the consent of the respondent so that no information is lost. Initially in times of conversation, the views of the respondents have been denoted by the interviewer using paper pencil method and answer of the open-ended options has been written using the recording of the particular interview. After that thematic coding technique has been used that involves identifying and coding key themes or patterns in the interview data. Here the researcher has read through the interview transcripts and identified recurring topics, concepts, or ideas that are relevant to the research objectives and assign descriptive codes to them accordingly. The coding process involves categorizing the content into predetermined categories or developing new categories based on emerging themes. Thus, the codes have been organized into a coding framework or a codebook that guides the analysis. Filtering tool of MS-Excel has been used to determine the frequency of the opinion of the interviewee for generating the ranking of the responded options.

3.4 Data Analysis

To execute the research in a meaningful way, quantitative and qualitative tools have been used. Besides this study has used descriptive statistics and ranking method and tabular tool represent the analysed data. In few cases narrative and counter narrative also has been used as a qualitative research tool. The following table depicts how the data have been analysed on the basis of objectives and data types.

Table 02: Research tools on the basis of objectives

Objectives	Qualitative/ Quantitative Research Tools
a) Current status and prospects	<ul style="list-style-type: none">• Descriptive Statistics through SPSS• Content analysis of secondary sources• Tabular tool
b) Challenges for Bangladeshi Migrant workers in Eastern Europe.	<ul style="list-style-type: none">• Thematic analysis of data collected through FGD, in depth interviews, telephone interviews• Excel• Descriptive Statistics through SPSS
c) To suggest prerequisite measure to combat these challenges.	<ul style="list-style-type: none">• Thematic analysis of data collected through FGD, in depth interviews, telephone interviews

Source: Prepared for current study

3.5 Data Visualize and Presentation

The report has been prepared using five major chapter namely introduction, literature review, methods, analysis and findings, and conclusion and recommendations. Analyzed data have been presented in this paper using different kinds of data visualization tools such as bar chart, pie chart, line graph, and other tools.

3.6 Operational Framework

Operational framework crystallizes the steps required to execute the research along with the types of analysis it will go through. This paper will go ahead systematic approach where raw data will be gathered from two sources using several data collection method such as focus group discussion and in-depth interview through semi-structured questionnaire. The collected data has been analyzed using mixed research tool to turn it into understandable information. Analyzed data will show three issues; prospects of Bangladeshi migrants in east European countries, challenges to avail the prospects and some recommendation to fight against these challenges. The following figure shows the details.

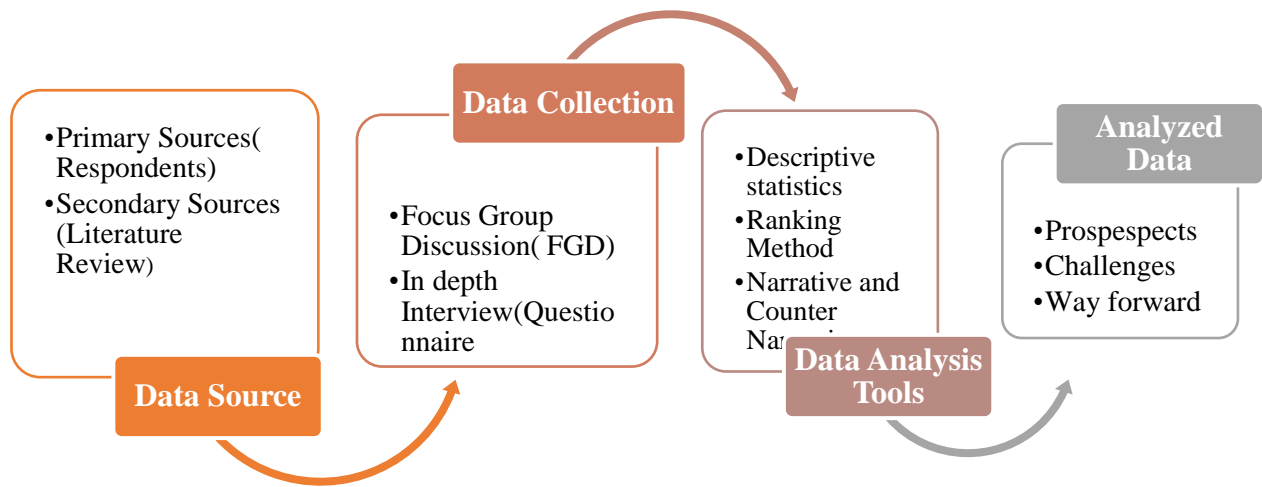


Figure 01: Flowchart of Operational Framework of the Study

Source: Developed for Current Study

CHAPTER 04: ANALYSIS AND FINDINGS

4.1 Socio-Demographic Information of the Respondent and FGD Participants

4.1.1 Socio-demographic status of Respondents

Table 03: Socio-demographic Profile of the Respondents

	Particulars	Frequency	Percentage
Age (N=30)	<i>18 - 30 Years</i>	7	23.33
	<i>31- 40 Years</i>	18	60.00
	<i>41 – 50 Years</i>	4	13.33
	<i>51 Years and Above</i>	1	3.33
Education Level (N=30)	<i>Below SSC</i>	1	3.33
	<i>SSC and Equivalent</i>	8	26.67
	<i>HSC and Equivalent</i>	9	30.00
	<i>Undergraduate and Equivalent</i>	5	16.67
	<i>Graduate and Equivalent</i>	3	10.00
	<i>Vocational Education</i>	4	13.33
Age of Going Abroad	<i>18-30</i>	17	56.67
	<i>31-40</i>	9	30.00
	<i>41-50</i>	4	13.33
Destination Country of the Respondents (N=30)	<i>Romania</i>	9	30.00
	<i>Poland</i>	8	26.67
	<i>Russia</i>	2	6.67
	<i>Hungary</i>	3	13.33
	<i>Ukrain</i>	3	10.00
	<i>Bulgeria</i>	2	6.67

	<i>Czech Republic</i>	3	13.33
Length of Present Job	<i>Less than 6 months</i>	8	26.67
	<i>Between six months and a year 2</i>	4	13.33
	<i>Between 1-5 years 3</i>	8	26.67
	<i>Between 5-10 years 4</i>	5	16.67
	<i>More than 10 years 5</i>	5	16.67
Current job Sector of the Respondents	<i>Driving</i>	5	16.67
	<i>Construction Sector</i>	4	13.33
	<i>Tourism</i>	5	16.67
	<i>Ready-made Garments Sector</i>	1	3.33
	<i>Public healthcare sector</i>	2	6.67
	<i>Hotel and Restaurant</i>	8	26.67
	<i>Airlines</i>	1	3.33
	<i>Shop and Commercial</i>	2	6.67
	<i>Entrepreneurship</i>	2	6.67
Currently Monthly Income (in Euro)	<i>less than 1000</i>	2	6.67
	<i>1001-3000</i>	18	60
	<i>3001-5000</i>	8	26.67
	<i>5001-10,000</i>	2	6.67
	<i>10,001-20,000</i>		0.00

Source: Field Study 2023

4.1.1.1. Age of the Respondents

The above table represents that most of the respondents belong to middle age who have high capability of do better effort and they are possessing the learning age. So, any decision of the policy maker to enhance their capability through training and development would be fruitful.

However, among the respondents, majority are aged between 41 to 40 Years (60.00%), next majority constitutes 23.33% which may also denote that working age people are more likely to choose employment abroad. So, Bangladesh can grasp this opportunity by finding new source of employment in abroad especially East European Countries.

4.1.1.2. Education Level

The education level data depicts that majority of the migrant workers have HSC and Equivalent (30.00%) as well as SSC and equivalent (26.63%), together they constitute 56.63% which may indicate that large portion of Bangladeshi migrants are capable enough to take any language and specific skill-based training required to be semi-skilled and skilled for mitigating the demand of respective countries' job requirement. The table also shows that a certain portion of the migrant labours have bachelor and master's degrees which may indicate that Bangladesh can devise a plan for exporting high-skilled professional in East European Countries. One thing is clear that small portion of respondent (13.33%) have vocational training so the country may encourage vocational institution to impart more practical education aligning with the requirement of the host country. After all it can also be generalized that educated people are becoming more conscious in overseas countries.

4.1.1.3 Age of Going Abroad

From the table it is clear that young generation has high propensity to go abroad. A significant portion of the respondent (56.67%) occupies 18-30 years of age. 30.00% of them is within the range of 31-40 years. As the age has increased, their intention to go overseas countries has decreased. However, this willingness of working age population indicates the huge opportunities for Bangladesh to utilize its demographic dividend.

4.1.1.4. Destination Countries of the Respondents

This study shows that the respondents reside in 7 countries which are Romania (30.00), Poland (26.67), Russia (6.67), Hungary (13.33), Ukraine (10.00), Bulgaria (6.67), Czech Republic (13.33).

So, it dictates that Bangladesh has overseas employment opportunities in almost all of the East European countries.

4.1.1.5. Job Sector

The table shows that the respondents of the current study are from various job sectors like Construction (13.33%), Hotel and Restaurant (26.67%), Shop and Commercial (6.67%), Tourism 16.67% (10.00%), Driving (16.67%), and Garments (3.33%), Public Health Sector (6.67%) , Airlines (3.33%). This may indicate that Bangladeshi migrant labours are working in diversified sectors but hotel and restaurant sector, construction sector, driving job and tourism sector are constituting significant portion of current job of the migrants. So, these sectors are showing luminous opportunities for our migrant's worker to get the job easily. That is why policy maker may focus on this sector-based skill development for our remittance fighters. For better understanding a chart is depicted below:

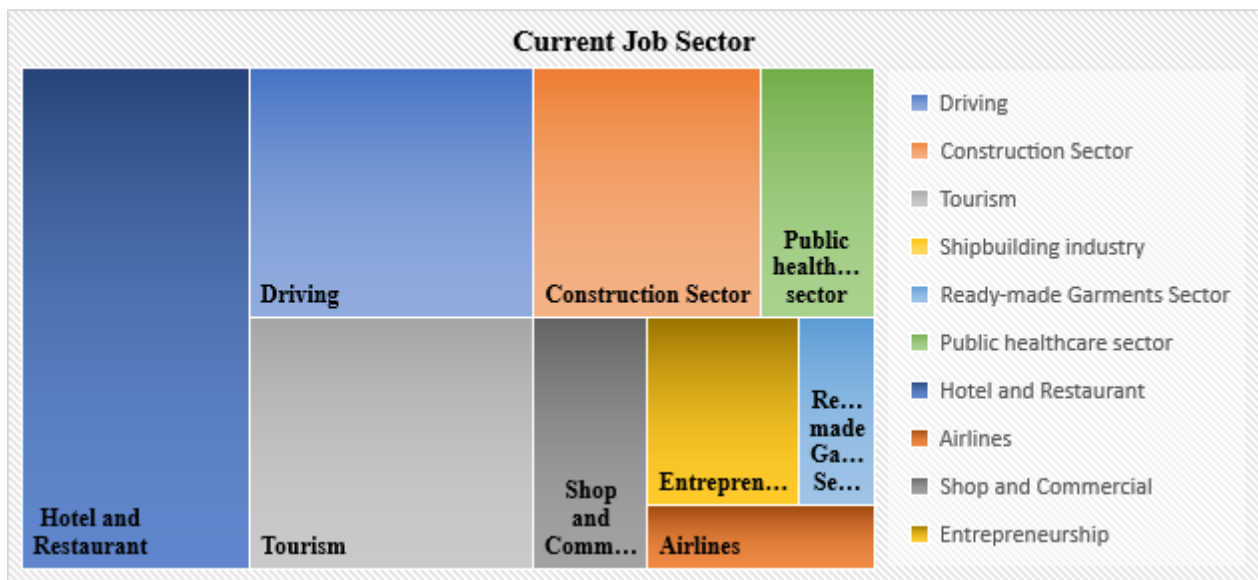


Figure 04: Present Job of Our Migrants Workers in East European countries

Source: Field Study 2023

4.1.1.6. Length of Service

The data collected from the respondents demonstrates that most of them (26.67%) are working in their present job for one 1 to 5 years and 16.67% for more than 5 years that is significantly long period of time. So, it indicates job security of our migrants. All these issues provide a positive sign of favourable environment for our migrant's workers in East European Countries.

4.1.1.7. Income Level

This insightful section gives a push factor information to choose East Europe as enticing overseas employment sector at present and in future. The income level data of the Bangladeshi migrants shows more than 60% of the respondents earns between 1001-3000 Euros that is 1150000-350000 BDT equivalent. This clarifies that government can focus this area as a potential region for sending the migrants to cope up with the changing trends of our labour migration. Following graph will visualize this information below:

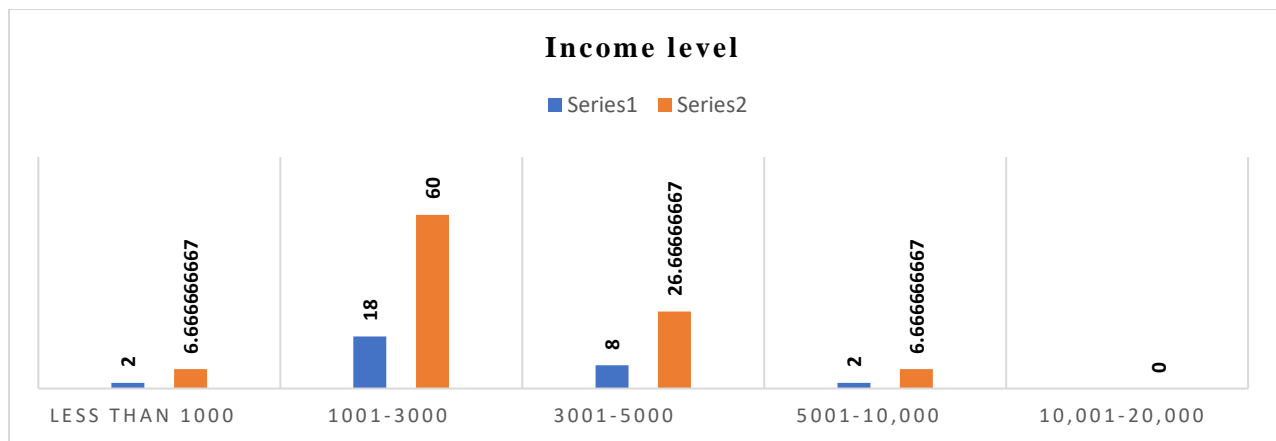


Figure 05: Income Level of the Respondents East European Countries

Source: Field Study 2023

4.1.2 Participants of the Focus Group Discussion (Academicians and Experts)

Table 04: Participants of the Focus Group Discussion (Academicians and Experts)

Participant No.	Gender	Age	Educational Qualification
01	Male	34	Master's
02	Female	33	Master's
03	Male	42	Master's
04	Male	49	PhD
05	Male	38	Master's
06	Male	34	Master's
07	Female	38	PhD
08	Male	41	Master's
09	Male	43	PhD

Source: Field Study 2023

4.1.3 Participants of the Focus Group Discussion (Government Officials)

Table 05: Participants of the Focus Group Discussion (Government Officials)

Participant No.	Gender	Age	Educational Qualification
01	Female	42	Master's
02	Male	35	Bachelor
03	Male	28	Master's
04	Female	34	Bachelor
05	Male	41	Master's
06	Female	37	Master's
07	Male	34	Bachelor
08	Male	39	Master's

Source: Field Study 2023

4.2 Prospects of Bangladeshi Migrants in East European Countries

This part of the study discusses the prospects for Bangladeshi migrant labour in the East European countries. This section will help to understand the available job opportunities, financial prospects, non-financial prospects and other dimensions of the labour market of East European countries. Bangladesh will be able to understand the existing opportunities in order to take evidence-based decision for expanding the overseas labour market there ensuring competitive advantages.

4.2.1 Perception of the Respondents Regarding Existing Job in EEC

From the discussion of FGD and findings of qualitative data reveals that there are huge job opportunities in EEC. Expert and Govt. Officials shared that skilled employees have high potentiality to be settled for long time in overseas countries but semi-skilled and less-skilled can do better if they have at least language training. The respondents think so. Majority of the respondent (87.00%) perceive that EEC is a new door for Bangladeshi migrants for overseas employment. So, the policy maker may focus on specific country for identifying prospects challenges and policy to meet that country based specific challenges.

Perception of the Respondents Regarding Existing Job

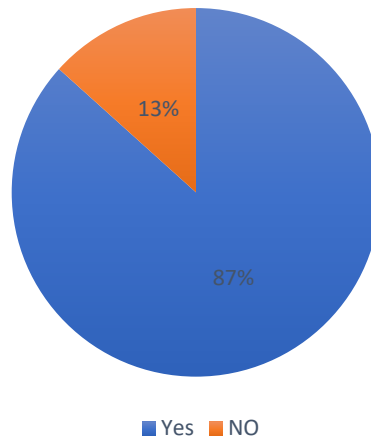


Figure 06: Perception of the Respondents Regarding Existing Job

Source: Field Study 2023

4.2.2 Employment Prospects (Available Job Opportunities)

This study tries to cover all the countries in East Europe for searching available job opportunities that are suitable for Bangladeshi migrants. The researcher has investigated several employment sectors that are shown below under the three categories of less-skilled, semi-skilled, and skilled employees based on information from the members of the two FGD groups and interviews with migrant workers. There are some sectors where job opportunities available for both semi-skilled and skilled worker. So therefore, the authority may view this area positively and may arrange prerequisite measures to grasp those sectors for Bangladeshi Migrants.

Types of Workers	Job opportunities Available
Less-skilled Worker	➤ Washing & Cleaning garbage and dishes in different factories, office and restaurants
	➤ Construction Labour
	➤ Restaurant staff
	➤ Food Packaging
	➤ Agriculture Warehouse
	➤ Packaging job (Shrimp, Agro- food, Fruits),
	➤ Lather factory
	➤ Factory Worker (Manufacturing)
	➤ Garments Sector

Semi-Skilled	<ul style="list-style-type: none"> ➤ Construction Sector ➤ Agricultural sector(farming) ➤ Motor Repair, ➤ Metal Worker, Welder ➤ Restaurants ➤ Health-Care Sector ➤ Driving ➤ Mechanical ➤ Green-house labour ➤ Day Care centre
Skilled	<ul style="list-style-type: none"> ➤ (Specific task), Driving, Crane Operator, Sanitation ➤ Construction Sector ➤ Chef ➤ Restaurant manager (if good language and communication skill) ➤ Hotel management ➤ Lather factory ➤ Business ➤ Green-house labour ➤ Garments job ➤ All industry (Farming, IT, Industrial Production)

Table 06: Job Opportunities in East European countries

Source: Field Study 2023

4.2.3 Country Wise Job Opportunities for Different Types of Workers

The researcher has tried to identify few demanding jobs sector depending the country in EEC. Basing on the in-depth interview of the respondent of the particular country, these available countrywide job opportunities have been identified for better understanding of the stakeholder of the report. FGD discussion is backing the findings of the researcher.

Country	Available Job	Nature of skill shortage
Poland	Construction Sector, Tourism, Gastronomy (The practice or art of choosing cooking and eating good food), Green-house labour, Welder, Driver	Skilled
	Green-house labour, Agricultural sector, Food packaging, Driving,	Semi-Skilled
	Cleaning, Restaurant, Agricultural warehouse	Less-skilled
Romania	Driving, Crane Operator, Sanitation, Business, Hotel Management, Lather Factory, Garments Sector, Tourism Industry (Specially Tourist Guide)	Skilled Worker
	Garments, Mechanical Job, Driving, Firming, Shrimp and agro-food packaging, Welding	Semi-skilled
	Construction, In-Factories manual labour job, cleaning garbage and washing dishes, Helping hand of prime chef, Day Care Centre Govt. provides training for less-skilled people according to their choice	Less-skilled
Russia	Driver, Construction Labour	Skilled
	Agricultural	Semi-Skilled
	Cleaner, Food Packaging	Less-skilled
Hungary	Very low opportunity but they can get the job in following sector: Job as a staff in Bar, Restaurant staff,	Less-skilled

Car Cleaner.	
Factory Worker	Semi-Skilled
High opportunity to get any Job	Skilled

Table 07: Country segmented job opportunities

Source: Field Study 2023

4.2.3 Financial Prospects

There are some financial prospects that are working as a motivating factor for the Bangladeshi migrants in EEC. The respondents think that following financial prospects, presented through bar diagram in ranking order, are indicating wonderful prospects in EEC. Most of the respondent corroborates that high and attractive compensation package exist in the EEC. Besides medical allowance and public health facilities are available there. Another lucrative financial prospect is prompt remittance sending facilities. However, the respondent's assessment of the financial prospects was shared by almost all of the participants. A highly relevant statement from FGD participant 7 has been quoted here-

“Even our women garments workers have the chance to earn 5 to 6 times more in Bulgaria than of native home country”

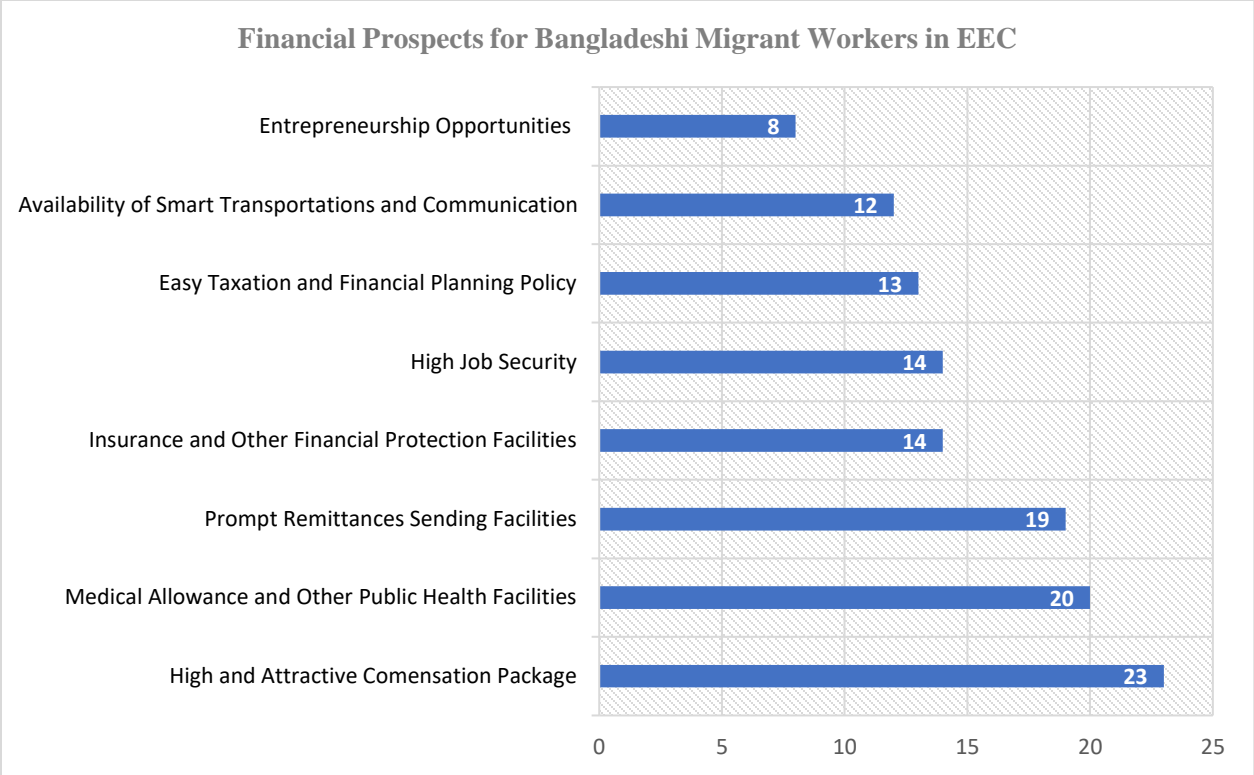


Figure 07: Financial Prospects for Bangladeshi Migrant Workers in EEC

Source: Field Study 2023

4.2.4 Non-Financial Prospects

The study tried to go through the respondent’s perception on some statement regarding the non-financial prospects. All of them share their points that has been demonstrated in ranking order. They have agreed upon that (76.67%) internal migration from East to West European countries, shortage of skilled labour (66.67%), shortage less-skilled labour (63.33%) are most promising non-financial prospects consecutively. The FGD participant has showed their consent with the denoted points through narrative and counter narrative discussion.

So, the authority may focus on developing skilled manpower for securing this prospect of shortage of skilled labour and less-skilled labour trough arranging specific initiative as suggested further part of the study.

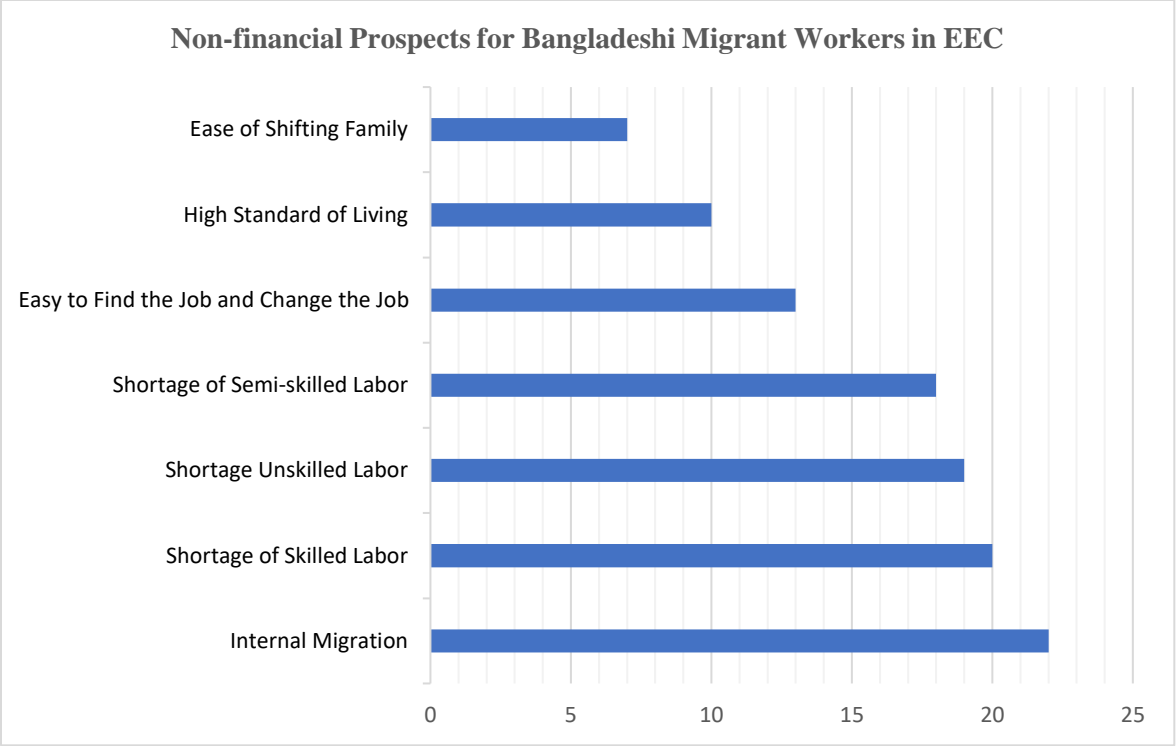


Figure 08: Non-financial Prospects for Bangladeshi Migrant Workers in EEC

Source: Field Study 2023

4.3 Challenges

To materialize the above-mentioned prospects, the policy maker may face few challenges which has been classified among three major part mentioning lack of awareness about Government Institutions’ Supports for the migrant workers, financial challenges and nonfinancial challenges.

4.3.1 Challenges Regarding the Awareness about Government Institutions’ Supports for the Migrant Workers

The Government of Bangladesh has established several organizations, institution, board (some of which are imparting training, some of them are rendering welfare fund facilities, consular purports, and real time information facilities, pre-departure training) to capitalize the demographic dividend by sending them to the abroad through formal job contract. Besides by aligning with the digitalization, the government is offering smart facilities of visa processing,

migrant’s smart card and consular support also. But the question arises whether the target manpower of our countries is well aware of all the facilities of the government.

This study has also been tried to clear this confusion by collecting data from the respondents of this research. Most of the them (18, 15 out of 30) only well aware about the PKB and BMET respectively. Few of them knows about the service of BOESL, ITC-ILO, WEWB, and BSDI. One of the key findings is that the respondents have little knowledge about the recent service of few institutions including Safe Migrate for Bangladeshi Worker (SMWB), District Employment and Manpower service (DEMO), Available training programme offered by MoEWOE, and Wage Earner and Welfare Board (WEWB).

So, the FGD participants have agreed upon a point of raising the campaign about the existing support of the aforementioned organization to let the targeted manpower about all services and remove their fear and negative impression toward that organization. This organization may raise their hand to make the potential worker understand about the current service and benefit, they may try to get their confidence also.

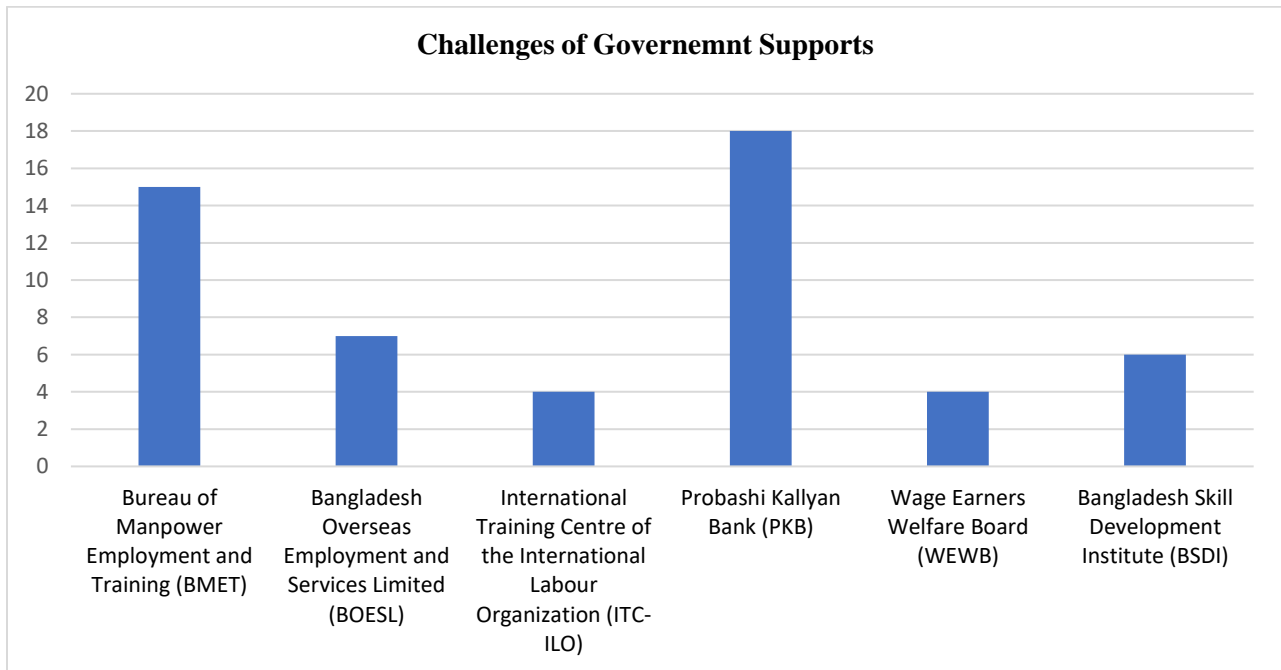


Figure 09: Challenges of Government Supports

Source: Field Study 2023

4.3.2 Financial Challenges Faced During Migration

Some financial challenges have been identified for showing the actual challenges for availing the prospects of EEC. These include high recruitment costs, limited financial access, high relocation costs, and low wages. The responders and participants listed the top obstacle to moving forward with taking advantage of prospects for employment abroad. The reply claims that high migration costs cause them great misery, even forcing some of them to sell everything they own. Some of them admitted that they have suffered financial losses as a result of exchange rate fluctuations. They occasionally suffered as a result of illicit channels like Hundi's deceptive practices.

So, the concerned authority may ensure easy access to loan facilities and reduce migration cost like air fare and visa processing cost as well. The authority by providing real time information about currency exchange rate may remove exchange rate fluctuation challenge.

One highly relevant statement is stated below-

“In this total process of migration, I have spent 5,45,000 BDT till to start earning so I have to repay the loan first and make my land free form mortgage”

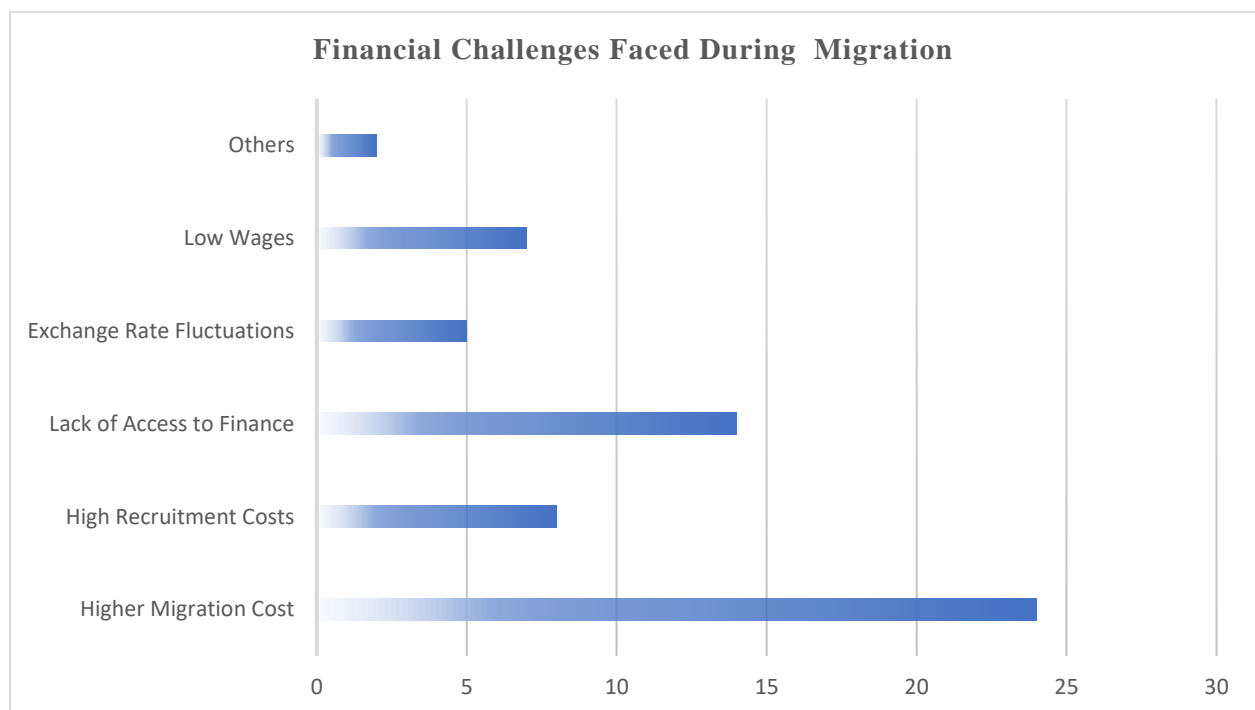


Figure 10: Financial Challenges Faced During Migration

Source: Field Study 2023

4.3.3 Non-Financial Challenges Faced by Migrants (Social, Legal, and Environmental)

This study has included social, legal and environmental challenges under the categories of nonfinancial challenges. These are directly and indirectly creating different types of obstacles for the migrant worker in EEC. In response to this question, the respondents prioritized their challenges in following order mentioning language barrier, cultural differences, limited social network, limited access to legal support, food problem religious difference, environmental constraints, and accommodation problem and so on.

Some respondents have shared their misery regarding their overseas life in EEC. One relevant quote is stated for better understanding.

“Here (Romania) I am working as a construction worker. Before coming here, I have been asked that I will have to work as a light labour job in construction side but after reaching here, I have been bound to deal with (lifting) heavy instrument, materials which are causing my back pain.”

“I am severely suffering from food problem and cold which is gradually leading me toward depression”

Valuable quotes from FGD group 2, participants 8 and 5-----

“Visa getting process is too much complex and they are not fairly treated from the airport even after coming back they don’t get reintegration support even after having 'Wage Earners' Welfare Board Act, 2018”.

*“Women constitute half of the total population yet their participation in overseas labour force is quite negligible because of **societal barrier**. Even their participation in administrative position is lower than their qualification. There are huge opportunities in Bulgerian and Romaniya for women garments worker and nursing sector but they don’t get permission from their family to go abroad as a migrant’s worker”*

So, by regular monitoring of the migrant in home and overseas countries as well as offering language, cultural integration training, making the visa getting process easy, let them proper information about food and environment this problem can be solved. The following figure clearly mentions the nonfinancial challenges that need to be cared specially.

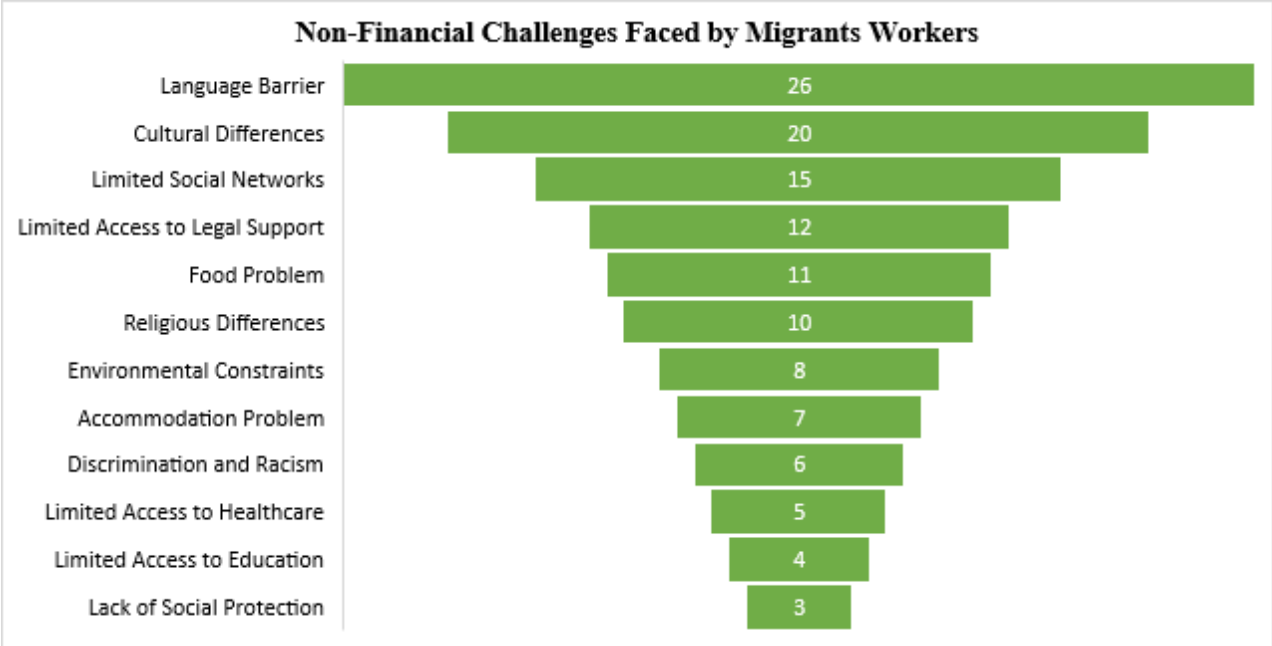


Figure 11: Non-Financial Challenges Faced by Migrants (Social, Legal, and Environmental)

Source: Field Study 2023

4.4 Ways Forward

To face the above challenges, this study has explored few measures which has been divided as initiatives of authority to remove financial barriers, to remove non-financial barriers, suggested area of training, and respondents’ perception to combat the overall challenges.

4.4.1 Initiatives of Authority to Remove Financial Barriers

The FGD participants and the respondents think that the increasing of tax incentives on inward remittance, affordability and easy access to loan, ensuring protection of financial transaction and reduction of process cost should get highest priority to remove financial barrier.



Figure 12: Initiatives of Authority to Remove Financial Barriers

Source: Field Study 2023

4.4.2 Measures to be Taken by Authority to Remove Non-financial Barriers

When 30 respondents and FGD discussants are asked about the solution of nonfinancial barrier, majority of them 22 in percentage (73.33%) think education and awareness campaign is the best option to remove nonfinancial barrier. Among them 19 (63.33%) assume economic incentive is the second-best option for these cases because high incentive may outweigh societal and familial negative perception. In order to address those non-financial difficulties, they also mentioned community building initiatives, simple access to various services, anti-discrimination laws, and regulations.

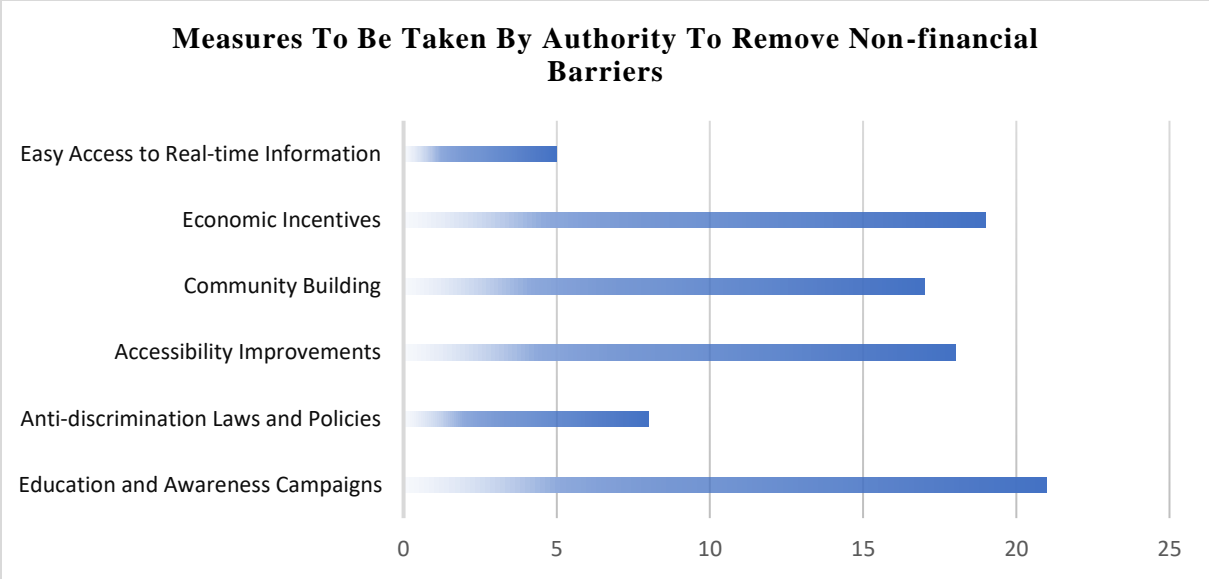


Figure 13: Measures to be Taken by Authority to Remove Non-financial Barriers
Source: Field Study 2023

4.4.3 Suggested Area of Training for Developing Competitiveness of Human Capital

The participant of the FGD and the respondent shared their opinion about the specific training programme that they feel needed to work in East European Countries. Most of the them suggested language training and skilled based professional training. There are some other sectors that has been found after discussion from the FGD which has been depicted below:

Suggested training and development	Specific area to be focused
Language Training	Country Specific training along with English Language Training, Regional based Behavioural training, Cultural integration training.
Construction	Masonry works, Welding & Fabrication, Architectural Drafting with Auto CAD, Electrical House Wiring, Plumbing Construction/Civil Construction, Rod Binder.

Culinary	Regional specific food cooking training.
Hotel Management	Professional course on hotel management, Housekeeping .
Driving	Only qualified person has to be certified, Crane operators
Tourism and Hospitality management	Diploma course on Tourism and Hospitality Management
Garments	Sewing, Sewing machine Maintenance, Over locked related training, Dress Making, Keeping them updated with new technology, Building & Architectural Drafting, Welding (6G), Quality Control Management .
Training on aviation sector	Ground Handling, Airport service training
Green house service	Specifically Agro-food production
Besides this respondent also suggested training on following area including, food packaging, warehouse management service, day care centre service, healthcare sector training, Mechanical job in manufacturing sector, General Electronics, Automotive/Auto mechanics, Carpentry/ Wood Works, Fruit & Food processing .	

Table 08: Suggested Area of Training for Developing Competitiveness of Human Capital

Source: Field Study 2023

The above table shows the specific training programme that may assist the Bangladeshi remittance fighter to face the both financial and nonfinancial challenges. So, the policy maker may arrange and impart the above T&D for enhancing the competitive capability of the migrants. Interesting fact is that few training programme is being offered by the MoEWOE which has been denoted by green colour. In these cases, the authority may enhance the participation of the migrants on the above programme before going abroad. The participants of the study have also

given their response on the structured questionnaire which also comply with the above training programme explored by the researcher through FGD discussion

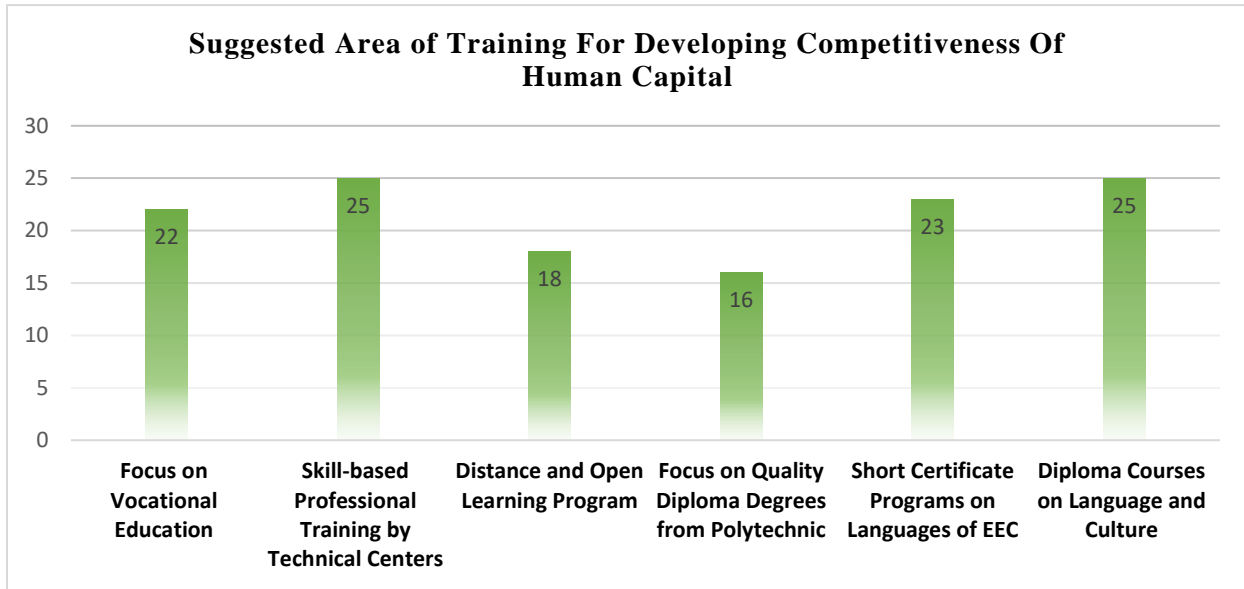


Figure 14: Suggested Area of Training for Developing Competitiveness of Human Capital

Source: Field Study 2023

4.4.4 Proposed Recommendations by the Respondents for the Betterment of Bangladeshi Migrant Workers in Foreign Countries

The following table shows the recommendation of the respondents for the betterment of Bangladeshi migrant workers in foreign countries. The researcher has found several key measures from the respondents answer and the FGD discussion. Most of the respondents (23) think that employees’ skill must be developed according to the demand of the respective countries. They also recommended examining the economic prospects of the destination countries before sending them overseas countries. The respondents also think that training facilities need to be upgraded along with local government support to get any information.

Most of them desire to get further employment in abroad and reintegration support from the government specifically job opportunity according to the experience gathered in abroad. 21 that in percentage 70% of them suggested lowering the migration cost. Few other recommendations have been presented in the following bar diagram. By focusing on the following measures, they

can take prerequisite measure for the betterment of the Bangladeshi migrants in East European countries.

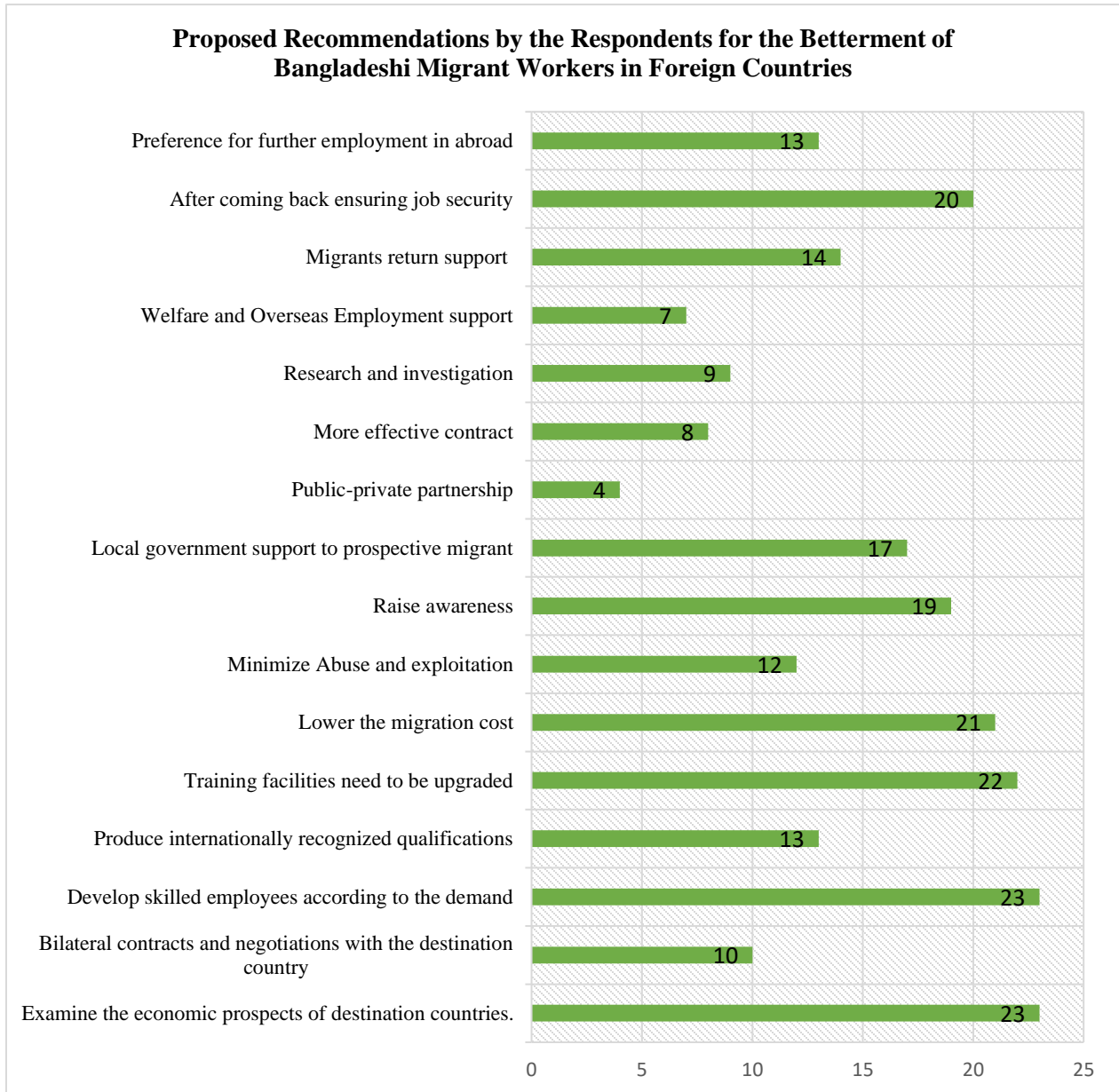


Figure 15: Proposed Recommendations by the Respondents for the Betterment of Bangladeshi Migrant Workers in Foreign Countries.

Source: Field Study 2023

4.5 Overall Perception of the Respondents about Prospects, Challenges and Ways Forward

Category	Statements	Mean (out of 5)
Prospects	To what extent do you think that Bangladeshi migrant labor has employment opportunity in EEC labor market.	4.27
	To what extent do you think that Bangladeshi migrant labor has skill match in EEC labor market.	4.10
Challenges	To what extent do you think that Bangladeshi migrant labor face financial challenges during the migration process.	4.53
	To what extent do you think that Bangladeshi migrant labor face financial challenges after going abroad.	2.93
	To what extent do you think that Bangladeshi migrant labor face non-financial challenges during the migration process.	4.70
	To what extent do you think that Bangladeshi migrant labor face non-financial challenges after going abroad.	4.87
Ways Forward	To what extent do you believe that the government of Bangladesh can develop the competitiveness in EEC labor market.	3.30
	To what extent you are confident that your suggested solutions will develop the current scenario.	4.53

Table 09: Overall Perception of the Respondents about Prospects, Challenges and Ways Forward

Source: Field Study 2023

CHAPTER 05: RECOMMENDATIONS AND CONCLUSION

5.1 Recommendations

As one of the specific objectives of this study, based on the findings, the following policy recommendations have been listed in order to develop the current condition of Bangladesh in the labour market of East European countries. This study expects that implementation of the given recommendations will help Bangladesh ensuring the development of competition in the labour market of EEC.

- Create a special strategic plan for grasping the labour market of East European countries.
- The authority should focus on providing language and cultural training based on the demand of East European countries' labour market. At present, the Philippine government is securing the competitive advantage from overseas employment by providing language and cultural training for enabling them to adjust with the host country's local lifestyle and communication at work, in schools, stores, banks, restaurants, hospitals, government offices, public transportations, and many other essential establishrequirements of destination countries (Meniado, 2019).
- The Government should establish and maintain sustainable bilateral contract and partnership with the government agencies of East European countries. Already Vietnam has consumed this type of benefit forming the largest communities of migrants in the Czech Republic and Slovakia (Szymaska-Matusiewicz, 2015). Recently Nepal has established Labour Agreement with ten countries and two more are on pipeline, Saudi Arabia and Oman. Nepal has made agreement with Israel to send skilled health workers (MoLESS, 2022).
- Build and sustain relationship with the recruitment agencies and employers of the EEC. Not only this but also “Bangladesh could work with other labour-sending countries in different regional forums and push for common frameworks for employing expatriate workers in destination countries” (ADB, 2016).
- Create a national digital skill inventory (including the skill of aspirant, returnee from EEC) required for meeting the demand of the EEC labour market. Even destination

countries should be convinced to impart training as their requirement. Besides, a separate employment bank could be arranged for those who cannot get employment even after learning skills from different skill building programme of the government.

- Provide adequate information to the citizens, especially the youths, regarding the opportunities in East European labour markets. To serve this purpose the concerned authority can generate a database of existing Bangladeshi migrant workers staying in EEC in order to use their network to export more labours. This will also help government understand the current needs and trends of the labour markets more deeply.
- Efforts need to be taken to put in place a mutual skills recognition system with all the countries of destination.
- Establish improved and easy access loan facility for the pre-departure purposes of migrant workers and provide health insurance facilities for both the workers and their family member.
- Bangladeshi embassies / consulates with other government agencies should establish a 24-hour information and assistance centre in host countries with large concentrations of Bangladeshi migrant workers which will disseminate basic data on legal systems, immigration policies, law, general civil and criminal codes, migrant workers' pertinent demographic information in receiving. All these information will facilitate building networking among the migrated expatriates within a specific country (Ofreneo et al., 2005).
- Removal of the involvement of illegal middlemen in migration process may reduce the malpractice and sufferings of the remittance fighters (Illegal attempt to migration with the help of these middlemen damages government image).
- Reintegration initiatives for returnee migrants of the government should be implemented for utilizing their skills, capital and technology for further training of aspirants. The government of Nepal has approved the directives for social re-integration, employment re-integration and entrepreneurship re-integration (MoLESS,2006) for utilizing the skill of their returnee.
- Awareness raising programme about existing govt. support should be spreader to the union level.

- Technical institution should be technical to impart training. Our neighbouring country, Pakistan been benefitted by executing their technical vocational education and training (TVET) system in various forms, from informal industry-based apprenticeship programmes to secondary-level skills certificate and diploma programmes of one or two years and 10+3 programmes linked to secondary and postsecondary levels (DTDA,2021/2022)
- Women employees and their families should be encouraged to choose EEC as their overseas destination

5.2 Conclusion

The main purpose of this study is to explore the prospects, challenges, and ways forward for developing the current status of labour migration from Bangladesh to East European countries. Additionally, this study aims at understanding labour market opportunities for less-skilled, semi-skilled, and skilled migrant workers. This study finds that there is notable amount of job opportunities for less skilled, semi-skilled, and skilled workers in the labour market of East European countries. Some demanding job sectors includes construction, hotel and restaurant, shop and commercial, tourism, driving, garments, public health sector, airlines. This study finds that this is right time for Bangladesh to avail the opportunities and prospects in the EEC labour market. Not only have the job opportunities but also there have large number of financial and non-financial prospects including high and attractive compensation package, medical allowance and public health facilities and prompt remittance sending facilities.

In spite of having those opportunities and prospects, some minor challenges are generating some impediments. A few highly weighted challenges include lack of awareness about government specified service for overseas employees, high migration cost, lack of access to finance, language barrier, cultural differences and legal support etc. However, these challenges can easily be approached by some policies and actions such as increasing of tax incentives on inward remittance, affordability and easy access to loan , ensuring protection of financial transaction and reduction of process cost ,education and awareness campaign ,economic incentive to outweigh societal and familial negative perception, community building initiative and easy access to different services and anti-discrimination law and policies as well as arranging different training and development facilities for migrants.

Moreover, Bangladesh government has already some mechanisms which are capable of solving the problems but the issue is that most of the migrant workers and prospective migrant worker of the country do not know about the available supports by government agencies of Bangladesh.

Therefore, this study also proposes that a well-structured national strategic plan should be formed and implemented to avail the job market of EEC. In addition, country specific cultural and language training program, development of national digital skill inventory for storing the required skill, inclusion of returnee for utilizing their skill, experience to the training program, mutual skill recognition by both home and host country, removal of illegal middleman can help the country to be more successful in terms of overseas employment.

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APPENDICES

Questionnaire

Study Title: Exploring the employment opportunities in East European countries for less-skilled, semi-skilled, and skilled migrants' workers of Bangladesh: prospects, challenges & way forward

This study is designed to explore the employment opportunities in East European countries for less-skilled, semi-skilled, and skilled migrant workers of Bangladesh: prospects, challenges & way forward. The primary objective is to explore the employment opportunities in East European countries for migrant workers of Bangladesh and their prospects and challenges & identifying the way forward to develop it. We are requesting you give your comments based on your knowledge and experience. You are free to avoid any questions you feel make you uncomfortable. This research will never use your name in publications and follow research norms to preserve your data. This research is conducting by Professor Dr. Sumon Das

Thank you for your time and valuable comments.

Part 1: Demographic information

1. Gender: i) Male

ii) Female

2. Age (in years): i) 18-30 ii)30-40 iv) 40-50 v) 50+

3. Age of going abroad for work: i) 18-30 ii)30-40 iv) 40-50 v) 50+

4. Education level

- Illiterate (no formal education)
- Primary
- Secondary (SSC or equivalent)
- Higher Secondary (HSC or equivalent)
- Others.....
- Honors level (or equivalent)
- Masters level
- Vocational Education

Part 2: Current employment status

6. Which country are you currently working in/ have you worked? (Check all that apply)

- | | |
|---|-----------------------------------|
| <input type="checkbox"/> Belarus | <input type="checkbox"/> Poland |
| <input type="checkbox"/> Bulgaria | <input type="checkbox"/> Romania |
| <input type="checkbox"/> Czech Republic | <input type="checkbox"/> Russia |
| <input type="checkbox"/> Hungary | <input type="checkbox"/> Slovakia |
| <input type="checkbox"/> Moldova | <input type="checkbox"/> Ukraine |

7. What type of job are you doing / Have you done?

- | | |
|--|---|
| <input type="checkbox"/> Construction Sector | <input type="checkbox"/> Ready-made Garments Sector |
| <input type="checkbox"/> Tourism | <input type="checkbox"/> Public healthcare sector |
| <input type="checkbox"/> Shipbuilding industry | |
| <input type="checkbox"/> Others, (if any)..... | |

8. Length of your present job.

- | | |
|--|---|
| <input type="checkbox"/> Less than 6 months | <input type="checkbox"/> Between 5-10 years |
| <input type="checkbox"/> Between six months and a year | <input type="checkbox"/> More than 10 years |
| <input type="checkbox"/> Between 1-5 years | |

9. Your current monthly income (average in Taka):

- i) less than 1,000 ii) 1,000-3,000iii)3,000-5,000iv) 5,000-10,000 v)10,000-15,000
vi)15,000+**

Part 3: Prospects

10. Do you think there is enough employment opportunity for Bangladeshi workers in your country? (East European Country).

i) Yes ii) No

If “yes”, mention the type of job opportunities for following categories of employees:

Types of workers	Job opportunities available
Less-skilled workers	
Semi-skilled	
Skilled	

Financial Prospects:

11. What are the financial prospects do you think available at Eastern European country? (You can answer more than one)

- | | |
|--|---|
| <input type="checkbox"/> Higher Wages | <input type="checkbox"/> Job Security |
| <input type="checkbox"/> Remittances Sending Facilities | <input type="checkbox"/> Medical allowance and facilities |
| <input type="checkbox"/> Entrepreneurship | <input type="checkbox"/> Transportations |
| <input type="checkbox"/> Taxation and Financial Planning | <input type="checkbox"/> Others(if any)..... |
| <input type="checkbox"/> Insurance Facilities | |

Non-financial prospects

12. What are the non-financial prospects do you think available at Eastern European country? (Check all that apply)

- Internal migration
- Shortage less-skilled labour
- Shortage of semi-skilled labour
- Shortage of skilled labour
- Easy to find the job and change the job
- Others (if any).....

Part 4: Challenges

Financial Challenges:

13. What are the financial barriers have you faced during Migration? (Check all that apply)

- Higher Migration Cost
- High Recruitment Costs
- Lack of Access to Finance
- Exchange Rate Fluctuations
- Low Wages
- Others, (if any).....

Social, Legal & Environmental Challenges:

13. What are the social barriers have you faced in your host country? (You can answer more than one).

- Language Barrier
- Discrimination and Racism
- Lack of Social Protection
- Cultural Differences
- Limited Social Networks
- Limited Access to Education
- Others.....
- Limited Access to Healthcare
- Food Problem
- Accommodation Problem
- Religious Differences
- Environmental Constraints (.....)
- Limited Access to Legal Support

Part 5: Support

Support from Bangladesh Government:

14. Are you well aware about the name and migrants related services of the following organization? (you may check multiple options)

- Bureau of Manpower Employment and Training (BMET)
- Bangladesh Overseas Employment and Services Limited (BOESL)

- International Training Centre of the International Labour Organization (ITC-ILO)
- Probashi Kallyan Bank (PKB)
- Wage Earners Welfare Board (WEWB)
- Bangladesh Skill Development Institute (BSDI)
- Safe Migrate for Bangladeshi Workers (SMBW)
- Ministry of Expatriate, Welfare, and Overseas Employment (MoEWOE)

15 Do you suggest any specific area of training or course any support that may assist you in doing the job in abroad.

16. Which types of supports have you known or received from the Government of Bangladesh? (You may check more than one)

- | | |
|--|--|
| <input type="checkbox"/> Pre-Departure Training | <input type="checkbox"/> Bilateral Agreement |
| <input type="checkbox"/> Safe Migration Campaigns | <input type="checkbox"/> Overseas Employment and Migrant Workers Act |
| <input type="checkbox"/> Consular Support | <input type="checkbox"/> Migrant smart card |
| <input type="checkbox"/> Remittance Incentives | <input checked="" type="checkbox"/> Others (if any) |
| <input type="checkbox"/> Migrant Worker Welfare Fund | |

Part 6: Ways forward

17. Which initiatives should the authority take to reduce the aforementioned societal barriers? Please share your opinion. (You may check more than one option)

- Education and awareness campaigns
- Anti-discrimination laws and policies
- Accessibility improvements
- Community building
- Economic incentives
- Others,(if any)

18. Which initiatives should the authority take to reduce financial barriers? (You may check more than one option)

- Tax incentives
- Subsidies and grants
- Affordable and easy access to loan
- Consumer protection
- Others, (if any)

19. Which type of training is preferable to you? (You can tick on multiple options):

- Vocational training
- Technical training
- Distance and open learning program
- Others(If any).....
- Educational courses
- Online training

20. What will you recommend for the betterment of Bangladeshi migrant workers in foreign countries? (Check all that apply)

- Examine the economic prospects of destination countries.
- Bilateral contracts and negotiations with the destination country
- Develop skilled employees according to the demand
- Produce internationally recognized qualifications
- Training facilities need to be upgraded
- Lower the migration cost
- Minimize Abuse and exploitation

- Raise awareness
- Local government support to prospective migrant
- Public-private partnership
- More effective contract
- Research and investigation
- Welfare and Overseas Employment support
- Migrants return support
- After coming back ensuring job security
- Preference for further employment in abroad
- Others , (if any).....

Part 7: Overall Perception of the Respondents about Prospect, Challenges, and Ways

Forward

	Questions/Statements	Very Low (1)	Low (2)	Neutral (3)	High (4)	Very High (5)
Prospects	To what extent do you think that Bangladeshi migrant labour has employment opportunity in EEC labour market?	1	2	3	4	5
	To what extent do you think that Bangladeshi migrant labour has skill match in EEC labour market?	1	2	3	4	5

	Questions/Statements	Very Low (1)	Low (2)	Neutral (3)	High (4)	Very High (5)
Challenges	To what extent do you think that Bangladeshi migrant labour face financial challenges during the migration process?	1	2	3	4	5
	To what extent do you think that Bangladeshi migrant labour face financial challenges after going abroad?	1	2	3	4	5
	To what extent do you think that Bangladeshi migrant labour face non-financial challenges during the migration process?	1	2	3	4	5
	To what extent do you think that Bangladeshi migrant labour face non-financial challenges after going abroad?	1	2	3	4	5

	Questions/Statements	Very Low (1)	Low (2)	Neutral (3)	High (4)	Very High (5)
Ways Forward	To what extent do you believe that the government of Bangladesh can develop the competitiveness in EEC labour market.	1	2	3	4	5
	To what extent you are confident that your suggested solutions will develop the current scenario.	1	2	3	4	5

Part 8: Question for Focus Group Discussion

(Less-skilled labour is a term used by the Bureau of Labour Statistics to describe workers with little or no education, experience, or training to perform any tasks. Workers are considered semi-skilled if they have some education and experience but not enough to perform highly specialized work. The term “skilled labour” refers to segments of the workforce that have received extensive training, education, or experience and are capable of completing more difficult mental or physical tasks while on the job.)

Less-skilled employees:

1. Which types of facilities do you think to have in an Eastern European country for less-skilled employees?
2. Which types of challenges do you face in that country?
3. What will you recommend to solve those problems?

Semi-skilled employees:

1. Which types of facilities do you think to have in an Eastern European country for employees with semi-skilled?
2. Which types of challenges do you face in that country?
3. What will you recommend to solve those problems?

Skilled employees:

1. Which types of facilities do you think to have in an Eastern European country for skilled employees?
2. Which types of challenges do you face in that country?
3. What will you recommend to solve those problems?

A List of Participants for FGD-1 (Academicians and Experts)

Participants Number	Name of participants for FGD -1	Designation
1	Dr. Sumon Das	Professor, University of Dhaka
2	Dr. Mohammad Thoufiqul Islam	Professor, University of Dhaka
3	Masud Rana, PhD	Assistant Professor , Jatiya Kabi Kazi Nazrul Islam University
4	Prosenjit Tarafder	Assistant Professor, Khulna University
5	Sayed Azharul Islam	Assistant Professor, Khulna University
6	Mr. Tariq Morshed	Assistant Professor, Khulna University
7	Dr. Shilpi Das	Associate Professor, Department of AIS at Jagannath University
8	Ripon Kumar Paul	Lecturer
9	Fariya Tabassum	Lecturer

A List of Participants for FGD -2 (Government Officials)

Participants Number	Participants Organization
1.	Ministry of Expatriate, Welfare, and Overseas Employment (MoEWOE)
2.	Bureau of Manpower Employment and Training (BMET)
3.	Bangladesh Overseas Employment and Services Limited (BOESL)
4.	International Training Centre of the International Labour Organization (ITC-ILO)

5.	Bangladesh Skill Development Institute (BSDI)
6.	Probashi Kallyan Bank (PKB)
7	Wage Earners Welfare Board (WEWB)
8	Safe Migrate for Bangladeshi Workers (SMBW)

A List of Interviewee

Interviewee Number	Interviewee Name	Country of Migration
1	Jahangir Maruf	Romania
2	Mahamud Hossain	Poland
3	Saiful Islam	Romania
4	Sarafath Khan	Poland
5	Alamgir Sheikh	Romania
6	Abid Parves	Russia
7	Al –Abedin Aziz	Romania
8	Md.Abdur Razzak	Romania
9	Md Foysal Islam	Poland
10	Fahad Hossain	Bulgeriya
11	Md Niamat Ali	Hungary
12	Md Motiar Rahman	Romania
13	Arafat Oshan	Poland
14	Masum Sheikh	Poland
15	Hafizul Alam	Romania
16	Dipto Khan Posrosh	Poland
17	Md Shahidul Islam	Romania
18	Md Mohin Biswas	Poland
19	Mohid Hassan	Poland

20	Dulal Mondol	Russia
21	Md Golam Kibriya	Hungry
22	Md Sakib Sajid	Ukrain
23	Sumon Ahmed	Ukrain
24	Alamin	Bulgeriya
25	Alamgir Gazi	Romani
26	Fakruddin Abid	Ukrain
27	Riaz Raihan Khan	Czech Republic
28	Sushovon Roy	Czech Republic
29	Sabbir Hossain	Czech Republic
30	Maruf Ibna Mahim	Bulgeriya