

Fair Recruitment: Bangladesh

Bangladesh is not only one of the world's largest labour sending countries, but also a migration champion country, whose economy, families, and communities are deeply connected to labour migration.

The country earns more than 30 billion Euros per year which adds 6% in our GDP while the number of migrant workers are about 13 million

Migration Profile:

- > The country earns more than 30 billion Euros/ year
Which adds 6% in our GDP
- > The number of migrant workers are about 13 mil.
 - > 1.1 million are women
- > Migration every year: More than 1 Million

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Fair Recruitment: Situation

- > Bangladesh sends more than 1 mil/year, mainly to the Gulf region, Southeast Asia, and increasingly to Europe.
- > Migration is driven by poverty, unemployment, climate vulnerability, and lack of decent work at home.
- > Migrant workers are the backbone of our economy through remittances. But the migration is still largely market-driven, dominated agencies, brokers, sub-agents/ middlemen.
- > We can see the reality from both the sides:
 - > Migration creates opportunity and income and
 - > debt bondage, contract substitution, and exploitation

Immigration is unsafe, expensive, and unequal, especially for low-skilled workers, women and domestic workers.

Legal framework for migration governance

- > The Overseas Employment and Migrants Act
- > Government-to-government recruitment systems
- > Registration and licensing of recruitment agencies
- > Pre-departure orientation and training systems for
Labour attachés in embassies
- > Agreements and MoU's with destination countries

International standards alignment

- > ILO Conventions
- > IOM frameworks
- > Colombo process and Abudhabi dialogue.
- > UN migration governance frameworks

But the problem is not only the **absence of law and policy**, the problem is also **weak enforcement**

So legally, structures exist. Practically, **workers are still unprotected.**

Fair Recruitment: Challenges (Recruitment related)

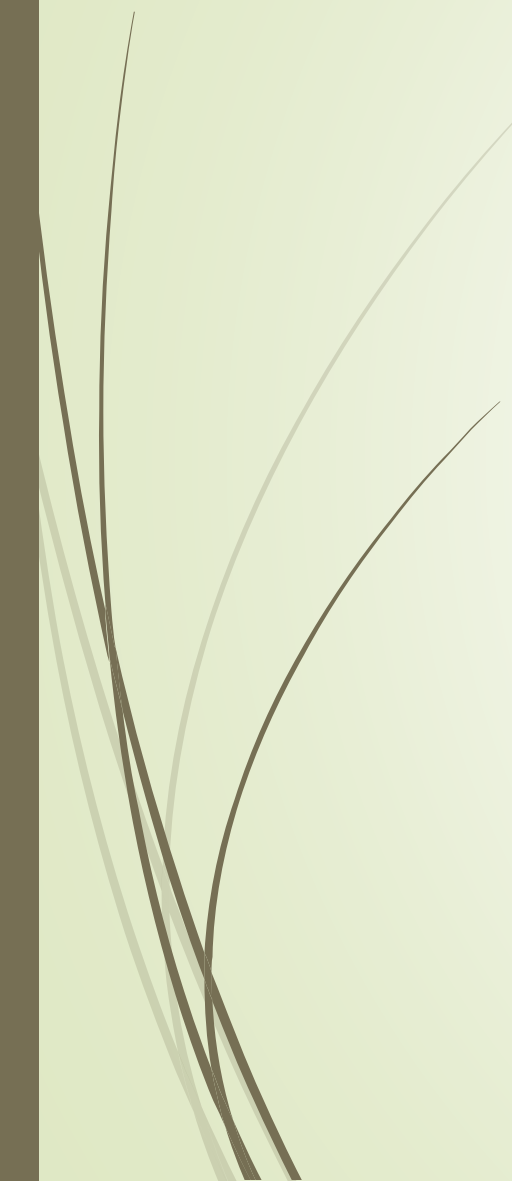
- > Contract substitution
- > False job promises
- > Fake visas and documents
- > Debt bondage
- > Irregular migration routes due to lack of safe pathways

Fair Recruitment: Challenges (Workplace exploitations)

- > Underpayment or non-payment of wages**
- > Long working hours**
- > Unsafe working conditions**
- > Informal employment**
- > Very limited access to social protection**



Fair Recruitment: Challenges (Legal and Social)

- **Irregular status**
 - **Fear of deportation**
 - **Lack of union access**
 - **Language barriers**
 - **Discrimination and racism**
 - **Limited access to justice systems**
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Alliances & Networking

- ▶ **Cooperation with ITUC, ITUC-AP and its subregional structures**
 - ▶ **Engagement with European trade unions such as LO FTF, FES**
 - ▶ **Partnerships with migrant rights CSOs**
 - ▶ **Cross-border union solidarity networks**
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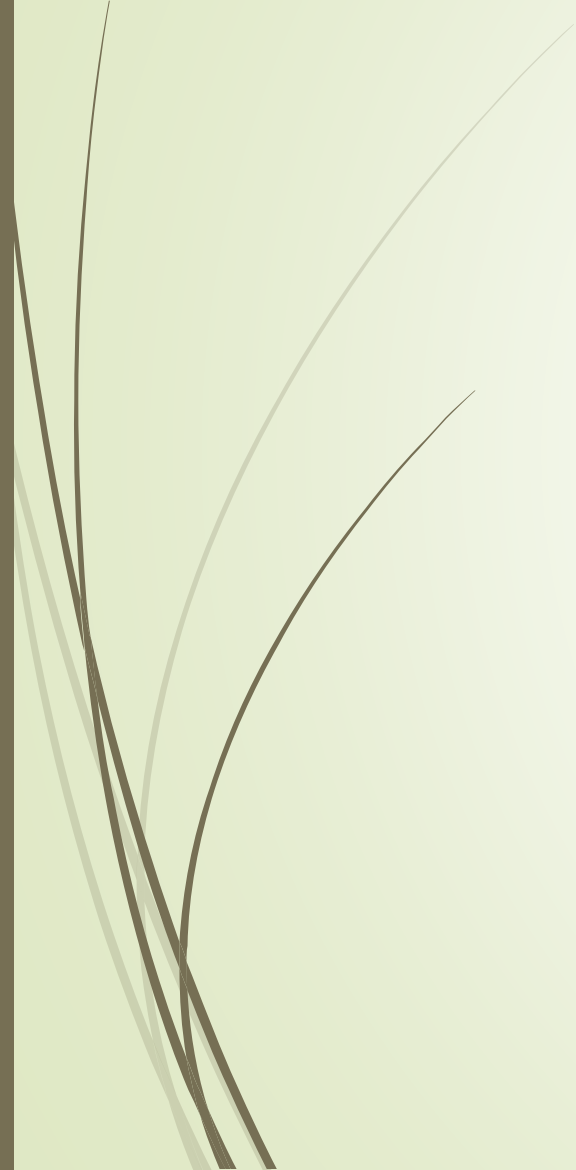
Key Activities

- Pre-departure awareness programs
- Rights education for migrant workers
- Anti-fraud campaigns
- Legal support and referral systems
- Policy advocacy for fair recruitment laws
- Engagement with government institutions
- Lobbying for ethical recruitment models
- Supporting migrant worker unions and associations



Need to do:

- **Strong Migration Governance**
- **Skill, Reskill and upskilling**
- **Digitalization**
- **Access to TU and Justice**
- **Bi lateral agreements**
- **Workers voice to recruitment governance.**
- **Complain mechanism across border**
- **Networking**



Thank you