

**MID-TERM EVALUATION OF PROJECT ON
“PROMOTING SAFE MIGRATION AND LOCAL DEVELOPMENT IN
EIGHT DISTRICTS IN BANGLADESH”**

Submitted to: DanChurch Aid Bangladesh

Submitted by: Samiha Huda

May, 2012, Dhaka

TABLE OF CONTENTS

Acknowledgement	iii
List of Abbreviations and Acronyms	lv
Meaning of Bengali words	lv
EXECUTIVE SUMMARY	v
INTRODUCTION	1
Background and Rationale	1
Objective of the Evaluation	4
Scope of the Evaluation	4
Methodology	5
Limitation of the Evaluation	8
FINDINGS AND RECOMMENDATIONS	9
Assessment of project relevance	9
Recommendations on project relevance	12
Assessment on increased information and empowerment	12
Recommendations on increased information and empowerment	16
Assessment of strengths, weaknesses, opportunities and threats/challenges in the project (SWOT)	17
Sustainability Issues	18
Assess the appropriateness of project's monitoring, evaluation, organizational learning, reporting and documentation arrangements	24
Recommendations on monitoring, evaluation, reporting and documentation	26
Important learning from the project	27
CONCLUSIONS	28
ANNEXURE	
Annex 1: Terms of Reference	31
Annex 2: SWOT Analysis	36
Annex 3: Graphical presentation of community people visiting MISCs run by BOMSA and WARBE DF	39
Annex 4: Logical Framework Analysis	44
Annex 5: Overseas Employment Policy	61
Annex 6: Feedback and observation on IEC materials	73
Annex 7: List of documents reviewed	75

ACKNOWLEDGEMENTS

I, as a consultant of this Mid-Term Evaluation whole heartedly acknowledge the support extended to me by the stakeholder/partners (especially BMET, TTCs, DEMOs) along with DCA, WARBE DF and BOMSA.

I also recognize the time and invaluable inputs provided by the project beneficiaries and community members, local elected representatives and government officials at districts and upazila levels. I am also thankful to CBO members for giving valuable input and suggestions during the evaluation process.

I humbly recognize the professional inputs provided by the government officials at Dhaka, districts and upazila levels without which the evaluation process could never reach its conclusions.

For continual logistic and coordination supports, I would like to sincerely thank WARBEDF and BOMSA project team members. In addition Ms. Monowara Sultana, Coordinator DCA Dhaka office with extended support and valuable input.

Special thanks to Ms. Seeta Sharma, the Regional Programme Officer, DCA Delhi for her valuable suggestion during the evaluation process.

Samiha Huda

Dhaka, May 2012

List of Abbreviation

B MDF	Bangladehs Migration Development Forum
B MET	Bureau of Manpower Employment and Training
B OEP	Bangladehs Overseas Employment Policy
B OMSA	Bangladesh Ovibashi Mohila Sramik Association
C BO	Community Based Organization
D CA	DanChurch Aid
D EMO	District Employment and Manpower Office
F DI	Foreign Direct Investment
F GD	Focus Group Discussion
G DP	Gross Domestic Product
G oB	Government of Bangladesh
I EC	Information Education and Communication
I OM	International Organization for Migration
L FA	Logical Framework Analysis
M ISC	Migration Information Support Centre
M oEWOE	Ministry of Expatriates Welfare and Overseas Employment
M OU	Memorandum of Understanding
M TE	Mid Term Evaluation
N GO	Non Government Organization
N RB	Non Residence Bangladeshi
O DA	Overseas Development Assistance
P RA	Participatory Rural Appraisal
S HG	Self Help Group
S WOT	Strength Weakness Opportunities and Threat
T OR	Terms of Reference
T OT	Training of Trainers
T TC	Technical Training Centre
U N MDG	United Nations Millennium Development Goal
U P	Union Parishad
W ARBE DF	WARBE Development Foundation

Meaning of Bengali Words

Apa	Sister
Bhai	Brother
Dalal	Broker
Haat Shobha/bazaar shobha	Meeting at market place
Samity	Community Based Organization
Uthan Boithok	Courtyard meeting

EXECUTIVE SUMMARY

Objective and Scope of the Mid Term Evaluation

The overall objective of the mid-term evaluation is to assess the process of project implementation, assuming that the mid-term evaluation provides an opportunity for all project stakeholders to take a look back on what has been done so far and how things can be strategically improved .

Methodology

The methodology consists of an extensive document review including project proposal, reviews, reports, LFA etc. Overall, a qualitative approach is followed, further complimented by quantitative data.

The data was collected by applying Participatory Rural Appraisal (PRA) tools (free listing, priority matrix, life history tracing and group discussions) to ensure people's/stakeholders' active participation in order to derive a conclusion for the analysis of the project implementation status.

Focus Group Discussion (FGDs) conducted with different stakeholder groups involved participatory discussions, observation and analysis.

Semi-structured interviews were conducted with individual stakeholders (such as national and local level government officials, funding agencies, journalists, trainers and project staff members etc.)

Information on the basic components of the respondents was collected through a structured questionnaire.

Following the review of project documents, extensive consultations with key stakeholders related to the project were held, including field visits, as planned and required; meeting with funding partners (DCA), GoB stakeholders and other stakeholders.

The evaluation study area was selected on the basis of performance by the centres and the distance between the administration and implementation centres. A total of 8 centres were selected out of 16 centres in different upazilas.

Sources of information include:

- Review of selected documents
- Interviews with different government officials from BMET and DEMOs and CBOs representatives, UP Chair and Members

- FGDs with different respondent groups, local elites, the migrant community, community people from courtyard meetings and bazaar meetings.
- Interviews and group exercises with implementing partners and an interview with the DCA project coordinator.

The evaluation study methodology had the flexibility of reaching each of the stakeholder groups with multiple methods of information collection to access information, opinion and perspectives of government officials. The qualitative methods involving in-depth interviews/key informant interviews based on semi-structured and open ended questionnaires, checklists and FGDs. The data generated through in-depth interviews were used to contextualize, interpret and analyze for the purpose of evaluation.

Major findings and Conclusions

The major findings and conclusions are as follows:

The Mid Term Evaluation would like to conclude that:

- ✚ The policy priorities of the Government of Bangladesh (GoB) match the objectives of the project on “Promoting Safe Migration & Local Development in Eight Districts in Bangladesh”.
- ✚ The future challenges for this project lay in ensuring the ownership of the government. The evaluation found that the Memorandum of Understanding (MOU) with the GoB is effective, however Bureau of Manpower Employment and Training (BMET) needs to be more proactive in ensuring lateral cooperations from District Employment and Manpower Offices (DEMOs), Technical Training Centres (TTCs) and other government administration at the local level.
- ✚ After a late start and with the challenge of ensuring local government’s participation, the project has made remarkable progress in terms of implementing field level activities (both with migrant communities and local government level).
- ✚ The information campaign and mass awareness activities at community, local and national levels have been particularly effective. The Docudrama produced through the project has successfully ensured community participation. Activities such as *Haat shobha* and courtyard meetings are also effective tools with which to inform communities about safe migration issues. The local theatre also considered an effective tool to disseminate

information on migrants' rights with entertainment for both the audience and participants.

- ✚ The training manuals and materials developed through the project are effective and sustainable resources for project stakeholders (both civil society and government actors).
- ✚ Community Based Organizations (CBOs) were found to be an innovative and effective network for advocacy and lobbying with local level government. The sustainability of CBOs depends on various other factors. It mainly depends on the unity and motivation of each CBO group. The more strongly united, the more they are expected to perform for the right holders. One of the major challenges for the project is to prepare the CBOs (or at least some of the groups) to act independently on migrants' rights.
- ✚ The Migration Information Support Centres (MISCs) are an effective point to access information for migrant community. The presence of MISCs within the government premises has its own advantages in the long run. The success and sustainability of MISCs depends on the pro-activeness of local government administration and ownership of the issue of safe migration.
- ✚ The implementing partners, with a few exceptions (e.g the quality of field level staff in some cases) are found to be committed and efficient. The evaluation found human resource allocation at the partner level inadequate. More logistics and human resource support at the field would have been more beneficial for the project. It is also recommended that the centre managers maintain a fixed schedule everyday/selective days so that people who are coming for accessing MISCs services can obtain information easily. Monitoring officers were also found to be over worked. Although they are recruited full time for the project, sometimes found involved in other project activities.
- ✚ The Evaluation finally concludes that the project is on track towards achieving the set objectives within limits, setback by some challenges and external constraints. The progress so far is having a positive effect on the migrant community and other stakeholders. The activities are also well appreciated by the local level government. The partner's role in liaising with the GoB, and the general goodwill it enjoys with the government has been noted as a critical factor.

Key recommendation

- ✚ For effective completion of the project, the MTE finds it logical and worthwhile to expand the project by at least six months to one year (it could be a no cost extension provision with revision and reallocation of budget provisions) since the project took more time than expected to commence activities at the grassroots level, and also due to readjusting a significant amount of money taken out from the two of the major activities i.e. household registration and entrepreneur skill development training for returnee migrants. To avoid unmanageable or unrealistic plans to finish all activities within the allocated project period, an extension is recommended for a smooth phase-out of the project.
- ✚ While observing the pre-departure orientation/briefing programme, courtyard meetings, bazaar meetings and similar activities, the evaluation felt the strong need for Training of the Trainers (TOT) on communication and facilitation skills. Thus the project along with successfully accomplished activities may also contribute to human resource development.
- ✚ Only a very few of the information and communication campaigns or any other activities of this project involves the Bangladesh Association of International Recruiting Agencies (BAIRA), which plays a vital role in the migration management process and is often blamed to be the centre for exploitation in recruitment. The evaluation also recommends involving BAIRA in the remaining time period.
- ✚ The future challenges lay in ensuring the ownership of the government. In this regard, the evaluation recommends that although there is MOU with the government, BMET needs to be more proactive in ensuring lateral cooperation from DEMOs. Also a directive from the concerned ministry/ministries would make it easier to get the local level authorities more involved in the project activities.
- ✚ The household registration data should be used and widely shared. Action research can be done using this data set and baseline survey data.
- ✚ Considering the high value addition of activities such as the courtyard meetings, bazaar meeting/*haat shobha*, the current evaluation recommends an increase in the numbers of these events. The cultural events are attractive and interesting to the audience, therefore are suggested to continue and increase event numbers. The local cultural groups should be encouraged to talk about safe migration issues in other NGO/GOs local level activities.

- ✚ However, CBOs once registered can be involved strongly to work for and ensure right holders' entitlements. This would help CBOs cross over their identity crisis as a "new concept group", also they would own issues in their areas. UP members can be involved as resources to these types of meetings. It also gives scope to UP chair and members to work together with CBOs. It is strongly recommended that a "**common guideline**" should be developed and followed which will refer to the basic duties and responsibilities of the CBOs.
- ✚ Although the entrepreneur skill training as an activity was removed from the existing project, the evaluation values its importance and therefore recommends building up a new project/sub project based on this concept only for the returnee migrants. In future this can be successfully linked up with CBOs initiative which will also help raising CBOs capacity.
- ✚ The MTE evaluation recognizes that this project is at a crossroads. It requires careful effort to meaningfully complete each and every activity that was planned under the project. It requires vigorous work to finalize the LFA, especially the indicator and achievement section. Both the implementing agencies need to make this a priority, despite other commitments. Only then can the remaining resources be better utilized for relevant activities.
- ✚ The baseline survey could be repeated to see the effect (at least the awareness level) in the selected project area. This would greatly benefit future planning. This action research if considered should be done before completion of the project period.
- ✚ MISCs sustainability is still a challenge. MISCs need to be strengthened with more tangible activities. Orientation trainings for potential migrants could be one of the starting points which would not only help them to access information (the government has not yet introduced any induction/orientation course at district level), but also MISCs would gain community trust and goodwill.
- ✚ The evaluation found a mixed reaction amongst the journalists as said the majority stated that 6 months was not an adequate time to learn and then report on migration issue. In some cases this programme could continue and more positive reporting would encourage people to go through regular means besides event reporting only.
- ✚ Both BOMSA and WARBE DF have their own internal monitoring mechanisms. Believing that both the organizations have other involvements and projects, the two monitoring officers need to be more frequent in the field. They can also be resources to the local trainers and centre managers.

INTRODUCTION

Background and Rationale

DanChurchAid works with a rights based approach to address development in Asia for the last 30 years. This church and faith based organization works to ensure entitlement of the 'right holders' i.e. marginalized women and men in community. The development agenda offers rights based commitment to human development and thus, the work in Asia focuses on many important issues including migration and poverty.

Bangladesh, as an agriculture-based country is extremely susceptible to natural disasters which occur quite frequently, adding to the hardship and poverty faced by it's people. The country is considered as one of the poorest and most densely populated countries in the world, nearly half of the country's 160 million inhabitants live below the poverty line. A large number of the population, lose their shelter to natural disasters and live a life with a great deal of difficulty. Natural calamities and disasters force people to migrate – internally and internationally.

DanChurch Aid (DCA) Bangladesh has been working to help the disadvantaged since 1972 in rural districts. A more comprehensive approach has been taken recently to address the situation of migrant workers.

The issue of labour migration in countries like Bangladesh has been able to draw attention significantly for various reasons. Extensive outflow of labour migrants into regional, if not global, labour markets benefits the national economy, at the same time witnesses a number of challenging situation. The types of labour that are currently in demand have changed substantially since the 1990s in terms of overall magnitude of migrant workers and gender composition, and lastly increased diversification. Migration has always been the most effective livelihood strategy for the people of Bangladesh. Today the potential migrants migrate to overseas countries as their right to ensure a better livelihood, mainly to Middle Eastern countries and South East Asia.

Migration of Bangladeshi labour force to the Middle East commenced with the oil price boom in Gulf countries in the seventies. This 'single migrant', 'temporary' flow of labour, has effects that are fundamentally different from past migrations. Middle East migration covers a range of manpower from unskilled labour to the skilled and professional groups. Today, an estimated 7.5 million migrant workers have left Bangladesh since official records of labour migration started in 1976. While the total number of migrants was about 6000 in 1976, there has been phenomenal growth since that year. The recruitment process of migrant workers in Bangladesh is complex. The whole process is characterized by a host of

intermediaries called *dala*¹. The recruitment of migrant workers is in the hands of the private recruiting agents and individuals.

The country's economy largely depends on remittances sent by the migrant workers. Bangladeshi migrant workers send billions of dollars as remittances each year with a largely positive impact on the Bangladeshi economy. The remittances make a substantial contribution to family welfare, social development and macroeconomic growth. It was recorded that US\$ 11.00b was sent as remittances in 2010 from migrant workers (Source: BEMT). Remittances from Bangladeshi migrants recently have constituted a larger share of the country's development budget than foreign aid as it constitutes 13.56% of GDP, 6 times that of Overseas Development Assistance (ODA) and 12 times the Foreign Direct Investment (FDI) flow to Bangladesh. This not only helps to get the national economy rolling, at the same time migrants' families are directly benefited from the remittance flow. Besides the improved lifestyle, migrant workers tend to spend more on children's education and family health concerns (IOM remittance survey, 2009). However, as we celebrate on increasing remittances inflow, it is individual money which matters at the micro level. There is a lack of guidance and approach to address productive utilization of remittances at migrants' family and community level. Moreover migration has its own darker side of the story as it has socio-cultural and human costs. Long periods of separation affect family relationships and marriage. Adjustments pose heavy emotional and psychological strains; many families therefore, are reported to be breaking up. Ultimate sufferers – mostly women (usually wives of migrant workers) thrown abandoned to a destitute condition and also, their children.

Globalization, along with local factors have made the management of the labor migration a complex and difficult undertaking. Therefore, the multi complex migration in Bangladesh always lacks a comprehensive response to address the problem which is important for protecting migrants' rights. The weak capacity of the government agencies to deal with the issue, the lack of a combined effort by the implementing agencies, limited outreach programmes keep a window open for a more focused approach to address the issue of migrants' rights in Bangladesh.

Although the sphere of labour migration has traditionally been a male dominated industry in Bangladesh, as increasing need in the service sector industries in many wealthy countries encouraged Bangladeshi women to join the force along with women migrants from other labour sending countries. For example, in the Middle East, women migrants from Bangladesh continue to occupy a major share of the domestic service sector. Official figures show that more than 1,48,460 Bangladeshi women travelled abroad in search of employment from the period 1991 to 2010 (source: BMET). However, this figure does not reflect the overall

¹ Intermediaries in the recruiting process who has not approval from any recruiting authorities or from the government, often reported to cheat and fraud migrant workers.

number of undocumented women migrants working in South Asia and the Middle East which is believed to be much higher. Bangladeshi women migrants are well reputed for their skill and professional attitude in the overseas service sector job market. Due to lack of information in every stage of migration men and women are both exploited by middle men and recruiting agencies everyday.

There are mixed views about the costs and benefits of migration of workers from Bangladesh. Migrant workers, particularly in Asian countries, have to return to Bangladesh after the stipulated contract period. There is an absence of a policy framework as well as a program in the country for facilitating reintegration of Non Residence Bangladeshis (NRBs). Re-integration and rehabilitation of the returnees is the least explored area in labor migration scenario for Bangladeshis.

DanChurch Aid Bangladesh has been implementing a three years project on “Promoting Safe Migration & Local Development in Eight Districts in Bangladesh” through two local partners WARBE Development Foundation (WARBE DF)² and Bangladesh Ovibashi Mohila Sramik Association (BOMSA)³ since March 2010. The three years project (March 01, 2010 to February 28, 2013) received approval from European Union and started operation in the aforesaid districts from March 1, 2010.

The project aims to work with 170,000 direct migrant workers, their groups, associations and organizations of migrants as direct beneficiaries where 50% are women.

Project Objectives:

- Empowerment of migrant workers through information provision leading to increased access to services, including justice;
- Capacity building of related institutions and local government representatives for more efficient and effective systems; and
- Advocacy for improvements in systems and increased accountability of institutions

Therefore, as expected results, the project would like to see a significant increase in overseas job seekers who would access services for information and job processing. The project would also like to see a stronger and more effective

² WARBE Development Foundation (WARBE DF) is formed by Bangladeshi Migrant Returnees in order to enhance the status of the migrant workers, to ensure the recognition of their rights, and to foster the link between safe migration and the socio economic development in Bangladesh.

³ Bangladesh Ovibashi Mohila Sramik Association (BOMSA) is an organization of overseas female migrants working abroad as unskilled labor and also returnees in order to organize women migrant workers in Bangladesh to help them providing information about their rights as human beings, employee, work environment abroad.

support system of the government institutions for the migrant workers at both local and national levels. Last but not the least, more engagement from the civil society and non government organizations (NGO) is also expected from the project in hopes to carry forward the issues of migration to protect migrants' rights.

Accessing migrant workers' and their families are important points of entry to disseminate awareness-raising information through a number of activities. A well covered outreach activity can successfully change the scenario at the grassroots level where the exploitation begins. Simultaneously, advocacy and research work is required to sensitize the government mechanism and decision making authorities. The weak collaboration between ministries and implementing partners needs to be further strengthened for more effective results. The media also plays a major and cross cutting role for the stakeholders at any level dealing with migration.

At this stage of project implementation the Mid Term Evaluation (MTE) process is planned to assess progress and more importantly suggest modification in the Logical Framework Analysis (LFA).

Objective of the evaluation:

The overall objective of the mid term evaluation is to assess the process of project implementation assuming that the mid-term evaluation provides an opportunity for all project stakeholders to take a look back on what has been done so far and how things can be improved strategically. Please see Annex 1 for the Terms of Reference (TOR).

Scope of the evaluation:

As the project is approaching its third year of implementation, the MTE identifies gaps and learning, provides recommendations to facilitate and improve the continued implementation of the project including some recommendations to the LFA as it is being revised at the moment.

The scope of the work includes, but is not necessarily limited to the following concerns:

- Assess progress in implementing the 3 years project on safe migration
- Assess progress towards the achievement of objectives or yearly benchmarks; which of the project objectives have been met, and assess the sustainability of achieving them upon project completion
- Assess whether or not interventions are sufficient to reach the desired outcomes;

- Identify barriers to the achievement of objectives as well as strengths and weaknesses in the project approach
- Provide recommended actions to guide the project staff through the last half of the project.

The mid-term evaluation provides an opportunity for all project stakeholders to take stock of the accomplishments to date and to listen to the right holders/beneficiaries at all levels: including returnees & their family members, prospective migrant workers, concerned government officials (national and local level) Community Based Organizations (CBOs), Civil Society Organizations, local partners, recruiting agencies and donors.

Methodology:

The methodology consists of an extensive document review including a project proposal, reviews, reports, LFA etc. Overall a qualitative approach is followed, further complimented by quantitative data.

Data was collected by applying Participatory Rural Appraisal (PRA) tools (free listing, priority matrix, life history tracing and group discussion) to ensure people's/stakeholders' active participation to derive a conclusion for the analysis of the project implementation status.

Focus Group Discussion (FGDs) conducted to different stakeholder groups involved participatory discussions, observation and analysis.

Semi-structured interviews were conducted with individual stakeholders (such as national and local level government officials, funding agencies, journalists, trainers and project staff members etc.)

Information on the basic components of the respondents was collected through a structured questionnaire.

Following the review of project documents, extensive consultations with key stakeholders related to the project were held, including field visits, as planned and required; meeting with funding partners (DCA), and GoB stakeholders and other stakeholders.

Sampling:

The evaluation study area was selected on the basis of performance of the centres⁴ and distance from administration and implementation centre. A total of 8 centres were selected out of 16 centres in different upazilas. These are:

WARBE DF	BOMSA
Khulna (Rupsha)	Dhaka Technical Training Centre
Bandar	Jessore Sadar
Rangpur Sadar	Sharsha (Jessore)
Rangpur (Mlthapukur)	Manikganj Sadar

The sampling of the MTE involved mainly the following broad categories of respondents:

Category of respondent	Sample size		
	Male	Female	Total
Representative from the Bureau of Manpower Employment and Training (BMET)	1	1	2
Representative from Technical Training Centre (TTC)	2	-	2
Representative from District Employment Manpower Offices	3	1	4
Representative from the Zila/Upazila/Union Parishad	6	1	7
Local Elite	20	3	23
Representatives from the CBOs	30	25	55
Project staff members	3	7	10
Representative from funding agency	-	1	1
Representative from Migrant Community	125	55	180
Returnee migrant (case)	2	5	7

The following matrix presents the summary of the study methodology

Method	Sample/source
Literature review ⁵	<ul style="list-style-type: none"> • EU Narrative Report • Logical Framework Analysis • Baseline Survey Report • Report on Training Need Assessment of Government Officials • Safe Migration Training Manual • Report on Assessing the Impact of Information, Education and Communications (IEC) materials in Empowerment process of Migrant

⁴ As project monitoring format does not provide any room for performance indicator of the centres, a detail discussion exercise was conducted with WARBE DF and BOMSA to evaluate centre's performance on the basis of their reporting and performances.

⁵ Please see Annex 5 for further detail

	<p>Workers</p> <ul style="list-style-type: none"> • ROM Report
Interview (based on semi structured questionnaire/ open ended questionnaire and evaluation question guideline)	<ul style="list-style-type: none"> • Government Officials • Chair of Union Parishad • Union Parishad members • DEMO officials • DCA representative • Project Managers, project staff members of implementing partners • CBOs • CSOs • MISC staff members
Focus Group Discussion	<ul style="list-style-type: none"> • Migrant community and their families • CBOs
Group Exercise (SWOT analysis of the project)	<ul style="list-style-type: none"> • Project Implementation team
PRA	<ul style="list-style-type: none"> • Migrant community • CBOs • Returnee migrants

The evaluation study methodology had the flexibility of reaching each of the stakeholder groups through multiple methods of information collection to access information, opinion and perspectives of government officials. The qualitative methods involving in-depth interviews/key informant interviews based on semi-structured and open ended questionnaires, checklists and FGDs. The data generated through in-depth interviews were used to contextualize, interpret and analyze for the purpose of evaluation.

The following issues are addressed in the review through an analysis of the project activities and pertinent documents.

Institutions Visited

BMET Office, Dhaka
TTC Dhaka, Rangpur Sadar, Jessore Sadar
DEMO Manikganj Sadar, Jessore Sadar (DEMO Officer of Jessore manages Khulna office also)
Union Parishad Offices in Rupsha (Khulna), Bandar (Narayanganj), Manikganj Sadar and

Limitation of the evaluation:

- Due to the limited time given for the evaluation, information collection through a structured questionnaire was avoided as it required more time for training of surveyors, pre-testing and carrying out of the survey
- Time constraints also limited the coverage of 16 upazilas

FINDINGS AND RECOMMENDATIONS

The project identifies migrant workers (women and men), their families, communities, government officials at districts, upazila and union levels, civil society organizations⁶ as primary/major stakeholders. The project would consider all the people who go overseas for work, related and relevant government agencies and families of migrant workers as final beneficiaries.

DCA successfully set up the project management structure, foundation training for implementing partners, engagement with communities and institutions, monitoring and reporting plan, workplan and partnerships. Although the project faced a delay in commencing activities, both BOMSA and WARBE DF have taken care of the issue carefully with a fast pace and have attempted to follow the workplan as per schedule as much as possible.

The project is delivering results as planned at a number of levels. It is achieving results as per the ROM recommendations⁷. As a result of the recommendation, the project design was further reviewed, and MISCs were made more organized and were re located in the government structure (at least in case of BOMSA). The major concern remained from ROM evaluation was the MISCs sustainability issue, which this MT evaluation would try to look into. ROM evaluation also emphasized on dissemination of learning through the project.

Assessment of Project Relevance

Evaluation Question

Determine the extent to which the project objectives have been met as of the date of the evaluation, and assess the relation with concerned government/Ministries as well as the progress of estimated results

Safe migration is one of the priority areas of Government of Bangladesh (GoB) to meet the United Nation Millennium Development Goals⁸ (UN MDG). The Ministry

⁶ Including Non Government Organizations (NGOs), human rights organizations, trade unions and employers groups, legal councils and individual supporters like medics, media and academicians.

⁷ Some of the major recommendations from ROM evaluation are: i. redesign of the project; ii. field staff training, iii. MISCs sustainability concerns; iv. visibility concerns; v. implementing partners' coordination, vi. strengthening of the DCA Dhaka project management team etc.

⁸ The identified UN MDG aim to: 1) Eradicate extreme poverty and hunger, 2) Achieve universal primary education, 3) Promote gender equality and empower women, 4) Reduce child mortality, 5) Improve maternal health, 6) Combat HIV/AIDS, malaria and other diseases, 7) Ensure environmental sustainability and 8) Develop a global partnership for development. For details about the link between migration and 8 MDGs

of Expatriates' Welfare and Overseas Employment (MoEWOE) established the Bureau of Manpower Employment and Training (BMET) as an attached department with the aim to ensure the proper utilization of human resources of Bangladesh in the overseas job market and thus promote safe migration. BMET runs a number of initiatives and projects and/or guides a number of projects (run and implemented by NGOs) to address the multi faced migration issues at all levels of intervention. The programme implementation plan is well designed in the original project proposal and LFA (subject to some further corrections at indicators and achievement levels). The programme design is logically coherent and accords with the services planned for right holders. The project is in line with Bangladesh Overseas Employment Policy (BOEP) which was developed under the leadership of the then Bangladesh Migration Development Forum (BMDF) and later approved by the GoB through a gadget declaration⁹. It is also in line with government's overseas employment policy and priorities.

The project on "Promoting Safe Migration & Local Development in Eight Districts in Bangladesh" identified 16 geographical intervention areas based on the BMET database and a mix of urban and rural locations were selected to reach the migrant community to ensure the involvement of local government successfully to address migrant's rights. The original concept of capacity development of the local government upholding migrants' rights has been supportive. Implementation and involvement of the local government representatives in the information and communication campaign added extra value and exposure to their capacity and knowledge building, in addition to awareness of mass population on safe migration. The multi lateral approach to address the local government's capacity building has been effective so far in creating a special interest among the local level government representatives.

Consequentially, the capacities of district, upazila and union level officials are being built to perform decentralized functions and are helped to own the issue of safe migration as their political agenda/commitment in their respective areas. The achievement so far is directly contributing to the overall objective of the project which is to increase state efficiency to provide services and support to workers in relation to overseas employment. Therefore, the strategies and

"BMET has faith in NGOs like WARBE DF and BOMSA and their professional attitude towards the overall migrants' rights issues. These two organizations have been pioneer in working in this area for long now and understand the issue rightly. I have seen them efficiently implementing projects. The current DCA project rightly selected partners for implementation". – Dr. Nurul Islam, Director, BMET

with specific focus on poverty alleviation, gender, health, environmental sustainability and global partnerships please consult

http://www.iom.int/jahia/webdav/shared/shared/mainsite/policy_and_research/policy_documents/policy-brief-mdg-EN-Sep2010.pdf

⁹ Please see Annex 5

approaches adopted to implement planned activities are quite relevant and appropriately effective.

BMET, DCA, BOMSA & WARBE-DF has signed an memorandum of Understanding (MOU) with Government as per the line item of the project. Aiming at making services available for the migrants at grassroots from the duty bearer under GO-NGO partnership. Working with higher authorities has been easier after signing of the MOU. MOU gave an opportunity to do more advocacy and lobby on safe migration issues for the implementing partners.

However, some factors have been identified which played a major role in the process of meeting project objectives. The strong presence of the implementing agencies in their respected project intervention areas and their professional attitude to build up a close and positive working relationship with different stakeholders including government counterparts and other key players in the field have certainly contributed to meet the project objectives. Their acceptance at the grassroots level has contributed greatly to this success. Although getting approval from the government side was a serious constraint, both WARBE DF and BOMSA managed to meet the targeted plan efficiently. Establishing Migration Information Service Centres (MISC), carrying out the baseline survey, launching information campaigns and awareness programmes and mobilizing community members were achieved by the two organizations.

The baseline survey refers comparatively poor level of knowledge on the migrants' rights (91% do not know about the convention), and half of the respondent referred to have completely no knowledge on procedures of migration through authorized agencies. In addition only a little more than one third of the respondents (38%) could answer correctly about the mandatory pre-departure training. The baseline survey has also shown a low level of awareness regarding safe migration. A clear rise has been observed in the visited areas among the migrant communities on their basic knowledge and perception over migration procedures during the MTE. They found to be more aware of their rights to migration than ever before.

“Had I not been informed about BOMSA’s service for the female migrants, a woman like me could never face the challenges and overcome the trauma I had after migrating to Jordan. I had their contact and it saved my life. I was in extreme distress situation as I was cheated by *dalals*. I filed a case against him and going to see the end of it. I will fight for my right unless I achieve it” Shilpi – a stranded returnee from Jordan

The project also made tangible contribution to strengthen capacity of local level government institutions. Training has been provided to local level government officials on the rights of migrant workers. This contributed positively through out

the project in the project areas. While talking to the local level government representatives (specially TTCs and DEMO officials) they reflected their appreciation for such training and said that it actually helped them increase knowledge and awareness on safe migration and migrants' rights. Awareness was also observed among the civil society organizations' and members on migrant's rights than ever before.

Recommendations on project relevance:

The implementation plan to carry out the strategies is subject to some recommendations for better and more effective results.

1. The future challenge lies in ensuring the ownership of the government. In this regard the evaluation recommends that although there is a Memorandum of Understanding (MOU) with the government, BMET needs to be more proactive in ensuring lateral cooperations from District Employment and Manpower Offices (DEMOs). Also a directive from the concern ministry/ministries would make it much easier to get the local level authorities more involved in the project activities.

Assessment on increased information and empowerment Evaluation Question

Assess the extent to which the project focus on increased information on safe migration to reduce irregular migration has resulted to empowerment of migrant workers and their family members

The mass media information and communication campaign has been an excellent point of entry for the rural communities and promotes peer education. The overall aim is to let the right holders aware of their entitlements. With 15% having accurate perception on safe migration knowledge reported in the baseline survey, the project have achieved an enormous success at awareness level. Almost all of the respondents during the MTE process could clearly reflect their accurate knowledge on safe migration process. The campaign focused on migrant workers' rights, women's rights and issues and the role of duty bearers – the government and civil society in particular. The messages were developed in a way so that finally it engages the



right holders in the process of empowerment i.e have better and increased control over their lives and wellbeing regardless of age, gender, religion, culture and so on. The project has undertaken a number of key activities under the information campaign – namely awareness raising meetings, courtyard meetings, *haat shobha/bazaar* meetings, orientation programme on safe migration for the migrants' families, civil society and local level government representatives. The project also launched an information campaign through production and distribution of Information Education and Communication (IEC) materials in addition to all the activities mentioned above. Both print and electronic media are also engaged to promote safe migration issues under this project which certainly helped the right holders to access information through various channels used under the campaign. Although there is a trend of accessing procedural information on safe migration by the Right Holders, personal information such as migration health remains slightly unimportant /unnoticed in the public meetings. The baseline survey reveals that only half of the respondents (44% women and 57% men) were actually aware of health concerns like HIV/AIDs. Unless giving more importance on the issue in different meetings and forums, this might dormant the awareness level.

However, an attempt was taken during the field visit of the MTE process to capture right holders' impression and acceptance on the IEC materials. Most of the respondents reflected that the materials could have been better to reach the attention of the viewer and production quality could have been improved.

As the project aimed to reach 50% women, a special focus and implementation plan has been made to reach women community. BOMSA, as one of the implementing partners of this project works only with women migrants and has proved a lot of efficiency in dealing with women's issues and is accepted both at the national and grassroots level by the women migrant communities. On the other hand, WARBE DF as another partner also addresses the women community through their information campaign and other activities which is definitely encouraging. WARBE DF also includes 50% women (migrants and their family members) in most of their activities at the field level¹⁰.

Reaching migrant workers at their door steps in and of itself has a huge impact on migrant communities. In a situation where they are cheated by *dalals* and even recruiters, it comes as a great relief when they are empowered by a valuable set of information. Both the implementing agencies disseminate information on safe and orderly migration at grassroots level migrant communities through various information tools. The awareness raising interventions at the grassroots level took place through *Uthan Boithok*/courtyard meetings, *haat shobha*, CBOs meeting, rallies and cultural activities in the project areas. Many of the respondents reported that the number of cases cheat by

¹⁰ Source: Monitoring officer's report from WARBE DF

dalals has dropped radically in their respective areas as they (right holders) are more aware now than before. Also they now reported to stand against any fraudulence activities in their communities. There were few cases reported by both the organizations which is under prosecution.

The life history tracing with a group of migrant women¹¹ during the evaluation process reflects enormous interest and encouragement for women to be fully informed about the overall safe migration process. Apart from economic empowerment and greater wellbeing, women suggested that their social status had also increased due to migration. Their unheard voices are now raised and valued by their family members.

“Our mobility has increased due to the establishment of MISC as we can easily come to the centre for accessing information than ever before. When we go back we share what we hear from the centre with other women.” Chaina Begum (32), Returnee migrant, Manikganj Sadar

Increased control over their assets and the decision making process is seen as a positive outcome of migration (particularly with the successful returnee women). This is a clear indication of the Right Holders’ empowerment where more than half of the responding women (including current and potentials) reported to have no idea where to access information in the baseline survey¹². Today the respondents’ group reported to have more information on the process of migration and health issues.

“Never thought of discussing our problems outside our home. *Apa*¹³ here in the centre explains the whole process and benefits of safe migration. We can discuss our difficulties with her and she gives us suggestion for our own advantage from migration” – says Amena Begum (27) from Manikganj District.

An attempt was made to know the overall reaction from the mass awareness activities. Most of the audience from the local theatre expressed that they enjoyed the drama and the message was clear and comprehensive on safe migration which they lacked before. The participants from the courtyard meeting and *haat*

“The drama was our own story. We felt so attached with the issue while the team was performing. We need more events like this in our area” – Md. Jahangir Hossain (24), Teacher, Dhamgar Union, Bandar, Narayanaganj

¹¹ The exercise was conducted with potential and returnee migrant workers separately.

¹² Respondents were asked where to access assistance in coping risk regarding migration in the baseline survey and 42.6% women reported to have no idea on that and among those who could have some idea on where to access mostly replied upon government (both national and local level) sources.

¹³ They address the MISC managers as *Apa* (sister) or *Bhai* (brother).

shobha at Bandar, Naryanganj reported that they understood the messages given on safe migration and migration costs and said that they would welcome such activities more frequently in their locality so that more people can be aware.

An internship programme for the local journalists is an innovative idea under the project where many of the journalists reported that this programme helped them to understand migration issues and deal with vulnerable cases. Journalists also reported that such orientation on safe migration issues helped them in peer education where other journalists also became interested in migration related reporting. The monitoring and evaluation team for the project also tracked and evident increased reporting during and after the internship opportunity. The local level journalists also reflected their interest on constructive reporting and peer education.



Haat shobha organized by BOMSA, Sharsha, Jessore



Opinion sharing meeting organized by WARBE DF, Mithapukur, Rangpur

Recommendations on increased information and empowerment :

1. Migration health is an important component of the whole migration discussion. This was noticed to be excluded from many public discussions (courtyard meetings, *haat shobha*, orientation and awareness raising programmes organized by the project staff members in the visited areas. Although sensitive, migration health discussions are very important as migrant communities are the most vulnerable group for HIV/AIDS and other sexually transmitted diseases.
2. The electronic media programme such as talk shows was not found widely effective for people in general due to the following reasons: a) the number of talk shows organized under the project so far can be easily questioned about its effectiveness to reach the objective and b) the TV channels to air those programmes are not that popular or viewed by general audience. The selection of TV channels could have been done with more care. Missing out Bangladesh Television (BTV) and Bangladesh Betar (radio) is a major “failure” in terms of cost minimization and wider view. Involving the communication ministry could have contributed enormously to the success of the project in electronic media campaign.
3. Local journalists could report more on successful migration cases which could help encourage potential migrants to follow regular channels and official procedures for safe migration. The MTE also noted that only major events and fraud/failure cases were reported by the journalists.
4. The awareness campaign lacks innovation. There was scope to reach the migrant communities with more innovative products other than “traditional” print materials such as leaflet, brochure, flyers etc except for the “Iodo” game which was well received by the community people.
5. The project could gain some visibility through local level campaign, but it required more. The billboards installed in the project areas were limited in number and sometimes unnoticed due to wrong selection of strategic location.

Special observation

Manikganj district as a special case of female migration could have achieved more success in promoting safe migration for female workers by involving Begum Momtaz, the national goodwill ambassador of Safe Migration¹⁴.

Assessment of strength, weaknesses opportunities and threats/challenges in the project (SWOT)

Evaluation Questions

Identify strengths and weaknesses in the project approach and context affecting the degree of participation of migrant workers & their family members

Any project, has its challenges and weaknesses, a SWOT (Strengths, Weaknesses, Opportunities and Challenges/Threats¹⁵) analysis was carried out to identify root cause of project weakness and opportunities to overcome it. Please see annex 2 for detail.

SWOT analysis:

Strengths	Weaknesses
<ul style="list-style-type: none">• Working with Local Level Government• Community Based Organizations (CBO)• Migration Information Support Centres (MISC)	<ul style="list-style-type: none">• Budget (staff salary)• Project Duration• Staff capacity• Redesign of project

¹⁴ Nationally and internationally recognized folk singer Begum Momtaz was declared as the Goodwill Ambassador for promoting safe migration by International Organization for Migration (IOM) in 2009. She is working on Safe migration issues since then nationally and internationally through her concerts and musical programmes.

¹⁵ For the MTE Evaluation purpose “Threats” is considered as “challenges” here.

<ul style="list-style-type: none"> • Resource Materials • Involvement of local level journalists 	<ul style="list-style-type: none"> • Dedication and time allocation of local government
Opportunities	Challenges
<ul style="list-style-type: none"> • Link up CBOs with local initiatives • Migration Information Service Centres 	<ul style="list-style-type: none"> • Staff turn over • Functionality and sincerity of the DEMOs

Sustainability Issues

Working with Local Level Government:

The overall beauty of the project is involving local level government in safe migration issues. The GoB centrally also emphasizes and instructs sub division and upazila level administrators to deal with this issue and make aware the community people about potential threats of not using regular channels for migration. Government as ‘Duty Barriers’ welcomes the initiative of capacity building under the project which ultimately reported to help then contributing to uphold right holders’ entitlements.

“we are eager to work on this issue, but we need proper instruction from authorities. Today EPI and other social issue are considered successful because government instructed us to talk about those issues wherever we can no matter which place or event we attended” . We need such strong order from central government. –Alhajj Ataur Rahman Mukul, Upazila Chairman, Bandar, Narayanganj

Community Based Organizations (CBO): This concept of CBOs is considered to be another milestone for the project. CBOs are ideally formed with a group of returnee migrants and their family members for collective strength to claim rights and access services. Ideally CBOs are expected to act as Self Help group (SHG). CBOs’ sustainability is subject to many issues – if fully activated and functionalized, CBOs can play a major role in promoting safe migration and dealing with abuse/fraud cases.

CBO as a special group

CBOs are at a developing stage. None of the CBOs had their registration completed in the respected areas visited for the evaluation. Some of the CBOs are still “not so clear” about their role and function as a member of CBO asked if this *Samiti* (organization) was going to provide loans like BRAC, ASA or any other micro credit *samities*¹⁶. Some of the potential members interested in CBO formation are enthusiastic to transform it into a

micro-credit *samiti* so that they can provide migration loan. Well, opinions about CBOs are still floating with diverse ideas. Depending on the nature of registration and formation, CBOs would need to do a huge ground work before commencing their activities. This evaluation suggests to involve local UP members or any other local government authority to be in the executive committee of CBOs to increase their credibility to the masses. There is no doubt that such a good initiative can sustain if carefully formed to act and advocate migrants’ need. Both WARBE DF and BOMSA have a strong presence at the grassroots level. They are playing pro active roles in the formation of CBOs and prepare them for collective lobbying on migration issues.

A “**common guideline**” is highly recommended by the MT evaluation for CBOs registration which both of the implementing partners can follow to avoid future confusion and confrontation on functionality of CBOs

Link up CBOs with local initiatives: CBOs can be taken one step forward if linked up with local organizations with such capacity for case handling/management and CBOs regular administration. Of course as per the original project plan MISC can continue as the “common interest point” for CBOs and project’s other activities such as mass mobilization and awareness campaigns. Local level government authorities/elected Union Parishad (UP) members can also be involved in the executive committee of the CBOs to increase community ownership and reliability. UP members have shown keen interest to take up the issue of CBOs as their political agenda during the MTE process.

A priority ranking exercise was carried out with CBO in Manikganj Sadar to know their conception and understanding of CBOs roles and responsibilities.

Many of the members are still confused about their roles and responsibilities which is quite expected as CBO itself is a new concept to them and the formation

¹⁶ BRAC and ASA found to be major credit organizations in the area referred.

is at a very pre mature stage (discussion stage). But it was encouraging to see their determination to ensure a united voice of returnees to hold migrants' rights.

BOX 1: Factors for CBO sustainability

Our responsibilities:

- Guide returnee migrants through the *samity* (CBO)
- Protest *dalals* and take action against *dalals* if they exploit migrants
- Guide potential migrants with information
- Provide legal aid information to destitute migrants
- Disseminate information before their departure on safe and regular migration



Sample priority ranking exercise by CBO, Manikganj Sadar

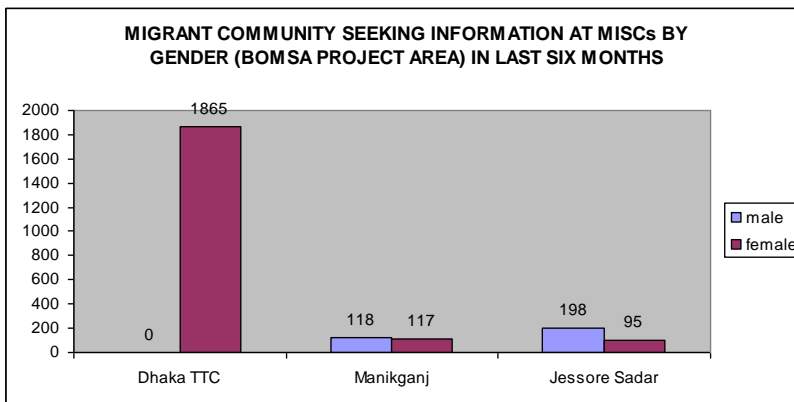
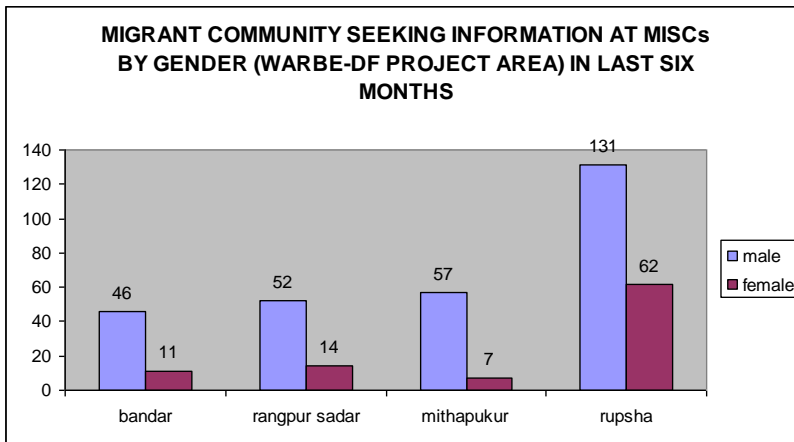
Migration Information Support Centres (MISC): The centres have unique opportunities to offer counseling support, information and assisting migrant communities throughout the migration phase. The original idea of the project was to see all MISCs located in DEMOs. MISC is ideally the distribution centre for awareness campaign materials and activation centre for social mobilization activities at the sub district levels.

Since many of the targeted activities were achieved in a rush to meet the workplan, some of the MISCs lacks conceptualizing the project ideas and motives. For some of the MISCs staff it is only activities that needed to be implemented. Some of the MISCs also lack quality services. For example, one courtyard meeting in Bandar, Narayanganj and another opinion sharing meeting in Mithapukur, Rangpur were organized successfully but the messages disseminated lacked clarity and focus. It is therefore recommended to organize a refresher training for the MISC staff members on the project activities and motives behind it. Capacity trainings such as facilitation skill, communication skills can be provided for MISC managers for better performance. Again, much of the important information was noticeably excluded due to lack of preparation by the centre managers.

“I did not know about this courtyard meeting today. As I was passing by, I took interest to know why so many people gathered here. We have good intention to work with social issues. We will be always beside the migrants who have been cheated by dalals. These NGOs should work more closely with us so that we can work for the disadvantaged group. – Mrs. Halima Akter Dolly, UP member, Badar, Narayanganj

However, women reported MISCs as a safer and women friendly place to get any migration related information.

It was although expected to have more visitors than there actually were because of the intensive work both the organization has been doing in their project areas. All of their information materials ensured MISCs local addresses and contact details for future queries. Compared to that the last six months data shows a relatively depressing scenario. The following charts shows a glimpse of visitor trend in MISCs run by WARBE DF and BOMSA. MISC-wise graphical presentation in the sample areas is given in annex 3.



Establishing MISCs at government premises thought to have an added value of the centres in their services. Both the organizations are not at the same pace here. As government has no provision to rent out space to NGOs activities, WARBE DF informed that they were yet to get an approval from the government authorities at the central level and therefore none of the MISCs are located in any government offices by the time of MT evaluation. On the other hand, BOMSA with good working relation with local government managed to locate all MISCs at government structure so far. It has its own merits and demerits. For example, in Manikganj the actual number of visitors (male in particular) have dropped drastically; one of the possible reasons could be moving from a busy city location to an Union Parishad office. The project can re-think the original motive behind the plan i.e. whether they want more people to come and access information or whether they expect to be within the government premises and give information to people.

MISC at Sheikh Fazilatunnessa Mujib Mohila Technical Training Centre (TTC), Dhaka: A special case

MISC is run by BOMSA at Dhaka TTC was observed as a special case due to following reasons:

- Women are coming to TTC for obtaining training from all over Bangladesh
- Almost all of the women who come to TTC are prepared for their overseas employment

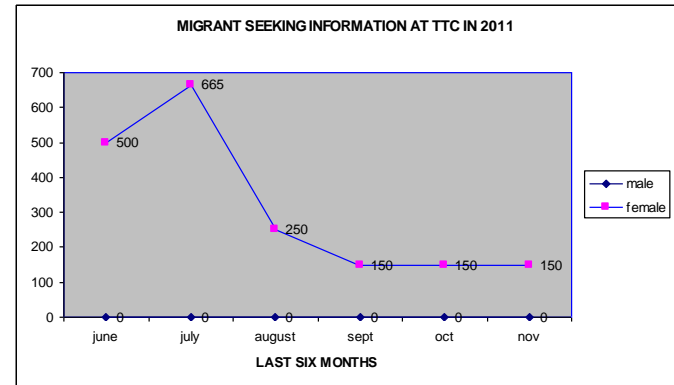
Dhaka TTC is one of the pioneers in promoting women migration by introducing courses for overseas employment for potential women migrants. Women come to the TTC from all over Bangladesh. Establishing MISC and providing orientation training is a milestone for setting example of government's trust and reliability over a small NGO who only works for women migrants' rights. Furthermore, the information centre located at Dhaka TTC also help women to receive

migration related information and updates. The FGD carried out in Dhaka TTC reflects how women are aware of their rights and procedures of migration and also aware of reintegration planning.

As women migrants need special attention in their orientation process, having a MISC at Dhaka TTC is a unique opportunity for BOMSA to prepare a migrant worker fully before her departure.

However, there are certain issues that can be considered:

- Instead of reducing the MISC for BOMSA, the MTE suggest to open up at least one or two more MISC at Faridpur TTC and Keraniganj (since they offer housekeeping course for women migrant workers). BOMSA is one of those organizations deals with women migrants only.
- There is also need for information centre for migrants (men and women) at the TTCs. Both WARBE DF and BOMSA can strengthen their initiatives by establishing information centres and introducing briefing/orientation programme¹⁷ for potential migrants at TTCs.
- As DEMOs are not satisfactory functional (due to government's rules and regulations of centrally administered from BMET until now), TTCs could be a good access point for information dissemination and TTCs usually have adequate space to provide for such activities. Most of the TTCs in Bangladesh are not that busy.



¹⁷ Until and unless government introduce induction course at TTCs and when it's done by government the course curriculum can be revised.

A number of FGDs were held with migrant communities and some of it only focused on MISCs roles and responsibilities. The priority ranking exercise tried to examine the sustainability issue of MISCs beyond the project and suggests the following activities to make it sustainable in future.

BOX 2: MISCs' sustainability factors

The MISCs we (migrant community) want to see:

- Advocacy on migration cost
- Establish helpline/call centre at MISC level to avoid abuse and torture on migrant workers
- Use MISC as a regular meeting place to discuss abuse cases, coordination with CBOs and disseminate information
- MISCs can provide training on pre-departure orientation (for potential migrants) and other skill development training/entrepreneurship development training (for returnee migrants)
- As government offices such as DEMOs are not cooperative, MISCs can act as alternate source of information to migrant communities.
- Deal with *dalals* jointly through MISCs
- MISCs can help in examining the VISA
- Disseminate information on passport and travel documents

Sample exercise on MISCs future by migrant community, Manikganj Sadar

BOX 3: MISC sustainability Factors

For Potential Migrants

- CBOs will ensure representation from government representatives
- Information about safe migration to potential migrants and discourage transaction through *dalals*
- Information sharing on actual processes of preparation of travel documents
- Information sharing on skill development
- Information sharing on Probashi Kallyan bank
- Encourage savings through CBOs and introduce easy loan with low interest for migration
- Encourage for language training
- Information sharing on Medical checkup

For Returnees

- Suggestion for livelihood options to returnee migrants
- Deal with abuse and death case with government authorities
- Experience sharing after return
- Provide financial support to destitute migrant returnee
- Suggest investment opportunities

Sample exercise of CBOs roles and responsibilities (combined) in Jessore and Rangpur

Assessment of appropriateness of project's monitoring, evaluation, organizational learning, reporting and documentation arrangements

Evaluation Questions

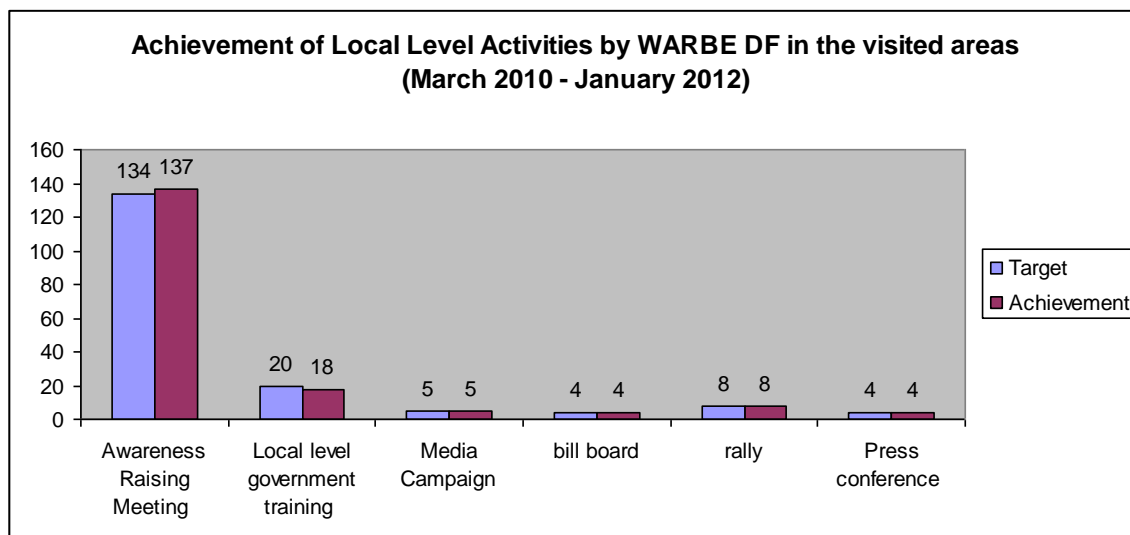
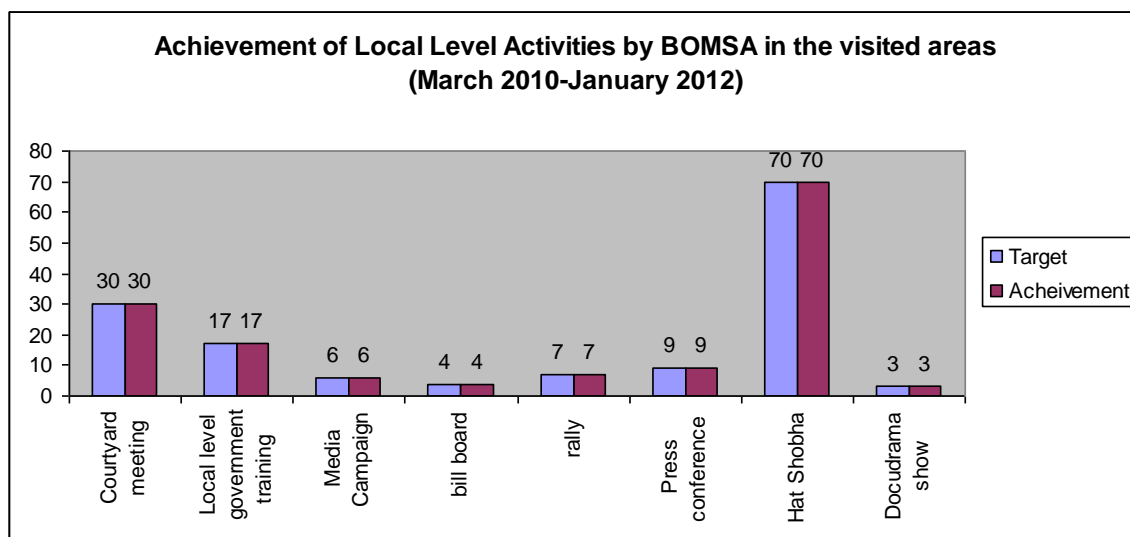
Assess the appropriateness of the project's monitoring, evaluation, organizational learning, reporting and documentation arrangements.

The project began its activities with a baseline survey which is very informative and carefully done. But like any other baseline surveys, unless widely shared it remains shelved. One of the BMET officials reported not to have time to go through all of it and suggested a sharing meeting would have been better if organized in due time.

As part of the process an exercise was carried out to review the LFA of this project. Project staff members from both the organizations participated actively in

the exercise and the revised LFA was later shared with DCA local office (please see annex 4 for detail). LFA indicators and activities do not suggest further use of the baseline survey in this project period. However, in many cases the achievement column needs to be reviewed jointly and more focused.

Project monitoring reporting system is in good practice and monitoring officers from the central level are updated and well informed about project activities and progress at the field level. But both the monitoring officers require more and frequent field visit particularly the distant field areas.



9. □ graphical presentation based on data provided by the implementing agencies

Recommendations on monitoring, evaluation, reporting and documnetation:

To see the results of the intervention, it is important to repeat the survey (with selected variables in the intervention areas to measure changes, effects and impacts. The project documents and LFA do not suggest any repetitive survey/research/studies which could be a significant contribution to the UN MDGs through proper sharing and dissemination with the GoB and other partners.

As the project has a few more months left to continue with activities, it is highly recommended to have one/two research using on the baseline survey data (in a limited scope) and share with wider audience including government, non government agencies and donor communities. This would be unique opportunity for the project to assess future interest in the project or similar activities.

Although monitoring officers are appointed only for DCA project monitoring, their time allocation to this single project do not give them scope for adequate field visits.

Two very important components were removed from the project before the MT evaluation started i.e. the Entrepreneur skill training and the household registration. The evaluation suggests to use the household registration information (whatever collected so far) and analyze and share with wider audience within the project period.



Evaluation Questions

Important learning form the project

Migration is a large field to work with, especially in Bangladesh where a lot of attention is required at all level of migration management. DCA has wide experience to deal with poverty and development globally. DCA has started migration programme in in 6 countries in Asia where Bangladesh also falls under the intervention plan in order to ensure migrants' rights . More collaboration at the policy and planning level and the central management would definitely help the implementing agencies upfront under DCA's intervention framework in Bangladesh..

However, major lessons learned from this project can be categorized and explained below (the categorization is based on interview and opinion only):

Limited partners/players: As mentioned, migration is a large area to work with and there are actually very limited local organizations who deal with migration issues only. Some of the non government organizations try to address safe migration issue "as and when required" basis, but that is not enough. It is not very clear from this project how DCA would like to collaborate and network with other specialized agencies who have longer presence in Bangladesh in dealing with the issue and also many of those have spcialization in different migration issues such as migration research, migration policy dialogue, migration networking etc. Helping and facilitating implementing agencies to collaborate more with other specialized organizations /agencies could have been mutually beneficial to ensure migrant's rights.

Media as an access point: An effort to involve the information and communication technology ministry to disseminate safe migration information could add extra value to this project. The implementing partners could centrally play a major role in this regard to to ensue that migrants' voice is raised to uphold their rights.

Partners' Advocacy Skill:

BOMSA and WARBE DF played important role in getting GoB to ratify the 1990 International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families which would always be recognized as a success for the project.

The political upheaval in Libya which is also known to be the largest migration crisis since the Gulf War in 1990 led almost 36000 Bangladeshi migrants to return to Bangladesh. Both WARBE DF and BOMSA have played a vital role in facilitating the registration process of the returnees jointly with BMET and also played a pro active role at the local level for returnees from Libya through

networking and case management. BOMSA organized 9 press conferences on the Libya crisis.

Case Management is another area where partners have improved their skills under the project. BOMSA regularly works with BMET on Case Management followup which is important particularly for the women migrant workers. WARBE on the other hand has been contributing in case management through MISC and networking with DEMOs.

CONCLUSIONS

The major findings and conclusions are as follows:

- The policy priorities of the Government of Bangladesh (GoB) match the objectives of the project on “Promoting Safe Migration & Local Development in Eight Districts in Bangladesh”.
- The challenge for future of this project lies in ensuring the ownership of the government. The evaluation found that the Memorandum of Understanding (MOU) with the GoB was effective yet Bureau of Manpower Employment and Training (BMET) needs to be more proactive in ensuring lateral cooperation from District Employment and Manpower Offices (DEMOs) and other government administration at the local level such as TTCs as these are under direct administrative control of BMET.
- After a late start and within the challenges to ensure the local government’s participation, the project has made remarkable progress in terms of implementing field level activities (both with migrant communities and local government level).
- The information campaign and mass awareness activities at community, local and national levels have been particularly effective. The Docudrama produced through the project has successfully ensured community participation. *Haat shobha* and courtyard meetings are also effective tools used to inform communities about safe migration issues and succeed to make migrant community to become more vocal about their rights. The local theatre is also considered an effective tool for disseminating information on safe migration with entertainment for audience and participants.

- The training manuals and materials developed through the project are effective and sustainable resources for project stakeholders (both civil society and government actors).
- Community Based Organizations (CBOs) were found to be an innovative and effective network for advocacy and lobbying with local level government. The sustainability of CBOs depends on various other factors, however a “common guideline” for registration would be effective to make it more sustainable in the long run.
- The Migration Information Support Centres (MISCs) are an effective point to access information for the migrant community. The presence of MISCs within the government premises has its own advantages in the long run. The success and sustainability of MISCs depends on the pro-activeness of local government administration and ownership on the safe migration issue.
- The implementing partners with few exceptions (e.g the quality of field level staff in some cases) are found to be committed and efficient. The evaluation found human resource allocation at the partner level inadequate. More logistics and human resource support at the field would have been better for the project. It is recommended that the centre managers maintain a fixed schedule everyday/selective days so that people who are coming for accessing MISCs services can obtain information. Monitoring officers were also found to be over worked although they claimed to be full time for the project.
- The Evaluation finally concludes that the project is in line and progressing towards achieving the set objectives within limits set by some challenges and external constraints. The progress so far is having a positive effect on the right holders. The activities are also well appreciated by the local level government. The partner’s role in liaison with GoB and the general goodwill it enjoys with the government has been noted as the critical factor.

The Mid Term Evaluation recognizes that the project is at a crucial stage. It requires careful attention to meaningfully conclude the process it has initiated and for consolidating its achievements. The partners need to work hard to catch up on the missing links by matching their implementation strategy. The major challenge remains in local government’s ownership issue, MISCs’ institutional success as well as its link with CBOs as an advocacy platform. The remaining resources need to be well planned without a rush to complete activities. Therefore this evaluation suggests a no cost extension if required for a meaningful phase out of the project.

- **Annex 1**

Terms of Reference for Local Consultant for Mid-Term Evaluation

BACKGROUND INFORMATION:

DanChurch Aid Bangladesh is implementing a three years project through local partners on “Promoting Safe Migration & Local Development in Eight Districts in Bangladesh since March 2010. The local partners implementing the project are BOMSA & WARBE DF funded by European Union & DanChurch Aid. The project is focusing on one midterm evaluation in the second year. As per project proposal it will be held in 4th semester. The three years project (March 01, 2010 to February 28, 2013) received approval from European Union and started operation in the aforesaid districts from March 1, 2010.

Direct beneficiaries of this project will be 170,000 direct migrant workers, their groups, associations and organizations of migrants, 50% of them are women.

SPECIFIC OBJECTIVES OF THE PROJECT:

- (1) Empowerment of migrant workers through information provision leading to increased access to services, including justice;
- (2) Capacity building of related institutions and local government representatives for more efficient and effective systems; and
- (3) Advocacy for improvements in systems and increased accountability of institutions

THE EXPECTED RESULTS OF PROJECT ARE AS FOLLOWS:

1. Workers seeking jobs overseas are well informed of systems and processes related to overseas labour and access relevant government services;
2. Concerned Government Institutions at national and local level are strengthened in order to offer adequate support to outgoing labour migrants;
3. Civil society is engaged in the issues of migrant workers and NGOs advocate & lobby for the protection of the rights the migrations and the members of their families

THE OBJECTIVS OF THE EVALUATION ARE:

The mid-term evaluation focuses on the process of project implementation. The evaluation uses data and information from the project’s monitoring system and other sources to:

1. Assess progress in implementing the 3 years project on safe migration

2. Assess progress towards achievement of objectives or yearly benchmarks; which the project objectives have been met, and assess the sustainability of achieving them upon project completion;
3. Assess if interventions are sufficient to reach desired outcomes;
4. Identify barriers to achievement of objectives as well as strengths and weaknesses in the project approach
5. To provide recommended actions to guide the project staff through the last half of the project.

The mid-term evaluation provides an opportunity for all project stakeholders to take stock of accomplishments to date and to listen to the right holders/beneficiaries at all levels: including returnees & their family members, prospective migrant workers, concerned government officials, UP members, CBOs, civil society organizations, local partners, recruiting agencies, donors etc.

RESULTS TO BE ACHIEVED BY THE CONSULTANT:

- Facilitated the team's synthesis of findings and analysis of progress against project objectives.
- Reviewed comparative findings related to safe migration issues from 16 upazillas that have served as MISC to the migrants workers
- Used recommendation for effectiveness of project and further improvement in the light of sustainability.

ROLE OF THE CONSULTANT: The Local Consultant will work with his/her team independently to facilitate a participatory mid-term evaluation of the safe migration programme in 16 upazillas of 8 districts.

SPECIFIC TASKS OF THE LOCAL CONSULTANT:

1. To Conduct midterm evaluation in the 16 upazillas e.g. Keranigonj, Bandor, Rupgonj, Narshindhi sadar, Rupsa, Fultola, Rangpur, Mithapukur, Manikgonj sadar, Singair, Shibpur, Jessore sadar, Sharsa, Narail Sadar Kalia and TTC, Mirpur, Dhaka.
2. Review key project documents including the proposal, LFA, base line survey and annual reports.
3. Become familiar with assessment tools and findings. The baseline survey, capacity assessment study was conducted in January 2011, the training manual for local & government officials was completed February 2011, female research completed in February 2011
4. Interview with concerned government/ministries e.g. BMET, DEMO, TTC
5. Field visit & Interview /FGD with local community people in general

6. Interview /FGD with returnees including females and their family members in 16 upazillas
7. Interview with journalists as internees
8. Interview with the local staff of BOMSA &WARBE DF
9. Develop questionnaire & organize focus group discussion.
10. Interviews with civil society organizations
11. Interview with local government representatives, Youth Development, Women affairs & others concerned government institutions.
12. Work with contracting agency and their implementing partners to present preliminary findings and recommendations at local and national sharing events.
13. Work with contracting agency and their implementing partners to present preliminary findings and recommendations at local and national sharing events.

LINE OF COMMUNICATION:

The Local Consultant's project liaison from DanChurch Aid Bangladesh will be Monowara Sultana, Ms. Sumaiya Islam & Mr. Farque Ahmed of BOMSA &WARBE DF will provide support and will be a focal person for day to day administrative, logistic and program clarifications.

TIME FRAME:

Four weeks in December 2011 and January 2012

Evaluation Questions:

The questions are intended to guide the Evaluation Team in addressing the objectives of the evaluation:

- 1. Determine the extent to which the project objectives have been met as of the date of the evaluation, and assess the relation with concerned Govt./Ministries as well as progress of estimated results**
 - a. Are the strategies and approaches adopted to implement planned activities relevant, well-designed and effective?
 - b. What internal and external factors have influenced the possibility to meet the project objectives?
 - c. Have there been any unintended effects?

- 2. Assess the extent to which the project focus on increased information on safe migration to reduce irregular migration has resulted to empowerment of migrant workers and their family members.**
 - a. Are migrant workers well informed of systems & process in 16 upazillas?
 - b. Has the level of knowledge among the outgoing migrant workers increased?
 - c. Is gender 50% recognised and addressed?

3. Identify strengths and weaknesses in the project approach and context affecting the degree of participation of migrant workers & their family members.

- a. Is the issue of CBOs recognised and addressed?
- b. Has the level of participation among the CBOS progressively increased?
- c. Are the CBOs perceived as independent and self-reliant CBOs ?
- d. What are the prospects of sustainability of the project achievements at the level of right holders and CBOs?

4. Assess the appropriateness of the projects' monitoring, evaluation, organisational learning, reporting, and documentation arrangements.

- a. Are the identified indicators appropriate to measure the extent to which the objectives are achieved (qualitatively and quantitatively)?
- b. Are outcomes and impacts adequately captured and accounted for?
- c. Have results been reported progressively so far through the project period?
- d. Has the baseline information been adequate?

5. What is the most important learning's for DCA from this project?

6. Assess the financial management aspects of the project.

- a. What are the major challenges for the implementing partner BOMSA &WARBE DF in managing the project finances?

Methodology and Approach

The Evaluation Team is free to choose whatever methods are necessary to fulfil the evaluation objectives. However, it is expected that, wherever possible, participatory approaches should be adopted. The Evaluation Team should ensure that all major stakeholders - such as for example concerned government officials,, local govt officials, local UP members, returnees, CBOs interneer journalists, local partners, civil society organizations etc.

The Evaluation Team should collect qualitative as well as quantitative data.

Reporting

The debriefing workshop prior to the evaluation team's departure should present the preliminary findings, conclusions and recommendations. The purpose is to inform DCA, implementing partners and other stakeholders of the team's observations, and to gather feedback to improve the final report.

The final evaluation report should be produced after incorporating feedback from DCA and their partners.. The final report should not exceed 30 pages (excluding annexes and Bangla summary). A draft report should be sent to DCA and partners by e-mail for comments within ten days after debriefing workshop. The final report should be delivered to DCA, BOMSA and WARBE DF, both as a hard copy and as a PDF file.

The report shall include the following basic elements:

- Table of Contents
- Acronyms
- Executive Summary
- Summary in Bangla
- Introduction (Objectives, Methodology, ToR, etc)
- Context, Background, History
- The evaluated project
- Findings
- Conclusions
- Lessons learned
- Recommendations
- Annexes
 - Case studies
 - ToR

Profile of the local Consultant:

- Proven relevant experience in safe migration issues in Bangladesh
- Experience in quantitative and qualitative research methodologies and programme evaluation
- Good working knowledge of convention on migrants' workers and policy in Bangladesh.
- Sufficient understanding of Burea of Manpower & Employment & Training and Ministry of Expatriate, Welfare & Overseas Employment, BAIRA etc.
- Experience in Institutional sustainability and capacity building.
- .
- Working Experience with an International consultant.
- Proficiency in written and spoken English.

Annex 2

SWOT analysis:

Core strengths of the project:

An attempt was made to understand the project's advantages and issues that make the project different from any other safe migration projects. How project staff members see their strengths to continue activities in future.

Working with Local Level Government: The overall beauty of the project is involving local level government in safe migration issue. GoB centrally also emphasis and instructs sub division and upazila level administrators to deal with this issue and aware community people about potential threats of not using regular channel for migration.

Community Based Organizations (CBO): This is a newly introduced concept under the project and considered to be another milestone for the project. CBOs are ideally formed with a group of returnee migrants and their family members. CBOs sustainability is subject to many issues. If fully activated and functionalized CBOs can play a major role in promoting safe migration and dealing with abuse/fraud cases.

Migration Information Support Centres (MISC): The centres have unique opportunities to offer counseling support, information and assist migrant communities throughout the migration phase. The original idea of the project was to see all MISC located in DEMOs. MISC is ideally the distribution centre for awareness campaign materials and activation social mobilization activities at the sub district levels.

Resource Materials: The project plans to produce a number of training module, need assessment report, baseline survey etc. which is seen as project's strength in implementation. Many of the trainings also involves government officials as resource persons which is assumed to give an added value to the project's visibility at local level.

Involvement of local level journalists: Also a good initiative as migration is widely and usually covered by central level journalists. More emphasis on local level press media and reporting mobilize people for safe migration.

Weaknesses Identified:

Similarly, the implementation team tried to identify the limitations and gaps that could have improved the service and activities if fulfilled. We tried to know the factors lose the credibility of the project.

Budget: Limitation in financial planning and budget was identified as the first and foremost weakness of this project. The implementing agencies though more could have been done at the grassroot level particularly in the field of mass awareness and mobilization.

Project Duration: Long term involvement has its own effect in the project area. Especially, when new concepts like CBOs and involving local level government have been identified as core strengths of the project, 3 years time duration seemed to have too short of a duration to see the effect. Due to delay in commencing the project, a significant time was lost. Besides, the challenge of involving local level government also took some time for acceptance from the government side at local level.

Staff capacity: Staff capacity and skill particularly at the local level was another areas identified by the implementing partners which they reported to have direct connection with limited budgetary provision for them. It was difficult to get highly qualified staff and retain them for long with such limited honorarium. Project activities suffered in some of the areas for staff dropout. The monitoring officers in two of the implementing agencies also reported to be overloaded.

Redesign of project: The project implementing team also mentioned that the LFA of this project has been redesigned for three times so far which slightly hampered the flow of the project.

Dedication and time allocation of local government: It was identified as another negative factor for the project progress. Although there are official instruction from the government to assist for promoting safe migration, not all administrative authority tend to follow that with the excuse of workload.

Opportunities of the project:

The project has good opportunities to spot future endeavour.

Link up CBOs with local initiatives: The project takes up formation of CBOs as a new challenge and initiative. This could have be taken one step forward if linked up with local organizations with such capacity for case handling/management and CBOs regular administration. Ofcourse as per the original project plan MISC can continue as the “common interest point” for CBOs and project’s other activities such as mass mobilization and awareness campaign. Local level government authorities/elected Union Parishad (UP)

members can also be involved in the executive committee of the CBOs to increase community ownership and reliability. UP members have shown keen interest to take up the issue of CBOs as their political agenda during the MTE process.

Migration Information Service Centres:

MISCs can work with enormous opportunities in the project areas as they have reputation for good work and community people rely on these centres. Many of the community people in the respective MISC areas demanded for pre-departure orientation training/briefing at the MISCs.

Challenges

Another attempt was made during the SWOT process to identify the major challenges of the project.

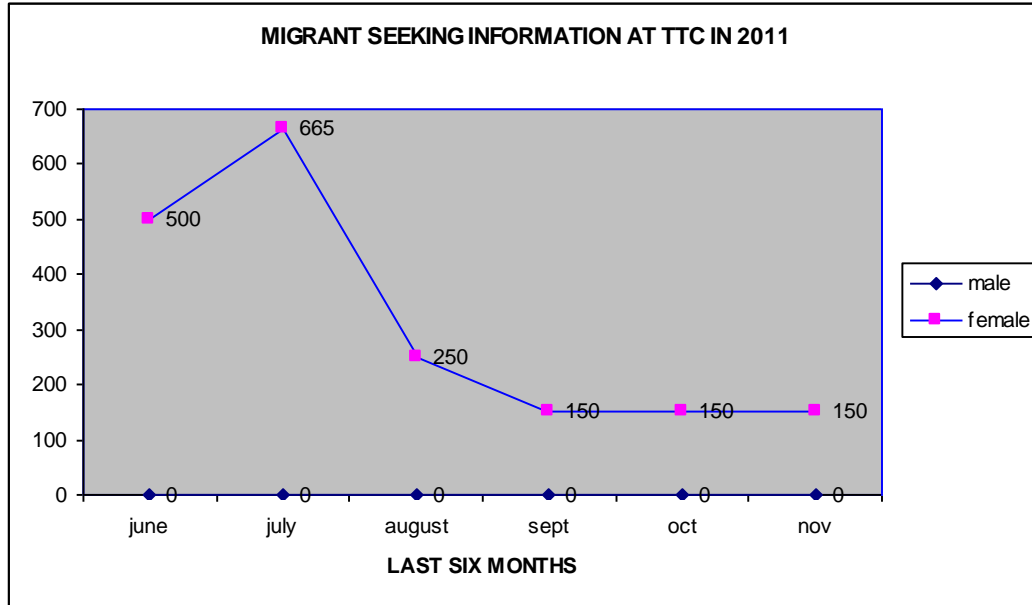
Staff turn over: Staff turn over/drop out was identified as major challenging factor for this project. As the project do not offer a satisfactory financial offer for the project staff, many of the staff has or about to leave this project. During the MTE , a promising staff in Rangpur Mithapukur (trainer) was reported to resign from the project as she was offered for a better position.

Functionality and sincerity of the DEMOs: Some, if not all DEMOs lacks sincerity. As they are centrally controlled from Dhaka, their functionality also lacks efficiency. Although according to the original plan MISCs were supposed to be established within the same premises of DEMOs to offer combined and better services to the migrant communities. In reality, it was not possible in many places.

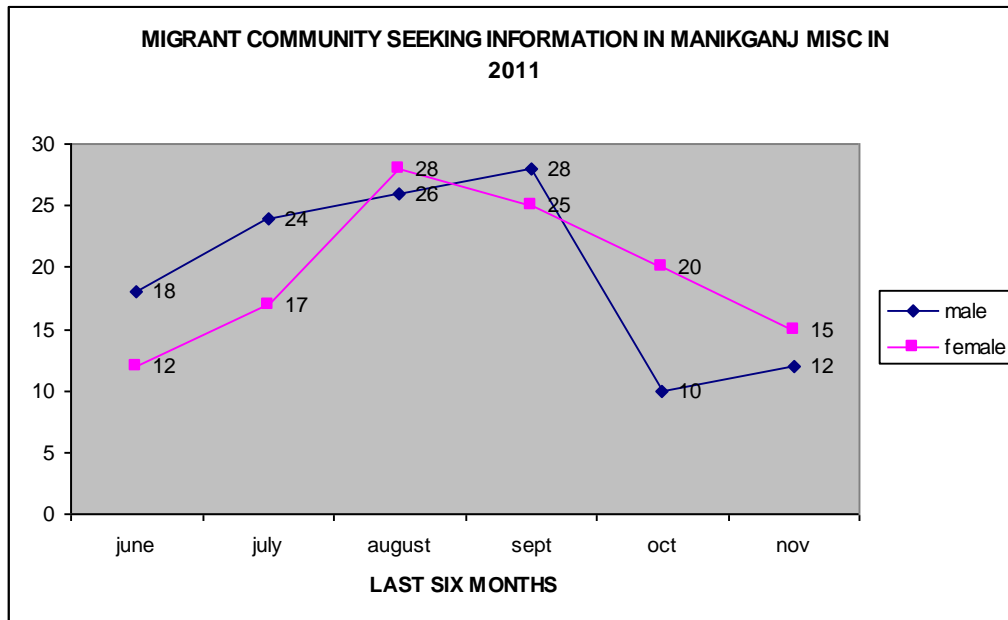
Annex 3

Graphical presentation of community people visiting MISCS run by BOMSA for information

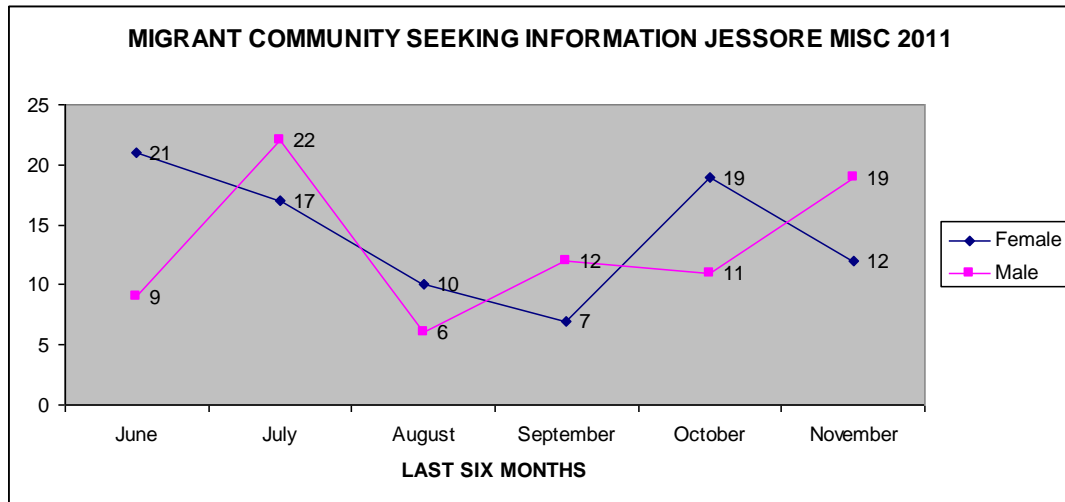
Dhaka TTC MISC



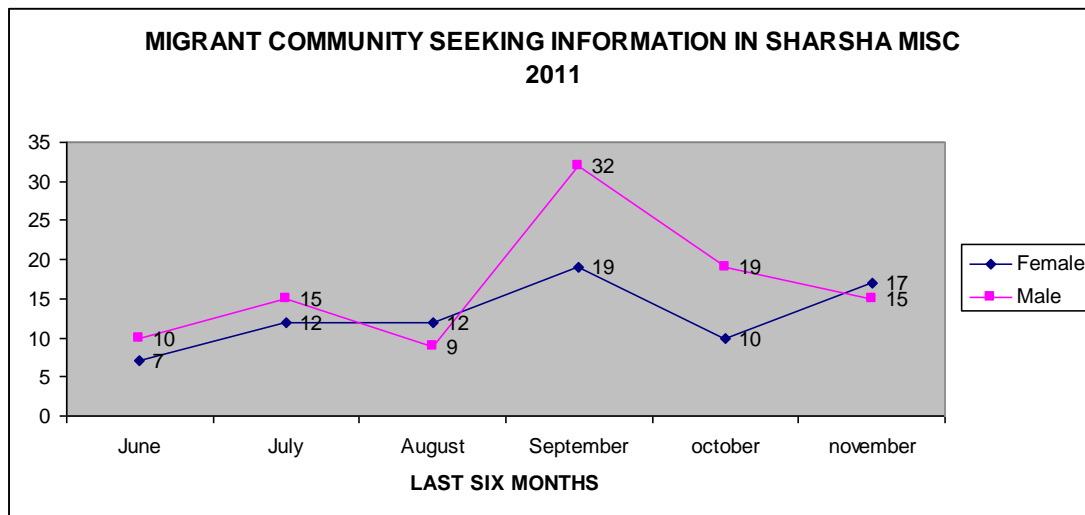
Manikganj (Sadar) MISC



Jessore (Sadar) MISC

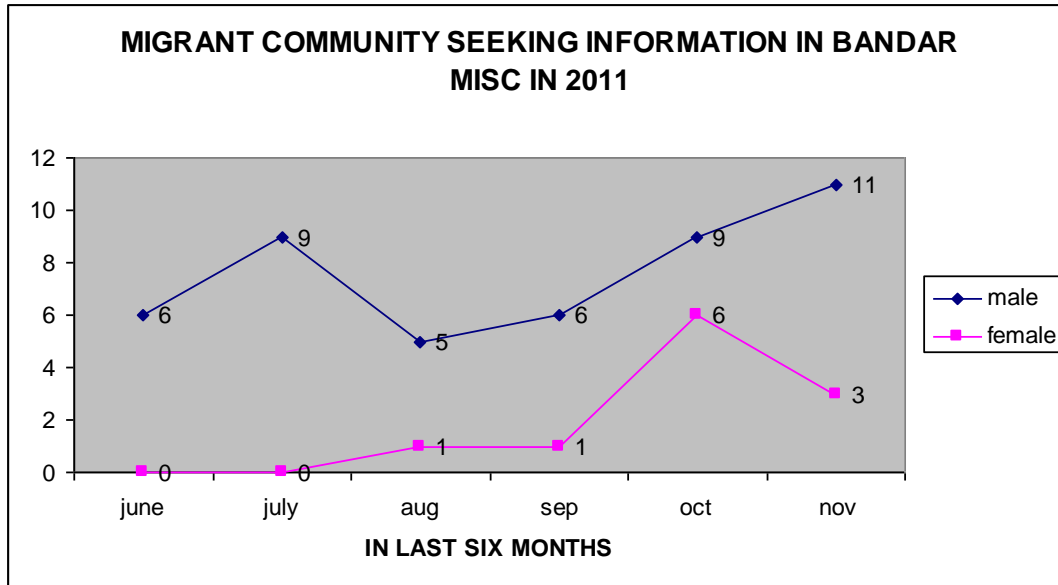


Jessore (Sharsha) MISC

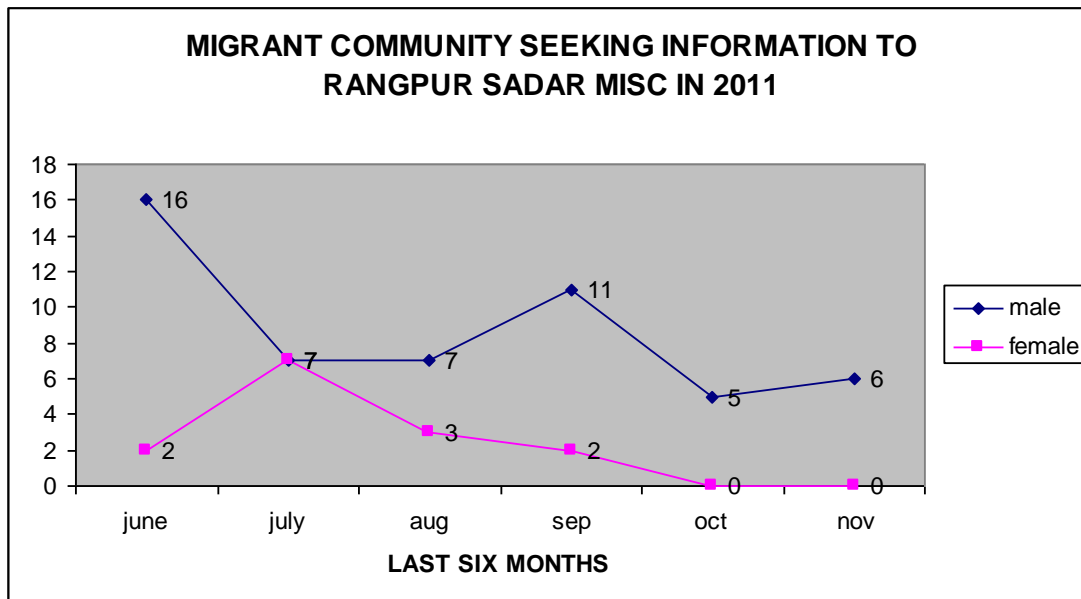


Graphical presentation of community people visiting MISCs run by WARBE-DF for information

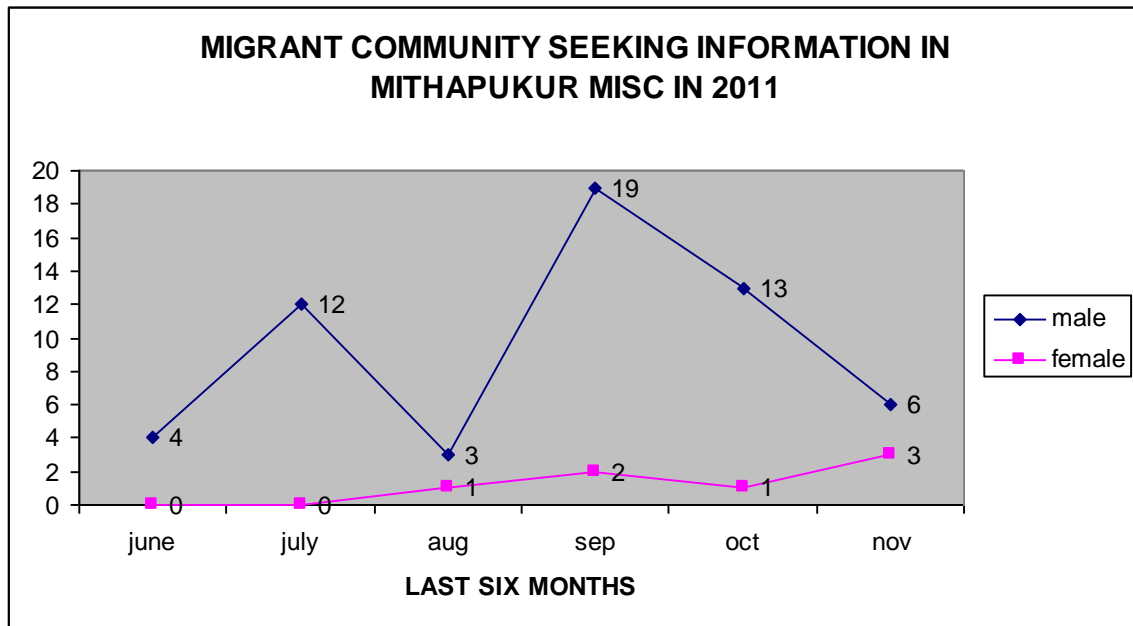
Narayanganj (Bandar) MISC



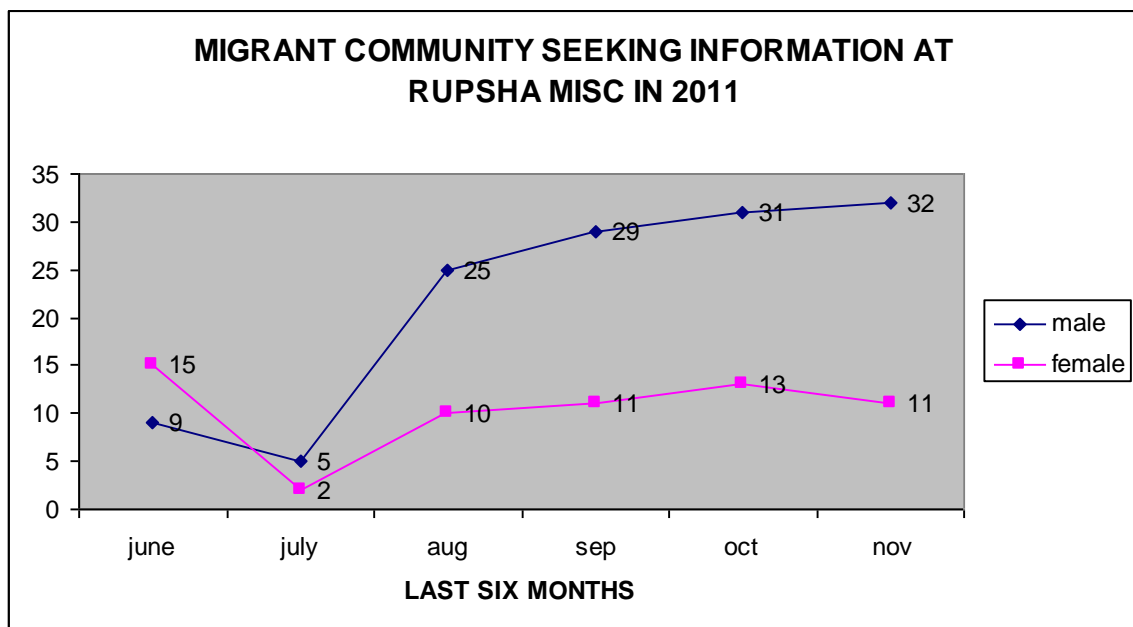
Rangpur (Sadar) MISC



Rangpur (Mithapukur) MISC



Khulna (Rupsha) MISC



Annex 4

Logical Framework Analysis

Annex C LFA Promoting safe migration and local developments in eight districts in Bangladesh						
	Intervention logic	Objectively verifiable indicators of achievement	Sources and means of verification	Assumptions	Achievement	Comments
Overall objectives	The overall objective of the action is to increased state efficiency to provide services and support to workers in relation to overseas employment	a) Reasonable improvement is observed in safe migration of the Bangladesh migrants' workers by reducing irregular migration trend for overseas employment at the end of the project.	<ul style="list-style-type: none"> • MDGs UN Monitor System • Baseline Survey Report BMET database 		Base line report is available	Menas of rganized on: Baseline surevy: how would baseline survey compare reduction of irregular migration if not repeated (even if with selected variables at the end of the project)
		b) UN Millennium Development Goals: Goal 1 – Eradicate extreme poverty and hunger: Target 1	<ul style="list-style-type: none"> • Mid-term & Impact Evaluation Reports • BMET Statistics and Database 		Midterm evaluation will be in 2 nd year. BMET statistics & database in place	
Specific objective	The specific objectives of this project are:					
	1. Empowerment of migrant workers through information	1.1 Increased number of Bangladeshis	<ul style="list-style-type: none"> • BMET Statistics and Database. • WARBE & 	a) Migration continues to be of strategic interest	Database of Warbe & Bomsa has been started	

	provision leading to increased access to services, including justice;	migrating abroad for overseas employment through proper channel and/or safer jobs increased by the end of the project.	BOMSA Report and Baseline Survey Report.	of the Bangladeshi Government.	from 2 nd year - Reporting	
	2. Capacity building of related institutions and local government representatives for more efficient and effective systems;	2.1 Local government representatives and the government service providing institutions are starting gradual move in adapting correct systems to support the migrants communities and to deal with the migrants' issues.	• Capacity assessment reports of the LGs & the second tier government service providers.	b) All the stakeholders will collaborate throughout the implementation of the project.	Capacity assessment report is available	
		2.2 Developing and/or strengthening existing website of the government institutions for better information tracking & maintenance.	• Quarterly Program Performance Reports. • Program Completion and Final Report of the Action.	c) BMET and project staffs are committed to deliver the project.	Six monthly & final report is available	suggested by partners: no such activity reflected in project document
	3. Advocacy for improvements in systems and increased accountability of	3.1 Government services delivery mechanism and systems of the relevant	• Program Audit and Mid-term Impact Evaluation Report.	Government provides quality services	Midterm evaluation will be in 2 nd year.	

	institutions.	institutions in dealing the migrants' issues are improving and in turn towards accountability.				
Expected results	1. Workers seeking jobs overseas are well informed of systems and processes related to overseas labour and access relevant government services.	1.1 A baseline survey among the sample respondent households in the 16 selected Upszilas is conducted and survey report is prepared	• List of migrants' families registered and included in the baseline survey.	a) The communities fully understand the purpose of the action and do not misinterpret the role of DCA, WARBE and BOMSA in promoting safe migration and local development.	Migrants families included in the base line survey report	
		1.2 16 Migration Information Support Centre (MISC) in the 8 selected districts are established, furnished and able to provide information to the migrant communities.	• WARBE & BOMSA Database set in place.	b) Common natural disasters in the country do not hamper the community participation.	Database of Warbe & Bomsa has been started from 2 nd year	
		1.3 At least 40,000 migrants' families, potential migrants and other migrants community are being registered in	• Monthly Report on Project Activities	c) Internal political situation and local authorities allow a smooth implementation of the activities.	Monthly report has been started from 2 nd year	Indicators: WARBE did not registered any potential migrants and BOMSA registered

		targeted 16 Upazilas and their database is operational.				potential,returnee and unsuccessful migrants
		1.4 About 1,06,200 migrants' communities are covered through the social organized on campaign programme on safe migration by involving all stakeholders.	<ul style="list-style-type: none"> • Quarterly Reports on Program Performance. - IEC materials produced 		12507 migrants communities are covered from hatbazar and courtyard meetings	
		1.5 At least 5,440 migrant family members are organized and informed about the rights of migrants' workers, systems of overseas employment and access to the government services.	<ul style="list-style-type: none"> • IEC Material Distributed - Report 		Covered 1170 migrant family members	
		1.6 Media Campaign programme on systems and processes related to overseas labour and access to the government services both in	<ul style="list-style-type: none"> • List of Participants attended in the Social Mobilization activities and Consultation Policy Dialogue. 		3 docudramas were developed, 3 talk shows organized and 2 news paper supplements	

		Print Media and Electronic Media are launched.			printed as well as 10 media campaign	
		1.7 At least 14,400 potential outgoing migrants' received pre-departure Training at TTC and DEMOS	• Interview with Participants of the Social Mobilization.		5035 out going migrants got predeparture training	
		1.8 IEC Materials on Promoting Safe Migration will be developed	<i>IEC rganized developed</i>		Developed IEC materials except information package	
		1.9 One study on market survey conducted and potential business opportunities in the selected areas are identified.	• Awareness Toolkit Distributed.		Not started yet	already exluded from original plan
		1.10 At least 2400 returnees and /or migrants family members in the 16 targeted areas received entrepreneurship trainings.			Not started yet	already exluded from original plan
		1.11 Skill development training for the returnee migrant workers			<i>Not started yet</i>	already exluded from original plan
		1.12 16 CBOs will be rganized in	16 CBOS formed and functional		16 CBOs are under process,	

		16 selected Upazilas while each CBO will consist of 40-50 members from the returnees and their family members			not formalized yet	
		1.13 CBOs received organized support	Logistic support provided			
		1.14 CBO's received awareness raising and capacity building training (leadership training)	Awareness raising training provided			
		1.15 Information campaign addressing the Rights of Migrant workers.			Not started yet	implementing partners feel that campaign on rights issues would be more effective where remittance would also be covered
	2. Concerned Government Institutions at national and local level are strengthened in order to offer adequate support to outgoing labour migrants.	2.1 One study on the capacity assessment of the local government functionaries and the second tier government functionaries is conducted and a bench mark is established to	• Monthly and Quarterly Reports on Project Performance. – training provided		The report of capacity assessment is available	

		document their capacity level.				
		2.2 At least 4000 local government representatives at the district, upazila and union level received 1 day training on the rights of migrant workers and especially for women domestic workers including legal training.	<ul style="list-style-type: none"> • Material and Equipment Bought. • Decudrama - training manual 		<i>I did not find this figure in the PP</i>	WARBE suggested to merge 2.2 and 2.5. on the other hand, BOMSA said they are confused with 2.2 and 2.5
		2.3 At least 160 representatives/ officials from the second tier government functionaries are received awareness raising and capacity strengthening training and are oriented about the rights of migrant workers and especially for women domestic workers including legal training.	<ul style="list-style-type: none"> • Quarterly Training Completion and Follow up Reports. 		Not started yet	
		2.4 Information package including different essential contact details on			This activity will be reconsidered in the coming year, depending on the	

		relevant stakeholders developed and disseminated			migration trends.	
		2.5 2500 local government representatives have received orientation on migrant and workers rights			Covered 1755 in 1 st year	WARBE to confirm
		2.6 At least 1500 government officials from the second tier government functionaries have receive training in awareness raising and capacity building			Not started yet	
		2.7 6 National consultation and policy dialogue workshops are rganized as means of the lobbying and advocacy activities with BMET, MEWOE, and relevant Parliamentary Standing Committees.	<ul style="list-style-type: none"> • Workshop Report of the BMET capacities and Performance of DEMOs and TTC. 		Conducted 2 national consultation	
		2.8 At least 8 DEMOs and TTCs	<ul style="list-style-type: none"> • WARBE, BOMSA and 		Not, started, there are 6 DEMOs & 5	

		in the targeted districts' capacity in offering support to outgoing labour migrants are strengthened through the provision of technical supports and advocacy and lobbying campaign.	BMET Database.		TTC	
		2.9 Level of awareness of the local government representatives raised through development of 3 docudramas with regard to the rights of the migrants' workers, especially for women domestic workers and legal training is increased at least 20% by the end of project.	<ul style="list-style-type: none"> • Final Report on Marketing Survey. - 3 docudrama - reporting 		Not, started,	
		2.10 Capacities of government DEMOs in 8 districts (a total of 12) to deal with the migrants' issues is increased at least	<ul style="list-style-type: none"> • Training Attendance Records and Pre-Post Test of the Trainings. 		Not started yet	

		10% by the end of the project.				
	3. Civil society is engaged in the issues of migrant workers and NGOs are advocate and lobby for the protection of the rights the migrants and the members of the families.	3.1 At least 54 rallies are (6 at central and 48 at local level) are organized in the observance of the International Migrants' Day.	<ul style="list-style-type: none"> • Program Completion and Final Report of the Action • Reports of the consultation meeting with the civil society members. 	a) The civil societies fully understand the purpose of the action and do not misinterpret the role of DCA, WARBE and BOMSA in promoting safe migration and local development.	Organized 20 rallies	
		3.2 Issue based Networks of the CSOs are established to enhance their greater capacity for collective lobby at national level.	<ul style="list-style-type: none"> • Reports of the consultation meeting with the civil society members. 	b) Common natural disasters in the country do not hamper the community participation.		
		3.3 At least 54 Awareness Campaign (6 at central level and 48 at local level) to lobby for the Recognition of Domestic Workers Rights and Ratification for UN and ILO conventions for Migrants Rights are organized.	<ul style="list-style-type: none"> • WARBE, BOMSA and BMET Database. - campaign report - monthly report 	c) Internal political situation and local authorities allow a smooth implementation of the activities.	20 rallies, 18 press conferences, 2 consultations on day observance	

		3.4 A total of 54 Awareness Campaign (6 at central level and 48 at local level) are organized to lobby for the Recognition of Domestic Workers Rights and ratification for UN and ILO conventions for Migrants Rights.	• Monthly Report on Project Activities			
Activities	Activities for Result 1:	Means:	Costs			
	1.1 Conduct Baseline Survey among the Potential and Prospective Migrants Communities in the 16 selected Upazilas and House Registration of Migrant workers in the target areas.	1. Human resources 2. Travel 3. Equipment and supplies 4. Local office 5. Other costs, services 6. Other 7. Subtotal direct eligible costs 8. Contingency 9. Total direct eligible costs 10. Administration 11. Total eligible costs	250,548 11,663 21,844 50,682 94,942 505,423 935,103 0 935,103 64,897 1,000,000			
	1.2 Establish Migration Information Support Centres					

	(MISC) in 16 selected Upazilas.					
	1.3 At least 40,000 migrants' families, potential migrants and other migrants community registered in targeted 16 Upazilas and their database is operational.					
	1.4 Organise Social Mobilisation Campaign by involving all Stakeholders.					
	1.5 At least 5,440 migrant family members are organized and informed about the rights of migrants' workers, systems of overseas employment and access to the government services.					
	1.6 Organise Media Campaign both in Print Media and Electronic Media and Organise 'Talk Show' in the different Medias.					
	1.7 Organise Pre-					

	departure Orientation to the prospective Migrants' at Community level.					
	1.8 Develop IEC Materials on Safe Migration that includes: Awareness Raising Toolkit, Booklets on Safe Migration and Pre-departure Orientation Manual.					
	1.9 Conduct Market Survey on Entrepreneurship Opportunities in 16 Upazilas for the Returnee Migrants' and their Family Members.					
	1.10 Organise Entrepreneurship Training Courses for the Returnee Migrants' and their Family Members.					
	1.11 Organise skill development training for the returnee migrant workers					
	1.12 16 CBOs will be rganized in 16 selected Upazilas while each CBO					

	will consist of 40-50 members from the returnees and their family members					
	1.13 Technical support provided to CBOs to equip them to support migrant workers					
	1.14 CBO's received awareness raising and capacity building training (leadership training)					
	1.15 Information campaign implemented addressing the 'remittance receivers' and 'returnee migrants' organized					
	Activities for Result 2:					
	2.1 Conduct Capacity Assessment of LGIs and the second tier Government Functionaries in regard to migration issues and their level of awareness.					

	2.2 Develop Training Manual on Awareness Raising and Capacity Building Training.					
	2.3 Conduct Training of Trainers (TOT) in regard to migration issues for 160 project staff					
	2.4 Develop Information Package including different essential contact details on relevant stakeholders to be distributed to 36,000 potential migrant workers					
	2.5 Organise Awareness raising Training for 2500 local government representatives					
	2.6 Organise Capacity Strengthening Training to BMET/DEMOs/TTC for 1500 government officials.					
	2.7 6 National consultation and policy dialogue workshops are					

	rganized as means of the lobbying and advocacy activities with BMET, MEWOE, and relevant Parliamentary Standing Committees.					
	2.8 At least 8 DEMOs/TTCs in the targeted districts' capacity in offering support to outgoing labour migrants are strengthened through the provision of technical supports and advocacy and lobbying campaign.					
	2.9 Level of awareness of the local government representatives raised through development of 3 docudramas with regard to the rights of the migrants' workers, especially for women domestic workers and legal training is increased at least					

	20% by the end of project.					
	2.10 Capacities of government DEMOs in 8 districts (a total of 12) to deal with the migrants' issues is increased at least 10% by the end of the project.					
	Activities for Result 3:					
	3.1 Organise at least 54 rallies are (6 at central and 48 at local level) in the observance of the International Migrants' Day.					
	3.2 3 Establish issue based networks of the CSOs to enhance their greater capacity for collective lobby at national level.					
	3.3 Organise at least 54 Awareness Campaign (6 at central level and 48 at local level) to lobby for the Recognition of Domestic Workers Rights and					

	Ratification for UN and ILO conventions for Migrants Rights are organized.					
	3.4 Organise a total of 54 Awareness Campaign (6 at central level and 48 at local level) to lobby for the Recognition of Domestic Workers Rights and ratification for UN and ILO conventions for Migrants Rights.					

Annex 5

রেজিস্টার্ড নং ডি এ -১



অতিরিক্ত সংখ্যা

কর্তৃপক্ষ কর্তৃক প্রকাশিত

রবিবার, নভেম্বর ৫, ২০০৬

গণপ্রজাতন্ত্রী বাংলাদেশ সরকার

প্রবাসী কল্যাণ ও বৈদেশিক কর্মসংস্থান মন্ত্রণালয়

শাখা-৫

প্রজ্ঞাপন

তারিখ, ৭ কার্তিক ১৪১৩/২২ অক্টোবর ২০০৬

নং প্রকবৈকম-৫/বিবিধ-১৪//২০০২ (অংশ)/ ১০৬৩- যেহেতু জনশক্তি রপ্তানী বাংলাদেশের অর্থনীতির অন্যতম প্রধান খাত এবং যেহেতু সরকার প্রবাসী বাংলাদেশীদের কল্যাণ নিশ্চিত করা ও বৈদেশিক কর্মসংস্থান বৃদ্ধির লক্ষ্যে এ খাতে কার্যক্রম সুষ্ঠু ও গতিশীলভাবে পরিচালনার জন্য সুদূর প্রসারী দিকনির্দেশনা প্রদানের সিদ্ধান্ত গৃহণ করিয়াছে:

সেহেতু উক্ত উদ্দেশ্য পূরণকল্পে সরকার এতদ্বারা 'বৈদেশিক কর্মসংস্থান নীতি' শিরোনামে নিম্নলিখিত নীতি প্রণয়ন করিল:

7.11 প্রস্তুতবনা

গুণপ্রজাতন্ত্রী বাংলাদেশের সংবিধানের ২০ ও ৪০ অনুচ্ছেদ মোতাবেক রাষ্ট্র নারী ও পুরুষ নির্বিশেষে মানব সম্পদ উন্নয়ন এবং যোগ্যতা অনুযায়ী কর্মসংস্থানের সহায়তা প্রদানে অঙ্গীকারাবদ্ধ। এ সাংবিধানিক দায়িত্ব পালনে সরকার দেশের অভ্যন্তরে কর্মসংস্থান সৃষ্টিতে সহযোগিতা প্রদানের পাশাপাশি আন্ড জর্জাতিক শ্রম বাজারে বাংলাদেশের নাগরিকদের অংশগ্রহণের সুযোগ সৃষ্টিতে সচেষ্ট। বর্তমান সরকার অভিবাসন ও জনশক্তি রপ্তানীর সাথে অর্থনৈতিক উন্নয়নের নিবিড় সম্পর্ক অনুধাবন করে এর সুষ্ঠু পরিচালনার জন্য ২০ ডিসেম্বর ২০০১ তারিখে “প্রবাসী কল্যাণ ও বৈদেশিক কর্মসংস্থান মন্ত্রণালয়”

(১০০২১)

মূল্য : টাকা ৮.০০

নামে এশটি স্বতন্ত্র মন্ত্রণালয় সৃষ্টি করে। এ মন্ত্রণালয় জনশক্তি রপ্তানী কার্যক্রমকে আরও গতিশীল, লাভজনক এবং বিদেশে কর্মরত ও গমনোচ্ছদের হয়রানী রোধ ও কল্যাণ নিশ্চিত করার জন্য বিভিন্ন মন্ত্রণালয় ও বিশেষজ্ঞদের নিয়ে “বৈদেশিক কর্মসংস্থান নীতি” প্রণয়নের উদ্যোগ গণস্বহণ করে। বাংলাদেশের স্বাধীনতার পর সম্পদের সীমাবদ্ধতাহেতু দেশের অভ্যন্তরে কর্মসংস্থানের সুযোগের অপ্রতুলতার বিষয় বিবেচনা করে ১৯৭৬ সনে শহীদ রাষ্ট্রপতি জিয়াউর রহমানের উদ্যোগে বিদেশে কর্মী প্রেরণের উদ্দেশ্যে জনশক্তি, কর্মসংস্থান ও প্রশিক্ষণ ব্যুরো প্রতিষ্ঠা করা হয়। ১৯৭৬ হতে ২০০৫ পর্যন্ত সরকারী ও বেসরকারী প্রচেষ্টায় প্রায় ৪২ লক্ষ দক্ষ ও আধাদক্ষ কর্মী বিভিন্ন দেশে প্রেরণ করা হয়। বিশ্ব শ্রম বাজারে বাংলাদেশের শ্রমিকদের শ্রম মান প্রশংসিত হওয়ায় এবং বাংলাদেশ হতে শ্রমিক নিয়োগের চাহিদা বৃদ্ধি পাওয়ায় বিদেশে কর্মসংস্থান কার্যক্রমের প্রতি বিশেষ গুরুত্ব আরোপ করা হয়। এ জন্য জনশক্তি, কর্মসংস্থান ও প্রশিক্ষণ ব্যুরোর কার্যক্রম সম্প্রসারিত করা হয় এবং এ পর্যন্ত বিদেশস্থ বাংলাদেশ দূতাবাসসমূহে ১২টি শ্রম উইং প্রতিষ্ঠা করা হয়।

জাতীয় অর্থনীতিতে প্রবাসী কর্মীদের গুরুত্বপূর্ণ অবদানের বিষয় বিবেচনা করে বিদেশে কর্মসংস্থানের গুণগতমান বৃদ্ধি, বিদেশে কর্মী নিয়োগ কার্যক্রমে প্রতারণা রোধপূর্বক নিয়োগ কার্যক্রমে স্বচ্ছতা ও গতিশীলতা আনয়ন, অভিবাসন ব্যয় হ্রাস, মজুরী বৃদ্ধি ও দেশের সকল অঞ্চলের কর্মীদের সমান সুযোগ-সুবিধা নিশ্চিত করা, প্রবাসী ও প্রবাসে কর্মরতদের স্বদেশে নির্ভরশীলদের সার্বিক কল্যাণ ও সেবা নিশ্চিত করার লক্ষ্যে নবসৃষ্ট মন্ত্রণালয় বেশ কিছু কার্যকর পদক্ষেপ গণস্বহণ করেছে। ফলে মন্ত্রণালয় সৃষ্টির অল্প সময়ের মধ্যে বিদেশে কর্মসংস্থান বৃদ্ধি ও প্রবাসীদের মাধ্যমে বৈদেশিক মুদ্রা অর্জনের ক্ষেত্রে তাৎপর্যপূর্ণ সাফল্য অর্জিত হয়েছে। এশটি সূচী নীতিমালার আওতায় জনশক্তি রপ্তানী কার্যক্রম পরিচালিত হলে তা দেশের সামগ্রিক অর্থনৈতিক উন্নয়নের ইতিবাচক প্রভাব ফেলবে।

অভিবাসনের সাথে উন্নয়নের সম্পর্ক বহু যুগ ধরেই স্বীকৃত। সাম্প্রতিককালে জাতিসংঘ, বিশ্ব ব্যাংক ও আন্তর্জাতিক মুদ্রা তহবিল অভিবাসনকে চিহ্নিত করেছে উন্নয়ন ত্বরান্বিত করার হাতিয়ার হিসেবে। উন্নত দেশগুলোর হ্রাসমান জনসংখ্যার বাস্তবতায় অর্থনৈতিক প্রবৃদ্ধির হার গতিশীল রাখতে অভিবাসনকে উৎসাহিত করা অনিবার্য। দ্রুত বিকাশমান দক্ষিণ পূর্ব এশিয়া ও মধ্যপ্রাচ্যের অর্থনীতি ও বহুলাংশে শ্রম অভিবাসনের উপর নির্ভরশীল।

বাংলাদেশ বিশ্ব শ্রমবাজারে শ্রম সরবরাহকারী দেশসমূহের মধ্যে অন্যতম। দেশের অভ্যন্তরে কর্মসংস্থানের সুযোগ কম থাকার কারণে সরকারের দারিদ্র বিমোচন কর্মসূচীকে ত্বরান্বিত করার লক্ষ্যে বিদেশে কর্মসংস্থানের সুযোগ বৃদ্ধির উপর বিশেষ গুরুত্ব প্রদান করা হচ্ছে। প্রবাসী কর্মীদের রেমিটেন্সের অর্থ বাংলাদেশের বৈদেশিক মুদ্রার রিজার্ভকে অনেকাংশে স্থিতিশীল রাখতে সহায়তা করেছে এবং অর্থনীতিতে বৈদেশিক সাহায্যের উপর নির্ভরশীলতা কমিয়েছে। জনশক্তি রপ্তানীর ক্ষেত্রে বর্তমান প্রতিযোগিতামূলক আন্তর্জাতিক বাজারে বাংলাদেশের অংশগ্রহণ জোরদার করার লক্ষ্যে এ সেক্টরকে আরও গতিশীলকরণ ও সুষ্ঠুভাবে পরিচালনার তাগিত থেকেই বর্তমান সরকার এশটি জাতীয় বৈদেশিক কর্মসংস্থান নীতি তৈরীর উদ্যোগ গণস্বহণ করেছে।

২.০০ পরিধি

বিদেশে অবস্থানকারী চুক্তিভিত্তিক নির্দিষ্ট সময়ের জন্য কর্মরত বাংলাদেশী নারী ও পুরুষ অভিবাসী কর্মী স্থায়ী/ অস্থায়ী বাসিন্দা এবং অন্য দেশের নাগরিকত্ব গ্ৰহণ করেছেন বা করতে ইচ্ছুক তবে নিজ দেশের সাথে সম্পর্ক রাখতে আগ্রহী ও বাংলাদেশের আর্থ সামাজিক উন্নয়নে অংশগ্রহণ করেছেন এমন দীর্ঘমেয়াদী বিদেশে অবস্থানরত স্থায়ী অভিবাসী জনগোষ্ঠী (Diaspora) উভয় এই নীতির আওতাধীন হবে।

৩.০০ উদ্দেশ্য

নারী ও পুরুষ নির্বিশেষে সকল কর্মী যাতে স্বাধীনভাবে মানসম্মত কর্মসংস্থান বেছে নিতে পারে সে প্রক্রিয়ায় বাংলাদেশ সরকার সহায়তা প্রদান করবে। সরকার বিদেশগামী ও বিদেশে কর্মরত সকল কর্মীর সার্বজনীন মানবাধিকার ও গ্ৰহণকারী দেশের শ্রম আইন অনুযায়ী কর্মক্ষেত্রে অধিকার ও সামাজিক সুরক্ষা নিশ্চিত করার জন্য সদা সতর্ক থাকবে। কর্মীর অর্থনৈতিক সত্তার পাশাপাশি তার সামাজিক সত্তার স্বীকৃতি অর্জনে সচেষ্ট থাকবে।

৪.০০ নীতি

বৈদেশিক কর্মসংস্থান নীতির উদ্দেশ্য হলো বৈদেশিক শ্রম বাজার ক্ষেত্রে সম্প্রসারণ ও এ সেक्टरে অধিকতর শৃঙ্খলা আনয়ন এবং প্রবাসীদের কল্যাণে নিম্নলিখিত বিষয়াবলী বাস্তবায়ন :-

- ৪.০১ বাংলাদেশের সকল অজল থেকে বিদেশে গমনেচ্ছু যে কোন নাগরিককে যুক্তিসংগত ব্যয়ে দীর্ঘ ও স্বল্পমেয়াদী অভিবাসনের নিয়মিত সুযোগ নিশ্চিতকরণ ;
- ৪.০২ অনিয়মিত অভিবাসন বিলোপ করার জন্য সংশ্লিষ্ট মন্ত্রণালয়ের সহযোগিতায় কার্যকর পদক্ষেপ গ্ৰহণ ;
- ৪.০৩ দেশের অভ্যন্তরে এবং বিদেশে সকল অভিবাসী কর্মীর অধিকার, মর্যাদা ও নিরাপত্তা রক্ষায় সর্বতোভাবে নিষ্ঠাবান থাকা;
- ৪.০৪ দক্ষ ও আধা-দক্ষ অভিবাসী কর্মীর কর্মসংস্থানের পাশাপাশি বিভিন্ন পেশাজীবীদের অভিবাসনের সুযোগ বৃদ্ধিকরণ;
- ৪.০৫ স্বল্প ও দীর্ঘমেয়াদী যে কোন ধরনের অভিবাসী কর্মী ও তাদের পরিবারের সদস্যদের সামাজিক নিরাপত্তা ও দেশে বিদ্যমান স্থাবর- অস্থাবর সম্পদের নিরাপত্তার বিধানের লক্ষ্যে পদক্ষেপ গ্ৰহণ;
- ৪.০৬ শ্রমের বর্তমান বাজার ধরে রাখা ও নতুন শ্রম বাজার সৃষ্টিকরণ;
- ৪.০৭ শ্রম বাজার ধরে রাখা ও শ্রম বাজার সৃষ্টির লক্ষ্যে কর্মীদেরকে সংশ্লিষ্ট দেশের শ্রম মানদণ্ড (Labour Standard) অনুযায়ী প্রশিক্ষণ দানের ব্যবস্থা করা;
- ৪.০৮ কর্মী নিয়োগ প্রক্রিয়াকে দক্ষতার সাথে পরিচালনা ;

- ৪.০৯ নিয়োগ প্রক্রিয়ায় অসদুপায় অবলম্বনকে জাতীয় স্বার্থের পরিপন্থি হিসেবে গণ্য করা এবং এ অপকর্মের সার্থে সংশ্লিষ্ট ব্যক্তি, সরকারী ও ব্যক্তি মালিকানাধীন সংস্থাকে দায়বদ্ধকরণ এবং প্রয়োজনে নতুন আইন প্রণয়ন করা;
- ৪.১০ জনশক্তি রপ্তানী খাতে বিভিন্ন ক্ষেত্রে (নতুন বাজার উন্মোচন, অধিক সংখ্যায় দক্ষ কর্মী নিয়োগ, দক্ষ নারী কর্মী প্রেরণ, কম খরচে এবং ভালো বেতনের চাহিদাপত্র সংগ্রহকরণ) সাফল্য অর্জনকারী রিক্রুটিং এজেন্সীকে সম্মাননা প্রদান;
- ৪.১১ প্রবাসী কর্মীদের প্রয়োজন বিবেচনায় রেখে শ্রম গণ্ডহণকারী দেশগুলোতে বাংলাদেশী পন্যের বাজার সম্প্রসারণে সহযোগিতা প্রদান;
- ৪.১২ অভিবাসীদের কল্যাণের জন্য ওয়েজ আনর্স ওয়েলফেয়ার ফান্ডের অর্থায়নে বিভিন্ন কার্যক্রম ও প্রকল্প গণ্ডহণ;
- ৪.১৩ বৈধ চ্যানেলে রেমিটেন্স প্রেরণ উৎসাহ প্রদান এবং রেমিটেন্সের সুষ্ঠু ও বাস্তবসম্মত ব্যবহারে কর্মী ও পরিবারকে সহযোগিতা প্রদান;
- ৪.১৪ বাংলাদেশের অর্থনৈতিক উন্নয়নে দীর্ঘ ও স্বল্পমেয়াদী অভিবাসীদের বিনিয়োগকে উৎসাহিত করার পদক্ষেপ জোরদারকরণ;
- ৪.১৫ প্রত্যগত অভিবাসী কর্মীর সামাজিক ও অর্থনৈতিক পুনঃ একত্রীকরণ (re-integration) প্রক্রিয়ায় সহায়তা প্রদান; এবং
- ৪.১৬ শ্রম অভিবাসন ব্যবস্থাপনার সাথে সম্পৃক্ত বিভিন্ন মন্ত্রণালয়/বিভাগ, সরকারী আধাসরকারী সংস্থা, প্রতিষ্ঠান এবং বাংলাদেশ এসোসিয়েশন অব ইন্টারন্যাশনাল রিক্রুটিং এজেন্সীস (বায়রা) সহ অন্যান্য বেসরকারী জাতীয় ও আন্তর্জাতিক সংস্থাসমূহের মধ্যে অভিবাসী কর্মীদের স্বার্থ সংশ্লিষ্ট বিভিন্ন বিষয়ের সমন্বয় (Co-ordination) সাধনের ব্যবস্থাকরণ।

৫.০০ বাস্তবায়ন কার্যক্রম

৫.১ অভিবাসী কর্মীদের অধিকার রক্ষা :

বিদেশে :

- ৫.১.১ কর্মী নিয়োগকারী দেশের সঙ্গে দ্বিপাক্ষিক চুক্তি বা সমঝোতা স্বাক্ষর স্বাক্ষর :
- ৫.১.২ কর্মী নিয়োগকারী দেশের মানবাধিকার ও শ্রম আইন সংগ্রহ ও পর্যালোচনা এবং সে সম্পর্কে অভিবাসী কর্মীকে তথ্য সরবরাহকরণ;
- ৫.১.৩ বিদেশে কর্মরত সকল কর্মীর তথ্য (ঠিকানা, নিয়োগকর্তার ঠিকানা ইত্যাদি) সংশ্লিষ্ট দেশে অবস্থিত বাংলাদেশ মিশনে কম্পিউটার ডাটাবেইজে সংরক্ষণ করা;
- ৫.১.৪ বিদেশে সমস্যা পীড়িত কর্মীদের আইনী সহায়তা প্রদান;

- ৫.১.৫ বিদেশে প্রবাসী বাংলাদেশীদের কল্যাণার্থে জরুরী পরিস্থিতি মোকাবেলার জন্য সরকার কর্তৃক প্রয়োজনীয় সহায়তা প্রদান;
- ৫.১.৬ আন্ডর্জার্টিক ফোরামে কর্মী নিয়োগকারী দেশগুলোর সাথে ঐক্যবদ্ধভাবে অভিবাসী কর্মীর অধিকার বিষয়ক সমন্বিত দাবীসমূহ উত্থাপন; এবং
- ৫.১.৭ আন্ডর্জার্টিক শ্রম সংস্থা (আইএলও) এবং আন্ডর্জার্টিক অভিবাসন সংস্থা (আইওএম) সহ বিভিন্ন আন্ডর্জার্টিক সংস্থা কর্তৃক আয়োজিত অভিবাসন বিষয়ক সভা/সেমিনার ও সিম্পোজিয়ামে কার্যকর অংশগ্রহণ।

দেশে :

- ৫.১.৮ অভিবাসনের দেশে অভিবাসী কর্মীর অধিকার ও কর্তব্য, চাকুরীর ধরণ, বেতন- ভাতাদি ও সে দেশের আইন-কানুন ও রীতিনীতি সম্পর্কে প্রাথমিক ধারণা দেয়ার জন্য বর্তমানে চালুকৃত প্রাক বহির্গমন ব্রিফিং (pre-departure briefing) এর সময় বৃদ্ধি, এ কার্যক্রম রাজধানীর বাইরে বিভাগীয় ও পর্যায়ক্রমে জেলা শহরে বিস্তৃত করা, পাঠ্যসূচী পরিবর্তন ও পরিবর্ধন এবং কর্মীদের জন্য প্রয়োজনীয় তথ্য সম্বলিত বুকলেট তৈরী ও বিতরণ;
- ৫.১.৯ বিদেশে গমনেচছু কর্মীদেরকে প্রতারণার হাত থেকে রক্ষার জন্য বিভিন্ন দেশে অবৈধ গমনের ঝুঁকি ও কুফল সম্পর্কে সতর্কীকরণ বিজ্ঞপ্তি, বিদেশে চাকুরী প্রাপ্তির বৈধ প্রক্রিয়া, বহির্গমন খরচ, কাজের ধরণ, শর্তাবলী, বেতন-ভাতা ও সুযোগ সুবিধার প্রকৃত তথ্য, নিয়োগকারী কোম্পানীর সাথে চুক্তি সম্পাদন ইত্যাদি বিষয়ে সময়ে সময়ে প্রিন্ট ও ইলেকট্রনিক মিডিয়ায় ব্যাপক প্রচার করণ ;
- ৫.১.১০ কর্মীর অধিকারের ক্ষেত্রে বাস্‌ড্‌সম্মত শ্রম মানদণ্ড নির্ধারণ ও নিয়মিত মূল্যায়ন;
- ৫.১.১১ কর্মী এবং নিয়োগকর্তার মধ্যে চুক্তিতে কর্মঘণ্টা, মজুরী, ওভারটাইম ভাতা, ছুটি, স্বাস্থ্যসেবা, বিনোদন ব্যবস্থা, চলাচলের স্বাধীনতা প্রভৃতি লিপিবদ্ধকরণের ব্যবস্থা গণ্ধহণ; এবং
- ৫.১.১২ কর্মীদেরকে স্বাস্থ্য সংক্রান্ড বিষয় বিশেষ করে HIV/AIDS ভাইরাস সংক্রান্ড রোগের বিষয়ে সচেতন করা।
- ৫.২ বর্তমান বাজার রক্ষা এবং নতুন শ্রমবাজার অনুসন্ধান :
- ৫.২.১ কর্মী নিয়োগকারী দেশগুলোর ভবিষ্যত উন্নয়ন কর্মকাণ্ড এবং সে সম্পর্কিত শ্রম চাহিদা বিষয়ে ভবিষ্যত পরিকল্পনা ওয়েব সাইট হতে সংগ্রহ এবং এ বিষয়ে প্রতিবেদন প্রস্তুতশরণ। এ প্রতিবেদন মানব সম্পদ উন্নয়নে নিয়োজিত সরকারের বিভিন্ন মন্ত্রণালয়/ বিভাগ এবং বেসরকারী সংস্থা / প্রতিষ্ঠানের কাছে সরবরাহ এবং মন্ত্রণালয়ের ওয়েব সাইটে প্রকাশ;
- ৫.২.২ যেসব দেশে জনশক্তি রপ্তানীর কার্যক্রম চালু আছে সেখানে নতুন চাহিদা সৃষ্টির লক্ষ্যে ও যেসব দেশে চালু নেই অথচ সম্ভাবনা আছে সেসব দেশে অনুসন্ধান পরিচালনার জন্য সরকারী প্রতিনিধি দল প্রেরণপূর্বক বাজার সম্প্রসারণের উদ্যোগ গণ্ধহণ;

- ৫.২.৩ নিয়মিতভাবে শ্রম বাজার তথ্য বুলেটিন আকারে প্রকাশ;
- ৫.২.৪ বাংলাদেশে বিভিন্ন ক্যাটাগরীর জনশক্তির প্রাপ্যতা সম্পর্কে নিয়োগকারী দেশে তথ্য সরবরাহকরণ এবং
- ৫.২.৫ বিদেশে অবস্থিত বাংলাদেশ মিশনসমূহে বৈদেশিক কর্মসংস্থান বৃদ্ধির লক্ষ্যে কর্মকাণ্ড পরিচালনা করা। এ বিষয়ে পররাষ্ট্র মন্ত্রণালয় এবং প্রবাসী কল্যাণ ও বৈদেশিক কর্মসংস্থান মন্ত্রণালয়ে নিয়মিত প্রতিবেদন প্রেরণ।

৫.৩ মানবসম্পদ উন্নয়ন :

- ৫.৩.১ আন্ডর্জার্জিতিক শ্রম বাজারের চাহিদার নিরিখে মানবসম্পদ উন্নয়নের জাতীয় নীতিমালা পর্যালোচনা;
- ৫.৩.২ বর্তমান পাঠ্যক্রমে বৃত্তিমূলক প্রশিক্ষণ আন্ডর্ভুক্ত করার প্রয়োজনীয়তা নিরূপন;
- ৫.৩.৩ উন্নত বিশ্বের চাহিদার নিরিখে বাংলাদেশের মানব সম্পদ উন্নয়নের ব্যবস্থা গণ্ণহণ;
- ৫.৩.৪ সংশ্লিষ্ট মন্ত্রণালয়ের সহযোগিতায় প্রাথমিক পর্যায় হতে শিক্ষা প্রতিষ্ঠানে মানসম্মত ইংরেজী শিক্ষা প্রচলনের উদ্যোগ গণ্ণহণ;
- ৫.৩.৫ বিশেষায়িত (Specialized) শিক্ষা ও প্রশিক্ষণসমূহের আন্ডর্জার্জিতিক মান নিশ্চিতকরণ;
- ৫.৩.৬ নার্স, গৃহ কর্মী, বয়স্ক সেবা, শিশু পরিচর্যা ইত্যাদি পেশায় প্রশিক্ষণের সুযোগ সৃষ্টির মাধ্যমে মহিলাদের বৈদেশিক কর্মসংস্থান বৃদ্ধিকরণ; এবং
- ৫.৩.৭ তথ্য প্রযুক্তি খাতসহ অন্যান্য খাতে অধিক হারে জনসম্পদ সৃষ্টিকরণ।

৫.৪ নিয়োগ প্রক্রিয়াকরণ :

- ৫.৪.১ আন্ডর্জার্জিতিক শ্রম বাজারে কর্মী প্রেরণের জন্য শ্রম মান নির্ধারণ ও নিয়মিত মূল্যায়ন;
- ৫.৪.২ রিক্রুটিং এজেন্সীর লাইসেন্স ইস্যু এবং নবায়নের ক্ষেত্রে যথাযথ এবং সুনির্দিষ্ট মান নির্ধারণ;
- ৫.৪.৩ কর্মীদের নিয়োগকারী দেশের খরচ, বিমান ভাড়া, পাসপোর্ট, মেডিকেল, রিক্রুটিং এজেন্সীর সার্ভিস চার্জ, প্রশিক্ষণ বাবদ খরচ ইত্যাদি পর্যালোচনা এবং একই ধরনের কর্মী প্রেরণকারী অন্যান্য দেশের কর্মী প্রেরণে অভিবাসন ব্যয়ের সাথে সামঞ্জস্য রেখে নিয়োগকারী দেশ এবং কর্মীদের ক্যাটাগরী ভিত্তিক যুক্তিসঙ্গত অভিবাসন ব্যয় নির্ধারণ এবং প্রিন্ট ও ইলেকট্রনিক মিডিয়ার মাধ্যমে ব্যাপক প্রচারের ব্যবস্থাকরণ;
- ৫.৪.৪ কর্মীদের জন্য নিয়োগকারী দেশ ও পদ ভিত্তিক নূন্যতম বেতন নির্ধারণ ও তা প্রাপ্তি নিশ্চিত করার লক্ষ্যে প্রয়োজনীয় ব্যবস্থা গণ্ণহণ;
- ৫.৪.৫ রিক্রুটিং এজেন্সী কর্তৃক কর্মী প্রেরণ সংক্রান্ত যাবতীয় আর্থিক লেন-দেন ব্যাংকের মাধ্যমে পরিচালনা এবং অসাধু রিক্রুটিং এজেন্সীর বিরুদ্ধে আইন ও বিধি অনুযায়ী ব্যবস্থা গণ্ণহণ;
- ৫.৪.৬ কম্পিউটারাইজড ড্যাটাবেজে কর্মীদের নিবন্ধীকরণের মাধ্যমে নিয়োগ কার্যক্রম নিয়ন্ত্রন;

- ৫.৪.৭ অবৈধ অভিবাসন রোধে কার্যকর পদক্ষেপ গণ্ডহণ;
- ৫.৪.৮ সহজতর ও যুগোপযোগী করার লক্ষ্যে বিদেশ গমনেচ্ছুদের পাসপোর্ট আধুনিকরণের প্রয়োজনীয় পদক্ষেপ গণ্ডহণ এবং বিদেশে গমনেচ্ছু কর্মীদেরকে ক্ষেত্র বিশেষে থানায় আবেদন দাখিলের ১৫ (পনের) দিনের মধ্যে সংশ্লিষ্ট থানা থেকে পুলিশ ক্লয়ারেন্স সনদ প্রদান নিশ্চিতকরণ;
- ৫.৪.৯ অবৈধ নিয়োগের জন্য রিক্রুটিং এজেন্সীর বিরুদ্ধে আইনগত ব্যবস্থা গণ্ডহণ এবং প্রয়োজনে নতুন আইন প্রনয়ন;
- ৫.৪.১০ প্রতারিত অভিবাসী কর্মীকে দেশে এবং বিদেশে আইনগত সহায়তা প্রদান;
- ৫.৪.১১ স্বল্প দীর্ঘমেয়াদী সকল অভিবাসী সংক্রান্ত তথ্য সংগ্রহ ও সংরক্ষণ; এবং
- ৫.৪.১২ ব্যাপক বৈদেশিক কর্মসংস্থান সৃষ্টিতে বেসরকারী ও ব্যক্তি মালিকানাধীন নিয়োগ প্রতিষ্ঠানসমূহকে উৎসাহিত করণ।

৫.৫ প্রবাসীদের কল্যাণ :

- ৫.৫.১ ওয়েজ আর্নাস ওয়েলফেয়ার ফান্ড রুলস -২০০২ মোতাবেক সৃষ্ট ওয়েজ আর্নাস কল্যাণ তহবিল পরিচালনা;
- ৫.৫.২ অভিবাসীদের অভিবাসন সম্পর্কিত কার্যক্রম সহজীকরণের উদ্দেশ্যে প্রতিষ্ঠিত ওয়ান স্টপ সার্ভিস সেন্টারের পরিচালনা ও সম্প্রসারণ ;
- ৫.৫.৩ বিদেশ গমনের পূর্বে দেশে ও বিদেশে করণীয় ও বর্জনীয় বিষয়ে কর্মীদের ব্রিফিং প্রদান;
- ৫.৫.৪ বিমানবন্দরে আগমন ও বর্হিগমন স্থানে কল্যাণ ডেস্ক স্থাপন ও পরিচালনা ;
- ৫.৫.৫ বিদেশে কর্মস্থলে মৃত ব্যক্তির লাশ দেশে আনয়ন ও মৃতের আত্মীয় স্বজনের নিকট পৌছানোর লক্ষ্যে সহায়তা প্রদান;
- ৫.৫.৬ দুর্ঘটনা ও মৃত্যুজনিত ক্ষতিপূরণ আদায় ও বিতরণ এবং ক্ষেত্র বিশেষে অনুদান প্রদান;
- ৫.৫.৭ বিদেশের হাজতে/জেলে ও ডিপোর্টেশন ক্যাম্পে আটক প্রবাসী কর্মীদের দেশে ফেরত আনার জন্য পদক্ষেপ গণ্ডহণ;
- ৫.৫.৮ অসুস্থ/পঙ্গু প্রবাসীদের চিকিৎসার জন্য সহায়তা প্রদান;
- ৫.৫.৯ বিদেশ ফেরত প্রবাসী কর্মীদের জনশক্তি কর্মসংস্থান ও প্রশিক্ষণ ব্যুরোতে রেজিস্ট্রি করে পরিচয়পত্র ইস্যুকরণ; এবং
- ৫.৫.১০ দশ হাজার বা তদুর্ধ্ব বাংলাদেশী কর্মী কর্মরত আছেন এমন দেশসমূহে অবস্থিত বাংলাদেশ মিশনে শ্রম উইং এর অধীনে প্রয়োজন হলে লোকাল বেইজড কল্যাণ অফিসারের পদ সৃষ্টিকরণ।

- ৫.৬ বৈধ পদ্ধতিতে রেমিটেন্স প্রবাহ ও বিনিয়োগ :
- ৫.৬.১ বৈধ পদ্ধতিতে রেমিটেন্স প্রবাহ বৃদ্ধির জন্য অর্থ মন্ত্রণালয় এবং বাংলাদেশ ব্যাংক কর্তৃক গৃহীত বিভিন্ন কর্মসূচী বাস্তবায়ন ও জোরদারকরণ;
- ৫.৬.২ ব্যাংকিং চ্যানেলে অর্থ প্রেরণে দেশে বিদেশে অভিবাসী কর্মীদের উদ্ধৃদ্ধকরণ এবং অবৈধ পন্থায় রেমিটেন্স প্রেরণের ক্ষেত্রে শাস্তিপ্রয়োগ্য অপরাধ সম্পর্কে সতর্কীকরণ;
- ৫.৬.৩ বাংলাদেশ ব্যাংক কর্তৃক সৃষ্ট বৈদেশিক মুদ্রায় বিনিয়োগ সুবিধা, বন্ড ইন্সট্রুমেন্ট ইত্যাদি সম্পর্কে অভিবাসী কর্মী ও তাদের পরিবারের সদস্যদের অবহিত করার উদ্দেশ্যে প্রচারের ব্যবস্থাকরণ;
- ৫.৬.৪ বিভিন্ন ব্যাংক এবং আর্থিক সংস্থা/প্রতিষ্ঠান কর্তৃক রেমিটেন্স বিনিয়োগের বিভিন্ন ইন্সট্রুমেন্ট সম্পর্কে অভিবাসী কর্মী ও তাদের পরিবারের সদস্যদেরকে অবহিত করার উদ্দেশ্যে প্রচারের ব্যবস্থাকরণ; এবং
- ৫.৬.৫ উৎপাদনশীল খাতে রেমিটেন্স বিনিয়োগে উৎসাহিত করার জন্য অভিবাসী কর্মী ও তাদের পরিবারের সদস্যদের সম্ভাব্য সহায়তা প্রদান।
- ৫.৭ প্রত্যাগতদের অর্থনৈতিক ও সামাজিক পুনঃ একত্রীকরণঃ
- ৫.৭.১ বিদেশ থেকে প্রত্যাগত কর্মীদের নিবন্ধীকরণ;
- ৫.৭.২ প্রত্যাগতদের কর্ম অনুসন্ধান তথ্য সরবরাহকরণ;
- ৫.৭.৩ জাতীয় উন্নয়নে প্রত্যাগত কর্মীদের অর্জিত দক্ষতা দেশে কাজে লাগানোর জন্য সহযোগিতা প্রদান;
- ৫.৭.৪ বেসরকারী খাতের সঙ্গে যোগাযোগ স্থাপনে সহায়তা প্রদান ; এবং
- ৫.৭.৫ প্রত্যাগতদের জন্য টেশসই প্রকল্প গণ্ণহণ ও ঋন সহায়তা প্রদান।
- ৫.৮ প্রবাসী কর্মীদের আচরণ ও শৃঙ্খলা :
- ৫.৮.১ প্রবাসী কর্মীদের কর্মস্থলে সংশ্লিষ্ট দেশের আইন, প্রচলিত রীতি নীতি মেনে চলা এবং সৌজন্য ও শিষ্টাচার বজায় নিশ্চিতকরণের লক্ষ্যে প্রয়োজনীয় ব্যবস্থা গণ্ণহণ; এবং
- ৫.৮.২ নিয়োগকারী দেশের প্রচলিত আইনের পরিপন্থী কোন কাজ বা আচরণের কারণে কর্মীদের কেউ দোষী প্রমাণিত হলে তাকে নিজ খরচে দেশে আসতে হবে।
- ৬.০০ নীতি বাস্তবায়নের প্রাতিষ্ঠানিক অবকাঠামো :
- ১৯৮২ সালের বহির্গমন অধ্যাদেশের আওতায় বাংলাদেশ হতে শ্রম অভিবাসন পরিচালিত হয়। এই অধ্যাদেশ বলে বৈদেশিক কর্মসংস্থান নীতি' বাস্তবায়নের মূল দায়িত্ব প্রবাসী কল্যাণ এবং বৈদেশিক কর্মসংস্থান মন্ত্রণালয়ের। মন্ত্রণালয়ের সার্বিক নিয়ন্ত্রণে জনশক্তি, কর্মসংস্থান ও প্রশিক্ষণ ব্যুরো এর প্রয়োগ নিশ্চিত করবে। প্রবাসী কল্যাণ ও বৈদেশিক কর্মসংস্থান মন্ত্রণালয়ের পাশাপাশি বিদেশে কর্মসংস্থান প্রক্রিয়ায় সাথে যুক্ত রয়েছে আরো বিভিন্ন মন্ত্রণালয়/বিভাগ, সরকারী, বেসরকারী ও ব্যক্তি মালিকানাধীন প্রতিষ্ঠান, সংস্থা ও সমিতি। এগুলোর কর্মকাণ্ড এশটি অপরিষ্কার সাথে সম্পৃক্ত। এই অবস্থায় আন্ড্রুসংস্থান এবং আন্ড্রুসংস্থান সমন্বয় সাধন অত্যন্ত গুরুত্বপূর্ণ (বিস্তারিত দায়িত্ব ও কর্তব্য পরিশিষ্ট হিসেবে সংযুক্ত করা হলো)। সংশ্লিষ্ট সকলের আন্ড্রুসংস্থান সমন্বয় সাধন প্রবাসী কল্যাণ ও বৈদেশিক কর্মসংস্থান মন্ত্রণালয় এ দায়িত্ব পালন করবে।

পরিশিষ্ট

প্রবাসী কল্যাণ ও বৈদেশিক কর্মসংস্থান সম্পর্কিত কার্যক্রমের ক্ষেত্রে বিভিন্ন মন্ত্রণালয়/বিভাগ, দপ্তর, অধিদপ্তর ও সরকারী-বেসরকারী সংস্থাসমূহের দায়িত্ব ও কর্তব্য :

১.০ প্রবাসী কল্যাণ ও বৈদেশিক কর্মসংস্থান মন্ত্রণালয় :

- ১.১ বাংলাদেশের বর্তমান বৈদেশিক শ্রম বাজার রক্ষা এবং নতুন বাজার অনুসন্ধান;
- ১.২ মন্ত্রণালয়ের উপর অর্পিত বিষয়াদি সম্পর্কে সকল আইন, বিধি ও নীতি প্রণয়ন এবং প্রয়োজনে সংশোধন, সংযোজন ও পরিবর্তনের উদ্যোগ গৃহণ ;
- ১.৩ বৈদেশিক কর্মসংস্থানের সাথে জড়িত জনশক্তি, কর্মসংস্থান ও প্রশিক্ষণ ব্যুরো, টেকনিক্যাল ট্রেনিং সেন্টারসহ সকল সরকারী ও বেসরকারী প্রতিষ্ঠানসমূহের কার্যাবলী নিয়ন্ত্রণ, তদারকি ও তত্ত্বাবধান;
- ১.৪ বাংলাদেশ ও ভারসীজ এমপণ্ডমেন্ট সার্ভিসেস লিমিটেড যাবতীয় কার্যাবলী তদারকি ও নিয়ন্ত্রণ;
- ১.৫ বিদেশস্থ বাংলাদেশ মিশনে শ্রম উইং এর কর্মকর্তা ও কর্মচারীদের নিয়োগ ও তাদের প্রশাসনিক কার্যাদি সম্পাদন;
- ১.৬ ওয়েজ আর্নাস কল্যাণ তহবিলের প্রশাসনিক তত্ত্বাবধান;
- ১.৭ মন্ত্রণালয় সম্পর্কিত আর্থিক বিষয়াদিসহ যাবতীয় সাচিবিক দায়িত্ব পালন;
- ১.৮ এ মন্ত্রণালয়ের কাজের সাথে সম্পৃক্ত আন্ডর্জার্জিতিক সংস্থান এবং অন্যান্য বিশ্ব সংস্থার সাথে বিভিন্ন চুক্তি ও যোগাযোগ রক্ষাকরণ;
- ১.৯ মন্ত্রণালয়ের দায়িত্বাধীন বিষয়াদি সম্পর্কিত পরিসংখ্যান সংগ্রহ ও সংরক্ষণের জন্য গবেষণা সেল গঠন;
- ১.১০ মন্ত্রণালয়ের আওতাধীন প্রযোজ্য বিষয়াদির ক্ষেত্রে সরকারী ফি নির্ধারণ ও গৃহণ (আদালত সম্পর্কিত ফি ব্যতীত)
- ১.১১ অভিবাসীদের সম্মান ও মর্যাদা প্রদর্শনে বিশেষ বিশেষ প্রকল্প যথা- বাংলাদেশী অভিবাসী দিবস বা আন্ডর্জার্জিতিক অভিবাসী দিবস পালন, অভিবাসীদের পদক প্রদান 'বাণিজ্যিকভাবে গুরুত্বপূর্ণ ব্যক্তি' (CIP) হিসেবে সম্মানিতকরণ, ইত্যাদি;
- ১.১২ দ্বিতীয় ও তৃতীয় প্রজন্মের প্রবাসীদের বাংলাদেশের সংস্কৃতির সাথে পরিচিত করার উদ্যোগ গৃহণ;
- ১.১৩ প্রবাসীদের বাংলাদেশে বিনিয়োগে উৎসাহিতকরণ;
- ১.১৪ দীর্ঘমেয়াদী অভিবাসীদের অর্জিত দক্ষতা দেশে প্রয়োগের সুযোগ সৃষ্টিকরণ; এবং
- ১.১৫ দীর্ঘমেয়াদী অভিবাসীদের সাথে যোগসূত্র রক্ষা এবং তাদের সহযোগিতায় প্রবাসী কর্মীগণ যাতে অন্য দেশের রাজনৈতিক বা ট্রেড ইউনিয়ন ইত্যাদি অনভিপ্রেত কার্যক্রমে জড়িত না হন তার ব্যবস্থাকরণ।

- ২.০ জনশক্তি, কর্মসংস্থান ও প্রশিক্ষণ ব্যুরো :
- ২.১ বিদেশী মিশনগুলো থেকে প্রাপ্ত শ্রম বাজার সম্পর্কিত তথ্যের ত্রৈমাসিক প্রতিবেদন তৈরীকরণ;
- ২.২ বিদেশে বাংলাদেশী কর্মীদের কর্মসংস্থানের চাহিদা সংগ্রহ ও কর্মসংস্থান বৃদ্ধির লক্ষ্যে প্রয়োজনীয় পদক্ষেপ গণনা;
- ২.৩ শ্রম উইং এর কর্মকাণ্ডের ষান্মাসিক মূল্যায়ন;
- ২.৪ দীর্ঘমেয়াদী ও স্বল্পমেয়াদী বাজারে শ্রম চাহিদা অনুযায়ী মানব সম্পদ উন্নয়নের ক্ষেত্রগুলো সংশ্লিষ্ট মন্ত্রণালয়ের গোচরীভূতশরণ;
- ২.৫ অভিবাসনে ইচ্ছুক কর্মীদের পেশা ও দক্ষতাভিত্তিক কম্পিউটার ড্যাটাবেজ তৈরী এবং এর মধ্য হতে কর্মী সংগ্রহ নিশ্চিতকরণ;
- ২.৬ বিএমইটির অধীনস্থ মানব সম্পদ উন্নয়ন প্রশিক্ষণ প্রতিষ্ঠানসমূহের দক্ষতা বৃদ্ধিকরণ;
- ২.৭ বিএমইটির বাইরে যেসব সরকারী ও বেসরকারী প্রশিক্ষণ কেন্দ্র বিশেষ প্রশিক্ষণ প্রদান করছে সেগুলোকে বৈদেশিক শ্রম বাজারের চাহিদা সম্পর্কে অবহিতকরণ;
- ২.৮ অভিবাসনে ইচ্ছুক নারী কর্মীদের জন্য নিরাপদ অভিবাসনের তথ্য সরবরাহকরণ;
- ২.৯ বিদেশগামী কর্মীদের প্রি-ডিপারচার ব্রিফিং প্রদান ও অভিবাসনের দেশে কর্মীর অধিকার, দায়িত্ব, সংশ্লিষ্ট দেশের আচার-আচরণ, আইন-কানুন, ভাষা, সংস্কৃতি ও চাকুরীর বেতনও শর্তাদি, স্বাস্থ্য সেবা, রেমিটেন্স প্রেরণের বৈধ পথ ইত্যাদির ওপর প্রয়োজনীয় তথ্য সম্বলিত বুকলেট তৈরী এবং বিতরণ;
- ২.১০ বিদেশগামী ও প্রবাসীদের নিরাপত্তা ও কল্যাণ কার্যক্রম পরিচালনা; এবং
- ২.১১ অনলাইন বর্হিগমন ছাড়পত্র প্রদান ও বিমানবন্দরে অবৈধ অভিবাসন ইন্টারনেটের মাধ্যমে নিয়ন্ত্রনের ব্যবস্থাকরণ;
- ৩.০ জেলা কর্মসংস্থান ও জনশক্তি অফিসঃ
- ৩.১ অভিবাসনে ইচ্ছুক কর্মীদের পেশাভিত্তিক তথ্য কম্পিউটারের নিবন্ধীকরণ;
- ৩.২ নিবন্ধীকরণ সম্পাদনের জন্য জেলা পর্যায়ের কর্মকর্তাদের দক্ষতা বৃদ্ধিকরণ;
- ৩.৩ প্রবাস ফেরত কর্মীদের পেশাভিত্তিক তথ্য কম্পিউটারে নিবন্ধীকরণ;
- ৩.৪ বিদেশে দুর্ঘটনায় পতিত প্রত্যাগতদের চিকিৎসা ও পূর্ণবাসনে সহযোগিতা প্রদান;
- ৩.৫ মৃত কর্মীদের লাশ স্ব-শহর/গঙ্গাম পরিবহন ও দাফনের কাজে সহায়তা প্রদান; এবং
- ৩.৬ দুর্ঘটনায় পতিত কর্মী বা মৃত কর্মীদের জন্য আদায়কৃত ক্ষতিপূরণ সংশ্লিষ্ট কর্মী/উল্টরাধিকারীদের মধ্যে বিতরণ।

- ৪.০ বাংলাদেশ ওভারসীজ এমপণ্ডমেন্ট এন্ড সার্ভিসেস লিমিটেড :
- ৪.১ ব্যক্তি মালিকানাধীন রিক্রুটিং এজেন্সীর সাথে প্রতিযোগিতা করে জনশক্তি রপ্তানি বৃদ্ধি করার ক্ষেত্রে অস্‌ড্রায়সমূহ গবেষণার মাধ্যমে চিহ্নিতকরণ ও তার সমাধানের উপায় নির্ধারণ;
- ৪.২ হাস্কৃত হারে সার্ভিস চার্জ গণ্ডহনের দৃষ্টান্ত স্থাপন;
- ৪.৩ ভবিষ্যত শ্রম চাহিদা বিষয়ে শ্রম গণ্ডহনকারী দেশগুলোর এবং বিএমইটি'র ওয়েব সাইটের তথ্য ব্যবহার;
- ৪.৪ অধিক হারে দক্ষ জনশক্তি রপ্তানির চাহিদাপত্র সংগ্রহ;
- ৪.৫ সংগৃহীত চাহিদাপত্রের অনুকূলে কর্মী নিয়োগের ক্ষেত্রে বিএমইটি'র ডাটাবেজ থেকে লোক সংগ্রহ।
- ৪.৬ নারী কর্মীদের নিরাপদ কর্মক্ষেত্র অনুসন্ধান এবং নিয়োগের উদ্যোগ গণ্ডহন; এবং
- ৪.৭ মার্কেট ইনফরমেশনের যথাযথ ব্যবহার নিশ্চিতকরণে বোয়েসল কর্মীদের প্রশিক্ষণ দান।
- ৫.০ কারিগরি প্রশিক্ষণ কেন্দ্র ও বাংলাদেশ ইনস্টিটিউট অব মেরিন টেকনোলজি :
- ৫.১ সময়োপযোগী প্রশিক্ষণ প্রদানের জন্য কারিগরি প্রশিক্ষণ কেন্দ্রগুলোর আধুনিকীকরণ;
- ৫.২ দেশ ও বিদেশের শ্রম বাজারের চাহিদা অনুযায়ী দক্ষ কারিগরি জনাগোষ্ঠী সৃষ্টি;
- ৫.৩ কর্মী নিয়োগকারী দেশের চাহিদার সাথে সামঞ্জস্য রেখে নতুন ও আধুনিক বৃত্তিমূলক প্রশিক্ষণের ব্যবস্থা গণ্ডহন;
- ৫.৪ বৈদেশিক বাজারের চাহিদা অনুযায়ী নারী কর্মীর প্রশিক্ষণ প্রদান;
- ৫.৫ কারিগরি ও বৃত্তিমূলক প্রশিক্ষণের মাধ্যমে দক্ষ নৌ কারিগর সৃষ্টি; এবং
- ৫.৬ আন্ডর্জাতিক বাজারের চাহিদা অনুযায়ী অধিক হারে ইলেক্ট্রনিক্স ও তথ্যপ্রযুক্তি খাতে প্রয়োজনীয় প্রশিক্ষণের ব্যাপ্তি বৃদ্ধি।
- ৬.০ বাংলাদেশ এসোসিয়েশন অব ইন্টারন্যাশনাল রিক্রুটিং এজেন্সী :
- ৬.১ রিক্রুটিং এজেন্সীসমূহের কার্যাবলী সরকারী বিধি-বিধানের আওতায় তদারকিকরণ;
- ৬.২ সরকারী উদ্যোগের পাশাপাশি নিজস্ব উদ্যোগে বিদেশে শ্রমবাজার অনুসন্ধান;
- ৬.৩ রিক্রুটিং এজেন্সীসমূহের দায়িত্ব ও কর্তব্য পালনে স্বচ্ছতা ও জবাবদিহিতা নিশ্চিতকরণে সহযোগিতা প্রদান;
- ৬.৪ বিদেশে কর্মসংস্থানের সুযোগ সৃষ্টিতে এজেন্সীসমূহের মধ্যে অশুভ প্রতিযোগিতা নিরসনে কার্যকর পদক্ষেপ গণ্ডহন;
- ৬.৫ মধ্যস্বত্বভোগী ও দালালদের মাধ্যমে বিদেশে গমননেচ্ছু কর্মীদের হয়রানী বন্ধে প্রয়োজনীয় পদক্ষেপ গণ্ডহন; এবং

- ৬.৬ প্রয়োজনে জনশক্তি রপ্তানি বৃদ্ধির স্বার্থে গৃহীত যে কোন সরকারী উদ্যোগ, পরামর্শ ও সার্বিক সহযোগিতা প্রদান।
- ৭.০ বৈদেশিক কর্মসংস্থানের সাথে সম্পৃক্ত অন্যান্য মন্ত্রণালয় ও দপ্তরসমূহের দায়িত্বঃ
- ৭.১ জনশক্তি রপ্তানী কার্যক্রমকে গতিশীলকরণ;
- ৭.২ জনশক্তি রপ্তানী খাত উন্নয়নে এবং প্রবাসীদের কল্যাণে অর্থ বরাদ্দ করণ;
- ৭.৩ বাংলাদেশ থেকে জনশক্তি আমদানীকারক দেশসমূহের সাথে কূটনৈতিক সুসম্পর্ক বজায় রাখা;
- ৭.৪ ইমিগেশ্বশন পদ্ধতি সহজীকরণ;
- ৭.৫ বিমানবন্দরের সেবা বৃদ্ধিকরণ;
- ৭.৬ প্রবাসী কর্মীদের দেশে অবস্থানরত পরিবারের সদস্যবৃন্দের জানমালের নিরাপত্তা বিধানের লক্ষ্যে পদক্ষেপ গণ্ণহণ;
- ৭.৭ বিদেশের চাহিদার সাথে সংগতি রেখে ইংরেজী ও অন্যান্য ভাষা ব্যবহারের দক্ষতা বৃদ্ধিসহ শিক্ষা ব্যবস্থায় বিভিন্ন বৃত্তিমূলক কোর্স চালুকরণ;
- ৭.৮ মেডিকেল চেক আপ সহজীকরণ;
- ৭.৯ প্রবাসীদের প্রেরিত অর্থে দেশে সুষ্ঠু বিনিয়োগ ও সঞ্চয়ের পরিবেশ সৃষ্টিসহ অন্যান্য কার্যক্রম সংশিষ্ট মন্ত্রণালয় কর্তৃক স্ব-স্ব উদ্যোগে পালন। এয়াড়াও প্রবাসী কল্যাণ ও বৈদেশিক কর্মসংস্থান মন্ত্রণালয় জনশক্তি রপ্তানি বৃদ্ধি ও প্রবাসীদের কল্যাণ সংশিষ্ট যেকোন ক্ষেত্রে সংশিষ্ট মন্ত্রণালয়ের সহযোগিতার জন্য প্রয়োজনীয় উদ্যোগ গণ্ণহণ;
- ৭.১০ অবৈধ অভিবাসন রোধে কার্যকর পদক্ষেপ গণ্ণহণ; এবং
- ৭.১১ সহজতর ও যুগোপযোগী করার লক্ষ্যে বিদেশ গমনেচ্ছুদের পাসপোর্ট আধুনিকরণের প্রয়োজনীয় পদক্ষেপ গণ্ণহণ এবং বিদেশে গমনেচ্ছু কর্মীদেরকে ক্ষেত্র বিশেষে থানায় আবেদন দাখিলের ১৫ (পনের) দিনের মধ্যে সংশিষ্ট থানা থেকে পুলিশ ক্লিয়ারেন্স সনদ প্রদান নিশ্চিতকরণ।

রাষ্ট্রপ্রতির আদেশক্রমে

আশফাক হামিদ
সচিব।

এ, কে, এম রফিকুল ইসলাম (উপ-সচিব), উপ-নিয়ন্ত্রক, বাংলাদেশ সরকারী মুদ্রণালয়, ঢাকা কর্তৃক মুদ্রিত।
মোঃ আমিন জুবেরী আলম, উপ-নিয়ন্ত্রক, বাংলাদেশ ফরম ও প্রকাশনা অফিস,
তেজগাঁও, ঢাকা কর্তৃক

Annex 6

Feedback and Observation on IEC materials

IEC materials:

The information materials were widely shared with relevant stakeholders. An attempt was made to know the reaction of general people (including the migrant community) to know their “first view” reaction of IEC materials of the project.

Brochure: The project produced two different brochures for two implementing agencies. Both the brochures provide information about two organizations. It recognizes DCA’s contribution and ensures visibility. The project activities are described uniformly with a few differences where WARBE DF has added little more information on involving electronic and print media.

Observations:

- *DCA logo in leaflet was used but placing of logo looks different*
- *The picture used in leaflet are not technically sharp or focused*
- *the MISCs contact detail is incomplete in both the leaflets. It does not mention any contact number of local MISCs which would have been more helpful.*
- *The leaflets do not say much about local government partnership which is core of this project*

Leaflet: Similarly two leaflets were being produced for two implementing partner organizations. The leaflets provide information on safe migration differently.

Observations:

- *The picture in the leaflets are low in technical quality*
- *Messages are not clustered or organized*
- *The printing lacks quality*
- *Both the leaflets wasted too much empty space*
- *The information could have been gender specific since one of the organizations works only with women migrants.*

Stickers: Two different stickers were produced under the project. One focused on women migrant and another one on general information on safe migration.

Observations:

- *Stickers are low in print quality*
- *DCA logo was placed differently*
- *Stickers are not attractive*
- *BOMSA’s sticker lacks information. Only migration cost is mentioned in the sticker.*
- *BOMSA has contact information in the sticker, WARBE DF has no such information*

Ludo game: Ludo was printed with safe migration information mainly targeted the youth population.

Observations:

- *Ludo found to be popular amongst youth*
- *The printing of ludo is low in quality*
- *The colour was found to be unattractive*
- *Visibility plan does not give direction for distribution plan of this game*

Mugs: Mugs were produced as souvenirs under the project.

T-shirt: T-shirts were made and distributed during rallies and other events. EU and DCA Logo placing is different here than other materials.

Observation:

- *T shirts were widely used by WARBE DF in recent observation of International Migrant's Day*
- *T-shirts were also used by WARBE DF in haat shobha*
- *No T-shirt was used by BOMSA in rally or haat shobha*

Billboards and signboards: Billboards and signboards were designed and installed at the strategic locations in the project area with the aim of focussing on mass awareness on safe migration.

Observations:

- *Billboards and signboards are not attractive enough to catch people's attention*
- *Billboards are placed in non-strategic places in some cases*
- *The technical quality of billboards are not appealing*

Posters: the project produced a number of posters.

Observations:

- *Printing quality of the posters is relatively low*
- *Posters lack creativity and appeal to the viewers*

Docudrama: two docudramas were produced under the project. It successfully attracts audiences.

Observations:

- *Docudrama script is weak in some sequences.*
- *Wider show could have been arranged by involving information and communication ministry.*

Banners: Banners are useful tools to communicate in different occasion.

Health card/flyer: The flyers are important information source on HIV/AIDS for migrant workers and their family as well as the community people.

Observation:

- *Health card could have been gender specific/gender friendly*
- *The picture used in health card/flyer lacks technical quality*

Other publications: National consultation and workshop reports, policy dialogue reports are important source of information and project record.

Observation:

- *Printing quality could have been better*

Annex 7
List of documents reviewed

1.	Project document on “Promoting Safe Migration and Local Development in Eight Districts in Bangladesh”
2.	Baseline Survey: Safe Migration situation in 16 upazila
3.	Nirapod Obhibashon Bishoyok Proshikkhon Manual
4.	The Logical Framework Analysis: Project document
5.	Half Yearly Report (March to August 2011): BOMSA
6.	Tathya Sahayeeka: BOMSA
7.	Obhibashon Sahayeeka: WARBE DF
8.	Report on Assessing the Impact of Information. Education and Communication (IEC) Materials in empowerment process of Migrant Workers: DCA
9.	Training Need Assessment of Government Officials on Safe Migration: DCA
10.	Annual Narrative Report (March 2010-February 2011): BOMSA and WARBE DF
11.	Project Evaluation Guide for Non-Profit Organizations: Fundamental Methods and Steps for Conducting Project Evaluation: Fataneh Zarinpush
12.	Monitoring and Evaluating Information and Communication for Development (ICD) Programmes: Guideline: DFID
13.	EU Monitoring Report (ROM report)
14.	Programme Policy: Rights Based Commitment, DCA