Annex 2 (Optional supplementary form, GCM core indicators)

[Selected core Indicators for Bangladesh Shadow Report]

STRUCTURAL FACTORS, CLIMATE INDUCED MIGRATION

Obj. 2. Minimize the adverse drivers and structural factors that compel people to leave their country of origin

Core indicators

1. Unemployment rate, by sex, age and persons with disabilities [SDG 8.5.2]

Unemployment rate has increased in the reporting period. It was 4.59 in 2022 and 4.68 in 2024[1]. This is based on household data collected in 2024 by the national statistical organization. Youth unemployment is estimated to be 16.8%, with 14.8% male and 22.7% female[2]. Analysts feel that it is particularly significant for 2024, since the political unrest that year could be one of the key reasons for the decline. If that is the case, there might be further decline in 2025 and 2026, with a possible increase in 2027 with an elected government in place. The new government led by BNP in its election manifesto has committed to ensure tech-based skill education for the youth (page 15-17).

2. Whether or not the national migration strategy addresses migration linked to weather-related disaster, environmental degradation and the adverse effects of climate change [MGI]

The Government has adopted National Strategy for Internal Displacement Management and National Adaption Plan (2023-2050). Government also launched the community based adaption and mobility resilience projects as part of Pilot Project. With civil society activism, climate migration has been brought in the national agenda, though actions are yet to be visible.

AWARENESS, POLICY TRANSPARENCY

Obj. 3. Provide accurate and timely information at all stages of migration

Core indicators

1. Whether or not the Government has migration information and awareness-raising campaigns [SDG 10.7.2]

Information sharing – partially through the pre-departure orientation, which is literally a day or two before departure through lectures with 100 plus in a room – therefore largely ineffective. For awareness raising, the government has sporadic or ad hoc use of cellphone messages, social media posts, leaflet distribution and newspaper and television advertisements. There has been no government-run awareness campaigns. In the past UN system supported developing a communication strategy for the MoEWOE, but that was not systematically institutionalized.

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[1] https://www.statista.com/statistics/808225/unemployment-rate-in-bangladesh/?srsltid=AfmBOopXhUORpd88pu7PYnKm_KeXeQ65vUO9ZBRRrf_zHdEQcHBIOQn9
[2] https://www.ilo.org/resource/news/bangladesh-job-creation-and-economic-diversification-remains-top-priority

2. Whether or not the country has a clear and transparent set of rules and regulations pertaining to migration (e.g. available to the public, easy to consult, easy to understand) [MGI]

The rules and regulations are posted on the websites of the lead ministry and its departments. There are posters and leaflets in brief, simplified local language based on the rules and regulations, which are displayed in the central and district offices of the lead ministry. Leaflets are distributed if the potential migrant workers visit the local offices and during the pre-departure briefings. The texts are easy to understand, but the visual representation are not attractive enough to catch the migrants' attention. UN agencies have supported the ministry in producing a Communication Strategy and user-friendly migrant information materials which were distributed through the district offices and NGOs-CSOs. But the Strategy and such information materials were project based and not institutionalized by the ministry.

Obj. 5. Enhance availability and flexibility of pathways for regular migration

Core indicator

1. Whether or not the Government has a national policy or strategy for regular migration pathways, including labour migration [SDG 10.7.2]

Bangladesh has several policy documents and action plans on migration, but not a migration strategy. Key policy is the Overseas Employment Policy 2016 which was reviewed with updated proposals in 2025 and is expected to be finalized in 2026. In 2025 the government also adopted the Reintegration Policy. Both these policies provide policy guidance on migration pathways for outgoing and returning migrant workers. In 2021 the government adopted the National Strategy on Internal Displacement Management with Ministry of Disaster Management and Relief as the lead ministry. It has not yet articulated if internal displacement also means/includes internal migration. A Diaspora Policy and Migration Governance Framework (MiGOF) is in draft form for several years. On the whole there is no overarching migration strategy that covers different forms of migration – labour migration, skilled migration, student migration, or diaspora.

Obj. 12. Strengthen certainty and predictability in migration procedures for appropriate screening, assessment and referral

Core indicators

1. Whether or not the Government has migration information and awareness-raising campaigns [SDG 10.7.2]

[Response same as Objective 3, indicator # 1]

2. Whether or not the country has a clear and transparent set of rules and regulations pertaining to migration (e.g. available to the public, easy to consult, easy to understand) [MGI]

[Response same as Objective 3, indicator # 2]

DECENT WORK, ILO STANDARDS

Obj. 6. Facilitate fair and ethical recruitment and safeguard conditions that ensure decent work

Core indicators

1. Recruitment cost borne by employee as a proportion of monthly income earned in country of destination [SDG 10.7.1]

Migration cost is one of the highest in the world and the government is yet to bring down the cost to actual cost and that can be borne as a proportion of monthly income. Average migration cost mostly to the GCC is still above USD 3500 and takes 17.6 months[3]. Impact assessment of a pilot project of an employer pay model shared in 2022 that direct involvement of employer in recruitment cuts down layers of intermediaries and migration cost[4]. Government hopes that the new online platform launched during the interim government would cut down the layers and cost[5]. Government needs to build its own ICT capacity specially a technical team to manage, monitor and troubleshoot the OEP.

Level of national compliance with labour rights (freedom of association and collective bargaining) based on International Labour Organization (ILO) textual sources and national legislation, by sex and migrant status [SDG 8.8.2]

The Labour Reform Commission during the Interim government in 2025 had recommended that migrant workers should be given trade union rights and the freedom for association. This was based on cross section of stakeholder consultation on migrant workers. This will be a significant step forward from representation of migrant associations to more structured organization. The formation of the Trade Union-CSO Action Alliance (TUCSAA) in 2025[6] is expected to advocate for and monitor national compliance with labour rights in upcoming years. ILO Conventions 97 and 143 have not been ratified by Bangladesh yet, so the TU-CSOs continue to advocate for the ratification.

ACCESS TO JUSTICE

Obj. 7. Address and reduce vulnerabilities in migration

Core indicators

1. Whether or not the Government provides equal access to justice regardless of immigration status or only for those with legal immigration status [SDG 10.7.2]

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[3] https://www.ilo.org/sites/default/files/wcmsp5/groups/public/@asia/@ro-bangkok/@ilo-dhaka/documents/publication/wcms_766198.pdf

[4] https://migrationnetwork.un.org/practice/piloting-fair-recruitment-bangladesh-qatar-construction-sector and https://www.thedailystar.net/round-tables/news/no-worker-should-pay-job-3058386

[5] https://www.oep.gov.bd/ and https://systechdigital.com/portfolio/all?item=data2&timestamp=1750018545

[6] https://www.tbsnews.net/bangladesh/trade-union-civil-society-alliance-launched-migrant-workers-welfare-1282546

Government is ready provide access to justice regardless of immigration status. In reality access to justice is limited to mediation or arbitration carried out by the district level officers of the lead ministry. They operate based on directives from the ministry but with very little existing expertise on arbitration. There is no SOP for arbitration as yet. Also, ensuring access to formal justice system courts is facilitated by NGOs-CSOs in a limited scale.

Obj. 14. Enhance consular protection, assistance and cooperation throughout the migration cycle

<u>Core indicators</u>

1. Whether or not the Government has specific measures to provide assistance to citizens residing abroad in countries in crisis or post-crisis situations [SDG 10.7.2]

Government has a Bangladesh Migration Crisis Operational Framework since 2022, developed with technical assistance from IOM. This is based on experience of assisting migrants during COVID and also from assisting migrants seeking support in conflict situations in countries in crisis. There are instances of government and CSO collaboration in safe and dignified return, rehabilitation and reintegration from countries n crisis in recent years. Documentation of all migrant returnees is at an early stage.

2. Existence of institutions to assist nationals residing abroad (embassies or consulates, labour attachés, ministries/offices of diaspora) [MGI]

Government has 30 labour attachés in 28 missions abroad, mostly in migrant prone countries. Fourteen of them are in the review period. Together with consular staff at the mission, the labour attachés provide consular, welfare and return/repatriation services. For many years, CSOs, international organizations have recommended that the existing missions particularly in KSA, UAE, Qatar, Jordan and Malaysia – expand the staff to provide the range of services required. These countries are where most of the Bangladeshi workers are on temporary contracts with a significant number being undocumented for various reasons. There is no dedicated official to address the requirements for women workers, also for access to justice. Recommendations to form Migrant Service Centre with adequately trained officers has been the recommendation to the interim government during 2025 which different stakeholders will follow up with the newly elected government. UN agencies in the past has provided short trainings for newly appointed labour attachés which the officers found useful, but such training is yet to be institutionalized.

HUMAN SMUGGLING, TRAFFICKING

9. Strengthen the transnational response to smuggling of migrants

<u>Core indicators</u>

1. Whether or not the Government has formal strategies to address migrant smuggling [SDG 10.7.2]

There is no formal strategy, but a well-articulated action plan and referral mechanism on human trafficking and smuggling that are taken forward in coordination among the government and CSOs. In early 2026, government has approved an ordinance to include combatting human smuggling combined with combatting human trafficking. The new action plan (2026 – 2030) also has identified actions to prevent human smuggling, assist smuggling survivors and prosecute human smuggling offenders. UN agencies have supported the development of bench books for the courts and strengthening data

collection and data driven response. Human smuggling still remains a social and legal challenge as potential migrants are lured by attractive fake offers, more so through social media in recent years. There is no effective strategy and pool of evidence yet to combat human smuggling spread through social media.

2. Whether or not the country has formal cooperation agreements/arrangements with other countries to prevent and counter the smuggling of migrants [MGI]

At the moment, not any structured initiative but ad hoc measures as needed. The UN supported Glo.ACT project in Bangladesh ended its second phase in 2022[7], which did produce successful multi-border collaboration for addressing transnational crime of human trafficking and smuggling. The Bali Process and development partners also supported capacity building training for cross-border partners in strengthening cross-border investigation, during the last quarter of 2025.

Obj. 10. Prevent, combat and eradicate trafficking in persons in the context of international migration

Core indicators

1. Number of victims of human trafficking per 100,000 populations, by sex, age and form of exploitation [SDG 16.2.2]

First ever National Study on TIP came out in 2022, so there is no recent number during the review period. This report was supported by the UN and endorsement by the government. In the US TIP report of 2025, 1,462 victims (disaggregated by gender, commercial sex work and forced or not) in 2024 had been mentioned based on various sources. But no data system has the accurate data.

2. Whether or not the Government has formal strategies to address trafficking in persons [10.7.2]

[Response is similar to Objective 9, indicator 1]

SERVICES

Obj. 15. Provide access to basic services for migrants

Core indicators

1. Whether or not the Government provides equal access to essential and/or emergency health care regardless of immigration status or only for those with legal immigration status [SDG 10.7.2]

Provides immediate assistance to all as required, in collaboration with government health officials and NGO health services. Overall there is a gap in psychosocial and mental health services as well has long term rehabilitation service for women migrant returnees who have faced traumatic incidents and severe abuse.

2. Whether or not the Government provides equal access to public education regardless of immigration status or only for those with legal immigration status [SDG 10.7.2]

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[7] https://www.unodc.org/unodc/en/human-trafficking/glo-act3/index.html

Training facilities for potential migrants are for all categories, but are not up to date. These government training centers are not in all grassroots areas and not catering to emerging trade and skill requirements abroad.

INCLUSION, NON-DISCRIMINATION

Obj. 16. Empower migrants and societies to realize full inclusion and social cohesion

Core indicators

1. Whether or not the Government has a national policy or strategy to promote the inclusion or integration of immigrants [SDG 10.7.2]

Yes, National Reintegration Policy was developed in 2023 and adopted in 2025. Development partners, U agencies, NGOs and CSOs have begun to coordinate and collaborate in implementing the policy, including developing action plans and different instruments. Inter-agency and ministerial coordination is at an early stage within the government.

2. Whether or not the Government has formal mechanisms to engage civil society and the private sector in the formulation and implementation of migration policy [SDG 10.7.2]

Yes, NGOs-CSOs are very vibrant and active in this regard, including advocacy, migrant training-awareness raising, policy review and monitoring. Involvement of CBOs ad migrant representatives is still limited.

Obj. 17. Eliminate all forms of discrimination and promote evidence-based public discourse to shape perceptions of migration

Core indicator

1. Proportion of population reporting having personally felt discriminated against or harassed in the previous 12 months on the basis of a ground of discrimination prohibited under international human rights law [SDG 10.3.1 and 16.b.1]

The World Bank supported RAISE project has created a mechanism to capture returnee migrant data and migrant profile, with technical support from UN agencies. But it is still too early to identify the proportion of population who report on discrimination.

SKILLS

Obj. 18. Invest in skills development and facilitate mutual recognition of skills, qualifications and competences

Core indicators

1. Whether or not the Government facilitates the recognition of skills and qualifications acquired abroad [SDG 10.7.2]

RPL is made available through both government and non-government service providers. This follows the standards set by the National Skills Development Authority in line with national and international standards. But very few returnee migrants attend these courses, as they do not find them relevant.

2. Whether or not the country participates in international schemes with common qualification frameworks (e.g. the European Qualifications Framework) [MGI]

Bangladesh National Qualification Framework follows international framework for qualification. Only in

selected trades and training in the Sylhet district, common qualification is operationalized for migrant workers with City and Guilds.

REMITTANCE

Obj. 20. Promote faster, safer and cheaper transfer of remittances and foster financial inclusion of migrants

<u>Core indicators</u>

1. Remittance costs as a proportion of the amount remitted [SDG 10.c.1]

Government provides a 2.5% incentive to remittance through official financial services. Digital financial services are getting popular gradually as these are cheaper and quick. But spread of these services are not yet extensive in migrant-intensive destination countries. Significant number of migrants still find it cheaper and easier to send remittance through informal channels.

2. Whether or not the country has programmes to promote financial inclusion of migrants and their families, particularly when they are remittance senders and/or receivers [MGI]

Government continues to promote financial inclusion through a migrant welfare bank with a range of financial products. It is yet to be popular with migrants, either because they don't know about the services/products or they do not find them convincing. Many migrant workers feel the rules are too complicated and stringent to attract them.

REINTEGRATION

Obj. 12. Strengthen certainty and predictability in migration procedures for appropriate screening, assessment and referral

<u>Core indicators</u>

3. Whether or not the Government has migration information and awareness-raising campaigns [SDG 10.7.2]

[Response same as Objective 3, indicator # 1]

4. Whether or not the country has a clear and transparent set of rules and regulations pertaining to migration (e.g. available to the public, easy to consult, easy to understand) [MGI]

[Response same as Objective 3, indicator # 2]

Obj. 21. Cooperate in facilitating safe and dignified return and readmission, as well as sustainable reintegration

1. Whether or not the Government has an agreement for cooperation with other countries on return and readmission [SDG 10.7.2]

No exclusive agreement as such. The Crisis Framework provides the basis for a process of collaboration which has been practiced and has worked [More on this under objective 14, indicator #1]. Government is in the process of developing action plan, referral network and SOP for return and reintegration in line with its Reintegration Policy. These are being developed with active involvement of migration related stakeholders.

2. Existence of a formal government programme or dedicated policy that focuses on facilitating the reintegration of returning nationals [MGI]

Yes, government has a Reintegration Policy, adopted in 2025. This was developed with active inputs from migrant networks, NGOs, CSOs, think tanks, recruiting agencies and experts – during the past few years.

Obj. 22. Establish mechanisms for the portability of social security entitlements and earned benefits

1. Whether or not the Government facilitates the portability of social security benefits [SDG 10.7.2]

This is under consideration, not yet detailed out or operationalized.

2. Proportion of population covered by social protection floors/systems, by sex, distinguishing children, unemployed persons, older persons, persons with disabilities, pregnant women, newborns, work-injury victims and the poor and the vulnerable [SDG 1.3.1]

National Social Security Strategy and Wage Earner Welfare Board has several provisions for migrant friendly social services. UN agencies supported review of existing services and recommendations for further improvement in 2025, which the government is considering.