

**UNESCO UNEVOC Case Studies on Technical
and Vocational Education Project**

**A Case Study on Innovate Strategies
of the Bangladesh TVET System to
Cope with the Changing National
Labour Market Demand**

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Three Studies in the Interlinked Areas:

1. Exportability of Skilled Manpower from Bangladesh - 1
2. Existing Facilities for the Training of Skilled Manpower - 2
(Formal, Non-formal : VTI, TTC, NGO, Private and Enterprise Based)
3. Employability and Employed Skilled Manpower in Selected Occupational Areas in Bangladesh - 3

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Acronyms:

- BAIRA-Bangladesh Association of International Recruiting Agencies
BNET-Bureau of Manpower Employment and Training
BOESL-Bangladesh Overseas Employment Services Ltd
BTEB- Bangladesh Technical Education Board

DTE - Directorate of Technical Education

F₁ - Format for Skilled Manpower Exported
F₂ - Format for Newspaper Advertisement
Fig- Figure

LDA-Lower Division Assistant

MOF - Ministry of Finance
MOE - Ministry of Education
MOLM- Ministry of Labour and Manpower

NCSDT-National Council for Skill Development and Training
NGO - Non Government Organisation
NSS - National Skill Standard

ODA - Official Development Assistance

Poly - Polytechnic Institute

Q₁ - Questionnaire for Recruiting Agencies
Q₂ -Questionnaire for Embassies

Retd.- Retired

Tk. - Taka
TTC - Technical Training centre

UAE - United Arab Emirate
UNDP- United Nations Development Programme

VTI - Vocational Training Institute
VTII- Vocational Teachers Training Institute

Synoptic Findings and Recommendations

Synoptic Findings

a) Skilled Manpower Exported

The manpower export from Bangladesh increased 31 times in just 17 years during the period from 1976 to 1992. The pattern of the average percentage of distribution of skilled manpower exported during this period are unskilled-46.6, Semi-skilled-14, skilled-34 and professional-5.6. The UNDP Human Development Report 1992 shows that Bangladesh received official remittances from the export of manpower in 1989 US \$ 0.8 billion which was 4 percent of GNP, 59 percent of exports, 22 percent of imports and 43 percent of ODA.

The rise of manpower export from 1989 to 1992 during the 5 years was 376 percent whereas the increase in official remittances was 141 percent. The reasons for not increasing the remittances proportionate to the rise in export of manpower may be attributed to :

- export of large proportion of unskilled in place of skilled manpower;
- export of unclassified manpower;
- remigration of skilled manpower at higher rate;
- unofficial remittances due to higher black market exchange rate;
- abolition of wage earner scheme;

- unscrupulous practices of certain recruiting agencies;
- cumbersome official procedures; and
- deposit to foreign account.

8 The export of unskilled manpower increased 3 folds whereas skilled manpower export just doubled during the period from 1988 to 1992. The export of skilled manpower felt by 10 percent that is from 37 to 27 percent and export of unskilled manpower rose by 8 percent from 43 to 51 percent during the same period of 1988 to 1992. In order to arrest this situation of large scale unskilled manpower export it is essential to put into operation the NCSDT National Skill Standard classifications in the training of skilled manpower.

(b) Advertisement in the Newspaper for Skilled Manpower

✓ Data collected scanning through the two daily newspapers advertisements during the year 1992 involved 51 trade areas for skilled manpower export. There were a total of 111 advertisements in these two newspapers of which 29 advertisements did not mention the number of skilled manpower. The ten countries for which these advertisements were made are : Saudi Arabia, Kuwait, UAE, Qatar, Malaysia, Libya, Bahrain, Oman, Maldives, and Singapore. The highest number of advertisements in these two newspapers were made for the UAE that is 56 percent

followed by Malaysia 21 percent, Kuwait 18 and rest for Saudi Arabia, Bahrain, Libya, Oman, Maldives and Singapore.

(c) **Recruiting Agencies**

There were 393 BMET registered recruiting agencies for the export of manpower from Bangladesh in the year 1992. The response rate of 28 percent were achieved from the 40 sampled recruiting agency respondents. Most of the respondents expressed their views to the investigators that they did not maintain the records of their business. The investigators through their personal interview with the respondents and through observation came to decision that recruiting agencies while collecting job requirement from overseas market have to face undesirable odds and obtaining clearance from Government office in Bangladesh in certain stages involve corrupt practices. As a result the recruiting agencies in certain way are forced or evolve their own way to enter into unscrupulous, corrupt and in some cases immoral activities in running their business.

It is in the greater interest of the country a definite action should be taken to install minimum transparency in this vital sector of economy. The portion of the corrupt practices that originate from getting clearance from Government office should be eliminated. A clear code of conduct should be framed and enforced for saving the recruiting agencies from unscrupulous and corrupt practices in running their business.

Recommendations:**Recommendations with indication of responsibility for implementation:**

- (1) All out effort should be made to frame a clear policy for exporting skilled manpower certified with higher level of national skill standards.

 ACTION : MOLM, MOE, BTEB, BMET

-  (2) The existing training institutions e.g. VTI, TTC, NGO private and enterprise based training centres should conduct training for the identified export priority skilled manpower.

 ACTION : BTEB, DTE, BMET, NGO, ENTERPRISE

- (3) The BTEB should establish fax facilities with international dialing telephone system to obtain labour market information through Bangladesh embassies in the identified skilled manpower importing countries. In addition, as and when possible arrangement should be made for expert team to visit those countries for studying labour market indicators and to collect labour market information.

 ACTION : BTEB, MOE, MOLM

- (4) Arrangement should be made for providing credit facilities from the bank to the skilled manpower selected for overseas employment to meet their travel and other related expenses.

 ACTION : MOE, MOLM, DTE, BMET, BANK

-  (5) Facilities and resources for an initial adjustment training and retraining of skilled manpower employed in the overseas job market should be provided with either from the Government development budget or as a fraction of remittances received from the employed skilled manpower in the overseas job market.

 ACTION : MOF, MOE, MOLM, BMET, BTEB

- (6) A very well-defined code and a clear policy guideline should be drawn up and enforced for the manpower recruiting agencies and the hidden difficulties in obtaining the clearance for manpower export must be eliminated so that they do not and are not required to follow unscrupulous and corrupt practices.

ACTION : MOLM, BMET, BIARA

- (7) The 5-tire national skill standard classification system approved by the NCSDT should be developed in all occupational areas involving skill standards and skill standard tests and put into operation with immediate effect. Pending the full implementation of 5-tire national skill standard testing BTEB should extend further its national testing facilities to the recruiting agencies and other requiring bodies.

ACTION : BTEB, NCSDT

- (8) With the completion of the two other studies on labour market information within the country and on available training facilities attempt must be made to frame policy guidelines, planning and implementation strategies for the training of skilled manpower both for employment market within the country and for overseas market.

ACTION : MOE, MOLM, BTEB, BMET

- (9) A regular functional institutional relationship should be established between the BTEB and the NCSDT as per the Steering Committee recommendation of November 1992 for the time being to create grounds as to whether a regular statutory body is to be set up for collection of information on labour market and available training facilities for drawing up sound policy, planning and implementation strategies for the training of the skilled manpower.

ACTION : MOE, MOLM, NCSDT, BTEB, BMET

- (10) The available training facilities e.g. VTI, TTC, NGO, private and enterprise based should be reorganised as per the skilled manpower training policy, planning and implementation strategies and if required new training institutions should be established.

 ACTION : BTEB, BMET, DTE, NGO, PRIVATE AND ENTERPRISE

- (11) Arrangement should be made to initiate and conduct regular research studies on labour market information both for the internal job market and for overseas labour market and on training policy, planning and implementation strategies for the training of skilled manpower.

 ACTION : BTEB, NCSDT, BMET, DTE, VTTI

- (12) A national data base should be created and updated continuously with the national skill standard classification of the available and employed skilled manpower including their export and remigration to Bangladesh.

 ACTION : BTEB, NCSDT

- (13) For the skilled manpower working in the overseas labour market and also for their families a contributory social security scheme should be created to cover accident and disturbed conditions.

 ACTION : MOF, MOLM, NCSDT

1. Introduction:

The study on exportability of skilled manpower from Bangladesh is one of the three studies. The two other studies are: existing facilities for the training of skilled manpower and employability and employed skilled manpower. The findings of these three studies will create information base necessary for evolving sound policy, planning and implementation strategies for the training, employment within the country and export of skilled manpower from Bangladesh to the overseas job market. This study on exportability of skilled manpower has been designed and conducted to formulate policy and planning strategies to overcome the issues and problems confronting the skilled manpower export from Bangladesh.

The boundary of the study is set with four sets of population: skilled manpower exported, advertisement in the newspaper, recruiting agencies and embassies. It contains five objectives and a number of strategies to achieve those objectives. The data collection instruments have been designed and developed centring two variables: employability and employment market for skilled manpower. The data collection activities include training of investigators and tabulators and actual data collection from four groups of population involving both secondary and primary sources.

Analyses of the data show that though the manpower export increased during the period from 1988 to 1992 by 376 percent but the remittances increased by only 141 percent.

Synthesization of analysed data reveal that among others, the main reason for not proportionately increasing the remittances is the large scale export of unskilled manpower in place of skilled manpower.

Findings of the study also contribute to the construction of a list of prioritized occupational areas for the training of skilled manpower for exporting to the overseas job market. The conclusion of the study report ends up with a number of recommendations to overcome the issues and problems confronting the skilled manpower export to the overseas job market and it also contains a list of limitations with which the study has been designed and conducted. It is expected that the study will be of interest, among others to those responsible for formulating policy, planning and implementation strategies for the training and export of skilled manpower.

2. Design and Development of the Study

As per the normal practice of carrying studies the researcher has followed the concept of presenting the study on exportability of skilled manpower in the overseas job market in organised written form at two stages:

- the initial stage involving the preparation that is the design and development ; and
- the final stage, a complete report of the results of the study.

This study proposal is a step-by-step plan for examining the exportability of skilled manpower in the overseas job market and creating a ground to revise and update the policy, planning and implementation strategies for exporting skilled manpower.

The design and development of the study proposal contains:

- . rationale ;
- . boundary ;
- . objectives ; and
- . strategies ;
- sampling data base;
- development of data collection instruments;
- training procedures for investigators and tabulators;
- data collection procedures; and
- data analysis procedures.

2.1 Rationale:

Bangladesh exported 1,88,124 manpower of professional, skilled, semi-skilled and unskilled types to overseas countries and earned Tk 3,423 crores as remittances in the year 1992. The number of manpower exported was 6087 in 1976 with foreign exchange earning of Tk 35.85 crores. The UNDP Human Development Report 1992 on the basis of workers official remittances of 1989 placed Bangladesh in 8th position among the manpower exporting countries. The total remittance to Bangladesh in 1989 was US\$ 0.8 billion. This amount of official remittances amounted to 4 percent of GNP, 59 percent of exports, 22 percent of imports and 43 percent of official development assistance.

In the last 17 years ending 1992 the manpower export has increased at an accelerated rate to 310 times whereas the remittances have increased 95 times during the same period. The annual official apparent remittances per skilled manpower per year stood at Tk 3.56 lakh in 1988 and then declined to Tk 1.82 lakh in 1992. The available records of Bureau of Manpower Employment and Training (BMET), the Government agency responsible to regulate the export of manpower do not have any indicators to explain the reasons for the fall of remittances. The other complex areas of manpower export such as labour market information both from within Bangladesh and overseas labour market, policy for training of skilled manpower both for job market requirement within Bangladesh and overseas more competitive labour market, national skill standard classification and testing, remigration of skilled manpower back to Bangladesh, development of a clear policy

for the export of skilled manpower and socio-economic impact of manpower export and their remittances hitherto have been left attended.

In order to address some of the issues relating to the training and export of skilled manpower a permanent committee consisting of 10 members has been set up in the Ministry of Education (MOE) as per notification number Edn/S-5/Misc-4/92 dated 12-5-93 with Secretary MOE as the Convenor involving Secretaries of Ministry of Labour and Manpower, Textile, Health and members from other relevant areas.

One of the objectives of this permanent committee envisages to collect information about the employability within Bangladesh and exportability of skilled manpower to the overseas labour market in order to create grounds for modernising and updating existing available facilities for the training of skilled manpower.

With due consideration to the magnitude of the task and its involvement in achieving this objective attempt is being made to amount studies in three interlinked areas in three stages and the areas are:

- exportability of skilled manpower from Bangladesh.
- existing facilities for the training of skilled manpower (formal, non-formal: VTI, TTC, NGO, private enterprise based).
- employability and employed skilled manpower in selected occupational areas in Bangladesh.

2.2 Boundary:

The main purpose of this study is to assess the exportability of skilled manpower from Bangladesh to overseas job market.

The exportability of skilled manpower to overseas job market depends upon the quality of training and level of experience and the prevailing condition of job market in those countries importing skilled manpower from Bangladesh. Since the quality existing facilities for training of skilled manpower and employability and employed skilled manpower are being the areas of separate studies, this study aims to examine the demand of and the practices followed in exporting skilled manpower to overseas countries. This study concentrates to identify the occupational pattern of skilled manpower exported mainly during the last 5(five) years from 1988 to 1992, level of performance of recruiting agencies in exporting skilled manpower and to assess the need of the countries importing skilled manpower from Bangladesh. The boundary of the study has been fixed around the 4(four) main areas of skilled manpower exportability and they are:

- skilled manpower exported during the last 5(five) years 1988-1992
- performance of recruiting agencies
- advertisement in the newspaper for skilled manpower export
- demand of the importing countries

2.2.1 Skilled Manpower Exported

The occupational pattern of the skilled manpower takes care of the different types of jobs of the skilled manpower exported. Due to the limitation that Bangladesh does not have standard classification of jobs occupationwise it will not be possible to trace the hierarchy of skill in particular occupation. Occupational pattern of skilled manpower exported does not provide any indication of hierarchical classification of jobs. Furthermore, in the absence of job description, job specification and personnel specification it is not possible to classify the jobs available with only title. The main aspect in this area of occupational pattern of skilled manpower exported will centre around:

title of job, number of job, annual export of skilled manpower, earning per capita, rise or fall of per capita earning and reason thereof, remigration of skilled manpower, earning and loss due to unskilled manpower export.

2.2.2 Performance of Recruiting Agencies:

The performance of recruiting agencies deals with the demand of skilled manpower received by the agencies and actual export made by them in the different occupational pattern. A large proportion of skilled manpower exported, about 68 percent through individual's arrangement for which no basic information is available with the BMET. BOESL as Government agency for manpower export has failed to enter into the market due to the underhand market behaviour.

Centring the performance of recruiting agencies the main aspects selected for consideration for the export of skilled manpower are:

demand received from overseas countries, actual number exported and future projection for export during next 5 to 10 years.

2.2.3 Advertisement in the Newspaper

As a concept of generating data from the media an attempt will be made to assess the number of advertisements made for exporting skilled manpower. This will facilitate to understand the quantum of advertisements publicly made for exporting skilled manpower. It is also true that export made through the individual's arrangement will not appear in the media. The main aspects under this section through the survey of two daily newspapers will be:

number of advertisement made, occupational pattern, number of skilled manpower advertised for and comparing the occupational pattern with the export.

2.2.4 Demand of the Importing Countries:

As per countrywise export statistics of skilled manpower in 23 trade areas to 8 different countries during the year 1991 and 1992 stood at 1,05,998. The countries are Saudi Arabia, Kuwait, UAE, Qatar, Malaysia, Libya, Bahrain and Oman. The main aspects intended to cover under this section include:

skilled manpower imported in the past, actual demand for import from Bangladesh, future projection of import during next 5 to 10 years.

2.3 Objective:

Official remittances from the skilled manpower export amounted to 43 percent of the official development assistance received in Bangladesh in 1989, is a significant contribution from this sector. In the year 1992 less than 0.3 percent of the skilled manpower got overseas employment through Bangladesh Overseas Employment Services Ltd (BOESL), 32 percent through 393 the registered recruiting agencies and remaining 68 percent through individual's arrangement. BOESL's contribution is negligible compared to total quantum of manpower export.

At the same time there is no clear national policy identifying the details for the training of skilled manpower. Attempt to update job content of skilled manpower with the constant change of technology in the employment market is absent. Effort for the development of National Skill Standard Testing by National Council for Skill Development and Training (NCSDT) and Bangladesh Technical Education Board (BTEB) has not achieved a recognisable status. The NCSDT in its 8th meeting held on June 23, 1993 has approved a theoretical frame of National Skill Standards. As a national urgency a number of steps are required to be taken and important among them are:

- . collection of labour market information from both within the country and overseas labour market.
- . survey of existing training facilities, both formal and non-formal e.g TTC, VTI, NGO, private and enterprise based.

- . formulation of training policy for the training of skilled manpower.

The purpose of this particular study is to collect information about the exportability of skilled manpower from Bangladesh in the overseas labour market. More specifically the objectives of this study are:

- 2.3.1 To study occupational pattern of the skilled manpower so far exported.
- 2.3.2 To assess the demand obtained and skilled manpower exported by the recruiting agencies.
- 2.3.3 To examine the occupational pattern of the skilled manpower advertised through the media for overseas job market.
- 2.3.4 To find out the need of the skilled manpower importing countries.
- 2.3.5 To identify the future skilled manpower exportability to overseas job market.

2.4 Strategies

Strategies for the purpose of this study will be understood as the methods, procedures, manoeuvres and techniques that will be followed for achieving the objectives. A number of strategies will be used and important among them are:

- . sampling data base;
- . development of data collection instruments;
- . training procedures for investigators and tabulators;
- . data collection procedures ; and
- . data analysis procedures.

2.4.1 Sampling Data Base

It is difficult, uneconomic and unwise to think of conducting a study with complete coverage of a large population. While conducting a study an important decision is required to be taken on the size of the sample. How well a sample represents a population depends upon sample frame, sample size and specific design of selection procedures.

In practice sample size depends upon:

- availability of time ;
- cost involved;
- degree of accuracy desired; and
- size of population.

The boundary of the study identifies its limits with the four areas of

- skilled manpower exported ;
- performance of recruiting agencies
- demand of the importing countries; and
- advertisement in the newspaper.

that constitute the population base. The occupational pattern of the skilled manpower is the main thrust of the study that will emerge from all the four population bases relating to overseas market.

The first step in sampling a population is to draw up a sampleframe. The design of sampleframe for this study with different sets of population fall under the following categories as:

<u>Sampleframe</u>	<u>Population</u>
1. List of population available	- skilled manpower exported
2. List created and sampling done simultaneously	- advertisement in the newspaper for skilled manpower
3. Multistage	- recruiting agencies and their export - embassies and their import of skilled manpower

Because of the fact that the ability to generalise from a sample is limited by sampleframe, it is necessary that the designer ensures to make adequate representation of the population in the sample. There are three characteristics of a sampleframe that the designer should consider and these are: comprehensiveness, giving each person in the sampleframe a known probability of selection and efficiency of sampling scheme.

With due considerations to the characteristics the sampling of different units of population described in the sampleframe have been drawn up as one-stage and multi-stage samplings.

One-stage Sampling:

<u>Population</u>	<u>Probability of Selection</u>	<u>Overall Probability of Selection in percentage</u>
(a) Skilled manpower exported 1991 and 1992	1/1	100
(b) Advertisement in newspaper for skilled manpower 2(two) newspaper of 1992	1/1	100

Multi-stage Sampling:

<u>Population</u>	<u>Probability of selection at stage-1</u>	<u>Probability of Selection at stage-2</u>	<u>Overall probability of selection in percentage</u>
(a) Recruiting agencies	1/10 recruiting agencies	1/10 X 1/1	10
(b) Import of skilled manpower	all listed embassies, all skilled workers	1/1 X 1/1	100

2.4.2 Development of Data Collection Instruments

This study is based upon both secondary and primary data. The secondary data source is the BMET and the primary data is generated through the study. The skilled manpower exported is secondary data. The data obtained through the study of newspaper advertisement will contribute to generation of primary data. This study includes the two main variables: employability of skilled manpower and the employment market. The third variable very much closely connected with these two variables is the quality of training is not included in this study. The third variable with its size will be treated in a separate study. The employability is a dependent variable upon employment.

market. As a prerequisite to preparing a good set of questionnaires the objectives of the study and the variables involved have been clearly identified. As a matter of policy two sets of questionnaires and two sets of formats have been designed and developed for the four sets of population under two groups made according to the variables. The alphabet F stands for format and Q for questionnaires as codes.

<u>Format/ Questionnaire (Code)</u>	<u>Population</u>	<u>Variables</u>
F ₁	Skilled manpower exported in 1991 and 1992	Employability
F ₂	Newspaper advertisement for skilled manpower 2 (two) newspaper in 1992	Employability
Q ₁	Recruiting agencies	Employment market
Q ₂	Embassies	Employment Market

Formal pretesting of questionnaire is invaluable part of questionnaire design and development processes. The questionnaires Q₁ and Q₂ are based on more or less similar content except certain basic issue relating to the countries for Q₂. The pretesting was carried out along with the process of data collection in the starting with about 5 percent of the respondents. This did not bring any significant change in the questionnaires already designed and developed.

2.4.3 Training Procedures for Investigators and Tabulators

The data collection procedures decide the responsibility of the investigators. Variables that are required to be measured decide the type of data collection instruments. The investigators effect the data collection as such the outcome of study in three ways: they play a major role in the response rate that is achieved, they are responsible for training and motivating respondents and they can ensure collection of data in a nonbiasing way. The data from the records of the BMET about the skilled manpower exported and from the newspaper advertisement will be collected by using the formats F_1 and F_2 . Face-to-face contact with the respondents will be necessary for collection of data from the two other sets of population recruiting agencies and embassies. To collect the data in efficient and nonbiasing way arrangement will be made to train the investigators. The content of training will include the objectives of the study, details of the format and the questionnaires, procedure for contacting the respondents and introducing the study. The training content for the tabulators will include objective of the study, preparation of tabulation sheet, details of the questionnaires, tabulation procedures and reporting of the tabulated data. The number of investigators and tabulators necessary to undergo training for different groups of responses are:

<u>Responses from</u>	<u>Number of Investigator</u>	<u>Number of Tabulator</u>
Skilled manpower exported	1	1
Advertisement in newspaper for skilled manpower	1	1
Recruiting agencies	1	1
Embassies	1	

2.4.4 Data Collection Procedures

The decision for data collection procedures depends upon a number of criteria and important among them are: availability of time, cost involvement, degree of accuracy desired, size of sample and spread of the sample. The sampleframe describes the sampling procedures indicating the size of population. The population skilled manpower exported takes care of only the number of skilled manpower exported during the year 1981 and 1992. From the total of 393 recruiting agencies 10 percent sample size reduces the respondent numbers to 40 only. The number of countries categorised as the main importers of skilled manpower are 8. The study Director in consultation with the investigators decided to scan two Bangla daily newspapers for the year 1992 for the advertisement for export of skilled manpower. The data collection from the export of skilled manpower in 1991 and 1992 and from newspaper advertisements of 1992 are simply compilation from records but data collection from recruiting agencies and embassies will require face-to-face contact with respondents.

2.4.5 Data Analysis Procedures:

The data analysis procedure is best decided at time of designing the questionnaire. The identification of analysis procedures and statistical technique at the time of design is extremely important. Once the data have been collected the next step will be to make them ready for processing. The filled in formats and questionnaires from the four groups of population will be tabulated by three tabulators. At the time of design the questionnaires are restricted to contain only closed answer questions. The statistical procedures at the time of detail analysis depending on the type of responses, response rate, will be calculation of comparison with two sets, percentage of data will be used for arriving at inferences.

3.2 Data Collection:

The study has been designed to achieve the objectives through the collection of data both from primary and secondary sources covering mainly four sets of population. The secondary sources are the population skilled manpower exported and the advertisement in the newspaper for skilled manpower plus the relevant data collected from other sources.

For data collection from the population skilled manpower exported format F_1 has been used that for the newspaper advertisement format F_2 . Data collection from the primary sources involves a combination of methods. The methods are the use of self-administered questionnaires and personal interview by the investigators.

The questionnaires Q₁ and Q₂ were presented to the respondents by the investigators and then followed by personal interview by the same investigators on agreed time and dates. The sampling procedure decided the sample size and the questionnaires were presented to the respondents accordingly. The questionnaire Q₁ was presented to the respondent recruiting agencies enclosed with a covering letter alongwith a very good introductory letter from the Secretary General, Bangladesh Association of International Recruiting Agencies (BAIRA), given as Annexure 1. The questionnaire Q₂ was presented to the embassies in the same manner with a very good introductory letter from the Director, Rabita Al-Alam Al-Islami (Muslim World League), given as Annexure 2. The data collected from the population skilled manpower exported represent a total of 1,13,470 skilled manpower in 23 different trade areas. In these 23 trade areas only eight countries : Saudi Arabia, Kuwait, UAE, Qatar, Malaysia, Libya, Bahrain, and Oman imported 1,05,998 skilled manpower during the year 1991 and 1992.

The population advertisement in the newspaper for skilled manpower provides data involving a total of 111 advertisements in two newspapers during the year 1992. The investigator could find out a total of 352 Ittefaq and 126 Inquilab newspapers of the year 1992 after searching five relevant organisations; Bangladesh National Library, Public Library, World Literature Centre, Mohanagar Pattagar, Gana Unnayan Library. As significant number of advertisements, 29 out of 111 indicated only the type of skilled manpower needed without mentioning the actual number of such skilled manpower. The advertisements those indicated numbers of skilled manpower needed total to 28,969 in 51 trade areas for 10 countries : Saudi Arabia, Kuwait, UAE, Qatar, Malaysia, Libya, Bahrain, Oman, Maldives and Singapore.

3.2 Data Collection:

The study has been designed to achieve the objectives through the collection of data both from primary and secondary sources covering mainly four sets of population. The secondary sources are the population skilled manpower exported and the advertisement in the newspaper for skilled manpower plus the relevant data collected from other sources.

For data collection from the population skilled manpower exported format F_1 has been used that for the newspaper advertisement format F_2 . Data collection from the primary sources involves a combination of methods. The methods are the use of self-administered questionnaires and personal interview by the investigators.

As per the agreed sample size 40 that is 10 percent of the 393 BMET registered recruiting agencies selected on interval scale were requested for giving the responses. The questionnaires were presented by the investigators personally and after repeated request, in some cases 4 to 5 times through personal presence only 11 out 40 organisations responded. The responses rate is only 28 percent and in most of the cases the responses were almost incomplete in the context of skilled manpower exported and projection for future export. Whatever responses were given that amount to categorization of the exported manpower into the pattern of classification : professional, supervisor, skilled, semi-skilled and unskilled. The most of the sampled organizations expressed their views that they do not maintain detail records of exported manpower.

Embassies of the eight countries that imported a total of 1,05,998 skilled manpower from Bangladesh during the year 1991 and 1992 were requested to provide responses about their countries' need for the next 5-10 years. The investigators presented the questionnaires to the contact persons of the embassies obtained through the Rabita Al-Alam Al-Islami, Dhaka and explained the purpose and importance of the data collection. All the contact persons in these embassies felt convinced about the importance of the responses they would provide but due to non-availability of such data with them they could not give the questionnaires duly filled in at this state. May be in future studies of this nature will benefit if such responses are received. In this case the response rate is zero.

4. Data Analysis

Analysis of data consists of reduction and presentation of responses in a manner synthesis of which will create adequate grounds for achieving the stated objectives. The reduction has been done by computing the number of skilled manpower in the specific occupational areas. The data collected and responses received from the four groups of have been analyzed and presented separately.

4.1 Skilled Manpower Exported

The data collected from the population skilled manpower exported during the year 1991 and 1992 from the monthly records of BMET maintained in a very crude form. The available BMET records show the manpower export started from 1976. For the purpose of simplicity the analysis of this section is carried out in two stages as :

- export of manpower
- export of skilled manpower

4.1.1 Export of Manpower

The total export of manpower in the year 1976 was 6087 through BMET, recruiting agencies and individual effort. The total export of manpower was 1,88,124 in the year 1992, 31 times increase in 17 years. The overseas employment statistics of 17 years is given in Annexure 3. The classification of these manpower has been arranged in the pattern of un-skilled, semi-skilled, skilled and professional. The average percentage of these pattern of exported manpower for the 17 years starting from 1976 are : unskilled-46.4,

semi-skilled -14, skilled-34 and professional-5.6. The export of manpower during the period of 5 years from 1988 to 1992 show that the apparent remittances do not appear to be consistent with the number of manpower exported. The number of manpower exported and the apparent remittances are show in Fig 4(a). The comparative remittances show a considerable decline from the year 1988 to 1992 though the number of manpower exported show significant rise.

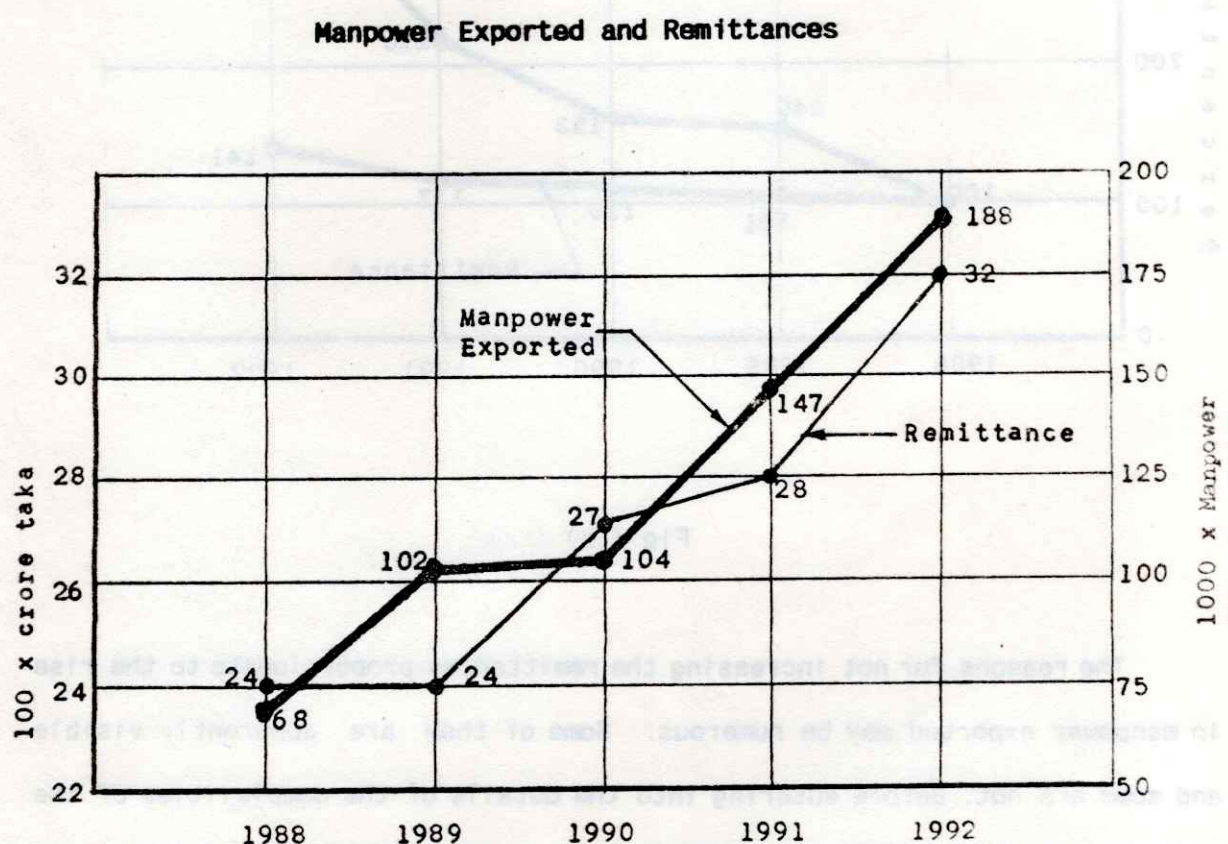


Fig 4(a) 4.1

The apparent rise of manpower exported with 1988 as base during the five years ending in 1992 is 376 percent whereas the apparent increase in remittances is only 141 percent during the same period. The gradual rise of

manpower exported and apparent increase in remittances is given in Fig 4(b)

Rise of Manpower Exported and Apparent Increase of Remittances

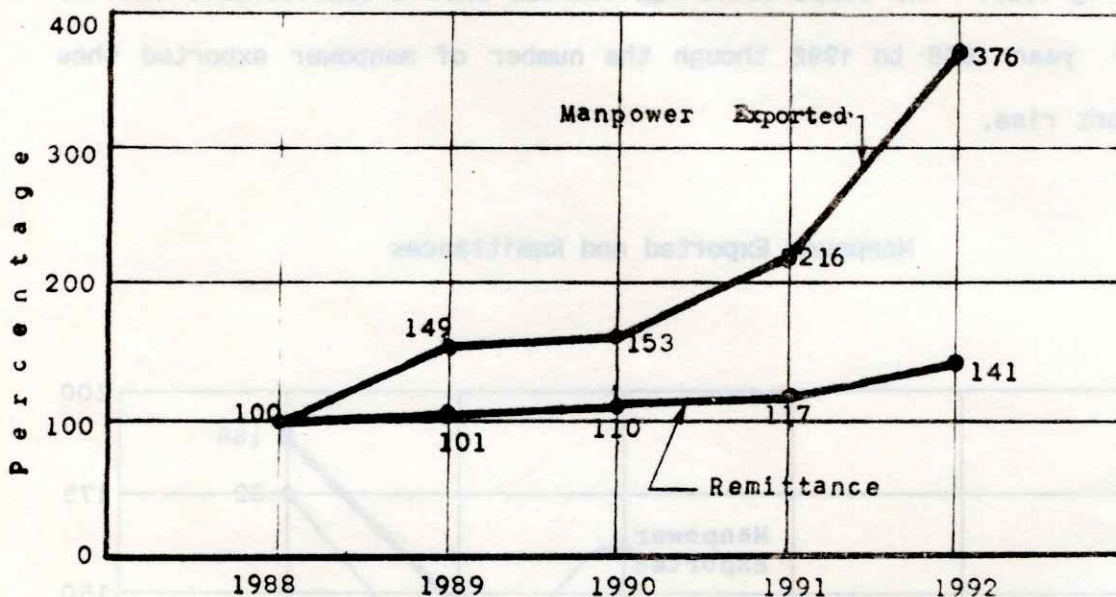


Fig 4(b) 42

The reasons for not increasing the remittances proportionate to the rise in manpower exported may be numerous. Some of them are apparently visible and some are not. Before entering into the details of the complexities of the manpower export business and remittances it is advisable to look further into the manpower export pattern. One of the reasons is that the different categories of manpower exported from Bangladesh are merely classified as professional, skilled, semi-skilled and unskilled, Annexure 3. Such classification of trained manpower is not acceptable by any standard. It does not say anything about the level of skill possessed by an individual. During the period of 5 years from 1988 to 1992 Bangladesh exported manpower of

different categories with highest number 1,88,124 in 1992. The rise in the actual number of manpower exported with the crude classification is given in Fig 4(c)

Different Level of Manpower Exported

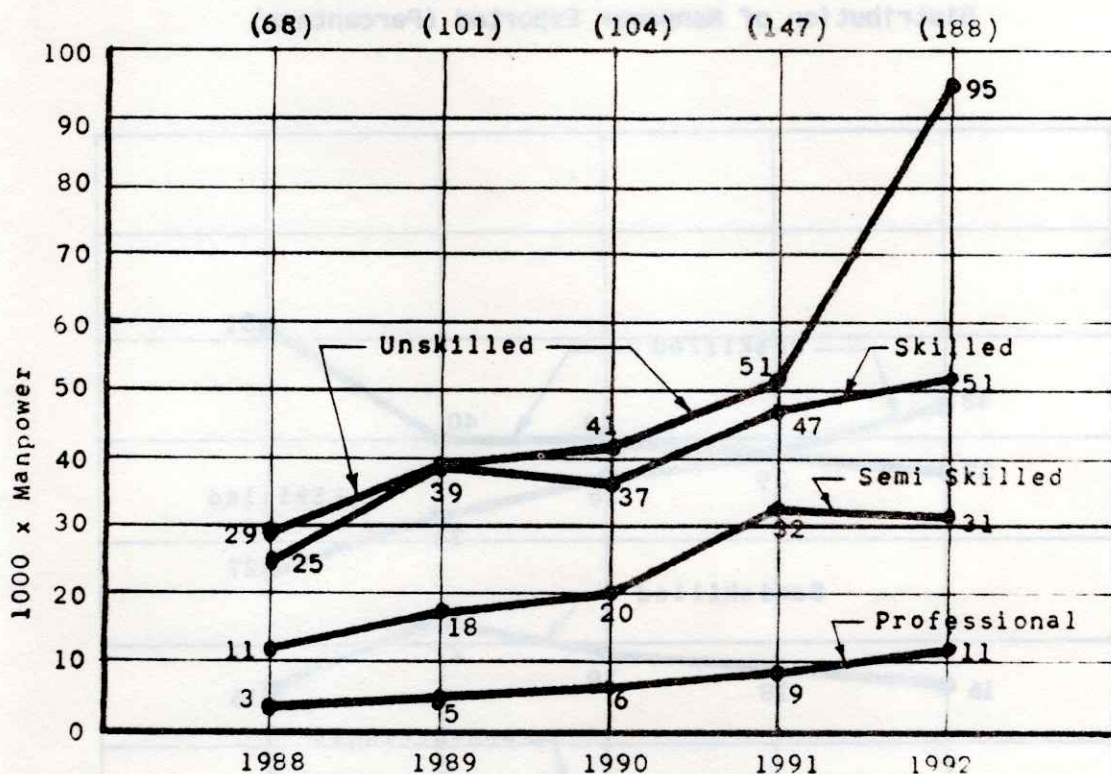


Fig 4 (c) 4.3

The curves drawn for four categories of manpower exported show the lowest number for professional and highest number for unskilled with second highest skilled and below that is the semi-skilled. In the year 1988 unskilled manpower export stood at 29,000 that rose to 95,000 in the year 1992, a threefold rise. This rise for the skilled manpower for the same period was only two times and that for the semi-skilled about three times and that

for professional about four times. The uneven rise of skilled manpower export has significant effect on the remittances. The percentage distribution of different levels of manpower exported is given in Fig 4(d)

Distribution of Manpower Exported (Percentage)

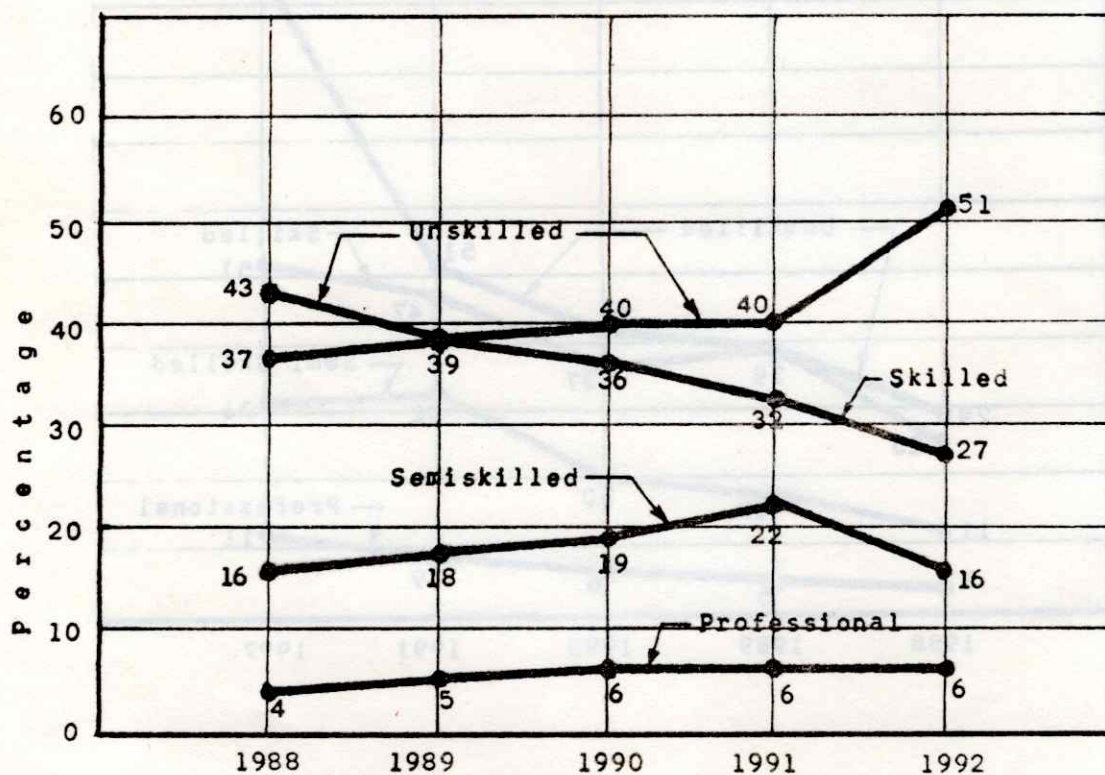


Fig 4(d)

The unskilled manpower exported in the year 1988 was 43 percent in 1989 39 percent and rose up in 1992 to 51 percent. The skilled manpower exported in year 1988 was 37 percent, 1989 39 percent and came down in 1992 to 27 percent. The difference in percentage between the unskilled and skilled manpower exported was 6 in 1988, 0 in 1989, 4 in 1990, 8 in 1991 and 24 in 1992 with a gradual declining of skilled manpower keeping the other variables unchanged. The year 1989 has highest percentage of skilled manpower exported with zero percentage difference between unskilled and skilled manpower exported should bring the highest per capita remittances.

4.1.2 Export of Skilled Manpower

✓ Export of manpower in the previous section concentrates mainly on treatments in more generalised aspects connected with manpower export. Whereas the export of skilled manpower deals with mainly the manpower possessing manual / psychomotor skills. Analysis of the available data show that 46,775 skilled manpower were exported during the twelve months of the year 1991 in 23 trade areas, Annexure 4. This figure of skilled manpower involves both skilled and semiskilled categories. The number of skilled manpower exported during the twelve months of 1992 stood at 66,695 in 23 trade areas. The highest number of skilled manpower exported during this period was 24,618 drivers followed by 19,464 tailors, 9,597 cook and 9,094 fisherman in succession. The skilled manpower exported during 1991 and 1992 are given

Fig 4(e)

Export of Skilled Manpower (1991 and 1992)

Skilled Workers	Total (1991)	Total (1992)	Total (1991 & 1992)
Mechanic	2209	1814	4023
Welder	721	943	1664
Electrician	2478	2959	5437
Pipe-fitter	428	287	715
Steel fixer	926	2063	2989
Carpenter	2677	2861	5538
Driver	10182	14436	24618
Painter	1547	2725	4272
Supervisor	272	592	864
Tailor	8596	10868	19464
Cook	4814	4783	9597
Blockmaker	2603	3497	6100
Shepherd	520	917	1437
Barbar	469	640	1109
Baker	71	69	140
Loundry man	963	861	1824
Dentar	481	261	742
Plumber	984	1215	2199
Mason	3021	4073	7094
Fisher man	863	8231	9094
Steward/Waiter	1540	1652	3192
Operator	196	667	863
Butcher	208	264	472
Others	6	17	23
Total	46775	66695	113470

Table 4.2
Fig 4(e)

Export of skilled manpower to eight countries : Saudi Arabia, Kuwait, UAE, Qatar, Malaysia, Libya, Bahrain and Oman during the year 1991 and 1992 stood at 1,05,998, Annexure 5. This figure stood at 93 percent of skilled manpower exported during the same period. In 1991 & 1992, 43,563 skilled manpower were exported Saudi Arabia alone which was 41 percent of the combined export to eight selected countries, with Kuwait 17 percent, UAE 11 percent, Bahrain 5 percent, Oman 22 percent and the rest in Malaysia, Qatar and Libya.

4.2 Advertisement in the Newspaper for Skilled Manpower

Data collected scanning through two daily newspaper advertisements during the year 1992 involved a total of 51 trade areas for skilled manpower Fig 4(f). A total of 111 advertisement for skilled manpower were published in the two newspapers of which 29 advertisements did not mention the number of skilled manpower.

The ten countries for which these advertisements were made are : Saudi Arabia, Kuwait, UAE, Qatar, Libya, Malaysia Bahrain, Oman, Maldives and Singapore. During the year 1992 in the two newspapers through 82 advertisements the highest number of skilled manpower requirements was advertised for UAE that is about 56 percent followed by Malaysia 21 percent, then Kuwait 18 percent and the rest in Saudi Arabia, Bahrain, Libya, Oman, Singapore and Maldives.

Sl. No.	Category	Saudi Arabia	Kuwait	U A E	Qatar	Malaysia	Libya	Bahrain	Oman	Maldives	Singapore	Total
1	Architectural Drafting		✓	4								4
2	Armature Winding		✓									
3	Auto Electrician		✓	5	700							705
4	Auto Mechanic		✓	704								704
5	Boiler Maker		✓									
6	Building Maintenance		✓	✓								
7	Butcher											
8	Carpentry (Cabinet & Furniture)		62	732	5	10		19				828
9	Carpentry (Door, Window & Shutters)				10			50				60
10	Carpentry (Form works)							10				10
11	Cleaner	140	2710	1000	380	16						4246
12	Coat	206	✓ 34	1700							2	1942
13	Construction Worker		77		50							127
14	Computer (Operator)		1									1
15	Computer (Servicing)			800								800
16	Denting & Painting	1	12	700								713
17	Driving (Heavy Vehicle)	✓ 15	747	700	6							1463
18	Driving (Light Vehicle)	28	386	1								415
19	Driving (Rollers, Cranes & Earth Cutting Equipment)		5	✓	✓ 10						2	17
20	Electric Helper			✓								
21	Foreman			700							2	702
22	Garment Worker (Skilled)			809	✓ 2120							2929
23	General Mechanics	✓ 28	32	714	24			50			4	852
24	General Worker/Labour			950	✓ 1223						62	2235
25	House Keeper	316		600						✓		916
26	House Wiring	10	38	786					3		4	761
27	Instrument Technician	✓ 7		✓								7
28	Laboratory Foreman		2									2
29	Laboratory Technician	4		✓ 50							✓	54
30	Lineman (Maintenance)	✓ 9	✓	4					3			16
31	Machinist		10	✓	8							18
32	Mason		68	✓ 750		40		50	39			947
33	Mechanical Drafting		✓ 2									2
34	Nurse	44										44
35	Packing Operator	6			25							31
36	Painter		✓ 2	700	5	30						737
37	Pipe Fitting			63	5			50				118
38	Plumbing		15	755				50	8			828
39	Production Operator				170							170
40	Radio & TV	28										28
41	Refrigeration & Air-conditioning (Domestic)	✓	✓ 3	760								763
42	Rod Bender		50	96					3			149
43	Skilled Worker (Electronics)		✓		250							250
44	Technician											
45	Tailor		16	150				50	5			221
46	Welder	60	✓	713								773
47	Welder	20	✓ 13	800	70	5	50					953
48	Weaver (Spinner)				70							70
49	Worker (Factory)				380							380
50	Worker for School & College		787									787
51	Worker (Plantation)				1181							1181
TOTAL		922	5077	16361	5992	101	350	90			76	28969

Note: Tick mark (✓) indicates skilled manpower without number.

Fig 4(f)

Table 4.3

4.3 Recruiting Agencies

The response rate of the recruiting agencies was 28 percent and in most cases the questionnaires were returned not duly filled in. Out of the 40 recruiting agencies selected for giving responses most of the respondents expressed that they do not maintain records of their business and some expressed their inability to give confidential data though it was specifically pointed out in writing that the confidentiality of data will be maintained. The investigators through their personal interview with the respondents and through observation came to decision that there is a hidden world of activities in the manpower export business. The recruiting agencies while collecting job requirement from overseas market have to face un-desirable odds. Obtaining clearance from Govt office in certain stages involves corrupt practices.

As a result the recruiting agencies in certain way are forced or evolve their own way to enter into unscrupulous, corrupt and in some cases immoral activities in running their business. The prevailing situation in manpower export business is very complicated but it is not insurmountable if intention is there to bring transparency in the field. It is apparent that such response rate and with the quality and coverage of responses can not be

accepted to create a valid data base. The staffing pattern of the recruiting agencies is given in Fig 4(g). Each agency has on the average more than 2 professional/managerial personnel, about 1/2 technical staff and 5 clerical and other staffs for running their manpower exporting business. Each agency has on the average total personnel strength of less than 8.

Staffing Pattern of the Recruiting Agency

Sl. No.	Recruiting Agencies	Professional/Managerial	Tech-nical	Clerical & Others	Number of Employees (Total)
1.	Ruma Overseas International 7, Fakirapool, Dhaka.	05		03	08
2.	Great Eastern 165 DIT Extension Road, Fakirapool, Dhaka.	02		06	08
3.	Al-Bakar International 55, Purana Paltan, Dhaka.		01	05	06
4.	Central Overseas 154, Motijheel C/A, Dhaka.	03		04	07
5.	Fuleshwary Trade International 165, DIT Exten. N. Paltan, Dhaka.	04	01	05	10
6.	Al-Fatira Overseas 28/A/2/1, Toyenbee circular Road.	02		03	05
7.	Spark Engg. & Construction Limited. 48/1, Motijheel, Dhaka.	02		03	05
8.	Supreme Recruiting Agent 145/35-37, Airport Road.	02	01	05	08
9.	Bobby Associates. 147, DIT Extension Road, Dhaka.	02	01	03	06
10.	F.M.Q. Establishment. 48/1, 4th Floor, Motijheel C/A, Dhaka.	01	01	05	07
11.	The Khaja Recruiting Int'l Agency 55, 4th Floor, Purana Paltan, Dhaka.	02	01	12	15
		25	06	54	85

Fig 4(g)

Out of the 11 respondent recruiting agencies 9 responded in their performance of manpower export in the classification of professional, supervisor, skilled, semiskilled and unskilled for a period starting from 1989 up to April 1993, Annexure 6. These responses are very much limited and do not provide adequate database for treatment. ✓ The responses of the recruiting agencies on their business of exporting skilled manpower in 1992 cover 34 trade areas Fig 4(h). Only a total 1100 skilled manpower export responses have been provided that relates mainly to Saudi Arabia and Kuwait. These responses indicate the different trade areas in which prospect of skilled manpower export exist, but these are not at all adequate base for any further treatment.

Countrywise Export of Manpower by Recruiting Agencies in 1992

Sl. No.	TRADE	Saudi Arabia	Kuwait	U A E	Qatar	Malaysia	Libya	Bahrain	Oman	Total
1	Architectural Drafting	5								5
2	Auto Electrician	2								2
3	Auto Mechanics	7								7
4	Barbar	5								5
5	Carpenter	29								29
6	Carpentry (Cabinet & Furniture)	1								1
7	Carpentry(Door, Window & Shutters)	2								2
8	Carpentry (Form works)									
9	Cleaner	19	141							160
10	Cook	4								4
11	Computer (Operator)	5								5
12	Computer (Servicing)									
13	Denting & Painting	10								10
14	Driver (Heavy Vehicle)	58				2	2		1	63
15	Driver (Light Vehicle)									
16	Driving (Rollers, Cranes & Earth Cutting Equipments)									
17	Foreman	14								14
18	Garments Worker			19						19
19	General Mechanics	9								9
20	House Wiring	33								33
21	Labour	426	201							627
22	Machinist									
23	Mason	35								35
24	Painter	17								17
25	Pipe	11								11
26	Plumbing	7								7
27	Radio & TV	2								2
28	Refrigeration & Air-conditioning ((Domestic))	2								2
29	Refrigeration & Air-conditioning ((Industrial))									
30	Sales man	14								14
31	Steel Fixer	10								10
32	Tailor	8								8
33	Typist	4								4
34	Welder	2								2
TOTAL =		741	342	19		2	2		1	1117

Fig 4(h) Table 4.8g

4.4 Embassies

The embassies of the eight countries Saudi Arabia, Kuwait, UAE, Qatar, Malaysia, Libya, Bahrain and Oman were requested to give responses on skilled manpower imported in the past, actual demand for import of skilled manpower from Bangladesh and future projection of import during the next 5 to 10 years. As indicated in the section data collection that the contact persons could not respond due to the non-availability of data at this stage with them.

It is also felt that unless a special arrangement is made by these embassies to keep records of the requirement of skilled manpower in their countries, it will not be possible for them to give response of this type in the future as well. For us it would be wiser to maintain contact with our embassies in these and such other appropriate countries for information on the skilled manpower requirement of those countries preferably through Fax machine. In this context, from the BTEB we have requested for permission to install a fax machine with international dialling telephone facilities to collect mainly the labour market information of the overseas market through our embassies. Data obtained in this way will be processed to generate information required to revise and formulate manpower export policy and to gear up the training facilities to the overseas requirement.

5. Findings

The findings are the outcome of the synthesization of the analyzed data. The analyzed data have been synthesized with cross reference to the population in general and with particular reference to the two identified variables; employability and employment market. Since the response available from the recruiting agencies are inadequate and no responses has been received from the embassies, synthesization mainly concentrates to the variable employability and partly the other variable employment market covering :

- skilled manpower exported
- newspaper advertisement; and
- recruiting agencies

5.1 Skilled Manpower Exported

Synthesization of the data on export of skilled manpower considers the data on manpower export as a whole. The aspects of manpower export data from different countries to the international labour market have also been considered for the purpose of comparison on certain criteria.

The manpower export from Bangladesh increased 31 times in just 17 years during the period from 1976 to 1992. The export of manpower in the year 1992 was 1,88,124. The official remittances of Tk 3423 crore in 1992 shows per manpower per year unusually high remittances of Tk 1.82 lacs. But the amount of unofficial remittances is not known. The unusual high rate of remittances is due to the fact that nothing is known about the return or remigration of the exported manpower back to Bangladesh.

Possibly no data is available about the rate or exact number of remigration. The UNDP Human Development Report 1992 estimates remittances including unofficial figure per worker per year around US\$ 1000 for the developing countries including Bangladesh. As per this report the developing countries received as official remittances in the year 1989 from the industrial countries and the Gulf about US \$ 25 billions, Fig 5(a)

This report shows that official remittances received by Bangladesh in 1989 was US\$ 0.8 billions which was about 4 percent of the GNP, 59 percent of exports, 22 percent of imports and about 43 percent of ODA. This is the most significant source of foreign exchange earning for Bangladesh.

Workers' remittances, 1989

Country	Remittances US\$ bilions	As % of GNP	As % of exports	As % of imports	As % of ODA
Yugoslavia	6.3	8.8	47	43	-
Egypt	4.3	13.1	166	57	270
Portugal	3.4	7.5	26	18	-
Turkey	3.0	4.1	26	19	-
India	2.7	0.9	17	14	141
Pakistan	1.9	4.7	41	27	17
Morocco	1.3	6.0	40	24	299
Bangladesh	0.8	3.9	59	22	43
Jordan	0.6	10.6	61	27	200
Tunisia	0.5	4.8	16	11	195
Colombia	0.5	1.2	8	9	740
Philippines	0.4	0.8	5	3	43

Fig 5(a)

The rise of manpower export from 1988 to 1992 during 5 years was 376 percent whereas the increase in remittances was 141 percent. The reasons for not increasing the remittances proportionate to rise in the export of manpower may be numerous and important among them are briefly touched upon.

The tendency of some of the manpower importing countries to pay lower pay and wages may be considered as a cause for decreasing the remittances. This is happening partly because of the acceptability of lower pay and wages by the desperately employment seeking unemployed surplus manpower and partly because of the unhealthy competition among the manpower exporting agencies.

The remigration of skilled manpower at higher rate especially large scale return of skilled manpower from Iraq in 1991 and 1992 due to the war in the Gulf is one of the reasons contributing to low remittances.

The other causes of lower remittances may be attributed to unofficial remittances due to higher black market exchange rate, abolition of wage earner scheme, unscrupulous practices of certain recruiting agencies, cumbersome official procedures and deposit to foreign account. Export of large proportion of unskilled in place skilled manpower is possibly the most important reason for decreasing the remittances. The export of unskilled and skilled manpower during the five years starting from 1988 to 1992 is given in Fig 5 (b).

Export of Manpower

Year	Manpower Exported(Percentages)			
	Unskilled	Semiskilled	Skilled	Professional
1988	43	16	37	4
1989	39	18	39	5
1990	40	19	36	6
1991	40	22	32	6
1992	51	16	27	6
1993	39	27	29	5
1994	37	25	33	5
1995	48	17	32	3

Fig 5(b) Table 4.1

The export of unskilled manpower increased 3 folds (fig 4(c)) whereas skilled manpower export just doubled during the period from 1988 to 1992. The export of skilled manpower fell by 10 percent that is from 37 to 27 percent and export of unskilled manpower rose by 8 percent from 43 to 51 percent during the same period. The pattern of the average percentage of distribution of skilled manpower exported in 17 years from 1976 to 1992 are: unskilled 46.4, semiskilled 14, skilled 34 and professional 5.6. The skilled manpower exported in 1992 is 7 percent less than 17 years average. The crux of the cause of the low remittances is the export of the unclassified skilled manpower.

In order to address some of the issues concerning the export of manpower the Cabinet Committee in its first meeting on August 21, 1993 has taken a number of steps and important among them are : improving skillness of those desirous to get overseas employment, creating easy procedures for official remittances, curbing the unscrupulous practices of certain manpower exporting agencies, looking for wider overseas market for exporting manpower, providing bank support for travel etc, concessional group air travel by Biman, easier passport issue and renewal, softer baggage rules for the returning skilled manpower. These steps are important in their own context proposed to be taken but mostly are peripherals to the main cause of lower remittances that is due to the export of large scale unskilled manpower.

✓ It is undoubtedly true that large scale unskilled manpower is being exported mainly due to the non-availability of a classified skilled manpower. The NCSDT has approved in its 8th meeting on June 23, 1993 the National Skill Standard (NSS) classification as :

- NSS - Basic
- NSS - III
- NSS - II
- NSS - I
- NSS - Master Craftsman

The NSS classification is given in Annexure-7.

The full scale implementation of NSS testing is an essential prerequisite to train the appropriate quality and level of skilled manpower

In order to put into operation the National Skill Standard classification it is essential to develop a sound basis for collection of labour market information from internal job market and from more competitive overseas job market to formulate policy, planning and implementation strategies for the training of skilled manpower. The Government should immediately create an infrastructural facilities possibly by setting up regular functional institutional relationship between the BTEB and NCSDT as per the Steering Committee Recommendation of November 1992 for collection of information about the labour market and training facilities available for drawing up a sound policy, planning and implementation strategies for the training of skilled manpower. The constitution of the Steering Committee is given in Annexure-8. The steps involved in the collection of labour market information, policy, planning and the implementation strategies for the training of the skilled manpower have been briefly outlined in the document BTEB/ACD/473/July 1993. A contributory social security fund should be created for the skilled manpower working in the overseas labour market involving also their families to meet exigencies.

✓ This study is a modest attempt on the employability of skilled manpower in the overseas labour market. The BTEB has entered into agreement with the Directorate of Technical Education to conduct a study of the job market for VTI graduates and is expected to be completed by December 1993. This study will cover the available training facilities VTI, TTC, NGO institutions, private institution and enterprise based training together with employability and employed skilled manpower in two/three selected occupational areas. The proposed BMET study funded by UNDP on skilled manpower labour market information should cover two to three more occupational areas.

The combined outcome of these three studies will create a minimum analytical base for developing training policy and planning strategies for the training of skilled manpower according to the NSS classification.

A total of 1,13,470 skilled manpower were exported in the two-year period 1991 and 1992 in 23 trade areas. The skilled manpower exported during this period are arranged in order of priority of higher to lower numbers, Fig 5 (c)

Skilled Manpower Exported

Sl	Skilled Manpower	Number
1	Driver	24618
2.	Tailor	19464
3.	Cook	9597
4.	Fisherman	9094
5.	Mason	7094
6.	Block maker	6100
7.	Carpenter	5538
8.	Electrician	5437
9.	Painter	4272
10.	Mechanic	4023
11.	Waiter	3192
12.	Steel fixer	2989
13.	Plumber	2199
14.	Laundryman	1824
15.	Welder	1654

16.	Shepherd	1437
17.	Barber	1109
18.	Supervisor	864
19.	Operator	863
20.	Denter	742
21.	Pipe fitter	715
22.	Butcher	472
23.	Baker	140

Fig 5(c)

During this period 8(eight) countries (Saudi Arabia-43563, Kuwait-18374, UAE-11858, Qatar-2602, Malaysia-821, Libya-262, Bahrain-5014 and Oman-23430) imported a total of 1,05,998 skilled manpower from Bangladesh. The reason not known why the export of manpower to Malaysia has not been reflected correctly since the number of skilled manpower exported to Malaysia is quite significant.

5.2 Advertisement in the Newspaper for Skilled Manpower

Synthesization of the analyzed data collected through scanning of two daily newspapers reveals that the highest number of skilled manpower requirements advertisements were for the UAE. The total number of advertisements for the UAE was 34 for 32 trade areas and the second highest number of skilled manpower requirement advertisements was made for Malaysia in 19 trade areas. The skilled manpower export to Saudi Arabia in 1992, was 25023 (Annexure-5) in 23 trade areas but the newspaper scanned data show advertisement for 51 trade areas. The manpower export data of 1992 shows that only 777 skilled manpower were exported to Malaysia but the newspaper scanned data analysis shows that more than 5992 skilled manpower were exported to

Malaysia in 1992. The newspaper scanned data show that advertisements were made in 51 trade areas in the year 1992 but the manpower export data restricted the trade areas to 23 only. This type of discrepancies in data collection and compilation by BMET on manpower export raises the question on the validity of data. Annexure 3 shows that in 1992 out of 1,88,124 skilled manpower exported 68 percent went through individual arrangement and the remaining 32 percent were exported by the 393 recruiting agencies. This type of discrepancies may be partly due to the export through individual arrangement where detail particulars of individual is very difficult to collect.  The priority for the training of skilled manpower in the VTI, TTC, NGO and private institutions including enterprise based training institution might be arranged from the scanned data trade list given in Fig 4(f). *Table 4.3* Within the limited scope of the data covering only two newspapers for one year only the exact priority list can be constructed using the number of skilled manpower advertised for. Alternately equivalent conversion method may be used by converting the tick marking into numbers. There are altogether 111 advertisement of which 82 indicated the number of skilled manpower per advertisement 28,969 divided by 82 is about 353. If each tick (✓) mark is multiplied by this derived number of 353 it is possible though not exact to arrive at some indicators to set the priority of skilled manpower needed. This priority list with 51 trades is further to be integrated.

5.3 Recruiting Agencies

The response rate obtained from the respondents of the recruiting agencies is 28 percent. The quality and coverage of responses do not appear to be valid enough to create a sound data base for analysis and synthesis of which will lead to inference. The information brought in by the investigators in the process of data collection about their difficulties and unscrupulous

practices of the certain manpower exporting agencies deserve attention for bringing minimum transparency in this so much vital area of foreign exchange earning. In 1989 unofficial remittances were 59 percent of export from Bangladesh 22 percent of imports and 43 percent of the ODA. If the unofficial remittances is possible to be cut down as proposed and measures suggested in the first meeting of the Cabinet Committee on August 21, 1993 the remittances will be much more higher. It is in the greater interest of the country definite action should be taken to install minimum transparency in this vital sector of the economy. The portion of corrupt practices that originate from getting clearance from Government office for manpower export should be eliminated. A clear code of conduct should be framed and enforced for the recruiting agencies. ^{Table 4.3} The figure 4(h) shows that the responses received from the recruiting agencies there are 34 occupational areas in which skilled manpower were exported. Though the number of skilled manpower exported is insignificant but the occupational distribution is taken as an indicator for future export. The responses received from the advertisement in the newspaper analyzed and presented in ^{Table 4.3} Fig 4(f) show that the spread of occupational areas distributed into 51 different types of jobs. Analysis of the data collected show that in the 51 occupational areas 82 advertisements out of 111 were made mentioning a total of 28,969 skilled manpower. The actual export of skilled manpower in the year 1991 and 1992 in 23 occupational areas were 1,13,470, ^{4.3} Fig 4(c). As a result of analysis and synthesis of these data an attempt has been made to construct a list of priority occupational areas Fig 5(d) for the training of skilled manpower for exporting to the overseas job market. The national skilled standard classification of the skill levels has been proposed partly on the basis of crude classification of skilled manpower export statistics, Annexure 3 and partly on the basis of experiences of a group of experts in the training of skilled manpower.

Constructed List of Trades for Training of Skilled Manpower

Sl	Trade (with index)	Skill Standard					Agency for Training
		Basic	III	II	I	Master	
1.	Architectural Drafting (53)	✓	✓	✓	✓		TTC, Poly, NGO
2.	Armature winding (65)	✓	✓	✓	✓		TTC, VTI, NGO
3.	Auto Electrician (38)	✓	✓	✓	✓		TTC, VTI, NGO
4.	Auto Mechanic (37)	✓	✓	✓	✓		TTC, VTI, NGO, Private
5.	Baker (49)	✓	✓	✓	✓		NGO, Private
6.	Barber (25)	✓	✓	✓	✓		Private
7.	Block Maker (8)	✓	✓	✓	✓		TTC, VTI, NGO
8.	Boiler Attendant (62)	✓	✓	✓	✓		TTC, VTI, NGO
9.	Building Maintenance (66)	✓	✓	✓	✓		1, 2, 3
10.	Butcher (44)	✓	✓	✓	✓		NGO, Private
11.	Carpenter (42)	✓	✓	✓	✓		TTC, VTI, NGO
12.	Carpentry (17) (Cabinet & Furniture)	✓	✓	✓	✓		TTC, VTI, NGO
13.	Carpentry (20) (Door, Window & Shutter)	✓	✓	✓	✓		TTC, VTI, Poly, Private
14.	Carpentry (21) (Form works)	✓	✓	✓	✓		TTC, VTI, NGO, Private
15.	Cleaner (11)	✓	✓	✓			NGO, Private
16.	Computer Servicing (32)	✓	✓	✓	✓		Poly, Private
17.	Computer Operator (61)	✓	✓	✓			TTC, Poly, Private
18.	Cook (4)						NGO, Private
19.	Construction Worker (51)	✓	✓	✓	✓		TTC, VTI, Poly, NGO, Private
20.	Denting and Painting (22)	✓	✓	✓	✓		TTC, Poly, NGO, Enterprise
21.	Driving Heavy Vehicle (5)			✓	✓		NGO, Private, Enterprise
22.	Driving Light Vehicle (3)			✓	✓		NGO, Private, enterprise
23.	Driving (Rollers, Cranes Earth Moving Equipment) (34)			✓	✓		NGO, Enterprise
24.	Electric Helper (46)	✓	✓				TTC, VTI, Private
25.	Electrician (9)		✓	✓	✓		TTC, VTI, NGO,
26.	Foreman (36)				✓	✓	Private Enterprise

31	Trade (with index)	Skill Standard					Agency for Training
		Basic	III	II	I	Master	
27.	Fisherman (6)	✓	✓	✓			NGO, Private Enterprise
28.	Garment worker (1) (Skilled)	✓	✓	✓	✓	✓	TTC, Private NGO, Enterprise
29.	General Mechanics (31)	✓	✓	✓	✓		TTC, VTI, Private, NGO
30.	General Worker/Labourer (18)	✓	✓				Private, NGO, Enterprise
31.	House Keeper (26)	✓	✓				Private, NGO, Enterprise
32.	House Wiring (33)	✓	✓	✓	✓		TTC, VTI, Poly, Private
33.	Instrument Technician (43)			✓	✓		Enterprise
34.	Laboratory Foreman (56)			✓	✓	✓	Private, Enterprise
35.	Laboratory Technician (53)		✓	✓	✓		Enterprise
36.	Laundryman (19)	✓	✓	✓			Private Enterprise
37.	Electric Lineman (57)	✓	✓	✓			TTC, VTI, NGO, Private
38.	Mechanic (22)	✓	✓	✓	✓		TTC, VTI, NGO, Private
39.	Machinist (58)		✓	✓	✓		TTC, VTI, NGO, Private, Enterprise
40.	Mason (7)	✓	✓	✓	✓		TTC, VTI, NGO, Private, Enterprise
41.	Mechanical Drafting (63)		✓	✓	✓		TTC, VTI, Enterprise
42.	Nurse (54)		✓	✓	✓		VTI, Private, NGO
43.	Operator (29)			✓	✓		Enterprise
44.	Painter (10)	✓	✓	✓			TTC, VTI, NGO, Private
45.	Pipe Fitting (30)	✓	✓	✓			TTC, VTI, NGO
46.	Plumbing (15)		✓	✓	✓		TTC, Poly, NGO Private
47.	Production Operator (48)		✓	✓	✓		Enterprise
48.	Radio TV (58)		✓	✓	✓		TTC, VTI, Poly, Private, NGO, Enterprise.
49.	Refrigeration and Aircon- ditioning (35)	✓	✓	✓	✓		TTC, VTI, Poly, Private, Enterprise
50.	Rod bender (50)	✓	✓	✓			TTC, Poly, NGO.

31	Trade (with index)	Skill Standard					Agency for Training
		Basic	III	II	I	Master	
51	Salesman (59)	✓	✓	✓			Private Private, Enterprise
52.	Skilled Workers (47) (Electronics)		✓	✓	✓		TTC, VTI, Poly, Private, NGO
53.	Steel Fixer (14)	✓	✓	✓			Private, Poly, Enterprise
54.	Supervisor (27)			✓	✓		Private, Enterprise
55.	Shepherd (23)	✓	✓				Private
56.	Tailor (2)	✓	✓	✓	✓		TTC, Private, NGO
57.	Technician (66)			✓	✓		Enterprise, Poly
58.	Typist (62)	✓	✓	✓			Private, NGO, Commercial Instt
59.	Waiter (13)	✓	✓	✓			NGO, Private
60.	Welder (16)	✓	✓	✓	✓		TTC, VTI, Poly, Private
61.	Weaver (52) (Spinner)	✓	✓	✓			NGO, Private, Textile Instt
62.	Worker (45) (Factory)	✓	✓	✓			Private, Enterprise
63.	Worker (45) (School & College)	✓	✓	✓			Private, NGO
64.	Worker (24) (Plantation)	✓	✓	✓			Private, NGO, Enterprise

Fig 5(d)

Note : The number in the parentheses is the index. The index number is the ratio between the highest number of skilled manpower exported in a particular trade divided by the skilled manpower exported in any trade. The trade with index number 1 is in the highest demand.

6. Conclusions

The study on exportability of skilled manpower from Bangladesh in the overseas job market has been designed to achieve the objectives through the analysis of the two variables : employability and employment market of skilled manpower. The data collected for the variable employability mainly from the secondary source and the data collected for the variable employment market though inadequate when treated along with the data on employability provides a reasonably sound basis leading to a number of recommendations. The important recommendations made with indication of responsibility for implementation if sincerely put into action will definitely create grounds to increase the export of skilled manpower and remittances. The design and conducting of the study have been carried out with a number of limitations. The limitations of the study are also listed.

6.1 Recommendations

The main recommendations that emerged as a result of the analysis and synthesis of the data collected to achieve the stated objectives are :

6.1.1 Recommendation 1

All out effort should be made to frame a clear policy for exporting skilled manpower certified with higher level of national skill standards.

ACTION : MOLM, MOE, BTEB, BMET

6.1.2 Recommendation 2

The existing training institutions e.g. VTI, TTC, NGO private and enterprise based training centres should conduct training for the identified export priority skilled manpower.

ACTION : BTEB, DTE, BMET, NGO, ENTERPRISE

6.1.3 Recommendation 3

The BTEB should establish fax facilities with international dialing telephone system to obtain labour market information through Bangladesh embassies in the identified skilled manpower importing countries. In addition, as and when possible arrangement should be made for expert team to visit those countries for studying labour market indicators and to collect labour market information.

ACTION : BTEB, MOE, MOLM

6.1.4 Recommendation 4

Arrangement should be made for providing credit facilities from the bank to the skilled manpower selected for overseas employment to meet their travel and other related expenses.

ACTION : MOE, MOLM, DTE, BMET, BANK

6.1.5 Recommendation 5

Facilities and resources for an initial adjustment training and retraining of skilled manpower employed in the overseas job market should be provided with either from the Government development budget or as a fraction of remittances received from the employed skilled manpower in the overseas job market.

ACTION : MOF, MOE, MOLM, BMET, BTEB

6.1.6 Recommendation 6

A very well-defined code and a clear policy guideline should be drawn up and enforced for the manpower recruiting agencies and the hidden difficulties in obtaining the clearance for manpower export must be eliminated so that they do not and are not required to follow unscrupulous and corrupt practices.

ACTION : MOLM, BMET, BIARA

6.1.7 Recommendation 7

The 5-tire national skill standard classification system approved by the NCSDT should be developed in all occupational areas involving skill standards and skill standard tests and put into operation with immediate effect. Pending the full implementation of 5-tire national skill standard testing BTEB should extend further its national testing facilities to the recruiting agencies and other requiring bodies.

ACTION : BTEB, NCSDT

6.1.8 Recommendation 8

With the completion of the two other studies on labour market information within the country and on available training facilities attempt must be made to frame policy guidelines, planning and implementation strategies for the training of skilled manpower both for employment market within the country and for overseas market.

ACTION : MOE, MOLM, BTEB, BMET

6.1.9 Recommendation 9

A regular functional institutional relationship should be established between the BTEB and the NCSDT as per the Steering Committee recommendation of November 1992 for the time being to create grounds as to whether a regular statutory body is to be set up for collection of information on labour market and available training facilities for drawing up sound policy, planning and implementation strategies for the training of the skilled manpower.

ACTION : MOE, MOLM, NCSDT, BTEB, BMET

6.1.10 Recommendation 10

The available training facilities e.g. VTI, TTC, NGO, private and enterprise based should be reorganised as per the skilled manpower training policy, planning and implementation strategies and if required new training institutions should be established.

ACTION : BTEB, BMET, DTE, NGO, PRIVATE AND ENTERPRISE

6.1.11 Recommendation 11

Arrangement should be made to initiate and conduct regular research studies on labour market information both for the internal job market and for overseas labour market and on training policy, planning and implementation strategies for the training of skilled manpower.

ACTION : BTEB, NCSDT, BMET, DTE, VTTI

6.1.12 Recommendation-12

A national data base should be created and updated continuously with the national skill standard classification of the available and employed skilled manpower including their export and remigration to Bangladesh.

ACTION : BTEB, NCSDT

6.1.13 Recommendation-13

For the skilled manpower working in the overseas labour market and also for their families a contributory social security scheme should be created to cover accident and disturbed conditions.

ACTION : MOF, MOLM, NCSDT

Note: The first 6 recommendations (1-6) relate to the improvement of the existing situation and the next 6 recommendations (7-12) relate to improvement according NSS on the findings of the three interlinked studies. The recommendation 13 can be considered after the completion of the three interlinked studies or before.

6.2 Limitations:

The study has been designed and conducted under certain inherent restricting or opposing forces and some of them are:

- 6.2.1 Due to shortage of time and resource constraints it was not possible to make a formal evaluation of the research plan through a pilot study.
- 6.2.2 The expertise and resources of the BTEB have been used for the design and development of the study, data collection data analysis and synthesis, preparation of the report as an additional activity over the day to day normal activities of the Board.
- 6.2.3 This study on exportability of skilled manpower from Bangladesh in the overseas market as a part of the two other studies:
 - employability and employed skilled manpower in Bangladesh; and
 - available training facilities
 has been designed to be conducted in this series.
 Some of the observations and recommendations incorporated in this study will be detailed further in the subsequent two other studies.
- 6.2.4 Inadequate responses received from the recruiting agencies
- 6.2.5 Though a circuitous route has been followed through the Rabita Al Alam Al-Islami, Dhaka to reach the embassies of the 8 countries, due to non-availability of data no response was received from them.
- 6.2.6 Non-availability of any study in this area of export of skilled manpower from Bangladesh.
- 6.2.7 This study series (three studies) is not based on existing policy but rather is an initiative to create information base necessary to formulate policy and planning strategies for skilled manpower training and export to overseas market.

Research Team

Expert/Personnel

Functions

Study Director

- | | |
|---------------------------------------|---|
| 1. Mr Abdur Rafique
Chairman, BTEB | - Design and Development of
the study involving all
details

- Data collection overview
- Data analysis and synthesis
- Preparation of Study Report |
|---------------------------------------|---|

Investigators and Tabulators

- | | |
|--|---|
| 2. Mr Hasan A K Yusufzai
Asstt Director (Retd) | - Data collection |
| 3. Mr Habibur Rahman
Specialist, BTEB | -do- |
| 4. Mr Masood Nabi Khan
Instructor,
Rangpur Polytechnic | -do- |
| 5. Mrs Shamsun Nahar
Section Officer | - Data rationalisation
- Data tabulation |
| 6. Mr Md Shahjahan
Cataloguer | -do- |
| 7. Mr Md Harun-or Rashid
Bhuiyan
LDA-Cum-Typist | -do- |

Document Production

- | | |
|--|-----------------------|
| 8. Mr Alamgir Hossain
Computer Operator | Typing & reproduction |
| 9. Mr Md Abdul Hakim Miah
Computer Operator | -do- |



**BANGLADESH ASSOCIATION OF
INTERNATIONAL RECRUITING AGENCIES**

বাংলাদেশ এসোসিয়েশন অব ইন্টারন্যাশনাল রিক্রুটিং এজেন্সীজ
C/O. M/S. JANATA TRAVELS LTD, DHAKA SHERATON HOTEL ANNEX BUILDING

ANNEXURE-1

61

Ref:

Date May 29, 1993

TO: ALL MEMBERS OF BAIRA

Dear Members:

You all will be very pleased to know that in the year 1992 Bangladesh exported a total of 1,88,124 professional, skilled, semi-skilled workers and earned thereby an amount of Tk.3,423 crores.

As per Memo No.Shim/Shu-5/Misc-4/92/173/2(11)-Edn Dt: 12.5.93 the Ministry of Education has formed a high power committee to coordinate the training of skilled workers and their export to overseas countries. One of the important terms of reference of this committee is :

- to gather information on the employability of the skilled workers in the overseas countries.

A survey study has been designed to achieve this objective.

In light of the above, it will be very much appreciated if you would kindly coordinate with Mr. Abdur Rafique, Chairman, Bangladesh Technical Education Board, Agargaon, Sher-e-Bangla Nagar, Dhaka-1207 regarding the projection of exportable skilled workers through your esteemed agencies.

Enclosed you will find a questionnaire and your cooperation will definitely help the Bangladesh Technical Education Board in adjusting and improving the skilled workers training programme. And this, I am sure, will be of great benefit for all members as well as in the overall economic development of the country.

With best regards,

REAZ-UL-ISLAM
SECRETARY GENERAL

بِسْمِ اللَّهِ الرَّحْمَنِ الرَّحِيمِ
وَاعْتَصِمُوا بِحَبْلِ اللَّهِ جَمِيعًا وَلَا تَفَرَّقُوا

ANNEXURE-2

RABITAT AL-ALAM AL-ISLAMI
Muslim World League
Makkah Al-Mukarramah - Saudi Arabia
Dhaka - Bangladesh.



رابطة العالم الاسلامي
مكة المكرمة - المملكة العربية السعودية
داكا - بنغلاديش

Ref : RB/ADMN/113/1688

May 16, 1993

To
H.E. Mr. Ali Ahmad Abdul Wahab
Charge d'Affaires
Embassy of the Kingdom of Saudi Arabia
Dhaka, Bangladesh.

Sub : Asking Co-Operation in the Survey Study.

Excellency
Asslamu Alaikum Wa Rahmatullah.

We are happy to inform your excellency that as per the statistics of the year-1992, Bangladesh exported about 0.18 million of professional, skilled, semi-skilled & un-skilled workers and thereby earned an amount of Tk. 34230.00 million. Statistics also shows that lion portion of the manpower exported to 8 (eight) brotherly countries in the recent years.

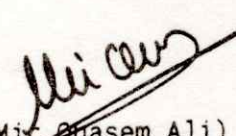
Bangladesh Government have a very keen desire to strengthen and improve the quality of the training programs in order to further accelerate the export of manpower. In order to prepare a sound planning and implementation strategy for producing skilled workers, a survey study is being conducted. Mr. Abdur Rafique, chairman, Bangladesh Technical Education Board, Dhaka-1207 is given the responsibility to conduct the survey study.

Mr. Abdur Rafique needs co-operation in collecting necessary information as per prescribed questionnaire for the interest of Muslim Ummah as a whole and for Bangladesh in particular.

Excellency's kind help in this regards will be highly appreciated.

May Allah help us in all good efforts.

Wassalam.


(Mir Massem Ali)
Director.

Attached : Questionnaire.

OVERSEAS EMPLOYMENT STATISTICS

Year	Professional Worker	Skilled Worker	Semi-Skilled Worker	Un-skilled Worker	Total	BMET	BOESL	Recruiting Agent	Individual	Remittance earned (in crore Tk.)
1976	568	1775	543	3201	6087	5279	0	284	524	35.85
1977	1766	6447	490	7022	15725	5729	0	1171	8825	125.16
1978	3455	8190	1050	10114	22809	6160	0	1994	14655	165.59
1979	3494	7005	1685	1230	13414	6957	0	2966	14562	266.95
1980	1983	12209	2343	14038	30573	5715	0	7773	17085	492.95
1981	3892	22432	2449	27015	55788	6074	0	22218	27495	620.77
1982	3898	20611	3272	34981	62762	4483	0	24939	33340	1176.84
1983	1822	18939	5098	33361	59220	730	0	26320	32170	1568.76
1984	2642	17183	5484	31445	56754	0	157	32460	24137	1255.21
1985	2568	28225	7823	39078	77694	0	1221	39397	37076	1416.70
1986	2210	26294	9265	30889	68658	0	1895	27859	38904	1752.85
1987	2223	23839	9619	38336	74017	0	340	33818	39859	2313.69
1988	2670	25286	10809	29356	68121	0	476	34117	33528	2423.69
1989	5325	38820	17659	39914	101718	0	707	36508	64503	2445.99
1990	6004	35613	20792	41345	103754	0	435	40258	63121	2669.08
1991	9024	46887	32605	58615	147131	0	140	64889	82102	2834.77
1992	11375	50639	30977	95083	188124	47	541	59746	127790	3423.08
Total	64919	390444	161963	535023	1152349	41174	5912	456717	659676	24987.93

Export of Skilled Manpower (1991 & 1992)

Sl. No.	Year	1991												1992												Grand Total		
		Jan	Feb	Mar	Apr	May	June	July	Aug	Sept	Oct	Nov	Dec	Total	Jan	Feb	Mar	April	May	June	July	Aug	Sept	Oct	Nov		Dec	Total
1-Mechanic		52	56	83	104	424	297	239	335	174	122	151	182	2209	102	140	156	102	84	95	105	244	116	145	224	301	1814	4023
2-Welder		25	26	39	57	40	30	80	127	120	61	47	69	721	68	95	72	15	36	67	138	106	104	46	119	77	943	1664
3-Electrician		89	52	128	140	213	180	427	302	258	184	300	205	2478	140	236	223	164	189	314	266	286	295	332	318	326	2959	5437
4-Pipe-fitter		22	37	28	34	21	17	81	43	78	23	24	20	428	23	49	49	5	44	15	23	14	39	11	3	12	287	715
5-Steel fixer		16	8	25	93	54	68	124	101	82	111	114	130	926	212	89	134	177	120	97	167	155	255	201	247	209	2063	2989
6-Carpenter		83	91	198	173	199	184	410	324	357	225	240	193	2677	255	221	250	175	189	171	193	191	285	219	302	410	2861	5538
7-Driver		236	126	369	365	571	470	1455	1488	1549	1148	1300	1105	10182	2094	1198	1181	243	1345	1010	1436	1046	1195	1340	1075	1273	14436	24618
8-Painter		63	40	66	97	125	69	267	239	150	134	118	179	1547	110	147	164	701	147	134	345	188	214	147	233	195	2725	4272
9-Supervisor		17	3	14	9	27	15	23	42	39	31	25	27	272	22	45	46	56	31	2	13	6	30	109	207	25	592	864
10-Tailor		345	375	482	468	670	463	1042	1049	995	876	1249	582	8596	1269	1047	1030	813	1276	938	1123	736	569	662	558	847	10868	19464
11-Cook		159	157	209	237	272	185	717	646	542	576	339	675	4814	583	489	503	527	231	398	413	289	263	391	412	284	4783	9597
12-Blockmaker		69	70	136	148	156	106	394	313	230	509	252	220	2603	345	187	221	155	297	338	427	323	236	281	326	161	3497	6100
13-Shepherd		0	4	4	18	20	14	63	90	117	72	48	70	520	29	22	39	287	58	106	39	93	77	25	68	74	917	1437
14-Barber		16	27	54	34	48	46	44	55	42	28	50	25	469	64	56	77	30	62	12	63	47	29	80	34	86	640	1109
15-Baker		8	0	8	11	1	5	2	4	1	3	0	28	71	0	2	4	22	-	-	27	9	1	4	0	-	69	140
16-Laundry man		54	49	70	67	85	93	117	117	92	117	74	28	963	112	48	93	30	72	76	45	89	82	54	60	100	861	1824
17-Dentist		10	21	32	25	58	48	23	51	21	91	11	90	481	54	10	5	19	65	12	17	3	3	11	8	54	261	742
18-Plumber		23	26	57	53	77	58	140	100	101	107	110	132	984	89	68	104	82	53	72	95	131	166	93	108	154	1215	2199
19-Mason		128	72	306	211	235	310	416	373	245	338	285	102	3021	503	292	221	219	294	279	349	432	370	297	385	432	4073	7094
20-Fisher man		15	5	24	34	38	26	301	42	84	36	85	173	863	26	48	49	58	45	87	133	7488	70	117	61	49	8231	9094
21-Steward/Waiter		102	27	144	262	65	57	223	158	137	224	84	57	1340	95	60	58	66	68	104	164	326	144	139	221	207	1652	3192
22-Operator		7	35	6	0	16	2	0	7	24	42	7	50	196	10	31	23	3	7	3	38	20	51	94	213	164	667	863
23-Butcher		15	5	8	3	8	5	16	15	88	34	2	9	208	36	27	34	48	32	54	16	0	-	6	-	11	264	472
24-Others		-	-	-	-	-	-	-	-	-	-	-	6	6	-	7	4	6	-	-	-	-	-	-	-	-	17	23
TOTAL		1554	1312	2490	2443	3423	2748	6804	6011	5626	5092	4915	4357	46775	6241	4614	4740	4003	4745	4584	5635	12192	4604	4704	5182	5451	66695	113470

Annexure-4

COUNTRYWISE STATISTICS

Sl. No.	Country	SAUDI ARABIA			KUWAIT			U A E			QATAR			MALAYSIA			LIBYA			BAHRAIN			OMAN			Grand Total		
		1991	1992	Total	1991	1992	Total	1991	1992	Total	1991	1992	Total	1991	1992	Total	1991	1992	Total	1991	1992	Total						
Skilled																												
Worker																												
1	Baker	35	68	103	1	-	1	2	4	6	5	-	5	-	-	-	-	-	-	-	28	-	28	143				
2	Barber	92	117	209	11	39	41	22	64	86	7	22	29	-	-	-	-	-	-	15	78	93	322	329	651	1108		
3	Blockmaker	1436	1512	2948	315	260	575	90	805	895	34	8	42	-	-	-	7	8	15	74	247	321	644	650	1294	6090		
4	Butcher	89	168	255	95	73	168	6	-	6	-	-	-	-	-	-	-	-	-	2	1	3	16	33	46	487		
5	Carpenter	964	1343	2307	292	220	512	122	223	345	71	72	143	-	-	-	81	7	30	37	185	273	458	1030	819	1649	5532	
6	Cook	716	1199	1915	1362	1219	2581	1404	1387	2791	74	98	172	-	-	-	4	4	2	2	89	169	258	1161	698	1859	9582	
7	Dentist	174	156	330	21	-	21	44	30	74	15	4	19	-	-	-	-	-	-	-	9	20	29	218	50	268	741	
8	Driver	5199	7492	12691	4075	5417	9492	318	418	736	221	356	577	-	-	-	3	3	2	13	15	41	74	115	328	684	1010	24859
9	Electrician	1178	1395	2573	408	394	802	187	404	591	47	54	101	3	-	-	3	3	9	12	49	112	161	596	553	1139	5382	
10	Fisherman	426	488	912	148	102	250	49	160	209	18	20	38	-	-	-	9	9	-	9	96	115	211	113	16	129	1767	
11	Laundryman	295	204	499	22	53	75	24	20	44	7	15	22	-	-	-	-	-	-	-	85	138	223	530	431	961	1824	
12	Mason	971	1342	2313	86	109	195	93	222	315	40	52	92	-	-	-	43	43	29	56	182	418	600	1612	1823	3435	7079	
13	Mechanic	1079	789	1868	427	136	563	117	295	412	40	20	60	-	-	-	38	38	7	7	49	151	200	486	842	3990		
14	Operator	58	82	120	40	77	117	11	104	115	-	74	74	-	-	-	36	36	5	8	13	37	3	40	40	80	929	
15	Painter	761	1619	2380	152	92	244	174	378	550	22	43	65	-	-	-	63	63	2	16	18	52	113	165	384	403	787	4272
16	Pipe-fitter	44	34	78	78	38	116	92	88	170	11	-	11	-	-	-	-	-	-	-	17	21	38	186	103	289	702	
17	Plumber	709	968	1677	32	99	131	34	7	41	11	10	21	-	-	-	-	-	-	2	4	33	6	39	153	122	273	2166
18	Shepherd	33	239	272	250	74	324	175	426	601	22	130	152	-	-	-	-	-	-	5	3	8	33	-	35	1392	3006	
19	Steel fitter	730	1444	2174	30	49	79	16	75	91	7	23	30	-	-	-	-	-	-	12	13	25	48	156	403	559	3006	
20	Steward/Waiter	1087	1022	2109	177	180	357	61	241	302	20	28	49	-	-	-	8	8	-	-	25	55	80	168	111	279	3164	
21	Supervisor	157	397	554	103	103	206	-	74	74	6	13	19	-	-	-	3	3	-	-	2	-	-	3	-	3	861	
22	Tailor	2215	2710	4925	375	859	1234	1188	1915	3003	451	385	836	-	-	-	-	-	-	-	899	1144	1843	3688	3789	7467	19464	
23	Welder	92	259	351	125	115	240	130	271	401	4	24	28	-	-	-	41	24	65	2	18	20	59	79	215	168	381	1585
24	Others	-	-	-	70	-	70	-	-	-	-	17	17	-	-	-	-	-	-	-	-	-	-	6	-	6	83	
TOTAL		18540	25023	43563	8695	9679	10374	4359	7509	11858	1133	1469	2602	44	777	821	87	175	262	1772	3242	5014	12086	11349	23430	105998		

Recruiting Agency Performance

Sl. No.	Name of the Recruiting Agency	1993 (Up to April)					1992					1991					1990					1989																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																		
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Note: 1-Professional, 2-Supervisory, 3-Skilled, 4-Semi-skilled, 5-Unskilled.

Annexure-7

National Skill Standard Classification
(As approved by NCSDT)

<u>NSS</u>	<u>Skill Level</u>	<u>Competence Level</u> (Capable of doing)
Basic	Less-skilled	Routine/Repetitive job under 100% supervision.
III	Semi-skilled	Routine/Repetitive job under minimum supervision and new job under direct supervision
II	Skilled	Routine/Repetitive job without supervision and new/complex job with supervision
I	Highly skilled	Limited planning of job and coordination and supervision of activities of a group of workers
Master	Master craftsman	Planning of a new complex job, coordination and supervision of activities of a group of workers and evaluation and control of quality of works.

Annexure-8Constitution of the Steering Committee:

- | | | |
|---|---|------------------|
| 1. Member, Planning Commission
(Socio-economic and Infrastructure) | - | Chairman |
| 2. Secretary
Ministry of Education | - | Member |
| 3. Secretary
Ministry of Labour & Manpower | - | Member |
| 4. Secretary
Ministry of Industries | - | Member |
| 5. Secretary
Ministry of Women Affairs | - | Member |
| 6. Secretary
Ministry Agriculture | - | Member |
| 7. Divisional Chief, Planning Commission -
(Socio-economic and Infrastructure) | - | Member-Secretary |