

## **NGO Initiatives and its Impacts on the Reintegration of Bangladeshi Female Returnee Migrant Workers**

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### **Abstract**

*In recent times, female migration for work has become an important phenomenon in the migration sector in Bangladesh. Unfortunately, a considerable number of female migrant workers are returning home from the Middle East due to various challenges and hardships facing abroad. This unexpected return is causing their reintegration process more stressful. Different migration-focused NGOs are working to reintegrate returned female workers in Bangladesh. The present study aims to explore the major initiatives of migration-focused NGOs of Bangladesh and address the answers of the questions of what are the NGOs' initiatives to reintegrate returnee women and what are the impacts of these initiatives upon returnees' reintegration. This study applies qualitative techniques of data collection and analysis based on 16 interviews among different categories of participants. The findings of the study suggest that NGOs' initiatives and strategies are very effective and helpful to bring changes and alleviate misery of returnee women. However, this study also argues that a major portion of returnee women are out of NGO activities due to lack of comprehensive and coordinated plan of actions which make the successful reintegration of returned migrant women more complex.*

**Keywords:** Female migration; returnee migrants; reintegration; NGOs strategies; Bangladesh

### **Introduction and Background**

Middle Eastern and Northern African countries are the major destination countries for female labour migration from Bangladesh because of its growing demand of paid domestic workers (Nawaz & Tonny, 2019; Islam, 2015). However, the extent of female labour migration from Bangladesh was not so high before 2006 as various restrictions and bans were imposed by the Government of Bangladesh (GoB) from 1981 to 2003 (Migration Forum Asia [MFA], 2009). In 2003, all bans and restrictions on female

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labour migration were lifted by GoB. The 'Overseas Employment Policy' of 2006 and the Expatriates' Welfare and Overseas Employment Policy of 2016 have contributed mainly in increasing the extent of female labour migration from Bangladesh. In addition to these, extreme poverty, unemployment, livelihood insecurity, low wages in domestic sectors and violence against women in family are the main reasons behind female labour migration from Bangladesh (Sultana & Fatima, 2017; Islam, 2015; Watson et al., 2017). In 2019, about 104,786 female workers went abroad for work among whereas total labour migration was 700,159 (Bureau of Manpower Employment and Training [BMET], 2020).

Given the number of Bangladeshi female labour migrants, it is not surprising that they have to return home after concluding working period at abroad which is usually two or three years (Barkat & Ahsan, 2014; Islam, 2015). Most of the women migrated to the Middle East as domestic workers for a better life with an illuiveness of economic betterment. While some female workers treated well at workplaces, a great number of female workers face extreme hardships and difficulties abroad. Although the extent of female labour migration increased significantly in recent years, various media news and reports of vulnerabilities and torture that faced by female domestic workers are not decreased (Ara, 2018). As a result, they have to return home forcefully before concluding working tenure (Ahmed et al., 2015; Nawaz & Tonny, 2019). However, after return, they again face new difficulties in reintegration with home society as such loss of family and community support, social stigmas, economic hardships, self-isolation, challenges in intimate partnerships and physical, emotional and psychological violence. Although GoB is working to mitigate the sufferings of returnee women, the initiatives are not sufficient to confront the challenges facing by returnee women after return (Rashid & Ashraf, 2018). However, different migration-focused NGOs in Bangladesh are working and they have various initiatives in this regard which have become important.

Various studies carried out on the issue of female migration, return migration and reintegration (Barkat & Ahsan, 2014; Islam, 2015; Nawaz & Tonny, 2019; Tonny, 2016, Sultana & Fatima, 2017) in the context of Bangladesh. However, the issue of NGOs' initiatives and its impacts on the reintegration of returned migrant women remains greatly unexplored and hardly documented. For this reason, I inspired to take this research with the desire that it would elaborately discuss the issue of NGOs' initiatives and its impacts on the reintegration of returnee female migrants in Bangladesh. In doing so, this paper mainly addresses the answers of the questions of

what are the initiatives of NGOs to reintegrate returnee female migrants and what are the impacts of these initiatives on returnees' reintegration. The initiatives of some migration-focused NGOs- such as the Bangladesh Rural Advancement Committee (BRAC), the Welfare Association for the Rights of Bangladeshi Emigrants (WARBE) Development Foundation, the Ovibashi Karmi Unnayan Programme (OKUP), and the Bangladeshi Ovibashi Mohila Sramik Association (BOMSA) - were analysed in this regard.

### **Objectives of the study**

The main objective of the study is to analyse the major initiatives of migration-focused NGOs of Bangladesh in reintegration of returnee female migrant workers from the Middle East. The specific objectives are:

- To examine the impacts of NGOs' initiatives on returnees' reintegration.
- To address the perceptions among government and NGO officials on the issue of reintegration and the initiatives that can be taken by the government and NGOs for effective reintegration of returnee female migrants.

### **Literature Review and Conceptual Framework**

To contribute to the existing body of knowledge in any relevant field, it is important to examine how other researchers already thought and explained the topic (Berg, 2004). In this study, some issue specific literature also reviewed to get in-depth knowledge as well as to find out major research gaps.

Nawaz & Tonny (2019) have identified different reintegration challenges of forcefully repatriated female workers from Saudi Arabia through using qualitative strategy. Tonny (2016) has analysed the role of NGOs in female migration, return-migration and reintegration process by examining different case studies using qualitative approach. However, this study includes only BRAC as case while exclude other migration-focused NGOs that working on female migration issue in Bangladesh. Islam (2015) has explored the overall condition of international female labor migration from Bangladesh and female workers' situation at workplace abroad. The author has also revealed the vulnerabilities of women migrants in the phase of return-migration and reintegration. Sultana and Fatima (2017) have revealed different trends of international labour migration of women from Bangladesh. Using time series data from 2000 to 2012, the authors have examined different factors influencing female labour migration from Bangladesh. Barkat & Ahsan (2014) have focused greatly on working

situation at abroad and different impacts of female labor migration. The authors also have analyzed the existing legal instruments of Bangladesh and policy gaps regarding female labor migration.

The aforementioned literature on female migration explains the phenomenon in various ways. However, considering and analysing existing literature, there does research gap exists. Hardly, any of the literature bridged between the concept of NGOs' initiatives and female returnees' reintegration when their correlations are growing with the pace of female labour migration in Bangladesh. Therefore, this study proposes a novel theoretical framework to explain and investigate the state of reintegration of returned female migrants by linking NGO initiatives and female returnees' reintegration. In this study, NGO initiatives defined as a set of initiatives that were taken by Bangladeshi migration-focused NGOs to reintegrate returnee female labor migrants. Moreover, reintegration is defined as a process of social, economic and psychosocial re-adjustment of a returnee woman migrant after her returning home.

Thus, in explaining the relationships between NGOs' initiatives and its impact on the female returnees' reintegration, it examines different correlations among variables. This study argues that, returnee women can successfully reintegrate with home society after return due to NGOs' various initiatives like project based economic activities, social awareness activities and policy advocacy. It also argues that, due to lack of coordination between NGOs and related Government bodies, a major portion of returnee women are out of reintegration support which makes successful reintegration management more complicated.

### **Research Methods of the Study**

This study employed qualitative techniques of collecting and analysing various primary and secondary data. To collect primary data, face-to-face in-depth interviews with eight returnee female migrants, six NGO officials, and two Government officials were conducted. The returnee migrants were interviewed in Cumilla District, and the NGO and government officials in Dhaka in the month of November, 2019. Among NGO officials, two from BRAC, two from WARBE DF, one from OKUP and one from BOMSA were interviewed. Purposive sampling was applied based on respondents' availability and willingness to take part. The interviews were conducted with semi-structured open ended questionnaire and in a non-intimidating and non-biased way, with non-leading questioning.

Thematic content analysis method was applied to analyse primary data. Recorded interviews were transcribed into respondents' own language, translated into English, and then converted into written text. The transcripts were labelled by open coding of the words, sentences, and phrases and categorised into different thematic areas. For analysis, Interconnections between these categories were determined. Secondary data was collected from relevant articles, books, research websites, newspapers, and reports from several national and international migration organisations.

Research participants were informed about the nature of the study and consent were taken prior to their participation in the interviews. The participants' real names were withdrawn as anonymity was requested and to protect the participants. The major limitation of the study is lack of interviewees. This is due to the difficulties in identifying participants as it is very tough to reach to returnee female migrants for interviews in the context of conservative social settings in Bangladesh.

### **NGO Initiatives Regarding Reintegration of Returnee Women** *Project Based Schemes*

Project based schemes is the most important initiative of migration-focused NGOs of Bangladesh. Through various projects in different migration producing regions, NGOs are trying to mitigate the difficulties and challenges that returnee migrants usually face in the process of reintegration (Tonny, 2016). Notably, BRAC, WARBE DF, OKUP are operating projects in this regard.

BRAC has operated a project named 'PROTTOY'- Working name is 'Socio-Economic Reintegration of Returnee Migrants of Bangladesh'- a 2 years project (January 2019-December 2020) and supported by the Royal Danish Embassy in Dhaka. This project aimed at providing support and services to all returnees in 6 migration prone district of Bangladesh namely Narsingdi, Munshigonj, Sariatpur, Tangail, Cumilla and Noakhali. BRAC has another project 'Establishment of re-integration and referral services for returnee migrant workers' funded by UN Women. The major aim of this project is to promote and protect the rights of returnee migrant workers, particularly women and vulnerable men.

European Return & Reintegration Network (ERRIN) is funded through the specific Actions of the Asylum, Migration and Integrated Fund (AMIF) of the European Union. The Dutch Repatriation and Departure Service (R&DS) is its lead partner while all ERRIN members provide co-funding

and proactively engage in the implementation of the relevant activities. The main objective of this project is organizing meetings with returnees after their return for drafting the reintegration plan. BRAC in partnership with International Organization for Migration (IOM) is implementing the project PROTTASA or 'Bangladesh: Sustainable Reintegration and Improved Migration Governance' which is funded by European Union. Under this project, BRAC works on several issues for sustainable reintegration aiming for supporting 3000 returning migrants from Europe. This project started from April 2017 and continued until 2021 which has covered 64 districts with 10 project offices. The overall project objective is to contribute to socioeconomic sustainability of returnee migrants through socioeconomic reintegration.

WARBE has operated a Project on 'Promoting Migrants Rights and Livelihood of Potential and Returnee Migrants and their Families' Supported by Workers' Welfare Association (AWO) International, working areas were Chittagong, Comilla and Tangail districts and, duration was 4 years (2014-2016). Another project that WARBE operated was 'Promoting Safe Migration for Potential Migrants and Re-integration for Returnees'. It was supported by 'Manusher Jonno Foundation' and working areas were Gazipur, Mymensingh, Brahmanbaria and Barisal Districts and duration was 6 Years 2010-2016.

OKUP also operating project on reintegration named 'empowerment of women migrant workers, communities and key institutions to protect and promote migrant workers right and access to justice' which is funded by EU and Catholic Agency For Overseas Development (CAFOD). Its working areas are Dhaka, Narsingdi sadar, Munshiganj sadar, Arai hazar and Charbadrasan upazilla.

### ***Community Based Activities: Social Awareness Programmes***

Community based activities is one of the most important initiatives that NGOs operate at grassroots level as a part of reintegration activities. Among NGOs, BRAC and WARBE DF have some exemplary actions to reintegrate female migrants from the community level. For that, they have organized community based activities through community based organizations (CBOs) (Tonny, 2016). Returnees and family members have been brought together to form Community Based Organizations (CBOs), which aim is to organize collective strength and claim rights and access to services. These groups act as Self Help Groups (SHGs) at the grassroots level and work as an organized platform for the welfare of the migrants'

community. CBO members are aware about safe migration issues which addressed in different activities and events. At the grassroots level, WARBE DF organize social mobilization event on Safe Migration which is one of the key activities to create mass awareness on safe migration related issues. The campaign aims to empower migrants by emphasizing their rights which will give them the confidence to resist exploitation, fraud and harassment in migration process. They also display docudrama on this issue at cross sectional point where mass people can easily gather. "Uthan Boitok" is also one of the components of it where migrants' family members get opportunity to discuss different issues related to education, health and treatments. The scope of this interaction increase their confidence level as well as creating more room for sharing their experiences.

OKUP (Ovibashi Karmi Unnayan Program) conducts a range of actions to raise awareness on safe migration and change social perceptions on female migration. They conduct school awareness programs on High School level students because it is easy to spread the positivity of female migration through this platform. In addition to these, they conduct Outreach Campaign for general people based on 'Information Folk Media Presentation' which is followed by quiz competition and distribution of educational materials. It is done for interaction with the audience as well as links them with the supports and services provided through the 'Migrant Information and support Centre' (MISC).

### ***Policy Advocacy and Campaigning***

On the reintegration process of female returnees, policy advocacy and campaigning is one of major activities of the migration focused NGOs of Bangladesh (Islam, 2015; Tonny, 2016). They do this through media briefing, dialogue, solidarity human chain, conference, seminar and discussion. Sometimes they collectively take initiatives to pursue government on particular issue that affecting both male and female migration. WARBE DF campaigned for consultation on 'Protection of Rights and Dignity of Women Migrant Workers' on 8th march 2015. From its inception, Refugee and Migratory Movements Research Unit (RMMRU) - a research based organization- is working to make adequate policy influence on government. It is campaigning for the incorporation of 'migration issue' into the 6th five year plan which is closely associated with Bangladesh Government vision 2021 plan. RMMRU also advocated for implementing 1990 UN Convention on the Protection of the Rights of

All Migrant Workers and their Families. In October 2013, the Government of Bangladesh (GoB) enacted the 'Overseas Employment and Migration Act' which was a result of incessant combined pressure and advocacy of the migration-focused NGOs of Bangladesh.

### ***Involving Domestic and International Stakeholders***

Different type of stakeholders involve on the migration management process in Bangladesh. These are NGOs, Government of Bangladesh, Foreign and domestic donors, INGOs such as IOM, Swiss Agency for Development and Cooperation (SDC), International Labour Organization (ILO), and DFID (Department for International Development). GoB manages this issue through various government body and autonomous institutions. Ministry of Expatriates' welfare and Overseas Employment (MoEWOE) works closely with NGOs to protect migrants particularly returned migrants. Probashi Kalyan Bank (PKB) offers loans to migrants regardless male or female based on the referrals of NGOs. Wage Earners Welfare Board- an associate organization of MoEWOE was established in 1990- provides scholarship to the children of migrants in need. Some foreign donor agencies are also helping the NGOs through proper funding on various projects. Various studies on the NGOs' operations suggest that most of their running projects are funded by EU, ILO, IOM and SDC (Ahmed et al., 2015; Islam, 2015). A Bangkok based organization named Global Alliance against Traffic in Women (GAATW) and a London based charity organization CAFOD also give fund on different projects that are running by domestic migration NGOs.

### ***Act as a Referral Actor***

Various NGOs particularly BRAC, WARBE and OKUP and, INGOs like ILO Dhaka office have been working as a referral actor providing adequate and essential information to returnee migrants for reintegrating them successfully into mainstream economic activities (Tonny, 2016). These are Information and counselling to potential returnees and long-term reintegration assistance in order to facilitate sustainable return and providing information services to the following requirements: Small and Medium Enterprise (SME) information regarding sector selection; business formation and other operational information on microcredit facilities; information on saving procedures; new job opportunities abroad; relevant job information in the country; various training opportunities for further skill development and personalized adequate information support. A resource centre has been established in Bangladesh Overseas Employment



Services Limited (BOESL) with the assistance of IOM and another resource centre exclusively for women workers has been set up in BMET under a project assisted by UN WOMEN. These centres are meant for extending all sorts of cooperation and information dissemination for migrant workers including supports towards returnee women migrants.

In Bangladesh, migrant workers face cheating on recruitment process due to the greediness of brokers and syndicate associate with them. To stop this cheating in migration process, migration-focused NGOs are trying to make the brokers accountable by respective Government body. For example, BRAC in 2015 helped migrants to recover BDT TK 3781000 through social arbitrations and BDT 7535066 was received in death benefits from BMET office. BRAC as well as other NGOs take legal actions or let the victim able through proper referral to get their money and proper compensation. The BRAC Migration Program started a pilot project under the 'Safe Migration Facilitation Centre' which started providing legal aid support system for the vulnerable migrant workers. This legal aid provided through collaboration with BRAC's Human Rights and Legal Aid Services (HRLS).

### ***Reintegration as a primary strategy: Engaging Returnees into Labour Market***

After returning, returnee women often go through psychological and financial uncertainties in their efforts to ensure suitable livelihoods. Returnee migrants come back with skill, work experience and savings (Islam, 2015). One of the initiatives of migration-focused NGOs in Bangladesh is to utilize these skills and savings in successful reintegration. While the potential use of such a productive resource and skills would be of significant economic benefit to the country, the first step is helping the returnee migrants to reintegrate into the social network and helping them settle down. BRAC and WARBE are working to engage returnee women into labour market and use their abroad acquired skills after return (Tonny, 2016). The Safe Migration for Bangladeshi Workers (SMBW) project works with Returnee Migrants Forum, which are local groups of returnee migrants mobilized to share their thoughts and plans with each other and provide advice and guidance to aspiring migrants. NGOs like BRAC and WARBE have strategies to engage returnee women into economic mainstream through micro-financing, giving small business to returnee and helping with hand cash. These initiatives for economic reintegration are very effective to make reintegration a success (Tonny, 2016).

### **Discussion and Analysis**

The cause behind the emergence of migration-focused NGOs in Bangladesh indicates some factors which ranging from the a. government failure to manage this issue b. The problem of returnees' reintegration and empowerment that exists more or less across the country c. Interests of foreign donors d. Humanitarian perspective of certain group or individuals (Tonny, 2016). The following section analyses the impacts of NGO initiatives in reintegration of returned migrant women. Then, it examines the perceptions among government and NGO officials on the issue of reintegration.

#### ***Impacts of NGO role: Mixed Reactions among Returnees***

In the context of Bangladesh, a female labour migrates to another country to earn their livelihood which means that their family totally or partially depends on them (Ahmed et al., 2015; Nawaz & Tonny, 2019). When they return, they look for better or minimum wage earning opportunities as they have to earn to support their families. However, it becomes difficult due to the social stigma and other challenges they face. On that situation, NGOs role become crucial as they are taking different measures to reintegrate returnees in Bangladesh.

This study indicates that women who migrate for their livelihood, a significant part of them become mentally strong after returning their home despite the barrier they face. It is mainly because of various helps that they get from different NGOs. While asking a returnee woman about it, who came to BRAC regional office for small entrepreneurship training, replied positively stating that,

After return, I found myself in a disappointing situation as my family and society did not appreciate my unexpected return and my family blamed me for my failure to capitalize opportunity and earn money abroad. When I went to BRAC office a few days after my return, they helped me providing a sewing machine through which I am trying to support my family financially. Which is more important, my family and I attended various meetings and awareness programmes organized by BRAC and WARBE that have dispelled my family members' misconception about me and my abroad experiences (Personal communication, interview conducted on November 13, 2019).

This statement shows that NGOs' strategies to support returnee women through income generating initiatives are successful for their economic

reintegration and their social mobilization effort. As they gradually become integrated with family and society successfully, they show interest to do business such as agro farming as well as SMEs. BRAC and WARBE DF are helping in this regard. One returnee woman who got financial help from BRAC stated that,

BRAC gave me hand cash in terms of doing small business. With that money, I have started a small poultry firm and I am slowly benefiting from it. In future, if I can make a profit in this way, I have plan to start large scale firming through which I can be more supportive to my family. If other NGOs or government arrange this kind of financial help for returnees, they will prosper and economically benefited (Interview conducted on November 12, 2019)

The above statement shows that financial incentives of the NGOs help returnees to be empowered and inspired to grow business through which they become financially prosperous and supportive. It helps to bring back a positive attitude towards them in the family and society.

The awareness activities of NGOs have become significant to aware both migrant women and their family and society members about different phases of migration, return-migration and reintegration. It is contributing to the wide range of mass awareness which making returnee women more strong and bold apart from their harsh experiences abroad. As a returnee states,

Upon my forceful return only after six months of working abroad, society people gossip negatively and threw bad comments on me whenever I went out. My husband also beat me several times for not being able to earn money abroad. I went to WARBE office with the help of a friend and attended a few meetings with returnee women in the office. After hearing my problems, WARBE officials contacted with my husband and arranged a meeting with my family and society members at my in-laws house. In that meeting, they presented me in a positive way and explained my actual situation abroad. Now, my in-laws family and society members support me and I do not hesitate to go out and try to get a new job to support my family (Interview conducted on November 15, 2019).

This statement shows that grassroots level awareness activities and social mobilisation strategy of migration NGOs are remarkable. When a female

migrant return home forcefully before completing working tenure abroad, family and society people assume she has been exploited sexually and torture physically or engaged in prostitution abroad. Migration NGOs work in this regard to eradicate the misperception of society people towards returnees. Thus, financial assistance initiatives for economic reintegration, social mobilisation strategy and grassroots level activities of migration NGOs are successful (Tonny, 2016). Because, these strategies have significant impacts on changing economic situation of returnee women and changing social and familial negative perceptions towards returnees.

Apart from the NGO strategies and initiatives, this study has also found that most of the returnee women are not receiving any type of financial help whether it is direct or indirect from the government and NGOs. As the number of female returnees are increasing day by day, a larger portion of them are going out of the operational areas of NGOs. The migration focused NGOs of Bangladesh that are dealing with these phenomena are few in number. It is causing economic and social unstable situation for returnee female as those NGOs and government measures to protect their rights are not adequate. In rural Bangladesh, a major part of people losing their traditional way of earning due to the climate change particularly farmers and fisherman (Barkat & Ahsan, 2014). As a result, migrating to the Middle Eastern countries as a labour is becoming one of best option for them regardless of male or female. Unfortunately, after return a large number of women are left out of NGOs activities. One returnee states that,

I have not received any assistance from NGOs or government although my village is nearer to the BRAC office. Besides, people think negative about me as well as about my two daughters also one of whom already married. My days are becoming so hard day by day as the only source of our family earnings, auto rickshaw, has become lost (Interview conducted on November 10, 2019).

This scenario reveals that although social perception on female migration is changing positively through NGOs' grassroots activities, it is not operating across the country. The same word can be said on economic reintegration and empowerment also. It is mainly because NGOs' activities are limited in particular areas. In addition to this, NGOs strategies have also some limitations like dependency on foreign donations, lack of manpower and resources and lack of coordination among migration-focused NGOs.

***Government and NGOs' Perception on Reintegration: A Critical View***

Although both the GoB and different migration focused NGOs are working for the reintegration and welfare of the returnee women, they have a critical relationship blaming each other on this issue. A high level government official from BMET criticizes NGOs activities and says,

NGO based programs are in contrast to the opposite in many situations. Their programs are not sustainable as these are dependent on foreign donors' funding. Moreover, NGOs do not work in an integrated way which can develop the overall condition of returnee women. Despite returnee women's unwillingness to disclose various sensitive issues like sexual harassment and vulnerabilities that they face abroad, sometimes these issues come to light through various programs taken by NGOs. Furthermore, helping some families financially with casual foreign donations never bring any positive solution to the problems of returnee women. (Interview conducted on November 18, 2019)

This statement shows that NGOs awareness programmes have also some negative impacts upon returnee women. As a result of discussing different abroad experiences of sexual and physical violence at awareness programmes, various misunderstandings are also created and it became very difficult for returnee women to continue their as usual relations with family and society.

'The issues of protection of women workers at abroad and their proper reintegration after return are totally ignored agenda of the Government of Bangladesh', a high level official of BRAC states, which reveals that NGOs also have critical perceptions towards government regarding proper management of female labour migration. However, GoB has not taken any initiative for both economic and social reintegration of the returnee female workers yet. Without government initiatives, a proper reintegration framework for helping returnee women is not possible through NGO initiatives only. As an official from WARBE DF shares how GoB ignores the issue of reintegration and why NGOs cannot work all over Bangladesh in the following:

NGOs cannot work in whole country even if they want but government can. Because, government can build 'Community Based Organizations' to reintegrate both male and female returnee workers in every Upazila through

DEMO. But unfortunately, government is not working on it. Moreover NGOs can cover some specific areas of Bangladesh because they have not sufficient fund to carry such a sustainable project as well as they cannot work in an integrated way. (Interview conducted on November 23, 2019)

Different NGO officials also stress the need for an immediate governmental intervention on this issue of reintegration of the returnee female workers. Government should come forward to play an effective role on the issue of reintegration of the returnee female migrants. As NGOs have no integrated and combined plan of actions for reintegration of returnee women, Government should lead on this issue accompanied with different NGOs working on migration. Moreover, government should formulate and implement such policies through which migration will be a choice not a necessity for anyone.

### **Conclusion and Policy Implications**

Migration-focused NGOs in Bangladesh have initiated some project based activities to ensure 'Safe Migration' and more sustainable reintegration program. Most of their projects aim at sustainably reintegrate returnees with social and economic domain of the society. In addition to that, the other NGOs strategies- community awareness programme, policy advocacy and campaigning, involving domestic and international stakeholders, act as a referral actor, engaging returnee into labour market- have positive impacts in bringing changes and mitigating misery of returnee women. However, a major portion of returnee women are out of NGOs' activities due to lack of comprehensive and coordinated plan of actions. Thus, lack of coordination among government bodies and NGOs make the successful reintegration of returned migrant women more complex. Moreover NGOs' initiatives have also some limitations- dependency on foreign donations, lack of manpower and resources, activities limited to particular areas, lack of coordination among migration-focused NGOs- that are affecting the proper reintegration of returnee women in Bangladesh.

NGOs should develop such mechanism through which returnee migrant women can engage in local labour market based on their abroad acquired skills. NGOs should reduce donor dependency and develop their own working structure with the help of the government. Government should also finance on NGOs' projects and provide economic support to the returnees through collaboration with NGOs. NGOs, INGOs, and government can work in a coordinated way, rise concern and voices and take steps against

fraudulence by third party brokers in migration process and against exploitations faced by female migrant workers abroad. They also coordinate on the issue of female returnees' reintegration through which more migration prone areas can cover and more returnees will get reintegration support. It will ensure safe migration of female migrants from Bangladesh and reintegration after return a success.

The research will help both NGOs and government to look this problems and sufferings of returnee women with a different lens while they are attempting to address this issue. Related body of the government will be able to understand the working approach of NGOs to tackle this issue. This study will help policy makers to take comprehensive approach for reintegration of returnee migrants. It will attract the researchers to discover further about the issue of NGO strategies and approaches in the reintegration of returned women migrant workers.

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