



**Action Plan for Paradigm Shift Agenda  
in  
8<sup>th</sup> Five Year Plan (July 2020 – June 2025)**

**Ministry of Expatriates' Welfare and Overseas Employment  
Government of the People's Republic of Bangladesh**

December 2022

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**Minister**

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## Message

The 8<sup>th</sup> Five Year Plan (8FYP) (July 2020-June 2025) of Bangladesh was prepared by the General Economics Division (GED) of Bangladesh Planning Commission under the prudent guidance and visionary leadership of the Honourable Prime Minister Sheikh Hasina. The Plan has been adopted with the aim of achieving the social and economic transformation visualized in the second "Perspective Plan of Bangladesh 2021-2041", attaining Sustainable Development Goals (SDGs) and realizing Bangladesh Delta Plan (BDP)-2100 following the LDC graduation.

The labour migration sector is pivotal to the 8FYP and for the continued growth and sustainability of the economy in general; creating employment opportunities for the workforce while generating important remittance revenue. In the Fiscal Year 2021-22, total number of 9,67,000 workers were employed overseas and USD 21 billion remittances were earned. The Government of Bangladesh is providing 2.5% incentives on the remittance sending through legal channels.

Chapter three of the Eighth Five Year Plan has incorporated "Harnessing remittance flows for development" and "Overseas Employment Strategy for the 8FYP", which fall under the allocation of business for the Ministry of Expatriates' Welfare and Overseas Employment. A 10-point agenda for 8FYP named the 'Paradigm Shift Agenda' for overseas employment and well-being of migrant workers has been included. This agenda has placed emphasis on strengthening the existing migration governance mechanism by reforming the legal and policy frameworks, capacity enhancement, market expansion and economic contribution, skills development, access to services and finance, digitization and so on. The Ministry of Expatriates' Welfare and Overseas Employment is committed to implement this agenda.

In order to implement the 'Paradigm Shift Agenda', the Ministry of Expatriates' Welfare and Overseas Employment has prepared an Action Plan of the 8FYP (July 2020-June 2025). Through this Action Plan, the Ministry will be guided towards ensuring safe, orderly and regular migration as well as the well-being of the migrants and migrant



workers leading up to 2030 when the world will celebrate the achievements of the Sustainable Development Goals (SDGs).

I would like to particularly mention about the 8FYP's focus on digitization, where we have made significant improvements to make the recruitment process more transparent and services more accessible for labour migrants through the 'Digital Bangladesh' agenda in my Ministry. All the services offered by the Bureau of Manpower, Employment and Training are being digitalized, including platforms like Ami Probashi, Recruitment Agencies Information Management System and the Online Complaint Mechanism.

We believe in fostering sustainable partnerships to ensure good labour migration governance and to enhance the contribution of overseas employment to development, and as such we were pleased to formulate the Action Plan of the 8FYP with the technical assistance of the International Labour Organization (ILO) under the 'Application of Migration Policy for Decent Work for Migrant Workers' project, supported by the Swiss Agency for Development and Cooperation (SDC).

The formulation process of the Action Plan involved a series of consultations among relevant stakeholders which has contributed to identifying the specific activities against each of the 10-point Paradigm Shift Agenda for the 8FYP. The relentless efforts of the relevant officials of the Ministry of Expatriates' Welfare and Overseas Employment and the Working Committee engaged in the formulation process of the Action Plan are noteworthy to mention.

I strongly believe that the Government's goals will be achieved through the collaborative efforts of the Ministry and its departments along with other ministries/divisions/departments, development partners and the United Nations. I would, therefore, call upon all concerned actors to put their attention and devotion for realizing the goals and targets of the Action Plan of the 8<sup>th</sup> Five Year Plan so that we can meet our development aspirations and achieve the paradigm shift agenda within the stipulated timeframe.

Joi Bangla, Joi Bangabandhu  
Long live Bangladesh.



**Imran Ahmad, MP**



**Senior Secretary**  
Ministry of Expatriates' Welfare and Overseas Employment  
Government of the People's Republic of Bangladesh

## Message

International labour migration is an important contributor for the socio-economic development of Bangladesh. Overseas employment being one of its most important sources of remittance, Bangladesh received USD 21 billion as remittance in the Fiscal Year 2021-2022. Labour migration has provided job opportunities for millions of Bangladeshi workers around the world and thereby reduced unemployment problem.

The Ministry of Expatriates' Welfare and Overseas Employment has been working relentlessly to ensure safe, orderly and regular migration. The Ministry has strengthened the policy and institutional framework for improved migration governance including the protection of migrant workers and their family members. In order to secure decent work for Bangladeshi migrant workers, the Ministry has contributed to strengthening labour standards, policy framework, skills for migrant workers, information management systems, capacity enhancement, knowledge products and data acquisition.

The 8<sup>th</sup> Five Year Plan (8FYP) (July 2020-June 2025) of Bangladesh laid out a 10-point agenda on overseas employment and wellbeing of migrants and named it 'Paradigm Shift Agenda'. It focuses on the strategic goals for ensuring labour migration governance, strengthening the protection and welfare of migrant workers, supporting skills for migration and so on. The 'Paradigm Shift Agenda' of the 8FYP has been aligned with Vision 2041, Bangladesh Delta Plan (BDP 2100), National Sustainable Development Strategies (NSDS), Sustainable Development Goals (SDG) 2030 of the United Nations, International Labour Standard (ILS) and the Global Compact for Safe, Orderly and Regular Migration (GCM).

The Ministry has prepared an Action Plan for the Paradigm Shift Agenda of the 8FYP, which provides specific targets, activities, and timelines for each action item of the 10-point agenda. Overall, the Action Plan represents a comprehensive service delivery architecture and platform, which will facilitate the improvement of services for migrants throughout the cycle of migration.



It is notable that labour migration stakeholders from a diverse set of disciplines have been engaged in different consultation processes for developing the Action Plan. Eventually, the stakeholders' suggestions, recommendations and comments have been taken into consideration in finalizing the Action Plan. The Ministry specifically acknowledges the valuable contribution of other ministries/divisions/departments, non-governmental organizations, civil society organizations, development partners and agencies, which adopted a "whole of government" and "whole of society" approach. This is crucial as we foresee their continued active engagement and partnership in successfully implementing the Action Plan, particularly when it comes to ensuring meaningful coordination between the Ministry and its stakeholders.

Finally, the Ministry would like to express its gratitude to the relevant officials and the Working Committee engaged in crafting this Action Plan. Special thanks also goes to the International Labour Organization (ILO) for providing technical assistance under the 'Application of Migration Policy for Decent Work for Migrant Workers' project, supported by the Swiss Agency for Development and Cooperation (SDC). I hope all stakeholders will extend their full commitment and support to ensure the successful implementation of the Action Plan.



**Dr. Ahmed Munirus Saleheen**







**Joint Secretary**  
Research and Policy wing  
Ministry of Expatriates' Welfare and Overseas Employment

## Foreword

Bangladesh has always been exemplary and committed to ensuring the benefit of international labour migration and the protection and welfare of migrant workers. The Ministry of Expatriates' Welfare and Overseas Employment is relentlessly working for safe, orderly, regular and ethical migration. It is a great pleasure to present the Action Plan for Paradigm Shift Agenda in the 8th Five-Year Plan (July 2020 – June 2025). The Action Plan delineates the detailed targets, activities, and timelines for effective implementation, which rely on the actions taken by the respective Ministries/Divisions/partners and stakeholders from both the public and private sectors.

We are grateful to the Technical Committee comprising officials from the Ministry of Expatriates' Welfare and Overseas Employment, the Bureau of Manpower, Employment and Training, Wage Earners' Welfare Board, Probashi Kallyan Bank, Bangladesh Overseas Employment and Services Limited, and the International Labour Organization for their intelligent work and efforts which has made this possible.

We gratefully acknowledge the valuable guidance and inspiration from Mr. Imran Ahmad, MP, Honorable Minister, and Dr. Ahmed Munirus Saleheen, Senior Secretary of the Ministry of Expatriates' Welfare and Overseas Employment in this pursuit.

We express our indebtedness to the General Economics Division (GED), Bangladesh Planning Commission for providing strategic guidance in formulating the action plan through sharing the "Training Handbook on the Implementation of the 8<sup>th</sup> Five Year Plan (June 2022)" with the ministry.

We are thankful to the participants from different government agencies, development partners, NGOs, CSOs and research institutions who participated in the national consultation held in the Ministry to validate and finalize the action plan.



The Ministry of Expatriates' Welfare and Overseas Employment acknowledges the role of the International Labour Organisation in providing technical support to formulate the action plan and our appreciation goes to the Swiss Agency for Development and Cooperation for funding the assignment.

We hope the action plan will be a useful live document and inform subsequent actions as well as interventions aiming to achieve the Paradigm Shift Agenda in the 8th Five Year Plan. We reassure the support from the Ministry to implement the action plan in collaboration with all partners and stakeholders.



**Dr. Nasim Ahmed**



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## List of Abbreviations and Acronyms

BAIRA	Bangladesh Association of International Recruitment Agencies
BB	Bangladesh Bank
BCS	Bangladesh Civil Service
BDP	Bangladesh Delta Plan
BDT	Bangladeshi Taka
BEPZA	Bangladesh Export Processing Zone Authority
BEZA	Bangladesh Economic Zones Authority
BHTPA	Bangladesh Hi-Tech Park Authority
BIDA	Bangladesh Investment Development Authority
BIDS	Bangladesh Institute of Development Studies
BIISS	Bangladesh Institute of International and Strategic Studies
BLMAs	Bilateral labour migration agreements
BMET	Bureau of Manpower Employment and Training
BNQF	Bangladesh National Qualifications Framework
BOESL	Bangladesh Overseas Employment Services Limited
BTEB	Bangladesh Technical Education Board
BTRC	Bangladesh Telecommunication Regulatory Commission
CBS	Core Banking Solution
CIP	Commercially Important Person
CMIS	Centralized Electronic Management Information System
CoD	Country of Destination
CoO	Country of Origin
CSOs	Civil Society Organizations
DEMO	District Employment and Manpower Office
DMET	Department of Manpower Employment and Training
DPs	Development Partners
DWOs	District Welfare Offices
ERD	Economic Relations Division
ERP	Enterprise Resource Planning



FID	Financial Institutions Division
FDI	Foreign Direct Investment
FSA	Foreign Service Academy
FYP	Five Year Plan
GCC	Gulf Cooperation Council
GCM	Global Compact for Migration
GDP	Gross Domestic Product
GRS	Grievance Redress System
GW	Gigawatt
ICT	Information and Communication Technology
ILS	International Labour Standard
ILO	International Labour Organization
IOM	International Organization for Migration
IMT	Institute of Marine Technology
IRIS	International recruitment Integrity System
ISCO	International Standard Classification of Occupations
ISC	Industrial Skilled Council
KOICA	Korea International Cooperation Agency
LMIS	Labour Market Information System
LMRU	Labour Migration Research Unit
LWW	Labour Welfare Wing
MiGOF	Migration Governance Framework
MoC	Ministry of Commerce
MoCAT	Ministry of Civil Aviation and Tourism
MoF	Ministry of Finance
MoHA	Ministry of Home Affairs
MoEWOE	Ministry of Expatriates' Welfare and Overseas Employment
MoFA	Ministry of Foreign Affairs
MoLJPA	Ministry of Law, Justice and Parliamentary Affairs
MoLnd	Ministry of Land
MoPA	Ministry of Public Administration
MoSW	Ministry of Social Welfare



MoWCA	Ministry of Women and Children Affairs
MoU	Memorandum of Understanding
MoYS	Ministry of Youth and Sports
MIS	Management Information System
MRA	Mutual Recognition Agreement
MW	Mega Watt
NCCWE	National Coordination Committee for Workers' Education
NGOs	Non-Governmental Organisations
NSDA	National Skills Development Authority
NSDS	National Sustainable Development Strategies
NTVQF	National Technical and Vocational Qualification Framework
BPATC	Bangladesh Public Administration Training Centre
PMO	Prime Minister's Office
PPP	Public Private Partnership
PKB	Probashi Kallyan Bank
PRA	Private Recruiting Agencies
RPL	Recognition of Prior Learning
RT-PCR	Reverse Transcription Polymerase Chain Reaction
SDC	Swiss Agency for Development and Cooperation
SDGs	Sustainable Development Goals
SoP	Standard operating procedure
TMED	Technical and Madrasah Education Division
TTC	Technical Training Centre
ToT	Training of Trainers
TVET	Technical and Vocational Education and Training
UN	United Nations
UNFPA	United Nations Population Fund
UN Women	United Nations Women
USD	United States Dollar
WEWB	Wage earners' Welfare Board



## I. Background

Bangladesh economic and social progress since independence was possible thanks to national ambition and national economic planning process. Bangladesh observed paradigm shift in multiple sectors. Bangladesh's export sector observed paradigm shift twice, the emergence and growth of apparel sector (both woven and knitwear) contributing to national economy with formal employment, especially women employment, to national foreign reserve and balance of payment stability was possible thanks to concerted efforts of the government, private sector, development partners and international trade partners.

The other paradigm shift took place in Bangladesh's energy sector. From a nation of chronic power crisis Bangladesh is now a country with 100% electrification. This shift was possible again thanks to leadership, planning, resource allocation and collaboration among the government, private sector, and development partners. The production of electricity increased five times from meager 5 gigawatt (GW) to 25.5 GW in 2022, within a span of 12 years. This paradigm shift propelled overall economic growth, especially the rural economy. Demand for electricity in Bangladesh is projected to reach 50,000 megawatts (MW) by 2041. The Government has plans to increase power generation beyond expected demand to help propel growth in the export-oriented economy and meet the needs of a growing middle class by raising \$127 billion in total investments in the power generation sector by 2041.<sup>1</sup> The perspective planning and resource allocation plan will keep the energy sector grow in tandem with national economic growth.

The next paradigm shift happened along with 'Digital Bangladesh' agenda. Announced in 2009, at the same time, when the transformation in power sector started. Digital Bangladesh 2021 agenda is achieved and Bangladesh's digital economy now ready to grow and in 10 years it will capture significant share in Gross Domestic Product (GDP), export, and employment. The paradigm shift in agriculture and healthcare are also notable in this context.

Bangladesh is yet to see a new paradigm shift in a very critically important economic and social sector: overseas employment and remittance, emanating from labour migration. The Eighth Five Year Plan (FY2021-25) has laid out a 10-point agenda named 'Paradigm Shift Agenda'. Like the other paradigm shift happened in Bangladesh economy, the paradigm shift in this sector also requires concerted effort of all stakeholders, appropriate resource allocation and a structural change within the sector. The Action Plan for the Paradigm Shift Agenda attempts to set priority within 10-point agenda and lays out specific targets, activities, and timeline for each action item. This action plan is prepared with technical assistance of International Labour Organisation (ILO) Bangladesh under 'Application of Migration Policy for Decent Work for Migrant Worker' project, supported by Swiss

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<sup>1</sup>Bangladesh - Power and Energy (trade.gov):  
<https://www.trade.gov/country-commercial-guides/bangladesh-power-and-energy>



Agency for Development and Cooperation (SDC). It is to be mentioned that ILO Bangladesh also supported Ministry of Expatriates' Welfare and Overseas Employment (MoEWOE) to develop the 10 points agenda on overseas employment in the 8th Five Year Plan (8FYP).

The 10 points agenda on overseas employment are mostly strategic goals for achieving enhanced welfare services and safe labour migration. To implement and monitor the progress of these strategic goals it is thus important to develop an associated work plan, highlighting the division of labour with the MoEWOE and its agencies along with other relevant service providers and ensuring to monitor progress of the targets as set in the objectives along with strategies on labour migration for the 8FYP. Based on the action plan, it will be necessary to design program or project for certain action items, for other regular departmental activities will be required.

It is to be highlighted that the development vision, objectives, and agenda for 8FYP of overseas employment and migration sector are drawn from the Election Manifesto of the Government, Vision 2041, Bangladesh Delta Plan (BDP 2100), National Sustainable Development Strategies (NSDS), Sustainable Development Goals (SDGs), International Labour Standard (ILS), Global Compact for Migration (GCM), and Other national and international commitments and the Action Plan of the Policy.

The Action Plan suggested is a living document. If it is considered essential for implementing a particular action, any other implementing partners, monitoring indicators and activities can be incorporated at any point of time.

## **II. Importance of Overseas Employment and Welfare of Migrant Workers**

Since 2009, in last one decade Bangladesh witnessed remarkable achievements both in the economic and social sector and while becoming a middle-income country by 2021 with the highest economic growth in the region and third-highest growth globally.<sup>2</sup> During this past decade, it became more evident that in the next decade Bangladesh needs to focus on employment for keeping the pace of growth. The 8FYP is the golden opportunity for Bangladesh to start a paradigm shift in safe and dignified overseas employment and well-being of migrants and migrant workers for the decade till 2030 when the globe will celebrate achievements of sustainable development goals (SDGs).

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<sup>2</sup>The Five Fastest Growing Economies In The World | Nasdaq:  
<https://www.nasdaq.com/articles/the-five-fastest-growing-economies-in-the-world-2020-10-16>





The share of young population to total population in Bangladesh is increasing. Bangladesh has been experiencing the peak for growth in youth population during the decade of 2011-21 with the 15-29 group increasing at 1.8 percent annually, which is termed as 'demographic dividend'. Nearly 25 million have been adding to this age group between 2011 and 2021 [UNFPA, 2019]. The reality is the rate of underemployment and underutilization has been increasing and will reach a high proportion during the period of 8FYP. Without a comprehensive radical programme for skilling and utilization of workforce, Bangladesh will not only miss the opportunity to reap benefit of this dividend, but it will also be a major threat to macroeconomic stability and social stability.

International labour migration is one of the main contributors to growth of Bangladesh's economy, with a 7-8% share in GDP and over 12% of the labour force employed overseas. In FY 2020-21, a total number of overseas employments was 2,80,258 to over 20 destination countries. The remittance volume in FY2021 is USD 22 Billion, 40% of the total foreign exchange earnings of Bangladesh [BMET, 2021].



### III. Overseas Employment and Well-being of Migrant Workers: A 10 Point Agenda for 8FYP<sup>3</sup>

Figure 1. 10-Point Agenda

<b>Institutional and Legal Reform and Capacity Enhancement</b>	<b>Market Expansion and Economic Contribution</b>	<b>Skills Development</b>	<b>Access to Service</b>	<b>Access to Finance</b>
<b>Protection, Rights and Well-being</b>	<b>Digitization</b>	<b>Private Sector and Stakeholders Engagement</b>	<b>Cost of Migration</b>	<b>Reintegration</b>

#### 1. Institutional and Legal Reform and Capacity Enhancement

The first thing required for a paradigm shift is strong institutions with adequate capacity. Among the three major building blocks of migration, pre-departure, employment at destination countries and return, there is no policy framework to facilitate adequate provisioning of services for returnee migrants. The Ministry will initiate adoption of a ‘Sustainable Reintegration of Migrant Workers Policy’. The Ministry will expedite adoption of a ‘Rules for Wage Earner’s Welfare Board Act 2018’, so that benefits of provisions for migrant workers reach them.

The agenda for comprehensive institutional reform include:

- BMET will have to be raised to a full-fledged department.
- One of the major action point for the Ministry during the period of 8FYP will be mapping the activities of these two key institutions reducing overlap in mandate and activities and ensuring appropriate integration of activities in the migration continuum. The responsibility of coordination will be with the Ministry with an integrated digital service management.
- To address the vacuum in research and analytical capacity to understand labour market dynamics in existing and new destination countries, a new Centre for Research on Labour Migration will be established linked with the Research Wing of the Ministry with a similar status in Bangladesh Institute of Development Studies (BIDS) or Bangladesh Institute of International and Strategic Studies (BISS). The Ministry will also establish a Labour Market Research Unit (LMRU) inside BMET.

<sup>3</sup>Extracted from National 8th Five Year Plan

- The era of migration diplomacy has arrived. Economic diplomacy has evolved into trade diplomacy in the 1990s and 2000s and Bangladesh was able to reap the benefit for such foreign policy reorientation. Without reducing focus on trade diplomacy, Bangladesh will be able to reap the benefit of foreign employment market through ‘overseas employment diplomacy’. This will require significant capacity enhancement of and coordination between the MoEWOE and MoFA. Besides, Bangladesh also needs to explore markets of the Central Asian and South-East Asian countries for exporting its products. To address this issue effectively, the Ministry of Finance, Ministry of Commerce and Ministry of Industries can be brought into a cluster to promote the economic diplomacy. Ministry of Foreign Affairs should help in this endeavor. Bangladesh Investment Development Authority (BIDA), Bangladesh Economic Zones Authority (BEZA), Bangladesh Export Processing Zone Authority (BEPZA), Bangladesh Hi-Tech Park Authority (BHTPA) can work with this cluster to attract the Foreign Direct Investment (FDI) in Bangladesh, and thus ensure employment, industrialization, export diversification and so on.
- In connection with reduction of cost of migration and reducing harassment of labour migrants, District Employment and Manpower Offices (DEMO) were established and several predeparture processes were decentralized. In line with the strategy of sending at least 1,000 citizens from each Upazilla, the Ministry will establish DEMOs in all uncovered districts, and increase capacity of the offices at migration-prone districts the facilities of registration and smart card distribution will be developed in all 64 districts. Scope of work for the DEMOs need to be outlined to ensure effective migration, employment, and reintegration facilitation.
- Currently, 64 Technical Training Centres (TTC) and 6 Institute of Marine Technologies (IMT) are in operation and 70 more are under process of establishment. During 8FYP all Upazilla will have TTCs. This expansion will provide appropriate and adequate training to potential migrant without leaving station.

## **2. Market Expansion and Economic Contribution**

Current overseas employment is limited to 20 countries on a regular basis with other countries arising occasionally. The market expanded from about 2.6 million during the 6FYP period to nearly 8 million at the end of 7FYP period.

- The Ministry will target at least 5 million new workforces for facilitating migration abroad in 8FYP, with minimum 50% in higher skilled categories. The Ministry will target 20 new countries in 4 new geographic regions. The Ministry will target reaching USD 150 Billion of remittance in 8FYP period, with an average remittance income of USD 30 Billion per year.
- For reaching the target, the Ministry will launch an ‘Overseas employment market expansion roadmap’ by a new ‘Market Expansion Task-force’, combining all relevant Ministries and agencies.



### 3. Skills Development

To achieve these positive outcomes of skills development and qualification recognition of migrant workers, a National Action Plan for Skills Development and Migration Management has been developed. The aim of the action plan is to guide skills development initiatives in line with the National Skills Development Policy 2011, while also maintaining effective coordination with other skills development stakeholders.

- The Ministry will take initiative during this period to work with National Skills Development Authority (NSDA) and Bangladesh Technical Education Board and Future of Work Lab.
- The Ministry will establish one TTC in every Upazilla by 2025, which will allow potential migrants to go for longer training outside of their home.
- The Ministry will initiate in association with the Ministry of Foreign Affairs and other relevant entities pursuing international accreditation of certification of skills and mutual recognition of skills for at least 20 countries by the end of 8FYP period.
- The Ministry will develop a ‘Policy for Skills Classification for Migration’ to replace the traditional 4 level category (Less-Skilled, Semi-Skilled, Skilled and Professional) to new competency-based grading system (NTVQF). The Ministry will also upgrade BMET occupational database by re-classifying migrants in terms of the new classification system. Annual review will be conducted in country of destinations (CoD) to establish realistic wage rates and differentials for skilled workers.
- The Ministry will introduce skills competency assessment and certification as a new precondition for the issuing of Smart Card exit permit. It will establish Assessment Centres for outward migrant workers with international accreditation.
- The Ministry will work closely with the Ministry of Foreign Affairs to induct Skills Recognition of Bangladesh Technical and Vocational Education and Training (TVET) qualifications in CoDs.

### 4. Access to Service

- The 8FYP will introduce seamless one-stop-service for the potential migrants by integration of physical and digital infrastructure.
- The 8FYP will expand the capacity of the grievance management system integrating with national grievance management. The system will be seamlessly integrated with relevant institutions at home and in destination countries, including Bangladesh Missions.



- Access to Information is the key for making informed decision for migration. The Ministry will develop a communication strategy on skills training & NTVQF qualification and better-quality information on safe migration for aspiring migrants.
- The Ministry will initiate private-public partnership in the areas of access to services for migrant workers at home and abroad with a provision of quality control and engaging expatriate Bangladeshi professionals.
- Several programmes were implemented with support from development partners, including call centre, grievances management system. The Ministry will mainstream services under those programmes/projects through public-private partnership, engaging Office of the Public-Private Partnership at Prime Minister's Office.

#### **5. Access to Finance**

- The Ministry will work closely with the PKB to remove all bottlenecks, including expanding the branch network including agent banking outlets in each Upazilla. The Probashi Kallyan Bank (PKB) will introduce digital banking and banking services to families of migrant workers with a whole range of products as like as any other commercial banks, for making the bank reachable to majority of the migrant workers.
- The government has also introduced a very progressive system of 2% cash incentive to the migrant workers for sending their remittance through regular channel. As a result of that the remittance flow through legal channel has increased. The government has introduced insurance service for migrant workers and their family members. The coverage and time length of insurance service will be increased during the 8FYP.
- The Ministry will take comprehensive plan to promote financial literacy and remittance management training for migrants at the pre-departure stage. The Ministry will lead activities to ensure migrant's families are aware about the gainful utilization of remittance.

#### **6. Protection, Rights and Well-being**

- The Bangladesh Constitution ensures protection of every citizen from abuse and torture, be it at home and abroad (Article 35(5) of the Constitution of Bangladesh), as a signatory of the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families 1990, the Overseas Employment and Migration Act 2013, and the Expatriates' Welfare and Overseas Employment Policy 2016, ensures execution of those commitments. During the 8FYP, Ministry will allocate resources for strengthening institutional capacity for ensuring protection, rights, and well-being of migrant workers, especially women migrants.



- One of the specific measures is engaging non-resident Bangladeshi specialists to support new migrants and migrants facing trouble in destination countries in terms of legal protection and mental health. The Ministry will launch a comprehensive programme in collaboration with the private sector and Non-Governmental Organisations (NGOs) for ensuring mental health support during their stay abroad and after return.
- The Ministry will explore scope of introduction of a package of support for returning migrant workers (including entrepreneurial skills training, job placement and skills assessment) to assist their reintegration into the domestic labour market.
- The Ministry will explore the scope of introduction of International Recruitment Integrity System (IRIS) for encouraging private sector recruiting agencies at home and destination countries practicing fair recruitment to reduce excessive cost of migration as well as protection of rights of migrants.
- While Bangladesh's strategy will be to explore new markets and facilitating migration with higher skills, Bangladesh will take a stance of 'no migration', unless a minimum set of criteria is fulfilled in terms of wage, rights, and protection, in line with international conventions.

## 7. Digitization

- The Ministry will initiate mapping of all existing services and assess the effectiveness and adequacy. By 2025, the whole migration process will be digitized with a very simple user interface for migrant workers.
- The Ministry will develop a labour migration data strategy, which will facilitate all relevant Ministries, Agencies at home and abroad to share data to better strategize and provide services to migrant workers as well as better protection. One example of what data strategy may include is introduction of a centralised electronic management information system (CMIS) for capturing data on all trainees of BMET, Technical Training Centre (TTCs), other ministries and departments providing skills training, disaggregated by course level, course type, course name, institution, district and gender and assessment results. The Management Information System (MIS) would be helpful for skills assessment and efforts of accreditation and mutual recognition.
- The Ministry will launch e-learning programmes, with appropriate design so that migrant workers get refreshers for their skills with support distance-based learning.



## 8. Private Sector and Stakeholders Engagement

- The Ministry will undertake project for further streamlining the process of migration with optimization of engagement of intermediaries, by launching an accountability framework for intermediary. The outcome of the project will allow reducing the cost of migration.
- Recognizing that the private sector is the main vehicle for overseas migration, the Ministry will form a technical committee for coordination of implementation of action plan so that activities, programs, and projects complement in terms capacity and specialization, rather than compete.
- The Ministry will lead and take effective initiative and programmes to include the private sector in promoting migration of skilled workers, protection rights and ensure gainful migration.
- The Ministry will develop “fair and ethical recruitment” system and monitor Bangladesh Association of International Recruitment Agencies (BAIRA) for implementation.
- The Ministry will take leadership in mobilizing governments and stakeholders of sending countries and international stakeholders for developing a strategy of ‘zero recruitment cost migration’ (employers pay model) and ‘every citizen’s right matter’ policy for safety and rights of migrant workers.

## 9. Cost of Migration

- The Ministry will undertake a five-year program targeting ‘low recruitment cost migration’ through negotiation with employers, recruiting agencies and service providers.
- The Ministry will also increase capacity of Bangladesh Overseas Employment Services Limited (BOESL) for accessing new market and expanding existing market, which will reduce cost of migration and increase competition, through market-based incentives for reducing cost.

## 10. Reintegration

- The Ministry will initiate adoption of a ‘Sustainable Reintegration of Migrant Workers Policy’. The Ministry will expedite adoption of a ‘Rules for Wage Earner’s Welfare Board Act 2018’, so that benefits of provisions for migrant workers reach them. The Ministry will adopt a Standard Operating Procedure (SOP) for returnee migrant reintegration, especially for female migrants.



- The Ministry will establish an inter-ministerial and inter-agency/department “referral mechanism” for the sustainable reintegration of the returnee and will develop and implement a package of support for returning migrant workers, including social and psychosocial reintegration, entrepreneurial skills training, job placement and skills assessment to assist their reintegration into the domestic labour market.
- During 8FYP, initiatives will be taken to introduce new mechanism, including the introduction of mandatory deposit schemes for migrant workers, which can be deducted by the remittance receiving banks and accumulate in the account of migrant workers. The deposit scheme will allow the returnee migrant workers to have financial resources to start her/his own venture or a breathing space for reintegration.
- Capacity building of the DEMOs and WEWB to deliver reintegration services to the returnee migrants including referral for medical, psychosocial support, skills development, economic rehabilitation, and financial inclusion.

#### IV. Design of Action Plan for Paradigm Shift Agenda under 8FYP

This section explains the design of the action plan for paradigm shift agenda under 8FYP. Structurally, action plan for paradigm shift agenda includes the following two groups: pre-requisites and pillars [ Figure 2]

<b>Figure 2. Pre-requisites and Pillars of Action Plan of Paradigm Shift Agenda</b>	
<b>Pre-requisites</b>	<b>Pillars</b>
Leadership	Institutional Enhancement
Long-term Plan	Fair Recruitment
Enhanced Resource Allocation	Enhanced Legal and Social Protection
Multi-stakeholder partnership	One-stop Service for Overseas Employees at home and abroad





#### IV.1. Pre-requisites

**Leadership:** The paradigm shift agenda requires leadership at the highest level along with the current committed leadership at the MoEWOE. A declaration of decade of ‘overseas employment diplomacy’, announced by the honorable Prime Minister, may be a cornerstone of the paradigm shift. It will ensure visible change in the sector by planning action agenda beyond 8FYP and capturing the whole 9FYP period and part of 10FYP. This declaration will facilitate mobilization of resources and boost stakeholders for enhanced action.

According to the mandate in the Expatriate Welfare and Overseas Employment Policy 2016, a National Steering Committee, headed by the honorable Prime Minister was formed. The decision on the declaration of the decade may be taken through this committee.

**Long-term plan:** The announcement of decade accompanied by a long-term plan will create momentum among the actors of the sector. With adequate time for designing a detailed 12-year special plan spanning the 2 years of the 8FYP and whole 9FYP and 10FYP.

**Enhanced Resource Allocation:** Given the importance of the sector as mentioned above and contribution to the national economy, especially employment, the resource allocation is disproportionate. Based on the action plan, the MoEWOE may propose increase ceiling for the Ministry with appropriate justifications. The justifications are as follows:

- a. Correcting the disproportionate investment versus return: if one compares the investment in promoting the merchandise trade sector, which brings USD 40 Billion -in form of cash incentive, tax rebate, stimulation package etc., the investment in promoting overseas employment and welfare is meager. The allocation is of BDT, 3.82 billion predominantly in revenue expenditure.
- b. Meeting the target of USD 50 Billion remittance per year.

**Multi-stakeholder Partnership:** The success of the merchandise export sector was largely attributed to the agenda of trade diplomacy along with active engagement of stakeholders, especially the private sector. There is a need to bolster the relationship between the Ministry and private sector with a level playing field. The success of the whole fair recruitment initiative depends on this – cost of migration, fair wage, fair treatment – all depends on the transformation of the private sector for removing the stigma attached to them. The role of trade unions is almost absent in the sector. A constructive engagement along with their capacity building will also facilitate the government to enhance discipline in the sector, especially in the reintegration process.



In this context, the rejuvenation of Labour Migration Forum will play an important role. Also, enhancing relationship with National Coordination Committee for Workers' Education (NCCWE) will play a key role.

## IV.2. Pillars of Migration Governance and 10 Point

Figure 3. Mapping of Pillars and 10-point Agenda

Pillars	Paradigm Shift Agenda	
Institutional Enhancement	- Institutional and Legal Reform and capacity enhancement	- Private Sector and Stakeholders Engagement
Fair Recruitment	- Market Expansion and Economic Contribution - Skills Development	
Enhanced Legal and Social Protection	- Protection, Rights and Wellbeing - Cost of Migration - Reintegration	
One-stop Service for Overseas Employees at home and abroad	- Access to Service - Access to Finance - Digitization	

## V. Strategy of Implementation of the Action Plan

The strategy for implementation of the Action Plan may comprise of the following components:

- a. Quarterly Breakdown of the Activities of each Action Item
- b. Assignment of Relevant Team for Implementation of Each Action Item
- c. Allocation of Budget for implementation of each Action Item
- d. Deployment of a monitoring system.
- e. Public dissemination of the progress.

## VI. Monitoring the Progress of Action Plan

For monitoring of progress, a monitoring system needs to be developed.

**Setting up Monitoring Indicators:** It is important that the progress of implementation of the Action Plan is regularly monitored. The Action Plan Matrix [ Annex B] consists of high-level monitoring indicators and source of data, which are useful for monitoring.

**Development of a Monitoring Team:** A separate monitoring committee can be formed with all relevant actors from the MoEWOE, its agencies, other relevant Ministries, and agencies. The monitoring committee will prepare a quarterly monitoring report with a tracking matrix.

**Monitoring Progress Matrix:** Using the 10-point agenda, action items as per the action plan, a progress tracking matrix can be developed for quarterly report development.

**Monitoring Process:** An agenda can be included in the ADP meeting, where the progress matrix can be presented. The meeting may decide further activities for ensuring that the progress is on track.

**Frequency of Progress Tracking:** A quarterly progress report can be prepared. The member secretary of the monitoring committee may present the monitoring dashboard in the committee meeting.



## VII. Action Plan on Overseas Employment and Well-being of Migrant Workers based on 10-Point Agenda (July 2020–June 2025)

Agenda of the 8 <sup>th</sup> Five Year Plan (1)	Target (2)	Baseline (3)	Progress (4)	Proposed Activities (July 2022–June 2025) (5)		Monitoring Indicators (6)	Implementing Partners (7)
				Activities	Timeline		
1. Institutional and Legal Reform and Capacity Enhancement	1.1 Convert BMET to a Full-fledged department.	<ul style="list-style-type: none"> <li>Proposal to convert BMET to department sent to MoPA.</li> </ul>	<ul style="list-style-type: none"> <li>July 2020 – June 2022</li> </ul>	<ol style="list-style-type: none"> <li>The Secretary's Committee will finally approve the proposal.</li> </ol>	Jun 2023	<ul style="list-style-type: none"> <li>Minutes of the Secretary's Committee</li> </ul>	Leading Ministry/Agencies: 1. MoEWOE  Supporting Ministries/Agencies: 1. MoPA 2. BMET
	1.2 Update allocation of business of BMET and WEWB	<ul style="list-style-type: none"> <li>Overseas Employment and Migrant Act, 2013</li> <li>Wage Earners'</li> </ul>	<ul style="list-style-type: none"> <li>Data sharing facilities between BMET &amp; WEWB</li> </ul>	<ol style="list-style-type: none"> <li>Recruitment Rule of the proposed Department of Manpower Employment and Training (DMET) will be finalized.</li> </ol>	Mar 2023	<ul style="list-style-type: none"> <li>Approved Recruitment Rule of proposed DMET</li> </ul>	
				<ol style="list-style-type: none"> <li>Organogram of proposed DMET will be finalized and approved by the Govt.</li> </ol>	Dec 2023	<ul style="list-style-type: none"> <li>Approved Organogram of proposed DMET</li> </ul>	
				<ol style="list-style-type: none"> <li>Establish an arbitration Cell in DMET with human resources</li> </ol>	Dec 2024	<ul style="list-style-type: none"> <li>Established an arbitration Cell</li> </ul>	
				<ol style="list-style-type: none"> <li>Review of Job descriptions of DEMOs ad TTCs/IMTs of the BMET and District Welfare Offices (DWOs)</li> </ol>	Dec 2022	<ul style="list-style-type: none"> <li>Approved Job description of DEMO, TTC, and Welfare Office</li> </ul>	Leading Ministry/Agencies: 1. MoEWOE  Supporting Ministries/Agencies

Agenda of the 8 <sup>th</sup> Five Year Plan (1)	Target (2)	Baseline (3) July 2019 -June 2020	Progress (4) July 2020 -June 2022	Proposed Activities (July 2022-June 2025) (5)		Monitoring Indicators (6)	Implementing Partners (7)
				Activities	Timeline		
		<ul style="list-style-type: none"> <li>Welfare Board Act, 2018</li> <li>Labour Migration Management Rule 2017</li> <li>Overseas Employment and Migrant (Recruiting Agent Classification) Rules, 2020</li> <li>Overseas Employment and Migrant (Recruiting Agent License and Conduct) Rules 2019</li> <li>Online Complaint Mechanism</li> <li>Research Wing on the MoEWOE</li> </ul>		<ul style="list-style-type: none"> <li>of the WEWB to avoid duplication and ensure clear understanding of responsibilities.</li> <li>Capacity building of staff members as per their job description.</li> <li>Mapping of services provided by the BMET and WEWB for better coordination.</li> <li>Introduce performance appraisal or reporting system for DEMO, TTC, and WEWB</li> </ul>	<ul style="list-style-type: none"> <li>July 2023-July 2024</li> <li>June 2023*</li> <li>July 2023</li> </ul>	<ul style="list-style-type: none"> <li>Hours of training for staff</li> <li>Mapping Report</li> <li>Performance Appraisal</li> </ul>	<ul style="list-style-type: none"> <li>1. WEWB</li> <li>2. BMET</li> </ul>
	1.3 Establish a new Centre for Research on Labour Migration in the MoEWOE.		-	<ul style="list-style-type: none"> <li>1. Feasibility Study and designing of the Center of labour migration</li> <li>2. Human and financial resource mobilization for the center.</li> <li>3. Establish affiliation (at least 2) with international</li> </ul>	<ul style="list-style-type: none"> <li>Jul 2023</li> <li>Jul 2023</li> <li>Dec 2024</li> </ul>	<ul style="list-style-type: none"> <li>Feasibility Study Report</li> <li>Proposal/Request to development partners including UN Agencies for technical and financial assistance</li> <li>Number of Affiliations</li> </ul>	<ul style="list-style-type: none"> <li>Leading Ministry/Agencies</li> <li>1. MoEWOE</li> <li>Supporting Ministries/Agencies</li> <li>1. MoF</li> <li>2. FID</li> <li>3. MoLE</li> <li>4. MoPA</li> <li>5. BIDS</li> <li>6. DPs/UN</li> <li>7. MoFA</li> <li>8. MoHA</li> </ul>



Agenda of the 8 <sup>th</sup> Five Year Plan (1)	Target (2)	Baseline (3)	Progress (4)	Proposed Activities (July 2022-June 2025) (5)		Monitoring Indicators (6)	Implementing Partners (7)
				Activities	Timeline		
		July 2019-June 2020	July 2020-June 2022	labour market research institutes.			
	1.4 Establish a Labour Market Research Unit (LMRU) inside BMET.	<ul style="list-style-type: none"> <li>Inactive Labour Market Research Unit</li> </ul>	<ul style="list-style-type: none"> <li>Cell Established</li> <li>Market research for 10 countries by Development Partners</li> </ul>	<ol style="list-style-type: none"> <li>Make the existing inactivate LMRU under the BMET into fully operational.</li> </ol>	Dec 2023	<ul style="list-style-type: none"> <li>LMRU Unit</li> </ul>	<p>Leading Ministry/Agencies</p> <ol style="list-style-type: none"> <li>MoEWOE</li> </ol> <p>Supporting Ministries/Agencies</p> <ol style="list-style-type: none"> <li>BMET</li> <li>DPs/UN</li> </ol>
	1.5 Mainstreaming 'Overseas Employment Diplomacy' with a cluster-based approach.	<ul style="list-style-type: none"> <li>Induction training for newly appointed Labour Attachés</li> </ul>	-	<ol style="list-style-type: none"> <li>Human and financial resource mobilization for the LMRU</li> </ol>	Dec 2023	<ul style="list-style-type: none"> <li>Resources for the LMRU Unit</li> </ul>	<p>Leading Ministry/Agencies</p> <ol style="list-style-type: none"> <li>MoEWOE</li> </ol> <p>Supporting Ministries/Agencies</p> <ol style="list-style-type: none"> <li>MoFA</li> <li>Foreign Service Academy</li> <li>DPs/UN</li> </ol>
	1.6 Establish DEMOs in all districts.	<ul style="list-style-type: none"> <li>42 DEMOs in rented offices.</li> </ul>	<ul style="list-style-type: none"> <li>22 new district offices set up</li> <li>Organogram approved by the authority</li> <li>Revenue Budget allocated for DEMO's staffs</li> </ul>	<ol style="list-style-type: none"> <li>Inclusion of this module to BPATC/ Admin Academy/ Foreign Service Academy</li> </ol>	Dec 2023	<ul style="list-style-type: none"> <li>Courses offered in the BPATC, BCS Admin Academy, FSA</li> </ul>	<p>Leading Ministry/Agencies</p> <ol style="list-style-type: none"> <li>MoEWOE</li> </ol> <p>Supporting Ministries/Agencies</p> <ol style="list-style-type: none"> <li>BEMT</li> <li>Planning Commission</li> <li>MoPA</li> </ol>
				<ol style="list-style-type: none"> <li>Implementation of projects for establishing DEMO in each district.</li> </ol>	June 2025	<ul style="list-style-type: none"> <li>Number of DEMOs</li> <li>Baseline: 42 (2022), Target: 6 (2023), 8 (2024), 8 (2025)</li> </ul>	<p>Leading Ministry/Agencies</p> <ol style="list-style-type: none"> <li>MoEWOE</li> </ol> <p>Supporting Ministries/Agencies</p> <ol style="list-style-type: none"> <li>BEMT</li> <li>Planning Commission</li> <li>MoPA</li> </ol>



Agenda of the 8 <sup>th</sup> Five Year Plan (1)	Target (2)	Baseline (3)	Progress (4)	Proposed Activities (July 2022-June 2025) (5)		Monitoring Indicators (6)	Implementing Partners (7)
				Activities	Timeline		
		July 2019 -June 2020	July 2020 -June 2022				
			<ul style="list-style-type: none"> <li>Planning for permanent Building</li> <li>Feasibility study going on for the establishment of DEMO at 55 districts</li> </ul>				
	1.7 Increase the capacity of the DEMO offices.	<ul style="list-style-type: none"> <li>Capacity building programs under different development projects.</li> </ul>	<ul style="list-style-type: none"> <li>Providing migration-related information to aspirant migrants</li> </ul>	<ol style="list-style-type: none"> <li>Annual planning for capacity building program for DEMO staff</li> <li>Continuous Sensitization workshops on fair recruitment, code of conduct, and classification, arbitration mechanism, and empowerment of women migrants involving DEMOs</li> <li>Create competitions among DEMO offices by introducing rewards.</li> <li>Capacity building training and Foundation</li> </ol>	<p>Dec 2022</p> <p>Dec 2023 -</p> <p>Dec 2024</p> <p>Dec 2024</p>	<ul style="list-style-type: none"> <li>Annual plan for training for DEMOs</li> <li>Number of sensitization workshops</li> <li>Introduction of award</li> <li>Foundation training</li> </ul>	<p>4. FID</p> <p>Leading Ministry/ Agencies</p> <ol style="list-style-type: none"> <li>MoEWOE</li> <li>BMET</li> </ol> <p>Supporting Ministries/ Agencies</p> <ol style="list-style-type: none"> <li>DPs/UN</li> <li>NGOs</li> </ol>



Agenda of the 8 <sup>th</sup> Five Year Plan (1)	Target (2)	Baseline (3)	Progress (4)	Proposed Activities (July 2022-June 2025) (5)		Monitoring Indicators (6)	Implementing Partners (7)
				Activities	Timeline		
<b>2. Market Expansion and Economic Contribution</b>	2.1 Five million new workforces with a minimum of 50% in higher-skilled categories. Target Revision needed	<ul style="list-style-type: none"> <li>0.7 million overseas employment and 43.55% skilled workers (Source: Dec 2019 BMET)</li> </ul>	July 2020-June 2022	training for DEMO officials  1. Send 5 million workforces for overseas employment  2. Conversion the skills classification to ISCO standard  3. Ensure NTVQF in all TTCs  4. Negotiate for Mutual Recognition Agreements (MRA) with at least 2 destinations  5. Promote skilled workers in negotiations	June 2021-July 2025  June 2024  June 2024  June 2025	<ul style="list-style-type: none"> <li>Target (in million): 0.3 (2021), 1.00 (2022), 1.00 (2023), 1.3 (2024), 1.4 (2025)</li> <li>The Skill Database of the BMET</li> <li>Number of TTCs with NTVQF</li> <li>Number of jobs demands for skilled workers</li> <li>Number of new destinations</li> </ul>	Leading Ministry/Agencies 1. MoEWOE 2. LWW's abroad 3. BMET  Supporting Ministries/Agencies 1. BOESL 2. NSDA 3. TMED 4. BAIRA 5. DPs/UN
	2.2 Twenty (20) new countries other than GCC countries in Four (4) new geographic regions.	<ul style="list-style-type: none"> <li>70% of jobs in 20 destinations, mostly GCCs.</li> </ul>	-	1. Strengthen negotiations with new destination countries by visits, meetings, and Bilateral Labour Migration Agreements (BLMAs) putting emphasis on fair and ethical	July 2022-June 2025	Leading Ministry/Agencies 1. MoEWOE  Supporting Ministries/Agencies 1. MoFA 2. LWWs 3. BMET 4. BOESL 5. BAIRA 6. DPs/UN	





Agenda of the 8 <sup>th</sup> Five Year Plan (1)	Target (2)	Baseline (3) July 2019 -June 2020	Progress (4) July 2020 -June 2022	Proposed Activities (July 2022-June 2025) (5)		Monitoring Indicators (6)	Implementing Partners (7)
				Activities	Timeline		
				recruitment practices.			
				2. Conduct market studies for new destinations	June 2023	<ul style="list-style-type: none"> <li>Research reports</li> </ul>	
	2.3 USD 30 Billion per year.	<ul style="list-style-type: none"> <li>USD 18.35 Billion in FY 19-20</li> </ul>	<ul style="list-style-type: none"> <li>2020-21- 24.8 billion</li> </ul>	1. Target of remittances (% as of GDP)	July 2021- June 2023	<ul style="list-style-type: none"> <li>Baseline 5.46 (2020),</li> <li>Target: 5.51 (2021), 5.36 (2022), 5.20 (2023), 5.02 (2024) 4.84 (2025)</li> </ul>	Leading Ministry: FID  Supporting Ministry/Departments: 1. MoEWOE 2. BB 3. PKB 4. BMET 5. WEWB
				2. Reaching USD 150 billion of remittance with an average of USD 30 Billion per year	June 2021- July 2025	<ul style="list-style-type: none"> <li>Target in billion USD</li> <li>Baseline: 21.74 (2020),</li> <li>Target: 24.00 (2021), 29.00 (2022), 30.00 (2023), 32.00 (2024), 35.00 (2025)</li> </ul>	
				3. Financial awareness including financial and digital literacy training during pre-departure and after return	Dec 2022	<ul style="list-style-type: none"> <li>Remittance inflows through formal channels</li> </ul>	Leading Ministry/Agencies 1. MoEWOE  Supporting Ministries/Agencies 1. MoF 2. BB
				4. Awareness campaign on savings at CoO and CoD	July 2022- June 2025	<ul style="list-style-type: none"> <li>Number of awareness campaign</li> </ul>	
				5. Awareness on remitting through formal channels at CoO and CoD.	July 2022- June 2025	<ul style="list-style-type: none"> <li>Number of awareness programs</li> </ul>	



Agenda of the 8 <sup>th</sup> Five Year Plan (1)	Target (2)	Baseline (3)	Progress (4)	Proposed Activities (July 2022-June 2025) (5)		Monitoring Indicators (6)	Implementing Partners (7)
				Activities	Timeline		
		July 2019 -June 2020	July 2020 -June 2022	6. Simplification of remittance sending by formal channels	June 2025	<ul style="list-style-type: none"> <li>The process to remit through formal channels.</li> </ul>	
	2.4 Ministry will launch an 'Overseas employment market expansion roadmap' by a new 'Market Expansion Taskforce, combining all relevant Ministries and agencies.	<ul style="list-style-type: none"> <li>BMET conducted a Market Study for 53 countries</li> </ul>	-	1. Establish the whole of the Government approach for overseas market expansion 2. Develop a market expansion roadmap and update labour migration information system (LMIS) 3. Form a Market Expansion Taskforce	June 2025 June 2025 June 2025	<ul style="list-style-type: none"> <li>Formation of inter-ministerial meetings on market expansion</li> <li>Approved roadmap</li> <li>Formation of the task force</li> </ul>	Leading Ministry/Agencies 1. MoEWOE  Supporting Ministries/Agencies 1. BMET 2. BOESL 3. MoFA 4. MoPA 5. NSDA 6. MoC 7. BAIRA 8. MoCAT
<b>3. Skills Development</b>	3.1 Take the initiative to establish Future of Work Lab with NSDA and BTEB.	-	<ul style="list-style-type: none"> <li>BMET training instructions 2022</li> </ul>	1. Establish Skill Lab	June 2025	<ul style="list-style-type: none"> <li>Number of skills labs established</li> <li>Number of soft skills and language lab established</li> </ul>	Leading Ministry/Agencies 1. MoEWOE  Supporting Ministries/Agencies 1. ICT Division 2. BMET 3. NSDA 4. BTEB 5. ISC 6. MoYS 7. MOWCA
				2. Establish a lab for Soft Skill and Language skills development	July 2025		



Agenda of the 8 <sup>th</sup> Five Year Plan (1)	Target (2)	Baseline (3) July 2019 -June 2020	Progress (4) July 2020 -June 2022	Proposed Activities (July 2022-June 2025) (5)		Monitoring Indicators (6)	Implementing Partners (7)
				Activities	Timeline		
	3.2 Establish one TTC in every Upazilla by 2025.	<ul style="list-style-type: none"> <li>70 TTCs</li> </ul>	<ul style="list-style-type: none"> <li>40 new TTC at 40 Upazilla and one Institute of Maritime Technology at Chittagong will be established by 2023</li> <li>100 new TTC projects Under Process</li> </ul>	3. Strengthening capacity of BMET including the TTCs to ensure women's skills for access and mobility to international job markets through regular labour market analysis	June 2021- July 2025	<ul style="list-style-type: none"> <li>Increase number of TTCs for women</li> <li>Establishment of modern training tools and equipment</li> <li>Target of skilled women (number of persons): Baseline: 33087 (2019), Target: 10100(2021), 40000 (2022), 45000 (2023), 48000 (2024), 50000 (2025)</li> <li>Target of TTCs (number of TTCs): Baseline: 64 (2019), Target: 10 (2021), 20(2022), 11(2023), 15 (2024), 30 (2025)</li> </ul>	Leading Ministry/Agencies 1. MoEWOE 2. MoLE  Supporting Ministries/Agencies 1. BMET 2. Planning Commission 3. NSDA 4. FID
	3.3 Initiate international accreditation of certification of skills and mutual recognition of skills for at least 20 countries by the end of the 8FYP period.		<ul style="list-style-type: none"> <li>TTC accreditation with City and Guilds- UK based organization</li> <li>Curriculum update-ILO-Skills</li> </ul>	4. Adopt new development projects for establishing TTCs  5. Undertake a special project on accreditation and mutual recognition. 6. Research for international accreditation bodies. 7. Review of existing MoU on recognition	June 2025  Dec 2024  Dec 2023  Dec 2024	<ul style="list-style-type: none"> <li>Project on MRA</li> <li>Research Report</li> <li>Review Report</li> </ul>	Leading Ministry/Agencies 1. MoEWOE  Supporting Ministries/Agencies 1. BMET 2. Planning Commission 3. NSDA 4. BTEB 5. MoFA



Agenda of the 8 <sup>th</sup> Five Year Plan (1)	Target (2)	Baseline (3)	Progress (4)	Proposed Activities (July 2022-June 2025) (5)		Monitoring Indicators (6)	Implementing Partners (7)
				Activities	Timeline		
		July 2019 -June 2020	July 2020 -June 2022	8. MoU/Agreements with international accreditation bodies in destination countries for certification of skills and mutual recognition	June 2025	<ul style="list-style-type: none"> <li>Target in number of destination countries: <ul style="list-style-type: none"> <li>Baseline: 1 (2020),</li> <li>Target: 1 (2021), 2 (2022), 3 (2023), 4 (2024), 5 (2025)</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>ERD</li> <li>DPs/UN</li> </ul>
	3.4 The Ministry will develop a 'Policy for Skills Classification for Migration to replace the traditional 4 level category with the new Competency-based grading system.	-	<ul style="list-style-type: none"> <li>BMET training instructions 2022</li> </ul>	<ol style="list-style-type: none"> <li>Mapping of existing skill classification of BMET</li> <li>Develop the policy to convert the existing system to a competency-based system</li> <li>Develop the new system</li> </ol>	<ul style="list-style-type: none"> <li>Dec 2023</li> <li>Dec 2024</li> <li>Dec 2024</li> </ul>	<ul style="list-style-type: none"> <li>Mapping report</li> <li>Developed policy</li> <li>Developed Competency-based grading (BNQF) system</li> </ul>	<p>Leading Ministry/Agencies</p> <ol style="list-style-type: none"> <li>MoEWOE</li> </ol> <p>Supporting Ministries/Agencies</p> <ol style="list-style-type: none"> <li>BMET</li> <li>NSDA</li> <li>TMED</li> <li>BTEB</li> <li>DPs/UN</li> </ol>
	3.5 The Ministry will also upgrade BMET occupational database by re-classifying under ISCO.	<ul style="list-style-type: none"> <li>BMET's occupational classification does not maintain ISCO</li> </ul>	<ul style="list-style-type: none"> <li>ILO designed a framework to convert into ISCO classification.</li> </ul>	<ol style="list-style-type: none"> <li>Mapping the framework of ISCO classification against the BMET's occupational classification</li> <li>Project for upgrading the Occupational database under ISCO</li> </ol>	<ul style="list-style-type: none"> <li>June 2024</li> <li>Dec 2024</li> </ul>	<ul style="list-style-type: none"> <li>Mapping Report</li> <li>A project for upgrading the database into ISCO</li> <li>Baseline: 80% data integrated in the</li> </ul>	<p>Leading Ministry/Agencies</p> <ol style="list-style-type: none"> <li>MoEWOE</li> </ol> <p>Supporting Ministries/Agencies</p> <ol style="list-style-type: none"> <li>BMET</li> <li>WEWB</li> <li>NSDA</li> <li>BTEB</li> <li>TMED</li> <li>DPs/UN</li> </ol>



Agenda of the 8 <sup>th</sup> Five Year Plan (1)	Target (2)	Baseline (3) July 2019 -June 2020	Progress (4) July 2020 -June 2022	Proposed Activities (July 2022-June 2025) (5)		Monitoring Indicators (6)	Implementing Partners (7)
				Activities	Timeline		
						<ul style="list-style-type: none"> <li>traditional 4 level category</li> <li>Target (in percentage in new classification system): 25% (2023), 35% (2024), 40% (2025)</li> </ul>	
	3.6 Annual review will be conducted in CoD to establish real wage rates and differentials for skilled workers.	<ul style="list-style-type: none"> <li>No reviews are being conducted on CoD's wage rates</li> </ul>	-	<ol style="list-style-type: none"> <li>Develop a system for annual review of CoD's wage rates against different skilled workers</li> </ol>	Dec 2023	<ul style="list-style-type: none"> <li>Annual review report on CoD's wage rate</li> </ul>	<p>Leading Ministry/Agencies</p> <ol style="list-style-type: none"> <li>MoEWOE</li> </ol> <p>Supporting Ministries/Agencies</p> <ol style="list-style-type: none"> <li>BMET</li> <li>BOESL</li> <li>LWW</li> <li>MOFA</li> <li>BAIRA</li> <li>DPs/UN</li> </ol>
	3.7 The Ministry will introduce skills competency assessment and certification as a new precondition for issuing Smart Card exit permit.	<ul style="list-style-type: none"> <li>No information on skills in the SMART CARD</li> </ul>	<ul style="list-style-type: none"> <li>ERPL project is currently running. Under that project (ERPL infrastructure, skill-related information will be included in the smartcard.</li> </ul>	<ol style="list-style-type: none"> <li>Negotiation on salary payment system in favour of migrant worker in CoDs</li> <li>Publish the updated wage rates for aspirant migrant workers.</li> </ol>	<ol style="list-style-type: none"> <li>July 2024</li> <li>June 2024</li> </ol>	<ul style="list-style-type: none"> <li>Salary Payment System introduced</li> <li>Updated wage rate</li> </ul>	<p>Leading Ministry/Agencies</p> <ol style="list-style-type: none"> <li>MoEWOE</li> </ol> <p>Supporting Ministries/Agencies</p> <ol style="list-style-type: none"> <li>BMET</li> <li>WEWB</li> <li>NSDA</li> <li>TMED</li> </ol>



Agenda of the 8 <sup>th</sup> Five Year Plan (1)	Target (2)	Baseline (3)	Progress (4)	Proposed Activities (July 2022-June 2025) (5)		Monitoring Indicators (6)	Implementing Partners (7)
		July 2019 -June 2020	July 2020 -June 2022	Activities	Timeline		
				<ol style="list-style-type: none"> <li>Select the indicators for skill to be included in the SMART CARD/SMART CERTIFICATE</li> <li>Upgrade the SMART CARD/SMART CERTIFICATE with skills information</li> </ol>	<p>Dec 2024</p> <ul style="list-style-type: none"> <li>New indicator items selected in the SMART CARD</li> </ul> <p>June 2024</p> <ul style="list-style-type: none"> <li>Upgraded SMART CARD</li> </ul>		
	3.8 It will establish Assessment Centres for outward migrant workers with international accreditation.		<ul style="list-style-type: none"> <li>Taking the initiative to work Saudi based company TAKAMOL</li> <li>Assessment and certification provided by BTEB under the NTVQF curriculum</li> </ul>	<ol style="list-style-type: none"> <li>Establish Assessment Centers</li> <li>Resource mobilization (human and financial) for the centers</li> <li>Capacity building for the Center</li> </ol>	<p>Dec 2024</p> <ul style="list-style-type: none"> <li>Number of Assessment Centers</li> </ul> <p>Dec 2024</p> <ul style="list-style-type: none"> <li>Periodic report</li> </ul> <p>June 2025</p> <ul style="list-style-type: none"> <li>Training report</li> </ul>		<p>Leading Ministry/Agencies</p> <ol style="list-style-type: none"> <li>MoEWOE</li> </ol> <p>Supporting Ministries/Agencies</p> <ol style="list-style-type: none"> <li>MoFA</li> <li>BMET</li> <li>NSDA</li> <li>MoF</li> <li>BOESL</li> <li>BAIRA</li> <li>DPS/UN</li> </ol>
	3.9 The Ministry will work closely with the Ministry of Foreign Affairs to induct Skills Recognition of Bangladesh TVET	-	<ul style="list-style-type: none"> <li>LWW in Bahrain</li> </ul>	<ol style="list-style-type: none"> <li>Sensitization of the importance of skill recognition among relevant government offices and labour welfare wings.</li> <li>Develop a strategy on Skills</li> </ol>	<p>June 2024</p> <ul style="list-style-type: none"> <li>Number of sensitization workshops</li> </ul> <p>Dec 2024</p> <ul style="list-style-type: none"> <li>Strategy Paper</li> </ul>		<p>Leading Ministry/Agencies</p> <ol style="list-style-type: none"> <li>MoFA</li> <li>MoEWOE</li> </ol> <p>Supporting Ministry</p> <ol style="list-style-type: none"> <li>NSDA</li> <li>BMET</li> <li>BAIRA</li> </ol>



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				Activities	Timeline		
	qualifications in CODs.	July 2019 -June 2020	July 2020 -June 2022	Recognition of BNQF in COD's			4. MoWCA 5. MoYS 6. DP/UN
4. Access to Service	4.1 Introduce one-stop service for the potential migrants by integrating physical and digital infrastructure.	<ul style="list-style-type: none"> <li>One-stop service provided by BMET for 12 countries</li> </ul>	<ul style="list-style-type: none"> <li>Demo office starts to provide One-stop service</li> <li>Ami Probashi App</li> <li>Launched Bangabandhu Wage Earners' Center in Dhaka to provide temporary accommodation to expatriate workers.</li> <li>Starts Probash Bondhu Call Center</li> <li>Provide BDT 5000 to each returnee at the airport due to Covid-19</li> </ul>	3. Inclusion of Skills Recognition of BNQF in negotiation with CoDs	July 2025	<ul style="list-style-type: none"> <li>Number of MoU/Agreements with CODs</li> </ul>	
				1. Mapping of existing services	Dec 2023	<ul style="list-style-type: none"> <li>Mapping Report</li> </ul>	<ul style="list-style-type: none"> <li>Leading Ministry/Agencies</li> <li>1. MoEWOE</li> <li>Supporting Ministries/Agencies</li> <li>1. MoCAT</li> <li>2. BMET</li> <li>3. WEWB</li> <li>4. BTRC</li> <li>5. ICT division</li> <li>6. FID</li> <li>7. TMED</li> <li>8. NSDA</li> <li>9. MoWCA</li> <li>10. MoYS</li> <li>11. DPs/UN</li> <li>12. CSOs</li> <li>13. NGOs</li> </ul>
				2. Designing the IT structure for the One-Stop Services	June 2024	<ul style="list-style-type: none"> <li>IT designing Report</li> </ul>	
				3. Develop the physical and digital infrastructure	June 2024	<ul style="list-style-type: none"> <li>Number of digital infrastructures established</li> </ul>	
				4. Launching the One-stop service	Sept 2024	<ul style="list-style-type: none"> <li>Number of One Stop Center</li> </ul>	
				5. Capacity building of One-Stop Services	Sept 2023-June 2025	<ul style="list-style-type: none"> <li>Client's feedbacks</li> </ul>	
6. Modernize the Help Desk at the Airport by WEWB	June 2023	<ul style="list-style-type: none"> <li>Number of modernized help desk</li> </ul>					

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		July 2019 -June 2020	July 2020 -June 2022	Activities	Timeline		
			<ul style="list-style-type: none"> <li>WEWB provides BDT 200 crores to PKB for reintegration support to Covid time returnee migrants.</li> <li>Provide RT-PCR Test bill to every migrant worker</li> <li>Provide BDT 35000 to deceased migrants' families at the airport</li> </ul>	7. Publicity of the One-Stop Service 8. Establish own WEWB office in 30 districts	Sept 2023- June 2025  June 2025	<ul style="list-style-type: none"> <li>Number of Publicity events</li> <li>Number of District Welfare Centers</li> </ul>	
	4.2 Expand the capacity of the grievance management system integrating with national grievance management.	<ul style="list-style-type: none"> <li>BMET's has its own online Complaints Mechanism</li> <li>GRS system by cabinet division</li> </ul>	<ul style="list-style-type: none"> <li>Currently, 2 systems exist (One is introduced by the CABINET on GRS and another one supported by the ILO specifically for migrant workers)</li> </ul>	1. Ensure full activation of the BMET's online complaint mechanism  2. Capacity building on Complaint mechanism	June 2023  June 2023	<ul style="list-style-type: none"> <li>Complaint System fully operationalized</li> <li>Number of trainings</li> </ul>	Leading Ministry/Agencies 1. MoEWOE  Supporting Ministries/Agencies 1. BMET 2. WEWB 3. DPs/UN 4. MoFA 5. MoWCA 6. CSOs
	4.3 The system will be	-	-	1. Introduce the online complaint	June 2024	<ul style="list-style-type: none"> <li>Annual Reports on Complaints</li> </ul>	Leading Ministry/Agencies





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		July 2019-June 2020	July 2020-June 2022	Activities	Timeline		
	seamlessly integrated with relevant institutions at home and in destination countries, including Bangladesh Missions.			<p>system to the Labour Attaché</p> <p>2. Designing the IT integration of complaint mechanisms in different agencies under the MoEWOE</p> <p>3. Establish integrated Complaint Mechanism System</p> <p>4. Providing information and anti-exploitation services through the embassies</p> <p>5. Update existing Communication Strategy with a focus on BNQF</p> <p>6. Develop and upload module online and make it available for regular use</p>	<p>April 2025</p> <p>June 2025</p> <p>June 2023</p> <p>Dec 2023</p> <p>Dec 2023</p>	<ul style="list-style-type: none"> <li>IT design of the integrated complaint system</li> <li>System established</li> <li>Reports of Mission's labour welfare wing</li> <li>National Communication Strategy developed</li> <li>Number of objectives/goals of the strategy achieved/realized</li> <li>Periodic report</li> </ul>	<p>1. MoEWOE</p> <p>Supporting Ministries/Agencies</p> <ol style="list-style-type: none"> <li>BMET</li> <li>WEWB</li> <li>BAIRA</li> <li>MOFA</li> <li>DPs/UN</li> <li>CSOs</li> <li>NGOs</li> </ol> <p>Lead Ministry: MoFA</p> <p>Supporting Ministry/Departments: MoEWOE WEWB</p> <p>Leading Ministry: /Agencies</p> <ol style="list-style-type: none"> <li>MoEWOE</li> </ol> <p>Supporting Ministries/Agencies</p> <ol style="list-style-type: none"> <li>BMET</li> <li>WEWB</li> <li>NSDA</li> </ol>
	4.4 The Ministry will develop a communication strategy on skills training & NTVQF qualification and better-quality information on safe migration for aspiring migrants.	<ul style="list-style-type: none"> <li>Communication strategy on overseas employment</li> </ul>	<ul style="list-style-type: none"> <li>Country specific language training</li> <li>Different types of skill development training</li> <li>Module development under CBLM from ILO.</li> </ul>				



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				Activities	Timeline			
		July 2019 -June 2020	July 2020 -June 2022	Activities	Timeline			
			<ul style="list-style-type: none"> <li>8 types of modules developed and KOICA working on developing 11 types of modules</li> </ul>					
4.5 The Ministry will initiate private-public partnerships in the areas of access to services for migrant workers at home and abroad with a provision of quality control and engaging expatriate Bangladeshi professionals.		<ul style="list-style-type: none"> <li>No PPP on access to services for migrant workers</li> </ul>		1. Studies of potential PPP on access to services for migrant workers.	June 2023	<ul style="list-style-type: none"> <li>Projects under PPP</li> </ul>	Leading Ministry/Agencies 1. MoEWOE Supporting Ministries/Agencies 1. PPP authority 2. BMET 3. WEWB 4. DPs/UN	
				2. Identifies areas for PPP	June 2023			<ul style="list-style-type: none"> <li>Research report</li> </ul>
				3. Develop guidelines for PPP	Dec 2023			<ul style="list-style-type: none"> <li>Approved PPP guideline</li> </ul>
4.6 The Ministry will mainstream services established from other projects through a public-private partnership, engaging the Office of the		-	-	1. Integration of selected services through PPP as identified through an assessment	June 2025	<ul style="list-style-type: none"> <li>Assessment report</li> <li>Enlistment of services under PPP</li> </ul>	Leading Ministry/Agencies 1. MoEWOE  Supporting Ministries/Agencies 1. PPP Authority 2. WEWB 3. BMET 4. DPs/UN 5. NGOs/CSOs	



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		July 2019-June 2020	July 2020-June 2022	Activities	Timeline		
5. Access to Finance	Public-Private Partnership at PMO. 5.1 The PKB will introduce digital banking and banking services to migrant workers and family members with a whole range of products.	<ul style="list-style-type: none"> <li>Taking initiative for implementation of Core Banking Solution (CBS)</li> <li>Currently, PKB has only two products (i.e., migration loan and rehabilitation loan)</li> </ul>	<ul style="list-style-type: none"> <li>Work order issued for implementation of Core Banking Solution (CBS)</li> <li>Work in progress. CBS will be implemented by FY 2023.</li> </ul>	<ol style="list-style-type: none"> <li>Offering solid banking services to the migrant workers to enable the use of formal banking channels for sending remittances</li> <li>Implementation of CBS</li> <li>Designing new financial products for migrant workers and their family members</li> <li>Introduce new products based on needs assessment</li> </ol>	<p>July 2021-June 2025</p> <p>July 2023-June 2025</p> <p>June 2023</p> <p>June 2023</p>	<ul style="list-style-type: none"> <li>Number and types of services</li> <li>PKB Report</li> <li>Study report on possible new products for PKB</li> <li>Number of products offered by the PKB</li> </ul>	<p>Lead Ministry/Agencies: FID</p> <p>Supporting Ministry/Agencies: MoEWOE, BB, PKB</p> <p>Leading Ministry/Agencies</p> <ol style="list-style-type: none"> <li>PKB</li> </ol> <p>Supporting Ministry/Agencies</p> <ol style="list-style-type: none"> <li>MoEWOE</li> <li>DP</li> <li>UN</li> </ol> <p>Leading Ministry/Agencies</p> <ol style="list-style-type: none"> <li>PKB</li> </ol> <p>Supporting Ministry/Agencies</p> <ol style="list-style-type: none"> <li>MoEWOE</li> <li>MoF/FID</li> </ol>



Agenda of the 8 <sup>th</sup> Five Year Plan (1)	Target (2)	Baseline (3) July 2019 -June 2020	Progress (4) July 2020 -June 2022	Proposed Activities (July 2022-June 2025) (5)		Monitoring Indicators (6)	Implementing Partners (7)
				Activities	Timeline		
				5. Introduce a digital banking system	July 2023-June 2024	<ul style="list-style-type: none"> <li>Mobile App for clients</li> </ul>	Leading Ministry/Agencies 1. PKB  Supporting Ministry/Agencies 1. MoEWOE 2. MoF/FID 3. BB
				6. Training for Bank officials for the new Core Banking Solution (CBS)	June 2025	<ul style="list-style-type: none"> <li>Number of Trainees</li> </ul>	Leading Ministry/Agencies 1. PKB  Supporting Ministry/Agencies 1. UN 2. DPs
				8. Open 100 branches in District and Upazilla levels	June 2025	<ul style="list-style-type: none"> <li>Number of Branches established</li> <li>Number of initiatives taken</li> </ul>	Leading Ministry/Agencies 1. PKB  Supporting Ministry/Agencies 1. MoEWOE 2. FID 3. BB
				9. PKB will explore collaboration with banks in CoDs.			
	5.2 The coverage and time length of insurance service will be increased during the 8FYP.	<ul style="list-style-type: none"> <li>Mandatory insurance was introduced in December 2019</li> </ul>	<ul style="list-style-type: none"> <li>816467 migrant workers under insurance coverage up to Dec 2021</li> <li>Insurance claimed by 87 migrants</li> </ul>	1. Review the insurance coverage annually	July 2022-June 2025	<ul style="list-style-type: none"> <li>Annual Review Report on Insurance Coverage</li> </ul>	Leading Ministry/Agencies 1. WEWB  Supporting Ministry/Agencies 1. MoEWOE
				2. Expand the length and coverage of	Dec 2024	<ul style="list-style-type: none"> <li>Quarterly report on Length and coverage of insurance</li> </ul>	Supporting Ministry/Agencies 1. MoEWOE



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				Activities	Timeline		
	5.3 The Ministry will take a comprehensive plan to promote financial literacy and remittance management training for migrants at the pre-departure stage.	<ul style="list-style-type: none"> <li>Some sessions on Financial Management in the Pre-departure training</li> </ul>	<ul style="list-style-type: none"> <li>Audiovisual Pre-Departure Contents are being developed and Completed by December 2022</li> <li>Pilot TOT through BMET</li> </ul>	insurance scheme  1. Develop financial management module for every Pre-Departure training  2. Develop mobile app for introductory financial management course for migrant workers and introduce in the Pre-departure training	June 2023  Dec 2023	<ul style="list-style-type: none"> <li>Approved Financial Management Module for all Pre-departure Training</li> <li>Mobile App for client services by PKB</li> </ul>	2. Jiban Bima Corporation 3. DPs/UN  Leading Ministry/Agencies 1. MoEWOE  Supporting Ministry/Agencies  1. BMET 2. WEWB 3. PKB 4. DPs/UN
	5.4 The Ministry will lead activities to ensure migrants families are aware of the gainful utilization of remittance.	-	<ul style="list-style-type: none"> <li>Awareness activities, including migrant families and local elite</li> </ul>	3. Conduct ToTs on financial education module  1. Organize regular sensitization workshops with the family members at DEMO/TTCs on remittance utilization  2. Mass awareness on remittance utilization	July 2022- June 2025  July 2022- June 2025	<ul style="list-style-type: none"> <li>Number of TOTs</li> <li>Number of sensitization workshops/meetings /dialogues</li> <li>Number of communication products on awareness on remittance utilization</li> </ul>	Leading Ministry/Agencies 1. MoEWOE  Supporting Ministry/Agencies  1. BMET 2. WEWB 3. PKB 4. DPs/UN 5. BB 6. CSOs/NGOs



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				Activities	Timeline		
		July 2019 -June 2020	July 2020 -June 2022	3. Promote awareness on remittance utilization in collaboration with the CSOs and NGOs.	July 2022-June 2025	<ul style="list-style-type: none"> <li>Number of sensitization workshop in collaboration with CSOs and NGOs</li> </ul>	
				4. Training on business planning, entrepreneurship development training	July 2022-June 2025	<ul style="list-style-type: none"> <li>Number of training conducted</li> </ul>	
<b>6. Protection, Rights and Well-being</b>	6.1 Allocate resources for strengthening institutional capacity.	<ul style="list-style-type: none"> <li>Migrants Act 2013</li> <li>WEWB Act 2018</li> </ul>	<ul style="list-style-type: none"> <li>WEWB has started implementing a RAISE project to strengthen the WEWB offices.</li> <li>Mandatory insurance coverage</li> <li>Education Stipend</li> <li>Death body transportation cost</li> <li>Compensation after the death of the migrant worker</li> <li>Draft WEWB Rule 2022</li> <li>Draft National Reintegration</li> </ul>	5. Organizational Assessment and Gap analysis of the WEWB	December 2022	<ul style="list-style-type: none"> <li>Assessment Report</li> </ul>	<p>Leading Ministry/Agencies</p> <ol style="list-style-type: none"> <li>MoEWOE</li> </ol> <p>Supporting Ministry/Agencies</p> <ol style="list-style-type: none"> <li>WEWB</li> <li>BMET</li> <li>DPs/UN</li> <li>World Bank</li> </ol>
				6. Allocate revenue budget for government officials (on deputation) at WEWB	July 2022	<ul style="list-style-type: none"> <li>Revenue budget for WEWB officials</li> </ul>	
				7. Allocate revenue budget for dead body transportation and burial of undocumented migrants	July 2023	<ul style="list-style-type: none"> <li>Revenue budget for dead body transportation</li> <li>Periodic reports, timeline must be set</li> </ul>	
				8. Capacity building for field level staff of the BMET and WEWB	July 2023-June 2025	<ul style="list-style-type: none"> <li>Number of trainees</li> </ul>	
				9. Piloting social protection scheme for protecting migrant workers	June 2024	<ul style="list-style-type: none"> <li>Number of schemes and Coverage</li> </ul>	



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				Activities	Timeline		
		July 2019 -June 2020	July 2020 -June 2022	Activities	Timeline		
	6.2 Launch a comprehensive programme in collaboration with the private sector and NGOs for ensuring mental health support.	<ul style="list-style-type: none"> <li>No special mental health services for migrant workers by the MoEWOE</li> <li>CSOs and NGOs provide psychosocial counseling to returnee migrant workers</li> </ul>	Policy for Migrants <ul style="list-style-type: none"> <li>On-going Prottasha Project</li> <li>On-going RAISE Project</li> </ul>	<ol style="list-style-type: none"> <li>Study on mapping of available mental health services</li> <li>Promote mental health services by private sector NGOs and CSOs capacity development</li> <li>Advocacy for special services of government mental hospitals, clinics for migrant workers</li> <li>MoU with mental health service providers</li> <li>Awareness on mental health among migrant workers and family members</li> <li>Establish Bangabandhu Hospital and Diagnostic center for migrants and their family members</li> </ol>	<ol style="list-style-type: none"> <li>June 2023</li> <li>July 2023-June 2025</li> <li>July 2023-June 2025</li> <li>July 2023-June 2025</li> <li>July 2023-June 2025</li> <li>June 2025</li> </ol>	<ul style="list-style-type: none"> <li>Study conducted</li> <li>Number of NGOs and CSOs providing mental health services, both in-person and tele counselling</li> <li>Number of advocacy workshops</li> <li>Number of MoUs</li> <li>Number of awareness campaigns</li> <li>Established Center</li> </ul>	Leading Ministry/Agencies 1. MoEWOE  Supporting Ministry/Agencies <ol style="list-style-type: none"> <li>WEWB</li> <li>DPs/UN</li> <li>World Bank</li> <li>DC offices</li> <li>NGOs</li> <li>CSOs</li> <li>MoH &amp; FW</li> <li>MoWCA</li> <li>Academia</li> <li>Private sector</li> </ol>
	6.3 Explore scope of	<ul style="list-style-type: none"> <li>5,774 migrant workers</li> </ul>		<ol style="list-style-type: none"> <li>Studies on scope of package of</li> </ol>	<ol style="list-style-type: none"> <li>June 2023</li> </ol>	<ul style="list-style-type: none"> <li>Study report</li> </ul>	Leading Ministry/Agencies



Agenda of the 8 <sup>th</sup> Five Year Plan (1)	Target (2)	Baseline (3)	Progress (4)	Proposed Activities (July 2022-June 2025) (5)		Monitoring Indicators (6)	Implementing Partners (7)
				Activities	Timeline		
	introduction of a package of support for returning migrant workers (including entrepreneurial skills training, job placement and skills assessment)	received RPL (Recognition of Prior Learning) <ul style="list-style-type: none"> <li>Job Placement in TTC</li> </ul>	July 2020 -June 2022	support for returnee migrant workers  2. Introduce entrepreneurial training programs 3. Conduct RPL 4. Mapping of skills of returnee migrants 5. Arrange job networking workshops for returnee migrant workers	July 2023  July 2022-June 2025 Dec 2023  July 2022-June 2025	<ul style="list-style-type: none"> <li>Number of beneficiaries</li> <li>Number of RPL</li> <li>Skill mapping reports</li> <li>Number of job networking workshops</li> </ul>	1. BMET 2. WEWB  Supporting Ministry/Agencies  1. MoEWOE 2. DPs/UN 3. World Bank 4. DC offices 5. NGOs 6. CSOs
	6.4 Explore the scope of introduction of International Recruitment Integrity System (IRIS).	-	<ul style="list-style-type: none"> <li>Capacity development training conducted on IRIS</li> </ul>	1. Feasibility Study of adopting IRIS 2. Promote using IRIS to the Recruitment Agencies	Dec 2023  July 2023-June 2025	<ul style="list-style-type: none"> <li>Study Report</li> <li>Number of Recruiting Agency got IRIS certification</li> </ul>	Leading Ministry/Agencies 1. MoEWOE  Supporting Ministry/Agencies  1. BAIRA 2. BMET 3. DPs/UN
	6.5 Introduction a minimum set of criteria is fulfilled in terms of wage, rights, and protection, in	<ul style="list-style-type: none"> <li>International Convention on the Protection of the Rights of All Migrant Workers and Members of</li> </ul>	<ul style="list-style-type: none"> <li>Agreement with 13 countries</li> </ul>	1. Develop minimum set of criteria for overseas employment (i.e., wage, rights, and protection)	June 2023	<ul style="list-style-type: none"> <li>Minimum set of criteria in line with ICRMW 1990</li> </ul>	Leading Ministry/Agencies 1. MoEWOE  Supporting Ministry/Agencies



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		July 2019 -June 2020	July 2020 -June 2022	Activities	Timeline		
	line with international conventions.	Their Families, 1990 [Ratified]		<ol style="list-style-type: none"> <li>2. Advocate to ensure the minimum set of criteria with CODs</li> <li>3. Organize strong grievance mechanism system in the CoDs</li> </ol>	July 2023-June 2025	<ul style="list-style-type: none"> <li>• BLAs/MoUs</li> <li>• Labour Attache Report</li> </ul>	<ol style="list-style-type: none"> <li>1. BAIRA</li> <li>2. Labour Attaché</li> <li>3. MoFA</li> <li>4. BMET</li> </ol>
<b>7. Digitization</b>	7.1 Mapping of all existing services and assess the effectiveness and adequacy.	<ul style="list-style-type: none"> <li>• Aspirant Migrants database</li> <li>• Complaint Mechanism</li> <li>• Migrant workers database</li> </ul>	<ul style="list-style-type: none"> <li>• ReMIMIS</li> <li>• RAIMS</li> <li>• MWIMS</li> <li>• E-Payment system</li> <li>• GRS</li> <li>• ERP</li> <li>• e-Filing</li> <li>• Ami Probashi Database</li> <li>• Training database</li> <li>• Probash Bondhu App introduced by WEWB</li> <li>• Labour Attaché Reporting system</li> <li>• Complaint Mechanism</li> <li>• Ami Probashi App</li> </ul>	<ol style="list-style-type: none"> <li>1. Mapping and gap analysis of existing digital systems, database</li> </ol>	June 2023	<ul style="list-style-type: none"> <li>• Integrated Digital Service Platform</li> </ul>	Leading Ministry/Agencies 1. MoEWOE
				<ol style="list-style-type: none"> <li>2. Designing the Integration of all digital services</li> </ol>	June 2023	<ul style="list-style-type: none"> <li>• IT structure of the Integration of all digital system</li> </ul>	Supporting Ministry/Agencies 1. ICT Division 2. BMET 3. WEWB 4. PKB 5. BOESL 6. UN/DP
	7.2 Introduce integrated digital service management	<ul style="list-style-type: none"> <li>• MWIMS</li> <li>• ReMIMIS</li> </ul>		<ol style="list-style-type: none"> <li>1. Building in-house capacity of operations of IT systems</li> </ol>	July 2023-June 2025	<ul style="list-style-type: none"> <li>• Capacity building programmes</li> </ul>	Leading Ministry/Agencies 1. MoEWOE



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				Activities	Timeline		
	for BMET and WEWB	July 2019 -June 2020	July 2020 -June 2022	2. Developing the IT structure or upgrade available structure (e.g., MWIMS)	July 2024	<ul style="list-style-type: none"> <li>Developed IT structure</li> </ul>	Supporting Ministry/Agencies <ol style="list-style-type: none"> <li>ITCD</li> <li>BMET</li> <li>WEWB</li> <li>PKB</li> <li>BOESL</li> <li>UN/DP</li> </ol>
	7.3 Develop a labour migration data strategy.	<ul style="list-style-type: none"> <li>No data strategy available</li> </ul>		3. Regular training programme for staff members	June 2025	<ul style="list-style-type: none"> <li>Number of trainings</li> </ul>	Supporting Ministry/Agencies <ol style="list-style-type: none"> <li>ITCD</li> <li>BMET</li> <li>WEWB</li> <li>PKB</li> <li>BOESL</li> <li>UN/DP</li> </ol>
	7.4 Launch e-learning programmes, with appropriate migrant workers get refreshers for their skills with support of distance-based learning	<ul style="list-style-type: none"> <li>E-learning platform</li> </ul>	<ul style="list-style-type: none"> <li>E-learning platform developed by A2i</li> </ul>	1. Develop labour migration focused blended learning platform, based on partnership with training centres across Bangladesh	Dec 2023	<ul style="list-style-type: none"> <li>Data strategy report</li> </ul>	Leading Ministry/Agencies <ol style="list-style-type: none"> <li>MoEWOE</li> </ol> Supporting Ministry/Agencies <ol style="list-style-type: none"> <li>BBS</li> <li>NSDA</li> <li>MoFA</li> <li>BOESL</li> <li>BMET</li> <li>WEWB</li> <li>PKB</li> <li>DP/UN</li> </ol>
		<ul style="list-style-type: none"> <li>E-learning platform</li> </ul>	<ul style="list-style-type: none"> <li>E-learning platform developed by A2i</li> </ul>	2. Developing content for e-learning platforms	June 2023	<ul style="list-style-type: none"> <li>Modules of E-learning platform</li> </ul>	Leading Ministry/Agencies <ol style="list-style-type: none"> <li>MoEWOE</li> </ol> Supporting Ministry/Agencies <ol style="list-style-type: none"> <li>ICTD</li> <li>A2I</li> <li>BMET</li> <li>DP/UN</li> </ol>

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				Activities	Timeline		
		July 2019 -June 2020	July 2020 -June 2022	3. Publicity about the e-learning platform	Dec 2023- June 2025	<ul style="list-style-type: none"> <li>Number of users of the e-learning platform</li> </ul>	
<b>8. Private Sector and Stakeholders Engagement</b>	8.1 Undertake project for further streamlining the migration process with the optimization of engagement of intermediaries.	<ul style="list-style-type: none"> <li>The existing OEMA 2013 does not cover the role of intermediaries .</li> </ul>	<ul style="list-style-type: none"> <li>Revision of OEMA 2013</li> <li>List of intermediaries from BAIRA</li> </ul>	1. Revision of OEMA, 2013	June 2023	<ul style="list-style-type: none"> <li>Gazette of the revised OEMA</li> </ul>	Leading Ministry/Agencies 1. MoEWOE  Supporting Ministry/Agencies 1. BAIRA 2. BMET 3. BOESL 4. DP/UN 5. NGOs/CSOs
				2. Introduction of an accountability framework for an intermediary.	July 2023	<ul style="list-style-type: none"> <li>Inclusion of Intermediaries in the revised OEMA 2013</li> </ul>	
	8.2 Form a technical committee for coordination of the implementation of action plan.	<ul style="list-style-type: none"> <li>No Coordination Committee is working</li> </ul>		1. Form a technical committee	December 2023	<ul style="list-style-type: none"> <li>Formation of the technical committee</li> </ul>	Leading Ministry/Agencies 1. MoEWOE  Supporting Ministry/Agencies 1. WEWB 2. BMET 3. PKB 4. BOESL
				2. Organize quarterly meetings in a Year.	January 2024-June 2025	<ul style="list-style-type: none"> <li>Meeting Minutes</li> </ul>	
	8.3 Take effective initiatives and programmes to include the private sector in promoting migration of skilled	<ul style="list-style-type: none"> <li>MoEWOE maintains contacts with the RAs,</li> </ul>	<ul style="list-style-type: none"> <li>Agreement with a private organization in Japan and South Korea for Sending skilled migrant worker</li> </ul>	1. Awareness on skill-based safe and regular migration	July 2022- June 2025	<ul style="list-style-type: none"> <li>Number of awareness campaign</li> </ul>	Leading Ministry/Agencies 1. MoEWOE  Supporting Ministry/Agencies 1. BAIRA 2. BMET
				2. Explore G2G opportunities	July 2022- June 2025	<ul style="list-style-type: none"> <li>G2G agreement</li> </ul>	
				3. Enlisting the training facilities provided by the	June 2024	<ul style="list-style-type: none"> <li>Lists of training facilities</li> </ul>	



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				Activities	Timeline		
	workers, protect rights and ensuring gainful migration.		July 2020 -June 2022	recruitment agencies			3. BOESL
	8.4 The Ministry will develop a “safe and ethical recruitment” system and monitor PRAs for implementation.	<ul style="list-style-type: none"> <li>Recruiting Agency Classification) Rules 2020</li> <li>Recruiting Agents License &amp; Code of Conduct Rules 2019</li> </ul>	<ul style="list-style-type: none"> <li>Policy guidelines developed for providing CIP card to RA’s</li> <li>-</li> </ul>	<ol style="list-style-type: none"> <li>Sensitization on fair and ethical recruitment.</li> <li>Implementation of RAIMS of BMET</li> <li>Two half-yearly reports on the Classification</li> <li>Active participation in the Fair Recruitment Advisory Committee of ILO</li> <li>Research on safe and ethical recruitment</li> </ol>	<ul style="list-style-type: none"> <li>July 2022-June 2025</li> <li>June 2023</li> <li>Dec 2024</li> <li>June 2023</li> <li>December 2024</li> </ul>	<ul style="list-style-type: none"> <li>Number of sensitization workshops</li> <li>Active RAIMS</li> <li>Reports</li> <li>Attendance to ILO Fair Recruitment Advisory Committee</li> <li>Number of Research</li> </ul>	<p>Leading Ministry/Agencies</p> <ol style="list-style-type: none"> <li>MoEWOE</li> </ol> <p>Supporting Ministry/Agencies</p> <ol style="list-style-type: none"> <li>MoFA</li> <li>BAIRA</li> <li>BMET</li> </ol> <p>Leading Ministry/Agencies</p> <ol style="list-style-type: none"> <li>MoEWOE</li> </ol> <p>Supporting Ministry/Agencies</p> <ol style="list-style-type: none"> <li>BIDS</li> <li>UN/DPs</li> <li>NGOs</li> <li>Think Tanks</li> </ol> <p>Leading Ministry/Agencies</p> <ol style="list-style-type: none"> <li>MoEWOE</li> </ol>
	8.5 Develop a strategy of ‘zero recruitment	<ul style="list-style-type: none"> <li>Female worker sending at zero cost</li> </ul>	<ul style="list-style-type: none"> <li>10,00,456 female workers till February’22</li> </ul>	<ol style="list-style-type: none"> <li>Assessing best practices on Employers pay model</li> </ol>	<ul style="list-style-type: none"> <li>June 2023</li> </ul>	<ul style="list-style-type: none"> <li>Number of agreements with employers pay model</li> </ul>	

Agenda of the 8 <sup>th</sup> Five Year Plan (1)	Target (2)	Baseline (3) July 2019 –June 2020	Progress (4) July 2020 –June 2022	Proposed Activities (July 2022–June 2025) (5)		Monitoring Indicators (6)	Implementing Partners (7)
				Activities	Timeline		
	cost migration' (employers pay model).	<ul style="list-style-type: none"> <li>• Sending migrant worker through IM Japan at zero cost</li> </ul>	July 2020 –June 2022	2. Networking with big employers for employers pay model	July 2022-June 2025	<ul style="list-style-type: none"> <li>• Number of networks</li> </ul>	Supporting Ministry/Agencies 1. BOESL 2. BAIRA 3. BMET
<b>9. Cost of Migration</b>	9.1 The Ministry will undertake a five-year program targeting 'low recruitment cost migration.	<ul style="list-style-type: none"> <li>• A committee on cost of migration was formed.</li> <li>• The committee overseas different corridor-based cost of migration.</li> </ul>	<ul style="list-style-type: none"> <li>• The cost of migration survey was conducted and published by the BBS which gives a baseline data for SDG 10.7.1</li> </ul>	1. Undertake a Programme/project for reducing the cost of migration.	June 2023	<ul style="list-style-type: none"> <li>• Project Document</li> </ul>	Leading Ministry/Agencies 1. MoEWOE  Supporting Ministry/Agencies
				2. Ensure regular national data on cost of migration from LFS survey.	July 2022-June 2025	<ul style="list-style-type: none"> <li>• QLFS report</li> </ul>	1. MoFA 2. MoHA 3. BAIRA 4. BMET 5. BOESL
				3. Sensitizing RA's	July 2022-June 2025	<ul style="list-style-type: none"> <li>• Number of workshop</li> </ul>	6. PKB 7. BBS 8. DPs
	9.2 Increase capacity of BOESL for accessing new market and expanding existing market with low-cost migration.		<ul style="list-style-type: none"> <li>• Market Expansion team are working now.</li> <li>• ISO certification</li> </ul>	1. Projects can be taken by BOESL to strengthen the capacity.	July 2023-June 2025	<ul style="list-style-type: none"> <li>• Number of country specific projects to strengthen BOESL</li> </ul>	Leading Ministry/Agencies 1. MoEWOE  Supporting Ministry/Agencies
				2. Market expansion through BOESL.		<ul style="list-style-type: none"> <li>• Number of overseas employments through BOESL</li> </ul>	1. BOESL 2. Planning Commission
<b>10. Reintegration</b>	10.1 Adoption of a Sustainable Reintegration Policy of	<ul style="list-style-type: none"> <li>• Policy directives for returnees in</li> </ul>	<ul style="list-style-type: none"> <li>• Technical committee for drafting the</li> </ul>	1. Finalization of the Policy. 2. Mapping of the stakeholders and tasks	Jul 2022	<ul style="list-style-type: none"> <li>• Report on mapping of stakeholders and tasks</li> </ul>	Leading Ministry/Agencies 1. MoEWOE  Supporting Agencies:

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				Activities	Timeline		
	Migrant Workers.	<p>the 10.2.2 EWOEP 2016</p> <ul style="list-style-type: none"> <li>Reintegration services for returnees in the WEWB Act 2018</li> </ul>	<p>Policy has formed.</p> <ul style="list-style-type: none"> <li>Zero draft of the Policy will be developed by April 2022.</li> <li>Development Partners working to identify the actors</li> </ul>	<ol style="list-style-type: none"> <li>Adoption of the Policy.</li> </ol>	June 2023	<ul style="list-style-type: none"> <li>Published Reintegration Policy</li> </ul>	<ol style="list-style-type: none"> <li>WEWB</li> <li>ILO</li> <li>IOM</li> <li>UN Women</li> </ol> <p>Leading Ministry/Agencies</p> <ol style="list-style-type: none"> <li>Cabinet Division</li> </ol> <p>Supporting Agency:</p> <ol style="list-style-type: none"> <li>MoEWOE</li> <li>WEWB</li> </ol>
				<ol style="list-style-type: none"> <li>Develop Action Plan of the Policy.</li> </ol>	Dec 2023	<ul style="list-style-type: none"> <li>Published Action Plan</li> </ul>	<p>Leading Ministry/Agencies</p> <ol style="list-style-type: none"> <li>MoEWOE</li> </ol> <p>Supporting Agencies:</p> <ol style="list-style-type: none"> <li>DP</li> </ol>
				<ol style="list-style-type: none"> <li>Dissemination of Policy.</li> </ol>	2023- 2024	<ul style="list-style-type: none"> <li>Number of dissemination workshops</li> <li>Communication materials</li> </ul>	<p>Leading Ministry/Agencies</p> <ol style="list-style-type: none"> <li>MoEWOE</li> </ol> <p>Supporting Agencies:</p> <ol style="list-style-type: none"> <li>WEWB</li> <li>NGOs</li> <li>CSOs</li> <li>DP</li> <li>BMET</li> </ol>
				<ol style="list-style-type: none"> <li>Mainstreaming reintegration in the national development agenda.</li> </ol>	Jun 2025	<ul style="list-style-type: none"> <li>Number of agreements/MoU with other Ministries</li> </ul>	<p>Leading Ministry/Agencies</p> <ol style="list-style-type: none"> <li>PMO</li> </ol> <p>Supporting Agencies:</p> <ol style="list-style-type: none"> <li>MoEWOE</li> <li>WEWB</li> <li>NGOs</li> <li>CSOs</li> <li>DP</li> <li>BMET</li> </ol>



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		July 2019 -June 2020	July 2020 -June 2022	Activities	Timeline		
	10.2 Adoption of a Rules for Wage Earners' Welfare Board Act 2018.	<ul style="list-style-type: none"> <li>OEMA 2013</li> <li>WEWB Rule 2018</li> </ul>	<ul style="list-style-type: none"> <li>Technical committee for drafting the Rule has formed.</li> <li>Draft of the WEWB Rule 2022 was developed in March 2022 and validation workshop conducted</li> </ul>	<ol style="list-style-type: none"> <li>Finalization of the WEWB Rule.</li> </ol>	June 2022	<ul style="list-style-type: none"> <li>Final copy of WEWB Rule</li> </ul>	<p>Leading Ministry/Agencies</p> <ol style="list-style-type: none"> <li>MoEWOE</li> </ol> <p>Supporting Agencies:</p> <ol style="list-style-type: none"> <li>WEWB</li> <li>ILO</li> </ol>
				<ol style="list-style-type: none"> <li>Adoption of Rule</li> </ol>	Dec 2022	<ul style="list-style-type: none"> <li>Published WEWB Rule</li> </ul>	<p>Leading Ministry/Agencies</p> <ol style="list-style-type: none"> <li>MoEWOE</li> </ol> <p>Supporting Agencies:</p> <ol style="list-style-type: none"> <li>MoLJPA</li> <li>WEWB</li> <li>ILO</li> </ol>
				<ol style="list-style-type: none"> <li>Annual Review Report on the Implementation Progress on the WEWB Act 2018 and WEWB Rule 2022.</li> </ol>	Dec 2023 Dec 2024 June 2025	<ul style="list-style-type: none"> <li>Annual Review Reports</li> </ul>	<p>Leading Ministry/Agencies</p> <ol style="list-style-type: none"> <li>MoEWOE</li> </ol> <p>Supporting Agencies:</p> <ol style="list-style-type: none"> <li>WEWB</li> <li>DP</li> </ol>
	10.3 Adoption of a Standard Operating Procedure (SOP) for reintegration of returnee migrants, especially for female migrants.	<ul style="list-style-type: none"> <li>No SOP for reintegration</li> </ul>	-	<ol style="list-style-type: none"> <li>Formation of Technical Committee for drafting the SOP</li> <li>Drafting the SOP with a gender lens</li> </ol>	June 2023  June 2023	<ul style="list-style-type: none"> <li>Technical Committee Formation Order</li> <li>Published SOP</li> </ul>	<p>Leading Ministry/Agencies</p> <ol style="list-style-type: none"> <li>MoEWOE</li> <li>WEWB</li> <li>BMET</li> <li>PKB</li> </ol> <p>Supporting Agencies:</p> <ol style="list-style-type: none"> <li>DPs</li> <li>BMET</li> </ol>



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				Activities	Timeline		
		July 2019 -June 2020	July 2020 -June 2022	1. Capacity building of the service providers on the SOP for reintegration	Dec 2023- Dec 2024	<ul style="list-style-type: none"> <li>Number of Trainings on SOP</li> </ul>	3. PKB Leading Ministry/Agencies 1. MoEWOE 2. WEWB Supporting Agencies: 1. DPs 2. BMET 3. PKB 4. NGOs/CSOs
	10.4 Establish an inter-ministerial and inter-agency/dept “referral mechanism” for sustainable reintegration.	An inter-ministerial committee was formed to address the returnees during COVID 19 period.	-	1. Establish an Inter-Ministerial committee on Reintegration.  2. Develop the Referral Mechanism and establish common understanding of ‘referral services’ for returnee migrant workers.	June 2024  June 2024	<ul style="list-style-type: none"> <li>Meeting minutes of the Inter-ministerial Committee</li> <li>List of Referral Services</li> <li>Established Referral Mechanism</li> <li>Number of inter-ministerial workshops</li> </ul>	Leading Ministry/Agencies 1. MoEWOE 2. WEWB Supporting Agencies: 1. LGRD 2. MoH&FW 3. MoY&S 4. MoWCA 5. MoSW 6. BMET 7. DPs
	10.5 Develop and implement a package of support for returning migrant workers.	<ul style="list-style-type: none"> <li>Rehabilitation loan for Returnee migrants by the PKB.</li> <li>Death compensation</li> <li>Burial</li> <li>Compensation</li> <li>Scholarships for children</li> </ul>	<ul style="list-style-type: none"> <li>Approval of RAISE project for establishing 30 welfare offices.</li> </ul>	1. Introduce one stop services for returnee migrants through Welfare Offices established by RAISE project.  2. Introduce a referral	July 2023- June 2024  June 2021- July 2025	<ul style="list-style-type: none"> <li>Number of Welfare Offices having One-Stop Service</li> <li>Target: Number of returnee migrants covered 30000 (2022), 40000 (2023), 60000(2024), 70000(2025)</li> <li>Established referral mechanism</li> </ul>	Leading Ministry/Agencies 1. MoEWOE 2. WEWB Supporting Agencies: 1. MoSW 2. FID 3. MoWCA 4. MoYS 5. LGD 6. BMET





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				Activities	Timeline		
		<ul style="list-style-type: none"> <li>Different package of PKB</li> </ul>		mechanism for ensuring mental health support to migrant workers after return. 3. Enhance credit support for returnee migrants. 4. Conduct RPL for returnee migrants. 5. Capacity building on entrepreneurship for returnee migrants. 6. Development Business Plan and Job Placement 7. Activation of existing services	July 2023-June 2025 July 2023-June 2025 July 2023-June 2025 July 2023-June 2025	<ul style="list-style-type: none"> <li>Number of Loans</li> <li>Number of Trainees</li> <li>Number of Trainees on Entrepreneurship</li> <li>Number of business plan developed and job placement</li> <li>Report of WEWB</li> </ul>	7. PKB 8. DPs 9. NGOs/CSOs  10. BMET (TTCs)  Leading Ministry/Agencies 1. WEWB  Supporting Agencies: 1. DPs 2. BMET 3. NGOs/CSOs
	10.6 Initiatives will be taken to introduce a new mechanism, including mandatory	<ul style="list-style-type: none"> <li>Mandatory Insurance coverage for all outbound migrant workers.</li> </ul>	-	1. Research on potential new welfare/social protection schemes for migrant workers.	Dec 2022	<ul style="list-style-type: none"> <li>Research Document.</li> </ul>	Leading Ministry/Agencies 1. WEWB  Supporting Agencies: 1. DPs



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		July 2019-June 2020	July 2020-June 2022	Activities	Timeline		
	deposit schemes for migrant workers.			2. Research on the feasibility of Mandatory Savings Schemes.	June 2023	<ul style="list-style-type: none"> <li>Research Document</li> </ul>	Leading Ministry/Agencies 1. WEWB  Supporting Agencies: 1. DPs 2. BMET
				3. Peer exchanges from other countries' experiences.	Dec 2024	<ul style="list-style-type: none"> <li>Peer exchange's report</li> </ul>	Leading Ministry/Agencies 1. MoEWOE
				4. Designing the Mandatory Saving Schemes.	Jan 2025	<ul style="list-style-type: none"> <li>The Structure of new scheme</li> </ul>	Supporting Agencies: 1. WEWB
				5. Designing the Welfare Schemes.	July 2023-June 2025	<ul style="list-style-type: none"> <li>The Structure of new scheme</li> </ul>	2. MoSW 3. FID 4. MoWCA
				6. Piloting the Scheme in 1 or 2 corridors.	June 2025	<ul style="list-style-type: none"> <li>Reports on Piloting</li> </ul>	5. MoYS 6. LGD 7. MoLnd 8. DPs 9. BMET 10. PKB





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*Technical Support*  
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