

1 Rural-Urban Female Migration in Bangladesh: Need for 2 Information Support and Institutional Responses

3 Mohammed Mamun Rashid

4 Received: 15 December 2012 Accepted: 3 January 2013 Published: 15 January 2013

5

6 **Abstract**

7 This paper portrays lives and livelihoods scenario of female associated with ruralurban
8 migration in Bangladesh. The techniques deplored are the interview and Focus Group
9 Discussion (FGD) methods in collecting data. Internal migration of female has been increased
10 with complexity. This micro level study finds that possible female migrants are enticed, in
11 many cases, with promises of a better life and dream in cities due to lack of information. They
12 are deprived from rights and entitlements; whatever engaged in formal or informal
13 employment. But evidence pointing that voice of female workers is comparatively loud where
14 protection framework exists. This paper urges to take collaborative initiative by stakeholders
15 for developing and disseminating standardized information. Information will help female
16 migrants to be informed and decision making. In concluding this paper, it is recommended
17 that the Government of Bangladesh (GoB) should develop a comprehensive national policy
18 immediately on rural-urban migration; and gradually include informal employment under
19 protection framework.

20

21 **Index terms**— female, information, migration, protection framework, rights, well-beings.

22 **1 Introduction**

23 Bangladesh has a land area of 147,570 square kilometers and a population of about 149,772,364; making it the most
24 densely populated country in the world. It ranked 146th, out of 187 countries, of the UN Human Development
25 Index and has been improving over the last decade (United Nations Development Programme 2013). World
26 Bank (2013) finds that despite population growth, the population of poor households declined by 26 percent in
27 10 years. The number of extreme poor people also declined from 44 million in 2000 to 34.6 million in 2005, and
28 down to 26 million in 2010 -a massive 41 percent decrease.

29 With a limited land area, the agrarian economy of Bangladesh is experiencing a very high rate of urbanization.
30 Planning Commission of Bangladesh (2011) affirms that Bangladesh has been experiencing rapid increase in its
31 urban population ever since its independence in 1971. Urban population as a Author : Project Coordinator,
32 Promoting Democratic Institutions and Practices (PRODIP) Project Community Development Centre (CODEC)
33 Plot No-2, Road No-2 Lake Valley R/A, Foy's Lake Chittagong, Bangladesh. E-mail : rashidmamuns@yahoo.com
34 percentage of total population increased from around 8% to nearly 23% during 1974-2001 periods. By the year
35 2015 nearly one-third or 33% of the population of Bangladesh will be living in urban areas.

36 Migration from one area to another in search of improved livelihoods is a key feature of human history. Begum
37 (1999) asserts that migration is not new to Bangladesh. In this country, large-scale movement of the population
38 has been a feature for a very long time. Increasing population is not the only factor responsible for rural-urban
39 migration in Bangladesh since evidence shows that the overall lack of opportunities, lack of development seems
40 to be increasingly associated with the rural areas. Alam (1996) cites that,

41 The Government is aware of the fact each day a large number of poor, landless people are pouring into the cities
42 because of their landlessness. However, no steps have been taken to rehabilitate these people. As a result, the
43 big cities are becoming crowded and turning into big slums. Because the Government has not decided upon any
44 specific policy, NGOs are not able to make any impact on this type of migration. Women have less difficulty in

3 METHODS AND MATERIALS

45 finding employment in the cities than men, because the Bangladeshi garments and textile industries are growing
46 very fast and earning considerable export income. These industries employ mostly female labor.

47 Ready-Made Garments (RMG) factories are located mainly in three cities: the capital city Dhaka, the port
48 city Chittagong and the industrial city Narayanganj. RMG sector creates jobs in complementary industries or
49 services, such as accessories, packaging, toiletries, courier, finance, transport and telecommunication services,
50 etc. Bangladesh Garment Manufacturers and Exporters Association (2013) refers that 4.00 million workers were
51 employed at 5,700 factories in 2011-12 comparing with 0.04 million workers at 134 factories in 1983-84. Out
52 of 4.00 million manpower employed in BGMEA member factories, 3.20 million are women (80%), majorities of
53 them are disadvantaged and economically poverty stricken womenfolk. Export Promotion Bureau of Bangladesh
54 (2012) assures that RMG sector contributed 19,089.69 million USD in 2011-12, that is, 78.60 percent of total
55 export.

56 Though RMG sector contributes Bangladesh economy in a distinctive manner but several tragedies create
57 gloomy image at home and abroad. As for example, a total of 1,131 people, mainly female garments workers,
58 were killed on 24 April 2013 due to collapse of eight-storey building in Savar, Dhaka; known as Savar tragedy.
59 Bangladesh Institute of Labour Studies (2013) indicates that 1,629 people were killed and 3,900 injured in
60 workplace related accidents between January and June 2013. After Savar tragedy, Pope Francis condemned
61 as 'slave labour' the working conditions of the Bangladesh garments workers who died in factory collapse
62 (theguardian 2013). Moreover, the US government suspended Bangladesh from Generalised System of Preferences
63 (GSP) facility for unknown time beings as a symbolic action due to poor working conditions. They want to see
64 Bangladeshi workers in safe and appropriate working environment. European Union (EU), buyers, International
65 Labour Organisation (ILO), humanitarian bodies, labour associations and civil society representatives are concern
66 about labour rights, working conditions, safety & health at work, and responsible business conduct. They
67 committed to stay and engaged with Bangladesh for improving labour standards. As a part of concerted
68 advocacy efforts; Labour and Employment Minister of Bangladesh placed Labour Law (Amendment) -2013 bill
69 at parliament on 15 July 2013, which was passed by voice votes by the treasury bench lawmakers in absence of
70 the opposition Members of Parliament (MPs).

71 Bangladesh revised and adopted National Labour Policy in 2012. This policy committed: (a) to eliminate all
72 forms of forced or compulsory labour, (b) to eliminate discrimination in respect of employment and occupation,
73 (c) freedom of association and the effective recognition of the rights to collective bargaining, and (d) effective
74 abolition of child labour. Along with other issues and concerns, this policy acknowledges that a bulk number of
75 total labour forces are employed in informal sectors like, but not limited to, brickfield, chatal (rice processing
76 mill), construction site, garage, house, poultry-farm, saw-mill, restaurant, and transportation. This policy also
77 emphasizes to take initiatives for making law, if necessary, for well-beings of such labour.

78 Against this background, this paper takes a closer look on migration and urbanization, in nutshell, and the
79 changing causes of female migration within Bangladesh. In general, there is lack of comprehensive national data,
80 union or sub-district based accurate figure and exact trends regarding rural-urban migration in Bangladesh.
81 Despite having shortage of reliable data on male and female migration from rural areas separately but it has
82 been observed that more female are migrating now and not just as accompanying spouses. Based on primary
83 research done by the author, this paper insights on pains and pleasures of female migrants, their problems in
84 formal and informal sectors, and advocating with policymakers for developing protection framework. This paper
85 also depicts role of respective actors for awareness building of females with information support which will help
86 them to be informed, appropriate decision making, and protect themselves. A set of recommendations raised by
87 respondents is given for future interventions.

88 2 a) Objective of the Paper

89 This paper aims to describe lives and livelihoods conditions of female migrants & returnees and aspiration
90 of possible migrants. It also devises how supportive information and its strategic sharing contribute for safe
91 migration. Specific objectives are-A. To find out risks connected in migration process from locality to destination.
92 B. To depict different nature of works done by female migrants; particularly working conditions in RMG factories,
93 construction sites, houses, and chatals.

94 C. To depict risks encountered in the place of residence and surroundings of female migrants. D. To provide
95 recommendations for improvement of safe female migration.

96 II.

97 3 Methods and Materials

98 This research adopts a mixed method, applying both qualitative and quantitative methodologies in collecting,
99 assessing and analysis data. In qualitative studies, through which respondents' observation, Focus Group
100 Discussion (FGD), and Key Informant Interview (KII) were conducted.

101 A total of 11 FGDs were conducted at several locations with attendance of diversified occupational groups.
102 Total 102 females (migrants, possible migrants, and returnees) participated in selected FGDs. Table 1 shows
103 participants and sites of FGD. A number of issues were addressed during FGD and KII; like areas of origin,
104 causes of migration, livelihood options in village, role of middleman, information, age, education, monthly income,

105 payment, leave, overtime, insurance, medical facilities, safety measures, training, discrimination between male
106 and female, associated risks, physical and mental torture, sexual abuse, working environment, living places,
107 existing laws, supports from duty bearer, and social inclusion. Although this study mainly focuses on qualitative
108 analysis of respondents it will also examine some numerical data presented by respondents. So the statistics of
109 this study should not be interpreted as statistically representative.

110 **4 III.**

111 Results and Discussion a) Migration and Urbanization Afsar (2000) cites that rural-urban which has played a key
112 role in the rapid urbanization process of Bangladesh will continue to increase in scale, complexity and diversity.
113 Young adults, men and women, illiterate and highly educated who have support from social networks in the
114 places of destination will migrate to maximize income opportunities generated by the city and minimize risks of
115 uncertainties in the places of origin.

116 Labour Force Survey indicates that more than 95% of the 56.7 million individuals in the labour force (15+
117 Population) were employed in 2010. About 49% of those who are in the agriculture sector, 17% are in the industry
118 sector, and 34% are in the services sector. Agriculture alone employs 49% of labour force, even though its Gross
119 Domestic Product (GDP) share is only 18.6% (Bangladesh Bureau of Statistics 2010). Inability of agriculture
120 sector to absorb surplus labour force is one of the major causes of rural-urban migration. SFYP ??2011) ??2012)
121 ??2013) ??2014) ??2015) of Bangladesh asserts that although income growth is higher and the poverty incidence
122 is lower than the rest of Bangladesh, Dhaka still is a low income city with large numbers of poor when compared
123 with most mega cities of the world. Holding the prospects for better income opportunities than most parts of
124 Bangladesh, rapid migration is causing Dhaka's population to grow much faster than the rest of the country. This
125 fast urbanization is putting pressure on the city's limited land, an already fragile environment, and weak urban
126 services. The population density is now believed to have reached around 34,000 people per square kilometer,
127 making Dhaka amongst the most densely populated cities in the world. Poor city management, low efficiency
128 and massive corruption are exacerbating the problems. Urban traffic has reached nightmare proportions, often
129 causing huge delays in covering small distances with associated productivity losses. Water and air pollution from
130 poor waste and traffic management poses serious health risks. The already acute slum population is growing
131 further, contributing to serious human and law and order problems. Similar problems are emerging in other
132 major urban centers, especially Chittagong. The urbanization challenge unless managed well could pose a serious
133 problem to the future growth prospects for Bangladesh. But urbanization is also an opportunity and an integral
134 part of the development process.

135 **5 b) Push and Pull Factors**

136 Pushing and pulling factors are complex and inter-related. Those factors are differed from area to area as found
137 in FGD findings. As for example, river erosion is the main push factor of displacement from Kurigram district.
138 Migration is a safety net for affected households. But this push factor does not work in rest of the selected areas.

139 Total 78.43 percent of respondents specify that 'unemployment in village' is main cause of migration. Losing
140 homestead and cultivatable lands due to riverbank erosion is another factor of forced migration that indentified
141 by 7.83 percent respondents. Other push factors found in this study are domestic violence, early marriage,
142 polygamy, dowry, social insecurity, low yield in agricultural lands, decreasing the productivity of per labour
143 in agricultural sector, vicious cycle of dadander (moneylender), pressure from few NGOs to repay loan, food
144 insecurity, inadequate access to khas lands (government owned lands) and resources, very little access to safety
145 nets program and so on.

146 Searching employment opportunities; whatever odd, irregular or underpaid, is the main pull factor of female
147 migration because they do not have ample employment opportunities round the year in village. Moreover, scope
148 of employment particularly in garments factory, residential house, construction sites, dream of better living
149 conditions, communication with relatives living in city, and social networks are other forms of pull factor.

150 **6 c) Possible Migrants**

151 One respondent said during FGD, "We need money for survival. We have hope and dream. Thus, we decide
152 to migrate to free us from shadow of famine in village". Total 25.00 percent of possible migrants are below 20
153 years. Ten percent range between ages of 20 to 24 and 20.00 percent between 25 to 29 years. However, 15.00
154 percent is between 30 to 34 and 25.00 percent from 35 to 39 years. Five percent of possible migrants are over
155 forty years. Noteworthy, possible migrants are adolescent girls and young adults. Majority (90.00 percent) of
156 possible migrants have relatively low access and continuation to formal education and/or vocational scheme.

157 Though they are interested to migrate but do not know what will be job in city. Respondents said, "We want
158 to do work in garments factory or house. Working in house or garments factory will be easy as we do not have
159 education and set of skills". The place of destination is also unknown to them. They have planned to go in city
160 through contact with relatives or neighbors.

161 Key informants, herein women member, secretary and information unit of Union Parishad (UP), said, "People
162 come at Union Parishad (UP), lowest tier of administrative unit in Bangladesh, for many services like birth
163 certificate, character certificate, cash and kinds support. But female migrants do not come at Union Parishad

7 D) RETURNEES

164 (UP) to know information about job, employer, middleman, terms and conditions, working environment, problems
165 & prospects, living place and other facilities before migration". The most common forms of internal trafficking in
166 Bangladesh are, among others: trafficking for sexual exploitation, forced prostitution, domestic servitude, forced
167 labour and other forms of exploitation. Possible migrants, in utmost extent, are lured or deceived with promises
168 of a better life and more lucrative job opportunities in cities due to lack of proper information. Union Parishad
169 (UP) can raise mass awareness by using visual materials to reduce internal trafficking. Capacity building schemes
170 of Union Parishad (UP) can address prospective training courses for possible migrants like sewing in garments
171 factory, office helper, security guard, and so on.

172 Non-government Organizations (NGOs) can address issues and concerns of 'safe female migration' in their
173 regular program interventions. They can facilitate agenda based discussion in credit groups and other social
174 forums. NGOs can mobilize grassroots people on safe migration issue.

175 7 d) Returnees

176 Returnees have mixed conditions after return from city. They told that their wages was low as comparison with
177 volume of work and irregular payment. Wages ranges from Taka 500-4,000 (USD \$6.25-\$50, exchange rate \$1 USD
178 = 80 Taka). Low wages helped them to survive as a living thing not human beings. They were physically and
179 mentally tortured and sexually abused at work place and living surroundings. They did not have any information
180 before migration to city regarding workload, wage, overtime, and working environment. Now their workload is
181 low and has enough time in village. But they do not have earning sources. They have to depend on their husband
182 and other members; even in decision making.

183 Total 70.00 percent of returnees were moved to city by influence of middleman. Middleman gave them false
184 promises of a better life with good employment. But they cheated with returnees. Middleman did not provide jobs
185 according to verbal commitment. Key informants cite that middleman usually sells female migrants to brothels.
186 Returnees also carry social stigma as some neighbors who say the returnees are bad, evil. Thus, respondents
187 suggested for taking state-led initiative for re-integration of such returnees.

188 It is significant to note that female migrants mainly live at rented house in city but a number of relatives
189 and neighbors of village are living in cluster. They are used to sharing food, practice own language and culture
190 in city. However, densely populated & polluted slum, lack of potable water, noise pollution, congested living
191 room, and not comfortably matching with city life are also causes of return from city. e) Garments Worker
192 FGD participants said, "We were jobless in village. We were not able to eat regularly. But now we have a job.
193 Working in garments factory protect us from hunger but kills our freedom. We start work at early morning but
194 do not know the end time. It depends on decision of supervisor. Sometimes we work whole night without rest.
195 Supervisors misbehave with us. Sexual harassment and violence, in some extent, exist in workplace".

196 They usually go in city through contact with relatives or neighbors. As for example, elder sister brings her
197 younger sister or cousin from village. Sister brings the wife of her brother or sister-in-law. Aunt brings nephew,
198 one brings her ex-classmate who drop out from school. Such mixing relationships are found that is used as a
199 social capital to come in the city and secure job at garments factory.

200 Majority of them have to face many risks associated with their job and living places. Frequently fire and
201 collapse of garments factory increase their tension. Garments authority sometimes arranges orientation on rescue
202 management. But it is mostly lecture oriented. There have no sufficient stairs and instruments for emergency
203 exit. Even they do not properly know use of extinguisher though those are usually seen beside wall. There are
204 not sufficient essential facilities at work place like pure dirking water, hygienic mode to maintain some cleanliness
205 during menstrual period. There are also problem of taking meal on time. Jaundice, peptic ulcer, and skin diseases
206 are prevailed in majority of cases.

207 Female workers are more vulnerable than male because of their low voices. Supervisor of garments workers
208 deprives them in many aspects. As for example, supervisor records less time in overtime sheet, absent one day
209 if little bit late during entrance, and termination during pregnancy. Moreover, sometimes senior colleague (like
210 supervisor) gives them ill-treated offer of sexual relationship. They also fall in trapped of false love by male
211 co-worker.

212 One of the respondents said during FGD, "I work last eighteen years. Now my wages is Taka 6,000 (USD
213 \$75). There is no performance based remuneration system. Everything depends on decision of employer. We
214 work hard but get less benefit. Supervisors habitually misbehave with us. But they cannot commonly do it with
215 male workers. Male workers can easily react but we cannot; because we are female". Normally one female worker
216 receives monthly remuneration Taka 3,000-3,500 (USD \$37.50-\$43.75).

217 They have to attend at early morning in work. But completion time is not fixed. In some extent, they
218 have to depart during midnight. They face many social insecurities especially eve-teasing, sexual harassment,
219 touching sensitive organ of body, ill-treated comments on street. A number of FGD participants (45.00 percent)
220 mention that Bangladesh have law on 'violence against women'. Implementation of that law is low. Unfortunately,
221 some members of law enforcing agency harass them on street. Participants urge to take necessary measures for
222 improving mind set of such people. They also urge to arrange clean dining room and qualified doctor. They
223 agree to work after evening if garments authority provides secured and genderfriendly vehicle or secured dormitory
224 beside garments factory. Female workers urge that training (like sewing) and basic orientation before migration
225 will be helpful to adapt with working environment.

226 8 f) Construction Labour

227 Selected participants of construction labour live in Mohammadia slum, Dhaka. Their living place is dirty. They
228 share hanging latrine. Garbage, along with excreta, is dumped in canal which congests sewage system. Rats
229 and cockroaches scurry across the floor of the damp, dark and poorly-ventilated room. Participants arrived from
230 northern region of Bangladesh. Some of them used truck and roof of train to pay less fare.

231 The wages of female construction labour is not fixed. It depends on decision of employer and usually ranges
232 from Taka 180-200 (USD \$2.25-\$2.50). The male construction labour usually receives from Taka 300-350 (USD
233 \$3.75-\$4.375). There has common falsehood that females are physically less fit for construction work. This is
234 main cause of discrimination. Participants said, "Despite having discrimination we get some money for continued
235 existence. We were employed in agricultural work, especially for harvesting, in village. We received forty kilograms
236 paddy for daily work. But we do not get such opportunity round the year in village".

237 Wages of female construction labours is not regular though they are verbally committed to be paid daily basis.
238 They have to wait long hours; even days to receive wages. It is very difficult for them to buy daily essentials
239 and manage cook & other works when wages is received at night like 10:00 pm. Female construction labours
240 do not have job security. Their job is not also regular. Many factors are involved to get a job like number of
241 construction sites, demand of labour, supply, season, and so on. Female construction labours usually have to pay
242 'commission' to sardar (leader of labours) for managing daily job. Thus, they can work on average sixteen days
243 within a month.

244 Female construction labours work as a helper, digging mud, carrying brick, sand, cement, and other materials.
245 They carry such items at different stages of multi-storey building. Safety measures undertaken in workplace is
246 not totally at satisfactory level because-(a) mostly manual operation, (b) lack of sufficient instruments for safety,
247 (c) no demonstrative instruction for safety, and (4) no basic training provided to labour about carefulness and
248 safety in workplace. Permanent housemaid usually stays in owner house. Majority of respondents point out that
249 housemaid normally sleeps on floor of kitchen. There has no separate accommodation facility for them. As a
250 wages such housemaid receives Taka 1,500-2,000 (USD \$18.75-\$25) monthly. They usually get leave especially
251 during religious festival observation. Sometimes owners give them bonus and money of fitrah (In Islam, a portion
252 of charity) & zakat (In Islam, a form of giving to those who are less fortunate).

253 Part time housemaid starts work at early morning or evening; or suitable time set by mutual discussion. Wages
254 is fixed based on working hours and nature of work. They normally do all works like cooking, washing cloth,
255 cleaning, and other household activities. Such housemaid receives Taka 800-1,000 (USD \$10-\$12.50) monthly
256 and works from four to five hours. They also work at other nearby two or three houses. They live at low quality
257 house like a temporary thatched shack in slum.

258 As noted earlier, appointment of domestic worker is verbal. Terms and conditions of work are not protected
259 by law. Pains and pleasures of domestic worker depend on mind set of house owner. Total 38.89 percent of
260 FGD participants have positive attitude on house owner. They mention that house owners do not torture them
261 physically and mentally. House owners give medicine, cloths (sometimes old cloth), food and other supports.
262 Unfortunately, they are at risk of mental and physical abuse by male domestic worker. They urge that, "We did
263 not have knowledge about city life. We were not able to communicate; not being able to speak properly. Basic
264 orientation, before migration, on household works will be helpful for us".

265 9 h) Chatal Labour

266 Chatal labours are engaged in all process activities for drying paddy. Chatal mills are usually located at sub-
267 district centers, small towns, and outskirts. Nineteen participants of FGD and key informant said, "Male labours
268 usually work at boiler of chatal. Female labours are employed for doing all activities like loading, unloading,
269 collecting water & firewood, drying paddy, and so on. But there has serious discrimination between male and
270 female labours regarding wages and other benefits".

271 There has no formal agreement between chatal labours and owner. Terms and conditions of employment are
272 verbal. Chatal owners have association. Association determines the amount of wages. Each female labour usually
273 receives Taka 90 (USD \$1.125) daily but payment is made weekly. Male labours who normally work at boiler they
274 receive Taka 300 (USD \$3.75) daily. Their wages is calculated based 20 2 6 () C on attendance. They do not
275 have weekly holiday, leave, and other benefits. Even they do not get bonus during religious festival. Everything
276 depends on decision of owner. As for example, last year each female labour received Taka 200 (USD \$2.50) and
277 one soap as an Eid (religious festival of Muslim) bonus.

278 Chatal labours do not get job opportunity round the year. They become jobless during rainy season.
279 Environment of chatal is not gender-friendly.

280 Male and female labours use one latrine. They mostly use unhygienic latrine, that is, hang latrine, open
281 defecation, dug-well and hole. They have to wait in queue for long time for going to latrine. There has lack of
282 potable drinking water. Female labours drag paddy on floor by legs and wood-made instrument. Pulling paddy
283 is quite hard and creates serious pain on body and problems in waist, leg and lower domain of stomach. They
284 are also at the risks of skin diseases as working whole day under sunshine. Unfortunately, female labours do not
285 get any benefit for treatment. Female labours are terminated from job during pregnancy period. They do not
286 obtain any benefit for that time. In chatal, absenteeism at workplace means no wages.

287 10 i) National Policies and Legal Frameworks

288 Though the Government of Bangladesh (GoB) adopts and reforms of a number of outstanding policies; there is
289 still no national policy to comprehensively address internal migration issue. But concentration on shifted sectoral
290 contribution to GDP, inability of agriculture to absorb surplus labour force, forced migration due to adverse effects
291 of climate change, increasing labour force participation rate of women, and roles of other push and pull factors
292 sharply increase rural-urban migration and claiming imperative institutional response to develop national policy
293 on internal migration. Nonetheless Bangladesh has a set of policies, laws, plans and institutional settings that both
294 directly and indirectly addresses a number of provisions of internal migrants. As for examplej) National Labour
295 Policy National Labour Policy 2012 sets ten specific objectives mainly for well-beings of labour and enabling
296 environment. Along with addressing globalization realities, this policy emphasizes on fixing minimum wages and
297 review wages structure in accordance with price hiking. Elimination of wages discrimination between male and
298 female labour has been addressed in this document. This policy also contemplates on amendment of labour law
299 considering changes of labour market and upcoming issues. k) National Labour Law Bangladesh Labour Law
300 (Amendment) 2013 was passed on 15 July 2013 in parliament. Immediate Labour (Amendment) Law 2010 was
301 enacted on 13 May 2010. It amended mainly age, that is, sixty years instead of fifty-seven; nothing else. National
302 Labour Law 2006 addresses, but not limited to, conditions of service and employment, age, maternity benefit,
303 special provisions relating to health, hygiene and safety, welfare, working hours and leave, wages and payment,
304 and workers compensation for injury by accident. Though newly amended labour law includes some sectors, as for
305 example agriculture, shipbreaking, ship-building; but does not serve all sectors and segments like domestic worker.
306 Right based organizations, labour unions and other actors are not fully satisfied with amendments of new law.
307 They still raise voices to see a comprehensive national labour law. However, all respondents mention that labours
308 do not know about their basic rights prescribed in law. They suggest for summarizing basic provisions and clauses
309 of labour law and to orient labours and migration expectants. l) Inadequate Information and Initiative FGD
310 participants and key informants point out that 95.00 percent female migrant (including expectants and returnees)
311 did not have proper information about their job, lodging, and others. They are not aware about their rights and
312 entitlements those prescribed in respective legal frameworks. Respondents also mention that implementation of
313 such legal instruments are very slow and take longer to reach for female migrants. This is a clearly an infringement
314 of their rights for protection and promotion lives & livelihoods. Table 3 shows major problems & concerns and
315 corresponding recommendations proposed by the respondents. NGOs can summarize basic provision and rights
316 of Bangladesh labour law, women development policy, domestic violence (prevention and protection) act, eve-
317 teasing, health policy, and tentative risks associated in female migration process. Findings can be used as an
318 awareness development materials and policy promotion tools. They can take initiative for sensitization of duty
319 bearers and other national & subnational actors.

320 Respondents urge for capacity development of NGO activists on safe female migration issue. NGOs can
321 facilitate courtyard session, drama, jari (folksong), video show, and other cultural activities. The respondents
322 mention that involvement of youths will sensitize future generations as a change maker. Engagement of Civil
323 Society Organizations (CSOs), voluntary groups, local club, opinion leaders, and media will help for effective and
324 efficient functions. Testimonial case presentation like 'tale of a returnee' in group meeting or courtyard session
325 will be helpful instrument. Involvement of private sectors, that is, under Corporate Social Responsibility (CSR)
326 is emerging for safe female migration.

327 IV.

328 11 Conclusion

329 This small-scale field based study finds that females face many problems at each step of migration process.
330 Protection and promotion the lives and livelihoods of internal female migrants is an integrated approach
331 rather than scattered courses of action. This paper concludes that standardized information package will help
332 them, especially possible migrants, to be informed, taking appropriate decisions and protect themselves. The
333 Government of Bangladesh (GoB) should develop a comprehensive national policy immediately to promote well-
334 beings of internal migrants including female.

335 State-led protection framework should be developed and put into practice progressively for ensuring rights of
336 people with informal employment. ^{1 2}



Figure 1:

1

Nature	Participated	Place	
Possible migrant returnee	36	4	Barisal and Kurigram
RMG worker	19	2	Arshad Tongi, Dhaka
Construction labour	10	1	Mohammadia Slum, Dhaka
Domestic worker	18	2	Rayerbazar Slum, Dhaka
Chatal labour	19	2	Barisal and Dhamrai, Dhaka

A total of 25 KIIs were conducted. Table 2 shows categories of key informant and place of interview.

Figure 2: Table 1 :

2

Key Informant	No.	of Place
		Interview
Government officials	5	Barisal, Chittagong, Dhaka
Women member of Union Parishad (UP)	2	Barisal
Secretary of Union Parishad (UP)	2	Kurigram
Information unit of Union Parishad (UP)	2	Barisal
Women leader	1	Kurigram
NGO activist	1	Goronadi, Barisal
Executive Director of NGO	1	Mirpur, Dhaka
Supervisor of RMG worker	1	Nagershori, Kurigram
Leader association	2	Barisal and Dhaka
Middleman construction labour	1	Tongi, Dhaka
Middleman domestic worker	2	Tongi, Dhaka
Supervisor of chatal labour	1	Mohammadia Slum, Dhaka
Tea stall owner	1	Rayerbazar Slum, Dhaka
	1	Dhamrai, Dhaka
	1	Gabtoli Bus Stand, Dhaka

Figure 3: Table 2 :

3

(
)
C

Category	Major Problems & Concerns	Recommendations
Possible migrants and returnees	Possible migrants have low level educational qualification.	? Development of easy training & orientation manual and review
	They do not know about possible conditions of their job after migrating in city.	existing materials.
?	They have limited set of skills.	To
?	Majority of female migrants do not go to Union Parishad (UP) to know information about their job in city.	posters, pamphlet, brochure, and sticker as an awareness development materials. To prepare flipchart (with photo and easy sentence) for discussion at courtyard session and group

Figure 4: Table 3 :

11 CONCLUSION

337 [Accelerating Growth and Reducing Poverty, Ministry of Planning, Government of the People's Republic of Bangladesh ()]
338 *Accelerating Growth and Reducing Poverty, Ministry of Planning, Government of the People's Republic of*
339 *Bangladesh*, 2011. 2015. p. Y2011. Planning Commission of Bangladesh (Sixth Five Year Plan)

340 [Bangladesh Garment Manufacturers and Exporters Association at a Glance (2013)] *Bangladesh Garment*
341 *Manufacturers and Exporters Association at a Glance*, <http://www.bgmea.com.bd/home/pages/aboutus> 2013. July.

343 [Bangladesh Garment Manufacturers and Exporters Association at a Glance (2013)] *Bangladesh Garment*
344 *Manufacturers and Exporters Association at a Glance*, 2013. July.

345 [Bangladesh Poverty Assessment: Assessing a Decade of Progress in Reducing Poverty The World Bank Office ()]
346 'Bangladesh Poverty Assessment: Assessing a Decade of Progress in Reducing Poverty'. *The World Bank*
347 *Office*, (Dhaka, Bangladesh) 2013. 2000-2010. World Bank.

348 [Begum ()] *Destination Dhaka, Urban Migration: Expectations and Reality*, A Begum . 1999. Dhaka,
349 Bangladesh: University Press Limited.

350 [Government of the People's Republic of ()] *Government of the People's Republic of*, (Bangladesh) 2010. 2010.
351 2010. Bangladesh Bureau of Statistics (Labour Force Survey)

352 [Outline Perspective Plan of Bangladesh 2010-2021, General Economics Division, Planning Commission, Government of the Peop
353 *Outline Perspective Plan of Bangladesh 2010-2021, General Economics Division, Planning Commission,*
354 *Government of the People's Republic of Bangladesh*, <http://www.guardian.co.uk/world/2013/may/01/bangladesh-2010>. (factory-pope-slave-labour Planning Commission of Bangladesh)

356 [Afsar ()] 'Rural-Urban Migration in Bangladesh Causes'. R Afsar . *Consequences and Challenges*, (Dhaka,
357 Bangladesh) 2000. The University Press Limited.

358 [The Rise of the South: Human Progress in a Diverse World United Nations Development Programme ()] 'The
359 Rise of the South: Human Progress in a Diverse World'. *United Nations Development Programme* 2013.
360 (Human Development Report)

361 [Alam ()] *Two fishing villages of Bangladesh: a community study*, K Alam . DK-9220. 1996. Aalborg, Denmark.
362 2. Department of Development and Planning, Aalborg University (PhD thesis)