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Towards IMRF 2026 National Consultation with the Migrant Communities for Shadow Report on GCM Implementation in Bangladesh

Date: 7th December 2025 (Sunday) || Time: 10:00 am – 2:00 pm

Venue: Krishibid Institute Bangladesh (KIB), Khamarbari, Dhaka



Background:

The Global Compact for Safe, Orderly and Regular Migration (GCM) is a non-binding global agreement adopted by the United Nations in 2018 to make migration safer, more organized, and rights-based. Guided by 10 principles and 23 objectives, the GCM supports countries in preventing unsafe migration, ensuring fair recruitment, improving access to information, strengthening protection systems, and delivering better services to migrants throughout the migration cycle.

To review progress, countries report through the International Migration Review Forum (IMRF), held every four years. The first IMRF took place in 2022, and the next will be held

in 2026. As part of this process, countries submit a Voluntary National Review (VNR). Bangladesh holds a unique position, as it initiated the GCM proposal in 2016 and is recognized as a GCM Champion Country, expected to lead inclusive and evidence-based implementation.

In preparation for IMRF 2026, Bangladesh will submit its VNR. To complement this, WARBE Development Foundation, in partnership with the International Organization for Migration (IOM) and with support from the European Union (EU), organized consultation series to develop a multi-stakeholder Shadow VNR Report, following the same reporting framework as the government's review.

This consultation brought together migrant workers, returnees, trafficking survivors, climate-displaced persons, family members, and migrant network representatives. The objective was to capture grassroots realities, identify key challenges and emerging issues, and develop practical recommendations to promote inclusive, transparent, and people-centred migration governance in line with GCM commitments. The findings from this consultation will directly inform the Shadow Report, ensuring migrant voices are reflected in GCM monitoring and reporting.

Objectives:

- Ensure meaningful dialogue with the migrant community and migrant networks in the context of GCM monitoring and accountability.
- Gather firsthand feedback from migrant workers including women, returnees, and vulnerable groups on their experiences with recruitment, migration processes, access to services, protection and reintegration.
- Identify progress and gaps in GCM implementation and the country pledges migration processes, service delivery, information access, safety, transparency, and accountability at the local level.
- Collect feedback on a cluster of 23 objectives of the GCM.
- Ensure an inclusive and rights-based migration governance through informed policy and strategic dialogue.

Welcome Remarks:

The consultation began with opening remarks by **Ms. Jasiya Khatoon**, Director of WARBE Development Foundation. In her address, she emphasized the importance of bringing forward the real-life experiences of migrant workers, stating, ***“We want to highlight the reality of marginalized migrant lives and bring out the harsh truths that often remain unseen.”*** She acknowledged that both the government and development organizations have taken various initiatives to reduce migration-related



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challenges and improve migrant welfare through policies, laws, and programs. However, she noted that these policies differ from country to country, making international frameworks such as the Global Compact for Safe, Orderly and Regular Migration (GCM)



crucial in ensuring common standards and protections. At the end of her remarks, she introduced the session chair, speakers, and invited guests, and formally opened the floor for inclusive discussion and participation. She encouraged returnee migrants to openly share their experiences across the entire migration cycle, from recruitment to return, along with their recommendations for meaningful

change and long-term sustainability.

Following the migrant participants' introduction, **Ms. Mahjabeen Khaled**, Member of Stakeholder Advisory Group (SAG), emphasized the importance of listening to migrants' voices, emotions, and lived experiences. Encouraging participants to speak freely, she stated, ***"If you speak openly, we can carry your words to the higher authorities, your concerns and complaints are the basis on which we will advocate for your rights."***

Through his presentation, **Mr. Asif Munier**, Independent Consultant, provided an



overview of the Global Compact for Safe, Orderly and Regular Migration (GCM), adopted in 2018, with progress reviewed in 2022 and the next review scheduled for 2026. He explained that, as a GCM Champion Country, Bangladesh is making deliberate efforts to include migrant voices in its reporting, an approach that remains limited in many countries. Highlighting the purpose of the consultation, he stated, ***"The***

stories and struggles of migrants often remain unheard at the global level, and this platform is meant to bring those voices forward." He outlined the objectives of the consultation and discussed the key challenges migrants face throughout the migration cycle, both during migration and in destination countries. He also referred to findings from an ILO survey on Bangladeshi migrant workers, which reflect the realities faced by people before departure, while working abroad, and after returning home.



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Among the four outgoing migrant participants, migration costs were reported to be very high. For Saudi Arabia, expenses reached up to BDT 3,80,000, including payments to sub-agents, even for low-skilled “loading” jobs. In contrast, one participant spent only BDT 20,000–30,000 to migrate to Jordan through BOESL. Several participants mentioned receiving garment-related training for destinations such as Mauritius and Jordan. However, some were forced to migrate again due to the lack of decent employment opportunities after returning to Bangladesh. Among the 33 returnee migrants present, 12 received BDT 13,500 each from the RAISE fund as reintegration support. Most returnees are now engaged in small-scale income-generating activities, 15 are running small businesses such as medicine shops, food delivery services, or clothing sales. Six participants have found wage employment, while one is currently undergoing driving training to secure future work. Participants who returned from Malaysia, Saudi Arabia, Oman, the UAE, Libya, and Mauritius shared severe migration-related hardships. Many reported extremely high migration costs, in some cases reaching up to BDT 7,00,000, along with false job promises, wage theft, poor living conditions, physical abuse, and even imprisonment. Overall, the findings revealed widespread deception by intermediaries, frequent job mismatches, and significant challenges in reintegration upon return to Bangladesh.

Roundtable Session:

Participants were divided into five groups for roundtable discussions. During these sessions, migrants shared their experiences of accessing, or failing to access, basic services, benefits, rights, and grievance mechanisms, guided by the framework of the Global Compact for Migration (GCM). The discussions focused on identifying what progress has been made by the government so far, as well as highlighting the remaining gaps and priority actions needed to ensure migrants’ rights, protection, and access to services. Key discussion points were:

- Migrants have very limited awareness of government initiatives such as Technical Training Centers (TTCs) and opportunities for 1,000 young migrants per Upazila due to poor information dissemination at field and institutional levels.
- Existing training programs are often low in quality, especially language training, resulting in communication barriers, skill mismatches abroad, and increased risk of exploitation.



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- Migration costs have risen sharply in recent years, with brokers and intermediaries charging bribes far beyond government-fixed fees, including unfair medical and testing costs.



- Heavy reliance on brokers continues, as they are perceived to offer quicker and easier solutions despite higher risks.
- Bangladeshi embassies abroad were widely reported as inaccessible, unresponsive, and affected by bribery, failing to provide effective support to migrant workers.
- Migrants face unequal treatment in legal processes, where brokers and perpetrators often escape accountability through payments and influence.
- Government response for missing, detained, or imprisoned migrant workers remains minimal and ineffective.
- Health protection and insurance benefits were largely absent during and after the COVID-19 pandemic, forcing many migrants to return prematurely.
- Female migrant workers experience declining social status, stigma, and lack of gender-sensitive support mechanisms.
- Access to welfare assistance is restricted by complex and stringent conditions, limiting its reach among vulnerable migrants.
- Gender- and child-sensitive services are largely absent, particularly at the union and local government levels.
- Despite incentives, formal remittance systems remain underused due to high costs and procedural barriers, encouraging continued reliance on hundi.
- Airport services and migration-related facilities were described as inadequate and disrespectful, particularly toward returning migrants.
- BMET awareness activities have limited impact in remote and rural areas.
- Repatriation of deceased migrants is frequently delayed unless bribes are paid, and in many cases, communities are forced to raise funds to bring bodies home.
- Migrants stranded at borders receive little to no government assistance, pushing them back into dependence on brokers.



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A few recommendations also came from the discussions of the migrant participants, which were:



- **Awareness & Information:**

- Launch comprehensive awareness campaigns at grassroots levels, including Union Parishads.
- Inform migrants about TTC, training opportunities, and support programs.
- Ensure accessibility in remote areas via digital platforms and community outreach.

- **Training & Skills Development:**

- Standardize curricula, focusing on language and technical skills.
- Align training with international standards to reduce exploitation risks.

- Regularly monitor and accredit training courses.

- **Migration Costs & Regulation:**

- Crack down on brokers, bribes, and opaque practices.
- Ensure transparent processes and independent audits of medical/tests. Provide subsidized pathways to make formal migration affordable and broker-free.

- **Embassy Oversight & Justice:**

- Strengthen embassy oversight with anti-corruption measures and mandatory worker check-ins.
- Provide accessible helplines for migrant support.
- Reform courts for fair, bribe-free justice.



- Establish dedicated units for missing/detained migrants with international coordination.
- **Health, Welfare & Reintegration:**
 - Provide targeted health benefits and reintegration support post-crises (e.g., COVID).
 - Promote positive narratives for female migrants to improve their social status.
 - Simplify welfare bank/ministry conditions for easier access.
 - Integrate gender and child-sensitivity training at local levels.
- **Remittances & Services:**
 - Reform remittance systems to lower formal costs and reduce restrictive conditions.
 - Upgrade airport and migration services with dignity-focused protocols.
 - Expand BMET awareness initiatives nationwide.
- **Crisis & Border Support:**
 - Prioritize swift, cost-free body repatriation with family support funds.
 - Develop border assistance programs to aid stranded migrants legally and humanely.



Speech from Core Working Group Representatives:

Mr. Nazmul Ahsan, Bangladesh Oibashi Adhikar Forum (BOAF), expressed his commitment to taking action based on the information shared during the discussion. He emphasized that the goal is to ensure the government receives this information and acts on it. He said, ***“We hope to present the information you shared with us to the government so that proper actions can be taken.”***

Mr. Pervez Siddiqui, Film4peace Foundation, highlighted the crucial role of BMET officials, noting that much of their funding comes from migrant remittances. He reminded

the audience that migrants played a key role in supporting Bangladesh's economy, especially in the years after the liberation war. He described migrants as ***“remittance fighters”*** who continue to work tirelessly for the country's socio-economic development. He encouraged migrants, saying, ***“Never feel alone or helpless. Live with your head held high—this country is proud of all of you.”***

Mr. Hassan Imam Shaon, of Devcom Ltd., emphasized that civil society organizations (CSOs) play a vital role in ensuring that migrants' voices are not only heard but also actively considered in policymaking. He highlighted that CSOs act as a bridge between migrants and decision-makers, both in the government and at the global level. He encouraged all stakeholders to create more inclusive platforms where migrants can share their experiences, challenges, and suggestions, so that policies and programs truly reflect their needs.



Mr. Syed Saiful Haque, Chairman, WARBE, highlighted the need for more attention and effective action in the migration sector. He referred to the 23 objectives of the Global Compact for Migration (GCM) and stressed the importance of reviewing its implementation with input from migrants. He also encouraged wider promotion of the 3R campaign

(Resist, Reclaim, Realise). He said, ***“We will review the implementation with migrants' voices and draft the report.”***

The session concluded with gratitude remarks by **Mr. Suhrawardy Hussain**, Deputy Director, WARBE DF who expressed sincere thanks to all participants for their active engagement and valuable contributions. He encouraged continued collaboration among all parties to create sustainable, fair, and safe migration pathways, and wished everyone success in their ongoing efforts.

This consultation highlighted the efforts for promoting inclusive and people-centered migration governance, by ensuring that migrant voices are heard, the process becomes more transparent, accountable, and responsive to real needs. The event also emphasized that continued collaboration among the government, civil society organizations (CSOs), IOM, and migrants themselves is crucial to identify gaps, address challenges, and advance the Global Compact for Migration's vision of safe, orderly, and regular migration for all.



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AGENDA

Towards IMRF 2026 National Consultation for Shadow Report on GCM Implementation

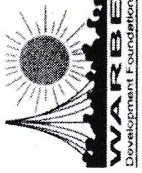
Date: 7th December 2025 (Sunday) || Time: 10:00 am – 2:00 pm

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TIME	AGENDA ITEM	LEAD/PRESENTER
10.00 – 10.30	Registration and Refreshment	WARBE DF
10.30 AM – 10.45 AM	Welcome Remarks and Introduction of the Participants	Ms. Tasmia Sarwar , Project Manager, WARBE DF
10.45 AM – 10.55 AM	Objectives and Expected Outcomes:	Ms. Jasiya Khatoon , Director, WARBE DF
10.55 AM – 11.05 AM	Opening Remarks by the Stakeholder Advisory Group (SAG)	Ms. Mahjabeen Khaled , Member, SAG
11.05 AM– 11.30 AM	Presentation on IMRF, VNR, and Shadow Report	Mr. Asif Munier , Migration Expert and National Consultant
11.30 AM – 11.50 AM	Audience Exchange and Group Formation	Mr. Asif Munier
11.50 AM – 12.40 PM	Group Consultation	Group Moderator
12.40 PM – 1.20 PM	Group Work presentation	Group Presenter
1.20 PM – 1.40 PM	Open Discussion for Participants	Mr. Asif Munier
1.40 PM – 1.55 PM	Summary of Recommendations	Mr. Asif Munier and WARBE
1.55 PM – 2.00 PM	Closing Remarks and Group photo	Syed Saiful Haque , Chairperson, WARBE
2.00 PM	Lunch	



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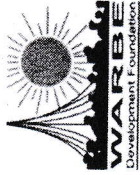
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Sl. No.	Name	Designation	Organization	Mobile & Email	Signature
01	MAHJABEEN KHALED	SAG MEMBER	IOM / UN ESCAP	01711530144	
02	Nowshin Anjum Asha	Intercom	WARBE DF	01400020851	
03	Ms. Fahad	Intercom	WARBE DF	01708292021	
04	Tanzia Bashere Chaity	EMSS	WARBE DF	01716036303	
05	Sumaga Sultana Rave	Psy. counselor	WARBE DF, Narisighi	01796226439	
06	Sahagi Akter	বিদ্যমান ফিল্ড	Dohar, Joypara	01970418807	
07	Mrs. Ravi	বিদ্যমান ফিল্ড	নরসিংদী	01980297989	
08	বিনু	বিদ্যমান ফিল্ড	নাবাব পু	01832615601	
09	৬০২২৭৭	বিদ্যমান ফিল্ড	নরসিংদী	01880844724	
10	৬০২২৭৭৭	বিদ্যমান ফিল্ড	নরসিংদী	019224407666	
11	৭৬২০০৭	৭৬২০০৭ ফিল্ড	নরসিংদী	01911594933	
12	৬০২২৭৭	বিদ্যমান ফিল্ড	নরসিংদী	01407010483	



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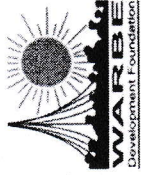
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13	মোঃ মাহমুদ হান্নান	সিএলস প্রকৌশল	ওয়ার্ডেন	০১৪৫৫০৭৫৭০	
14	সফিয়ার সিরাত	সিএলস প্রকৌশল	ওয়ার্ডেন	০১৬০১০৭৭৭৫৬৩	
15	Raisa Azim Onthi	BNSF প্রকৌশল	ওয়ার্ডেন	০১৫১৫৪২২৩৪০	
16	সুমনা	বিদেশি মালিকানাধীন	ওয়ার্ডেন	০১৬২৭৫৬৭২১৭	
17	রফাতুল ইসলাম	বিদেশি মালিকানাধীন	ওয়ার্ডেন - ২	০১৪১৫৭৯৩৩৪২২	
18	নাসিম	বিদেশি মালিকানাধীন	ওয়ার্ডেন - ২	০১৭০২৩৪৫১৬০	
19	জামিলা বেগম	বিদেশি মালিকানাধীন	ওয়ার্ডেন - ২	০১৬০৪২৩০৬৭৩	
20	ফেরিহা - জামিলা	বিদেশি মালিকানাধীন	ওয়ার্ডেন - ২	০১৭৪৫২৩৭৪৭৬	
21	মাহিরা ইসলাম	বিদেশি মালিকানাধীন	ওয়ার্ডেন	০১৭০০৬৬৭৩১৩	
22	মনি সামস	বিদেশি মালিকানাধীন	ওয়ার্ডেন	০১৭৫৭১৪১৭৪৫৪	
23	আনোয়ার আফিফ	বিদেশি মালিকানাধীন	ওয়ার্ডেন	০১৭৭০১৫৫৫৫৫	
24	সুমনা	বিদেশি মালিকানাধীন	ওয়ার্ডেন	০১৭৫৭২০৪৫৭৩	



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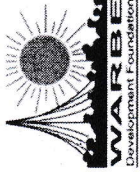
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২৫	জিয়া মুন্না	বিশেষ সহকারী	মুন্না	০১৭১২৩৫৭২৩৭	জিয়া
২৬	মুন্না	সি.এস.ও. (সি.এস.ও.)	সি.এস.ও. - ১১.৫	০১৬০০২৩৫৩৭৫	মুন্না
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২৮	জিয়া	সি.এস.ও. (সি.এস.ও.)	সি.এস.ও. - ১১.৫	০১৭১২৩৭২৩৭	জিয়া
২৯	জিয়া	বিশেষ সহকারী	মুন্না	০১৭৪২৫৪৪৭৭৭	জিয়া
৩০	জিয়া	বিশেষ সহকারী	মুন্না	০১৭৪২৫৪৪৭৭৭	জিয়া
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৩৫	জিয়া	বিশেষ সহকারী	মুন্না	০১৭৪২৫৪৪৭৭৭	জিয়া
৩৬	জিয়া	বিশেষ সহকারী	মুন্না	০১৭৪২৫৪৪৭৭৭	জিয়া



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Sl. No.	Name	Designation	Organization	Mobile & Email	Signature
37	Tajiba Khatun	Director	WARBE DF	01818427739	Tajiba
38	Rahnuma Khan	Prog. Manager	LO	01911314044	Rahnuma
39	ASIF MUNIER	consultant			Asif
40	Rizvi	ফিল্ড ম্যানেজার	ন্যাশনাল	01093040482	Rizvi
41	ফাহিম	"	"	01922828512	Fahim
42	ফাহিম	"	সিঙ্গেল - জা.০	01814471396	Fahim
43	পারি: সান্নিয়ার	"	সিঙ্গেল - ময়.০	01735953639	Pari
44	পারি: সান্নিয়ার	"	সিঙ্গেল - ২২	01606076454	Pari
45	পারি: সান্নিয়ার	"	সিঙ্গেল - ২২	01822917001	Pari
46	পারি: সান্নিয়ার	"	সিঙ্গেল - ২২	01825777529	Pari
47	Tamima Sarwar	Project Manager	WARBE DF	01997877257	Tamima
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49	Dr. Virendra	Chairman	WARBE DF	01827777007	
50	Syed Saifur Hossain	Chairman	WARBE DF	01711591026	
51	Samsun Nohor	DD, Finance	WARBE	01708595890	
52	Pervaz R. Khan	ED, F&P	F&P	01753965888	
53	HASSAN IMAM	MD	DEVCOM	01711904451	
54	Dr. Virendra	Chairman	BOAF	01886153367	
55	Md. Subhanwarthy Hossain	Deputy Director	WARBE DF	01671764610	
	Abdul Mannan	SpA	WARBE DF	01731300494	
	Md. Ragon Hossain	Principal	WARBE DF	01758930549	
	Md. Alauddin	Principal		01775052245	