Research Article/ Immigration Studies

Spatial Patterns of Origins and Destinations of Labor Emigrants: A Case Study of Bangladesh

Md. Shamim Hossain ⓘD

Department of Geography and Environmental Science, Begum Rokeya University, Rangpur, Bangladesh
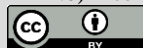
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ABSTRACT

Bangladesh is a densely populated country with limited natural resources and severe socio-economic disparities resulting in underemployment and unemployment. Consequently, many Bangladeshis seek overseas employment to improve their living standards. This study aims to identify the spatial patterns of labor emigrants' origins and destinations, providing insights into how the benefits of migration are distributed across the country. The research employs a quantitative methodology, analyzing data from 500 emigrants. The findings reveal that the benefits of labor migration are concentrated in a few districts, such as Comilla, Chittagong, Tangail, Chandpur, Dhaka, and Sylhet, while the majority of the country—especially the western regions—receives minimal benefit from remittances. The United Arab Emirates (UAE) is the top destination for Bangladeshi workers, followed by Oman and Saudi Arabia. On the other hand, the study also highlights that significant proportions of females migrated to the UAE (27%), Jordan (27%), Lebanon (20%), and Saudi Arabia (11%) between 2004 and 2016. The findings suggest a need for policies that distribute the benefits of labor migration more equitably and diversify labor markets beyond traditional destinations.

KEYWORDS: Emigrants, employment, labor migration, remittance

INTRODUCTION

Bangladesh, with an area of 147,570 km² and a population exceeding 165 million (BBS, 2022), is one of the world's most densely populated countries, ranking

eighth globally by population size (World Bank, 2023). The population density exceeds 1,200 people per km², significantly higher than neighboring countries like India (three times higher) and China (seven times higher) and well above the global average (UN DESA, 2023). This high population density and socio-economic disparities lead to significant challenges in providing adequate employment opportunities for a large population segment (Ferdous, 2023). Consequently, many people remain unemployed or underemployed, prompting them to seek opportunities abroad to improve their economic well-being and support their families (Luna & Sood, 2023; Shoeb & Huq, 2024).

Labor migration from Bangladesh began in earnest during the mid-1970s, following the country's independence in 1971 (Mujeri & Mujeri, 2020). Initially, migration flows were primarily directed toward the Middle Eastern nations, particularly Saudi Arabia, Kuwait, and the UAE. Over time, the destinations for Bangladeshi emigrants have diversified, extending to various countries in Asia, Europe, Africa, and North America. Migrants to industrialized nations like the United States, Europe, Australia, and Japan typically possess higher education levels and better skills than those migrating to the Middle East or Southeast Asia, where lower-skilled labor is more common (Mahmud, 2023). This migration from Bangladesh can be broadly categorized into short-term and long-term. Short-term migration, typically to the Middle East and Southeast Asia, involves temporary contracts requiring workers to return home upon expiration. Long-term migration, often to developed nations, generally offers better prospects for permanent settlement (Siddiqui, 2019). Between 1976 and 2016, Bangladesh sent approximately 10.82 million workers overseas, earning remittances amounting to 1,158,533 crore Taka (Bangladesh Bank, 2016; Bureau of Manpower, Employment and Training [BMET], 2016). These remittances play a crucial role in the country's economy and support the livelihoods of millions of families.

Despite the significance of labor migration to the Bangladesh economy and society, there is limited research on the spatial distribution of migrants' origin and destination patterns. Understanding these spatial patterns is essential for addressing various policy-related issues, such as regional disparities in migration rates and the socio-economic impacts on specific areas of the country. Moreover, while labor migration has generally been studied from an economic perspective, it is necessary to explore its geographical aspects to identify regional differences and inequalities in migration opportunities and outcomes. Without a detailed understanding of these spatial dynamics, policy interventions may fail to address the specific needs of different regions and migrant groups.

This study aims to fill a gap in the existing literature by investigating the spatial patterns of origins and destinations of Bangladeshi labor emigrants. The findings will significantly impact policymakers, development planners, and researchers. By identifying specific regions with high emigration rates, the study can help guide targeted economic development initiatives to alleviate the pressure of unemployment and underemployment. Moreover, understanding the destination patterns of emigrants can provide insights into the types of skills in demand abroad, enabling policymakers to develop targeted training programs to enhance the employability of potential migrants. Additionally, this research will contribute to the broader academic discourse on migration by providing a case study of Bangladesh, a major labor-exporting country, thus enriching the understanding of global migration dynamics.

The primary aim of this study is to analyze the spatial patterns of origins and destinations of Bangladeshi labor emigrants. The specific objectives are to identify the spatial patterns of the emigrants' places of origin in Bangladesh and to assess the spatial

distribution of the emigrants' destinations globally. By addressing these objectives, the study will contribute to a comprehensive understanding of the geographical aspects of labor migration in Bangladesh, providing a basis for more effective policy and planning interventions.

LITERATURE REVIEW

Migration has long been a subject of academic inquiry, with numerous theories explaining why individuals and groups move from one location to another. Contemporary migration theories often revolve around socio-economic, cultural, and political factors influencing migration decisions. A widely used theoretical framework in migration studies is the "push-pull" model. This model identifies factors that push people away from their places of origin or toward potential destinations (Lee, 1966). Push factors often include adverse conditions such as poverty, unemployment, political instability, and environmental challenges. In contrast, better employment opportunities, higher wages, political stability, and better living standards in destination countries typically characterize pull factors.

In the case of Bangladesh, push factors such as high population density, widespread underemployment, and economic disparities significantly drive migration. The limited availability of formal employment opportunities and social pressures to improve one's socio-economic status push many people to seek work abroad. Conversely, pull factors in destination countries, particularly in the Middle East and Southeast Asia, include high demand for low-skilled labor, attractive wage differentials, and relatively more straightforward visa regulations for short-term contracts. For higher-skilled workers, destinations like Europe, North America, and Australia present better career prospects, quality of life, and opportunities for permanent settlement (Luna & Sood, 2023).

Remittances are integral to international migration, especially in developing countries like Bangladesh. Remittances are financial or in-kind transfers made by migrants to their home countries, which can significantly impact economic development. According to World Bank data, remittances to Bangladesh have steadily increased over the decades, reaching nearly $22 billion in 2022, making it one of the top remittance-receiving countries in the world (World Bank, 2023). The substantial inflow of remittances has helped alleviate poverty, improve living standards, and enhance human capital development by funding education and healthcare in migrant-sending households (Adams & Page, 2005). Remittances also play a vital role in maintaining foreign exchange reserves, reducing balance-of-payments deficits, and fostering local economic development in the regions from which migrants originate (Chowdhury & Chakraborty, 2021).

The role of remittances in shaping migration patterns is not unique to Bangladesh. Remittances are also a significant economic driver in countries like the Philippines, Mexico, and Nepal. For instance, the Philippines has a long history of labor migration, particularly to the Middle East and the United States, and its remittance income has been instrumental in shaping economic policies and national development (Orbeta, 2008; Ducanes, 2015). Similarly, Mexico's remittances from the United States form a crucial component of its economy, affecting local consumption patterns and investment in community projects (Durand & Massey, 2019). These comparative cases indicate that remittances shape individual livelihoods and influence national economic policies, indicating a pattern consistent across developing countries with significant labor outflows.

Various socio-economic, geographic, and cultural factors influence the spatial distribution of labor migration. Research has shown that certain regions within countries have higher migration rates, which can be attributed to regional economic disparities, social networks, and historical migration trends. To illustrate, studies on migration in South Asia reveal that rural areas with fewer economic opportunities are more likely to be migration hotspots (de Bruin et al., 2024). In Bangladesh, districts like Sylhet, Comilla, and Chittagong have historically seen higher emigration rates due to established migration networks and cultural norms favoring overseas employment (Rahman, 2024). This pattern reflects a phenomenon where migration tends to perpetuate over time, with previous migrants paving the way for new ones through established social networks and remittance flows. Comparative case studies from countries like India and Pakistan also show regional disparities in migration rates. For example, Kerala in India and Punjab in Pakistan exhibit high emigration rates due to well-established migration networks, historical connections with destination countries, and targeted state policies facilitating labor export (Naujoks, 2013). Understanding these regional patterns provides insights into the factors that influence migration decisions and can inform targeted policies to address regional inequalities and optimize the benefits of migration.

While extensive research exists on the economic aspects of labor migration, such as remittances and employment opportunities, there is limited understanding of the spatial dynamics of labor migration from Bangladesh. Most studies have primarily focused on the economic impacts of migration at the national level, leaving a gap in the literature regarding the spatial patterns of origin and destination. This study aims to fill this gap by analyzing the geographical aspects of labor migration, providing a nuanced understanding of regional disparities in emigration rates and destination preferences. This research will advance existing knowledge by exploring spatial patterns and highlighting how local economic conditions, social networks, and historical factors influence migration from specific regions.

Additionally, the study's comparative approach, which parallels migration patterns in other labor-exporting countries, will provide a broader perspective on how Bangladesh's migration dynamics fit within global trends. By examining regional variations and comparing similar case studies, this research will contribute to the theoretical and empirical discourse on labor migration, offering insights to inform more effective and region-specific policy interventions. The findings could also aid in developing targeted programs aimed at enhancing the skills of potential migrants, thereby aligning their capabilities with the demands of international labor markets.

Job seekers are looking for better employment opportunities throughout the world. Meanwhile, labor receiving countries pull emigrants by offering different benefits. Primarily the Western world attracts skilled labor, whereas unskilled/low skilled labor migrate to Middle Eastern and Asian countries. Additionally, unequal emigration rates have placed in the country of origins due to the lack of social network, cultural barriers etc. Although knowing the geographical patterns of labor migration is crucial, available literature is predominantly focused on the economic advantages of remittance flows. Consequently, present study concentrates to fill the existing research gap.

RESEARCH METHODS
Research Approach

This study employed a quantitative research methodology, which allows for collecting and analyzing numerical data to identify patterns and trends in labor

migration. The quantitative approach was chosen for its ability to provide more reliable, objective data that can be statistically analyzed, reducing the influence of personal bias and subjectivity in interpreting the findings.

Data Sources

The study primarily used secondary data from the Bureau of Manpower Employment and Training (BMET) and Bangladesh Bank. To supplement these sources, a review of relevant literature, including journals, theses, and reports from institutions such as the Refugee and Migratory Movements Research Unit (RMMRU), Bangladesh Institute of Development Studies (BIDS), and the Department of Geography and Environment, University of Dhaka, was conducted. The secondary data focus on migration trends patterns, and the literature review provides context and theoretical grounding for the analysis.

Sampling Method

The sample for this study comprises 500 emigrants, whose data were collected from BMET's job seekers' registration forms. A random sampling technique was employed to select these 500 individuals from the BMET database. This approach helps ensure that the sample is representative of the broader emigrant population, covering diverse socio-economic backgrounds, skill levels, and regions of origin. While random sampling reduces the potential for selection bias, it is essential to note that the sample's representativeness depends on the quality and completeness of the BMET database.

Data Cleaning and Processing

A thorough data cleaning process was undertaken to ensure the accuracy and reliability of the data. This involved checking for inconsistencies, such as duplicate entries and missing or erroneous information, and making necessary corrections or exclusions. Data cleaning was performed using Microsoft Excel and SPSS software, ensuring that only valid and complete cases were included in the final analysis. The cleaned dataset was then used for statistical analysis and spatial mapping.

Data Analysis

The cleaned data were analyzed using SPSS 25 and Microsoft Excel 2021 for descriptive statistical analyses. These analyses aimed to identify patterns in emigrant origins as well as destinations. Additionally, ArcGIS 10.8.2 was employed to create spatial maps illustrating the geographic distribution of migration patterns. The maps visually represented regional variations in emigration rates and destination preferences.

Acknowledgment of Biases and Limitations

While efforts were made to ensure that the sample is representative of the broader population, some limitations and potential biases in the data should be acknowledged: Certain regions may be underrepresented in the BMET database due to lower registration rates or barriers to accessing registration services. This could lead to an underestimation of emigration rates from those areas. There is a possibility that specific districts with higher emigration rates, such as Sylhet or Chittagong, may be overrepresented in the sample. This overrepresentation could skew the findings by emphasizing trends particular to these districts rather than reflecting the national picture. Since the data used in this study are secondary, the quality and accuracy depend on how well the data were collected and recorded by BMET. Any inconsistencies or inaccuracies

in the original dataset could affect the reliability of the analysis. Although random sampling was employed, the study may still not capture the full diversity of the emigrant population, particularly undocumented migrants or those who did not register with BMET. This could result in an incomplete picture of labor migration from Bangladesh.

RESULTS
District-Wise Origin of the Emigrants

It has been observed that the emigrants did not originate from all districts of Bangladesh equally. Of 64 country districts, only a few produced most of the emigrants, namely Comilla, Chittagong, Tangail, Chandpur, Dhaka, and Noakhali districts. These six districts accounted for over 40% (Table 1). Comilla alone accounted for 13.4% of the emigrants. The top ten districts supplied over half of the emigrants (55.8%). At the lower end of the scale, the bottom ten districts sent only 2% of the overseas migrants. A critical finding from the study is that the large majority of the labor migrants originated from the eastern part of the country (over 80%) and the western part of the country, i.e., Rangpur, Rajshahi, and Khulna divisions, where 21 districts are located, accounted for only 10% (10.2%) of the emigrants (Table 1 and Fig. 1). This pattern indicates that overseas labor migrants are less likely to come from the countries' economically backward regions.

In the eastern part, Chittagong Hill Districts, namely Bandarban, Khagrachari, and Rangamati districts, also sent fewer emigrants. There is no training center or BMET branch in hill districts. Most importantly, due to the linguistic and cultural problems of these particular regions, the government and civil society don't have the proper mechanisms with which to communicate the facts of emigration to these people (Siddiqui, 2016).
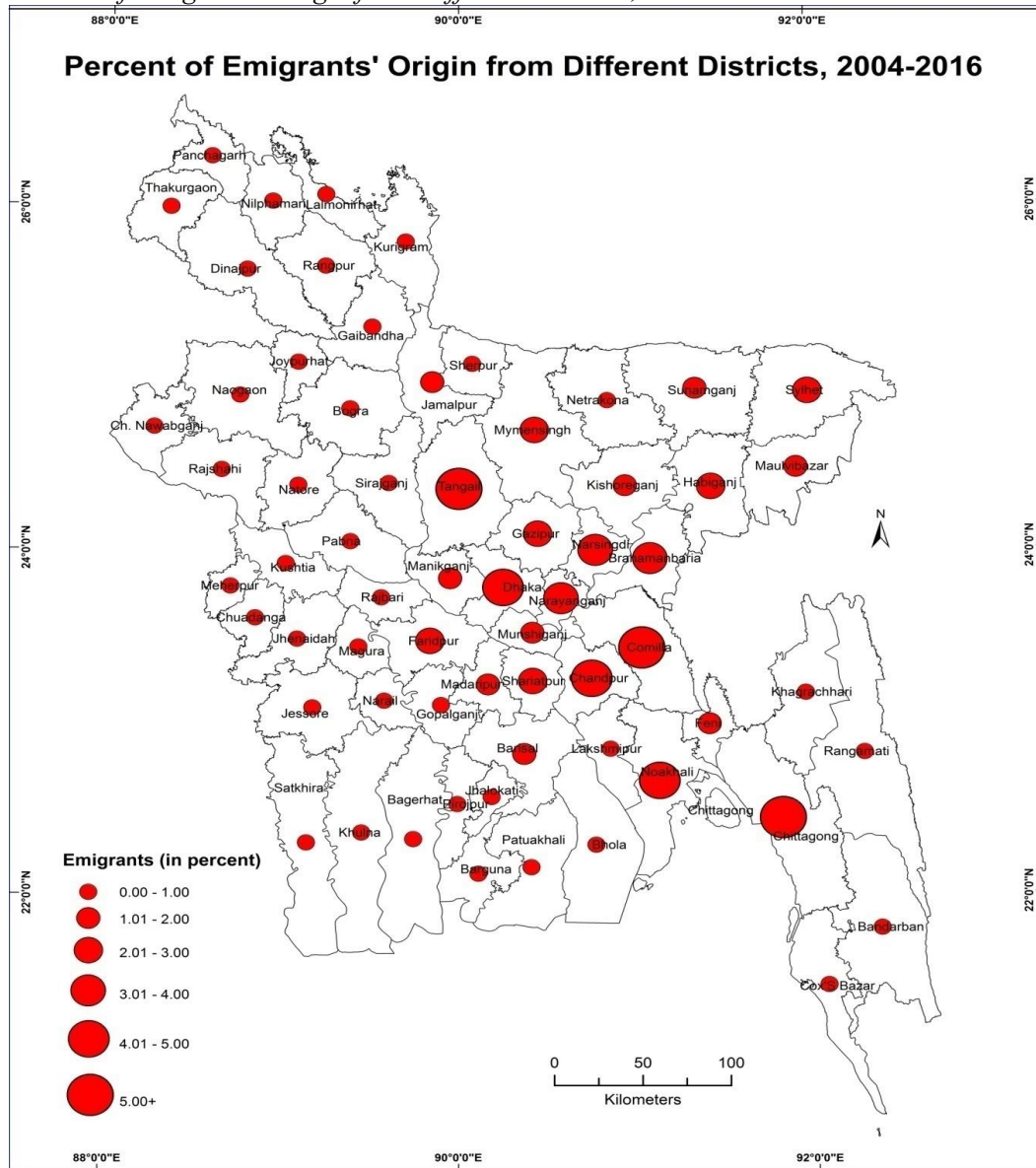
Table 1
District Wise Origin of the Emigrants

District	N (%)	District	N (%)	District	N (%)
Comilla	67 (13.4%)	Sunamganj	10 (2.0%)	Netrakona	4 (0.8%)
Chittagong	49 (9.8%)	Munshiganj	10 (2.0%)	Jessore	4 (0.8%)
Tangail	29 (5.8%)	Manikganj	10 (2.0%)	Chuadanga	4 (0.8%)
Chandpur	24 (4.8%)	Barisal	10 (2.0%)	Rajshahi	3 (0.6%)
Dhaka	23 (4.6%)	Kishoreganj	9 (1.8%)	Jhenaidah	3 (0.6%)
Noakhali	22 (4.4%)	Jamalpur	9 (1.8%)	Cox's Bazar	3 (0.6%)
Narsingdi	17 (3.4%)	Madaripur	8 (1.6%)		
Narayanganj	17 (3.4%)	Feni	8 (1.6%)		
Brahmanbaria	16 (3.2%)	Moulvibazar	7 (1.4%)		
Sylhet	15 (3.0%)	Pabna	5 (1.0%)		
Gazipur	14 (2.8%)	Naogaon	5 (1.0%)		
Mymensingh	13 (2.6%)	Lakshmipur	5 (1.0%)		
Shariatpur	12 (2.4%)	Bogra	5 (1.0%)		
Habiganj	12 (2.4%)				
Faridpur	12 (2.4%)				
	Most Frequent		Mid Frequent		Less Frequent

Note: BMET, 2016.

Figure 1
Percent of Emigrants' Origin from Different Districts, 2004-2016

Note: BMET, 2016.

Division-Wise Origin of the Emigrants

Table 2 and Fig. 2 illustrate the division-wise origin of the emigrants. It has been observed that the emigrants mainly originated from the Chittagong and Dhaka divisions. Well over two-thirds (71.8%) of the emigrants came from these two divisions. Sylhet and Mymensingh divisions ranked 3rd and 4th in terms of the origin of the immigrants. Rangpur Division recorded the lowest number of emigrants (9 or 1.8%). The three western divisions, i.e., Rangpur, Rajshahi, and Khulna, accounted for only 10.2% of the emigrants.
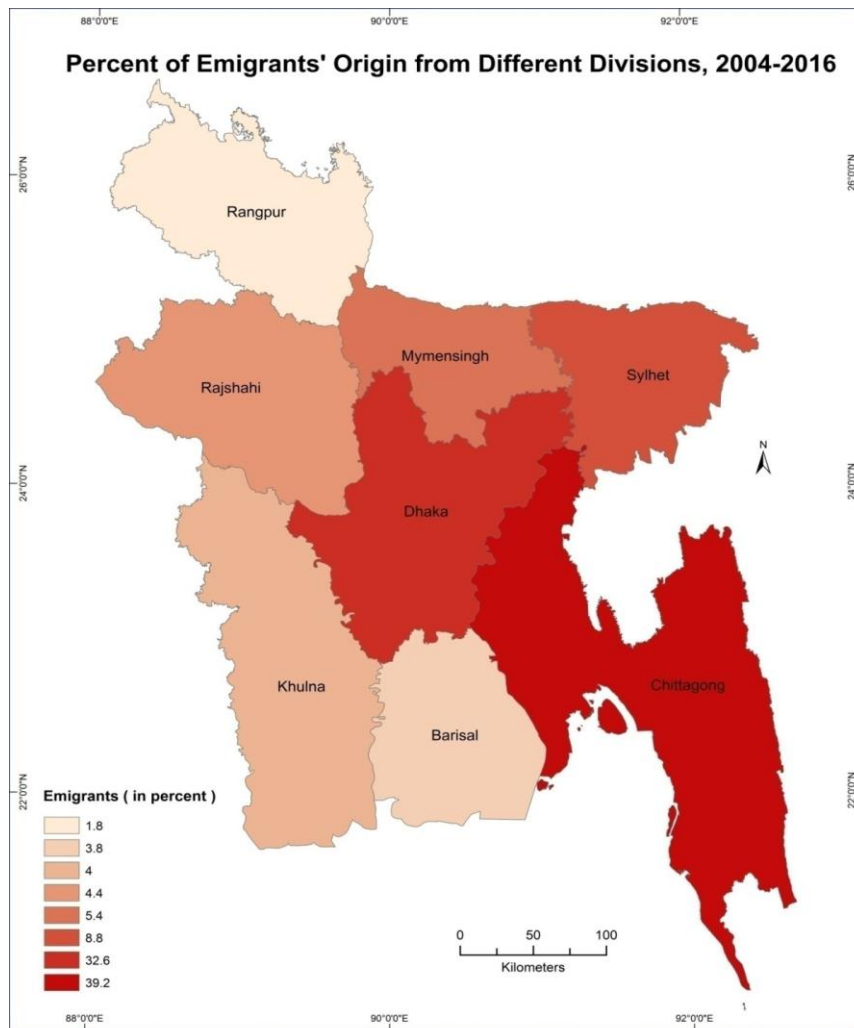
Table 2

Division-Wise Origin of the Emigrants

Name of the Division	Frequency	Percent
Chittagong	196	39.2
Dhaka	163	32.6
Sylhet	44	8.8
Mymensingh	27	5.4
Rajshahi	22	4.4
Khulna	20	4.0
Barisal	19	3.8
Rangpur	9	1.8
Total	500	100.0

Note: BMET, 2016.

Figure 2

Percent of Emigrants' Origin from Different Divisions, 2004-2016

Note: BMET, 2016.

Country Wise Destination of the Emigrants

The nature of demand dominates the flow of emigration. The UAE took the top position in receiving the workforce, followed by Oman, Saudi Arabia, etc. About 75% of overseas employment took place in only five countries. These are UAE, Oman, Saudi Arabia, Malaysia, and Singapore (Table 3). Alternatively, the major countries where Bangladeshi women emigrated between 2004-2016 periods are UAE (27%), Jordan (27%), Lebanon (20%) and Saudi Arabia (11%).

Table 3

Country Wise Destination of the Emigrants

| Name of Country	Frequency	Percent
United Arab Emirates	158	31.6
Oman	83	16.6
Saudi Arabia	68	13.6
Malaysia	33	6.6
Singapore	33	6.6
Qatar	29	5.8
Bahrain	17	3.4
Lebanon	16	3.2
Jordan	13	2.6
Kuwait	12	2.4
Maldives	8	1.6
Italy	8	1.6
Libya	6	1.2
Egypt	6	1.2
Mauritius	3	0.6
Iraq	2	0.4
Algeria	1	0.2
Brunei Darussalam	1	0.2
United Kingdom	1	0.2
Romania	1	0.2
Sudan	1	0.2
Total	500	100.0

Note: BMET, 2016.

Region Wise Destination of the Emigrants

The following figure shows the region-wise destination of the emigrants.

Figure 3

Region Wise Destination of the Emigrants
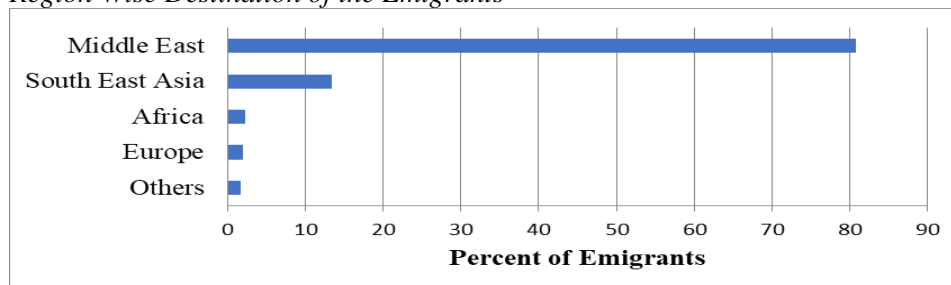
Note: BMET, 2016.

The broad region-wise distribution of Bangladeshi emigrant workers is shown in Fig. 3. It shows that the workers mainly chose the Middle Eastern countries as their destination, along with a small percentage (13.4%) to South East Asia. The UAE was the most popular destination country in the Middle East between 2004 and 2016. In Southeast Asia, Malaysia and Singapore were the central destination countries.

DISCUSSION
Regional Disparities in Labor Migration from Bangladesh

The study reveals significant regional disparities in the origin of labor emigrants from Bangladesh, a finding consistent with prior research (Jussibaliyeva et al., 2021; Arif et al., 2020; Cavalleri et al., 2021). More than 40% of emigrants originate from a few eastern districts, such as Comilla, Chittagong, Dhaka, Tangail, Chandpur, and Noakhali. At the same time, the western regions, particularly Rangpur, Rajshahi, and Khulna divisions, contribute only about 10% of emigrants. This uneven distribution indicates concentrated economic development and migration-related services in the eastern regions, supported by established migration networks facilitating access to overseas employment. Recent studies corroborate this notion by emphasizing that social capital significantly influences migration decisions (Williams et al., 2020).

Furthermore, this study highlights that the eastern districts—like Sylhet and Chittagong— benefit from historical ties to labor markets in the Middle East and Southeast Asia, which have evolved over decades. These networks reduce the costs and barriers of migration, particularly for low-skilled workers. By contrast, limited infrastructure, such as the lack of Bureau of Manpower, Employment, and Training (BMET) branches and vocational training centers in the western regions, exacerbates the regional imbalance in access to migration opportunities. This is further compounded by linguistic, cultural, and logistical challenges, especially in remote areas like the Chittagong Hill Tracts. The efforts by the government to improve migration facilities in underrepresented regions, including the western divisions, have had limited success. Despite the expansion of BMET services and vocational training centers, challenges remain, particularly in addressing the financial barriers faced by potential migrants from poorer regions. These findings call for more equitable policy interventions that target underrepresented regions to democratize access to migration.

Country and Region-Wise Destination Patterns

The study's findings align with previous research, showing that the UAE, Oman, and Saudi Arabia remain the top destinations for Bangladeshi labor migrants. These countries absorb most of the labor force due to the high demand for low- and semi-skilled labor, especially in construction and domestic work. Although Southeast Asian countries such as Malaysia and Singapore also attract Bangladeshi workers, they account for a smaller portion of the overall migrant population, consistent with earlier findings. Recent research shows that the reliance on a few destination countries continues to pose economic risks (Guzansky, 2021). Changes in labor laws, such as introducing labor market reforms in Saudi Arabia and the UAE, have led to a decline in demand for migrant workers from Bangladesh in recent years (Elsayed, 2024). These policy shifts, compounded by economic downturns, have highlighted the need for Bangladesh to diversify its migrant labor destinations to reduce vulnerability. Newer markets in Eastern Europe and East Asia are being explored, but their potential remains limited compared to traditional Gulf Cooperation Council (GCC) markets.

Socio-Economic Implications

The dominance of emigrants from relatively well-off regions underscores a persistent socio-economic divide, with migration opportunities being less accessible to individuals from economically deprived areas. Labor migration typically involves significant upfront costs, including visa processing, travel, and recruitment fees, which can be prohibitively expensive for people from poorer districts. Consequently, the benefits of remittances—which have been shown to reduce poverty and improve living standards—are not equally distributed across Bangladesh. A more recent study by Uddin (2024) corroborates these findings, noting that despite efforts to lower migration costs through government programs and private-sector partnerships, financial barriers remain a significant obstacle for aspiring migrants from impoverished regions. The lack of access to financial instruments, such as low-interest loans, further compounds this issue, preventing potential migrants from disadvantaged areas from participating in the global labor market (Goswami et al., 2023; Chowdhury & Chakraborty, 2021).

Policy Implications

The government should decentralize migration-related services to address regional disparities in emigration rates. Establishing additional BMET branches and training centers in underrepresented areas, such as the western divisions and hill districts, would help potential migrants access resources, training, and information. Specialized programs could cater to the hill communities' linguistic and cultural needs, improving their participation in overseas labor migration. To ensure that potential migrants from economically backward regions are not excluded from migration opportunities due to financial constraints, the government and financial institutions could implement subsidized loan programs or grants for overseas employment. These programs would cover the upfront costs associated with migration, enabling individuals from low-income backgrounds to seek employment abroad.

Since a large percentage of labor migrants are concentrated in a few Middle Eastern countries, there is a need to diversify the destinations for Bangladeshi workers. The government could negotiate bilateral labor agreements with other countries, such as Japan, South Korea, and European nations, which have labor shortages in sectors that Bangladeshi workers could fill. Expanding the range of destination countries can mitigate the risks associated with overdependence on a few markets. The quality of pre-departure training programs should be enhanced to better prepare workers for overseas employment. This training should include language skills, cultural orientation, and rights awareness tailored to the specific requirements of destination countries. Such programs can increase the employability of workers, improve their integration into foreign labor markets, and reduce the likelihood of exploitation. Finally, particular attention should be given to the hill districts, where migration rates are meager. Outreach programs addressing these regions' linguistic, cultural, and logistical challenges should be developed in collaboration with local NGOs and community leaders. Establishing migration information centers and providing training in local languages could significantly enhance the participation of indigenous communities in labor migration.

The study's findings demonstrate that labor migration from Bangladesh is characterized by significant regional disparities, with most migrants originating from a few eastern districts. This concentration of migration activity suggests a need for policy interventions to increase access to migration opportunities for underrepresented regions. By addressing the barriers to migration and implementing targeted policy measures, Bangladesh can ensure that the benefits of labor migration are more equitably

distributed, thereby contributing to broader socio-economic development. The policy implications discussed above offer a roadmap for making labor migration a more inclusive and resilient component of the country's economic strategy.

CONCLUSION

This study reveals that the large-scale emigration of Bangladeshi workers commenced in the mid-1970s, post-independence, yet the distribution of emigrants remains markedly uneven across the nation's 64 districts. Notably, a substantial share of labor migrants hails from a limited number of eastern districts—Comilla, Chittagong, Tangail, Chandpur, Dhaka, and Noakhali—while western regions such as Rangpur, Rajshahi, and Khulna contribute merely 10.2% to the total emigrant population. This disparity underscores that labor migration is less prevalent in economically underdeveloped areas, where access to migration resources and networks is often constrained. The migration flow is primarily influenced by the demand for labor in specific destination countries. The UAE has emerged as the principal destination for Bangladeshi workers, followed by Oman, Saudi Arabia, Malaysia, and Singapore; these five nations collectively account for approximately two-thirds of overseas employment. Although most labor migrants opt for Middle Eastern countries, a smaller segment (13.4%) seeks opportunities in Southeast Asia, particularly Malaysia and Singapore.

Furthermore, from 2004 to 2016, Bangladeshi women predominantly migrated to the UAE, Jordan, Lebanon, and Saudi Arabia for employment. Labor migration has become integral to Bangladesh's economy by providing essential employment opportunities and significantly contributing to economic growth through remittances. These remittances support millions of families' livelihoods and serve as a crucial source of foreign exchange for the government. However, the benefits of labor migration are disproportionately concentrated in certain regions, leaving economically disadvantaged areas with limited opportunities to engage in this vital economic activity. To promote equitable sharing of labor migration benefits across the country, targeted policies are essential to enhance access to migration resources in underrepresented regions. Additionally, diversifying markets for Bangladeshi labor beyond traditional destinations could mitigate dependency on a select few countries while fostering more resilient migration patterns.

Future research should focus on understanding the socio-economic barriers faced by potential migrants in underdeveloped regions and evaluating the effectiveness of policy interventions to enhance equitable access to migration opportunities. By implementing these strategies and conducting further studies on migrant experiences and reintegration processes, Bangladesh can optimize the socio-economic gains from labor migration and foster inclusive economic development.

ABOUT THE AUTHOR(S)

Md. Shamim Hossain *is currently working as an Assistant Professor at the Department of Geography and Environmental Science, Begum Rokeya University, Rangpur. He is keenly interested in migration studies, disaster responsiveness, etc.*

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