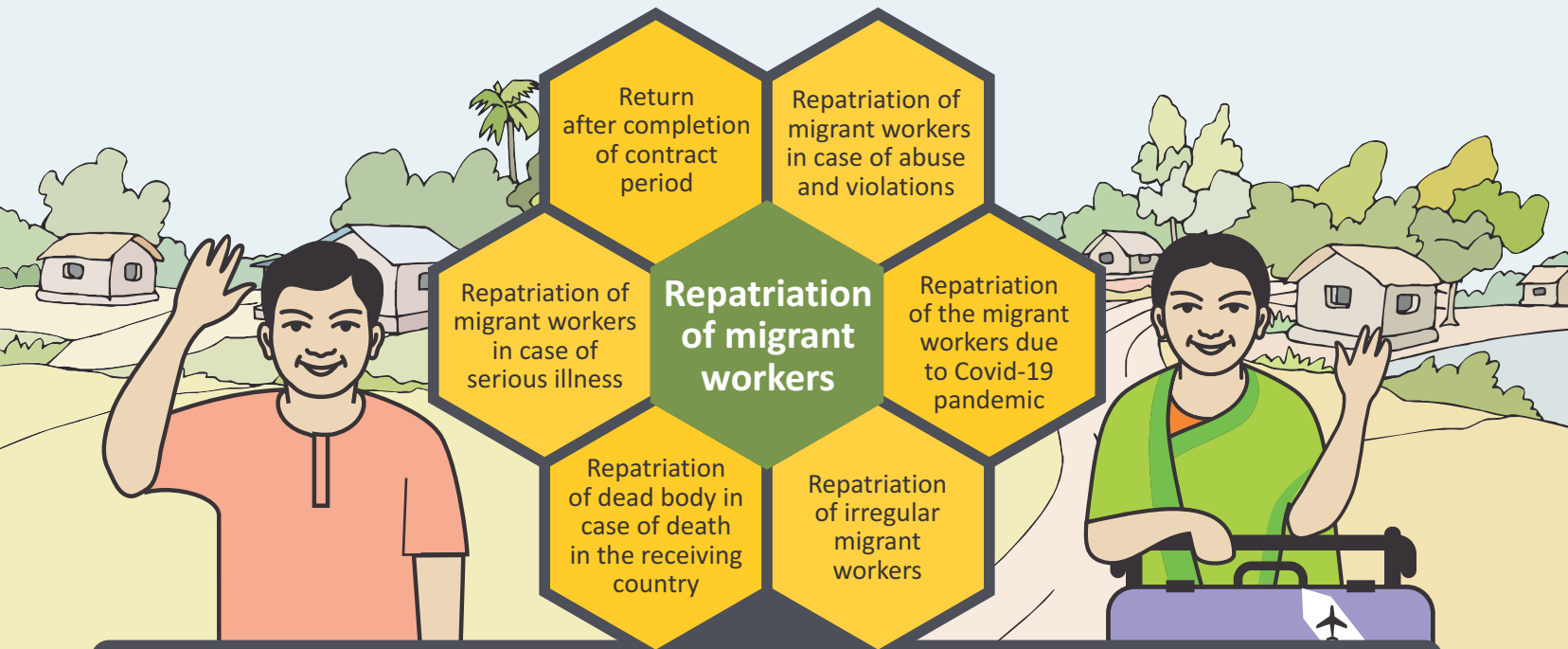


# Repatriation of Migrant Workers

## Types and Processes



The Provisions mentioned under each of the processes below are generic in nature and applicable to all the destination countries for Bangladeshi migrant workers in general.

For any migrant worker, whether regular or irregular, it is important to inform immediately the Labour Wing of the Bangladesh Embassy in the destination country whether he/she faces any problem. The Labour Wings are designated and equipped to provide necessary advice and support to the migrant workers.

In all the major destination countries, there is a mandatory provision for medical insurance, which covers the general healthcare issues of regular migrant workers.

### 1. Return of the migrant workers after completion of contract period from all destination countries

- i) According to the law, one legal migrant worker is obliged to work until the time period, which is mentioned in the employment contract. The employers provide air ticket in all destination countries for return after completion of contract period.
- ii) On the humanitarian ground, e.g. if a close family member is terminally ill or has passed away, the company can send the migrant worker back to Bangladesh if requested by the worker before the end of the contract period. In such cases, the employer may or may not provide for the expenses, which depends on the provisions of the employment contract and/or negotiations between the employee and the migrant worker.
- iii. If the legal migrant worker wants to come back home to Bangladesh without any valid reason, the worker may get an exit visa by paying a fine equivalent to certain months' salary or an amount equivalent to the salary of the rest of the contract period, as stipulated in the employment contract.
- iv. If any legal migrant worker wants to leave before the end of the contract period, he/she needs an exit visa/permission which the sponsor or employer arranges from the immigration authorities. Exit visa/permission is part of the process in most of the GCC countries. There are some countries that do not require exit visa or permission such as Qatar, Japan or South Korea.

(Source: Embassy of the People's Republic of Bangladesh, Riyadh, KSA)



## 2. Repatriation of migrant workers



### 2.1. Repatriation of migrant workers in case of serious illness:

- i. It is important to take necessary treatment first if the worker is seriously ill, otherwise the airline authorities may deny carrying the serious patient. In case of legal worker, he/she will get necessary treatment through medical insurance policy, which is a mandatory component in most of the destination countries for Bangladeshi workers and the provision is mentioned in the relevant employment contract.
- ii. When the worker will recover from the illness, his or her sponsor will arrange an exit visa or facilitate immigration permission, and will bear the cost of the air travel to Bangladesh.

*(Source: Embassy of the People's Republic of Bangladesh, Riyadh, KSA)*



### 2.2. Repatriation of migrant workers in case of abuse and violations:

- i. If any migrant worker faces violation of the provisions, including remunerations and other employment benefits, of the Employment contract, he/she can go to the relevant labour court in the destination country.
- ii. After resolving the case, the Court also arranges for exit permit through the relevant authorities for the worker, or facilitates repatriation.

- iii. Many workers do not want to approach the labour court despite having a genuine case and rather wants to go back to Bangladesh. If he/she goes to the labour court as a plaintiff, he/she can leave that country whenever required. However, if the worker is the defendant of a case, the relevant court may order restrictions on leaving the country until the case is over.
- iv. If any worker faces any abuse or violation which is rather criminal in nature – including sexual harassment or abuse of female workers – he/she has to report to the nearby police station directly or through the help of the Labour Wing of the Bangladesh Embassy in the destination country. The compliant then goes to a criminal court for legal adjudication. Following due legal process and with involvement of the public prosecution, the case has to be settled by relevant court after proper investigation.
- v. After settlement of the case, he/she can return to Bangladesh with the help of relevant labour and/or immigration authorities and the Embassy of Bangladesh in the destination country. After resolving the case, the Court also arranges for exit permit (if required) through the relevant authorities for the worker.
- vi. For criminal cases, if the worker goes to the criminal court as a plaintiff, he/she can leave that country whenever required. However, if the worker is the defendant of such a case, the relevant court may order restrictions on leaving the country until the case is over.
- vii. For female workers as plaintiff of a criminal case such as torture or sexual abuse, her presence during the court proceedings is important to prove the case. However, she may leave the country as required.
- viii. In both labour court and criminal court, if the worker as plaintiff wins, normally the court orders for recovery of court costs from the defendant in favour of the plaintiff. If it is not possible for the plaintiff to bear the initial legal expenses, the relevant Bangladesh Embassy/High Commission provides support for legal services. Also, in all of the destination countries, there are government/non-government legal aid services.
- ix. If a formal case is not pursued: If a worker, who is a victim of a criminal offense i.e. abuse or violation, does not want to take up the judicial course, he/she can approach the Labour Wing of the Bangladesh Embassy and express the intention. In such cases, the Embassy can arrange for exit permission (if required) from the relevant authorities in the destination country. If the judicial course is not taken, in that case the worker has to bear the expenses for repatriation or the Embassy arranges for repatriation from the Wage Earners Welfare Fund (WEWF).

*(Source: Embassy of the People's Republic of Bangladesh, Riyadh, KSA)*



### 2.3. Repatriation of the dead body

#### 2.3.a. Duties of the employing company in the host country

- i. Company's letter to the Bangladesh Embassy/High Commission with information on the death.
- ii. Appoint Casket Company by employer to send human remains to Bangladesh.
- iii. Submit papers to the Embassy/High Commission with Company letters, Insurance claim letter, compensation letter, hospital letter, death certificate, and police report from the host country and the passport of the deceased.
- iv. Claim/Consent Letter from the family of the deceased with the receiver's name and contact number.
- v. Inform Probashi Kallyan Desk at airport to receive the dead body.

(Source: <https://www.bdckl.gov.bd/labor-and-welfare/>)

#### 2.3.b. Required documents for repatriation of dead body

- i. Photocopy of Passport (1 – 7 & Visa Page)
- ii. Photocopy of Death Certificate
- iii. Photocopy of Medical Report - Hospital
- iv. Photocopy of Police Report - Police Station
- v. Letter from Sponsor to Embassy/High Commission
- vi. Financial Clearance to be given by the sponsor
- vii. Social Insurance (GOSI) Card no. (if any)
- viii. Exit visa/Permission for dead body from Immigration Authorities

(Source: <https://www.banladeshembassy.org.sa/burialrept.html>)

#### 2.3.c. Service provided by the Labour & Welfare Wing of Bangladesh Embassy/High Commission

- i. Registration of death of a Bangladeshi national.
- ii. Assistance in follow up work with sponsors and local authorities for the earliest burial/transportation to Bangladesh of mortal remains.
- iii. Issue of No Objection Certificate for the local burial or transportation to Bangladesh of mortal remains of deceased Bangladeshi nationals.
- iv. Assistance to the family of the deceased in claiming death compensation due to traffic accident deaths.

- v. Attending various Shariah Courts for the settlement of death compensation claims of deceased Bangladeshi nationals, for whom authorisation has been given to the Embassy/High Commission with Power of Attorney.
- vi. Realisation of death compensation claims and regular dues of a deceased from concerned authorities and remit the money to Bangladesh to the next of kin of the deceased Bangladeshi nationals, through Bureau of Manpower Employment and Training (BMET).

(Source: <https://www.banladeshembassy.org.sa/burialrept.html>)

#### 2.3.d. Financial help for the transportation of the dead body and financial grant

- i. Wage Earners' Welfare Board (WEWB) receives the mortal remains of the migrant workers and transfer the same to relatives, provide the cheque of BDT 35,000 to the relatives instantly as cost of transportation of the mortal remains and funeral.
- ii. WEWB provides BDT three lac to the families of the each deceased migrant worker if he/she had the smart card given by the BMET or he/she had the certificate that he/she was a legal worker in the receiving country, from the Bangladesh Embassy/High Commission which is situated in the receiving country.

(Source: Wage Earners' Welfare Board-WEWB)



### 2.4. Repatriation of the migrant workers due to COVID-19

- i. If the company sends a migrant worker back to Bangladesh without any valid reason or due to condition induced by the COVID-19 pandemic, the worker will get an exit visa/permission arranged by the company and the company will pay an amount equivalent to the salary of the rest of the contract period, or an amount decided based on the employment contract.
- ii. At present, all countries are maintaining customised COVID-19 protocol at the airports for arrival and departure. The Bangladeshi migrant workers also need to know the current mandatory provisions to travel and pass through a particular airport such as COVID-19 Test (negative) certification, social distancing, use of appropriate facial mask, and quarantine.

iii. As the COVID-19 protocol for a particular country and its airports changes frequently given the pandemic situation, the relevant links for all major destination countries are given below:

**Saudi Arabia:**

<https://www.saudia.com/before-flying/travel-information/travel-requirements-by-international-stations>

**United Arab Emirates (UAE):**

<https://u.ae/en/information-and-services/justice-safety-and-the-law/handling-the-covid-19-outbreak/travelling-amid-covid-19/travelling-to-the-uae>

**Kuwait:**

<https://www.kuwaitairways.com/en/information/usefulinfo/Pages/Covid19-Safety-Information.aspx>

**Qatar:**

<https://www.gco.gov.qa/en/2020/11/26/travel-policy/>  
<https://dohahamadairport.com/covid-19-impact-faqs>

**Oman:**

<https://www.omanairports.co.om/news/update-on-travel-restrictions-related-to-covid-19/>

**Bahrain:**

<https://www.bahrainairport.bh/covid-19-travel-information>

**Malaysia:**

<https://airports.malaysiaairports.com.my/passenger-guide/faq-air-travel-requirements-under-new-norms>

**Singapore:**

<https://www.changiairport.com/en/airport-guide/Covid-19/travel-to-singapore.html>

**Jordan:**

<https://rj.com/en/travel-updates>

**Lebanon:**

<https://www.mea.com.lb/english/covid19-and-travel/travel-forms#3420>



## 2.5. Repatriation of irregular migrant workers

- i. If any irregular migrant worker wants to leave the host country, he/she needs to follow due process as suggested by the relevant immigration/labour authorities of the host country.
- ii. First of all, the irregular migrant worker needs to report to the nearest police station or immigration office, directly or through the Labour Wing of Bangladesh Embassy.
- iii. Normally, a fine is imposed on the irregular migrant worker, which he/she needs to pay to avail the exit permission.
- iv. The repatriation expenses have to be borne by the irregular migrant worker and in some cases, the Bangladesh Embassy/High Commission bears the cost on a case-to-case basis.
- v. It is important for the irregular migrant workers to know that all the destination countries declare general amnesty from time to time. During the announced amnesty period, the irregular migrant workers can report to the police or immigration office. At that particular time, exit permissions are granted without any fine. Also, some of the countries such as Saudi Arabia, bear the cost of repatriation during the Amnesty period.
- vi. For run away cases, in the GCC countries if the employer reports the case to relevant authorities, then the relevant authorities cancel the worker's work permit and allow him/her to return to Bangladesh but the same worker cannot go back to that destination country again. If the case is not reported by the employer, then the worker can come back to Bangladesh and in future may go back to that destination country again.




(Source: Embassy of the People's Republic of Bangladesh, Riyadh, KSA)

## For more information on repatriation of migrant workers please contact us

### MIGRANT RESOURCE CENTRE

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 [www.mrc-bangladesh.org](http://www.mrc-bangladesh.org)  
 Migrant Resource Centre Bangladesh  
 [mrc\\_bangladesh](https://www.instagram.com/mrc_bangladesh)  
 [mrc\\_bangladesh](https://twitter.com/mrc_bangladesh)

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