

**Master's Thesis Topic:
Re-integration of Highly Skilled Return Migrant:
The impact on the development of Bangladesh**

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Abstract

An increasing numbers of highly skilled people from Bangladesh are immigrating to the developed world in search for better education and jobs. The 'brain drain' is central importance arena by the many scholars but while these skilled people returned home with human capital and invest into home country development process, the home country might have potential benefits from the skilled returnees. While most papers reflect on the impact of migration on development are focusing on remittances and labor migration, this research emphasized on the highly skilled return migrants' return decision and their contribution of acquired human capital to the country's development upon their return. The research survey was conducted in Dhaka, Bangladesh (2015). The findings indicated that emigration and return decision are not centered on the high wages of income. There are several factors determining the reasons for return. For instance, emigration occurred because of better education and job opportunities abroad. The return to the home country is mainly due to family ties, knowledge transfer or human capital investment, mismatched the educational background to find a job in the destination country, bilateral agreement for academic professionals and racial discrimination. This paper firstly explores the facts according to the theoretical discussion and secondly, we analyze the data based on the findings following the conceptual theories of this research.

Abbreviations

BMET	Bureau of Manpower, Employment and Training
GDP	Gross Domestic Product
IOM	International Organization for Migration
K.S.A	Kingdom of Saudi Arabia
NGO	Non-Governmental Organization
OECD	Organization for Economic Co-operation and Development
UAE	United Arab Emirates
UNESCO	United Nations Educational, Scientific and Cultural Organization
UNSD	United Nations Statistics Division
USA	United States of America
UK	United Kingdom
SRM	Skilled Return Migrant

Chapter 1: Introduction

International migration of skilled person has become an increasingly important topic nowadays. Migration is a common phenomenon in Bangladesh. There are many categories of migrants who are leaving the country of origin for many reasons. The common element of all of them is ‘opportunity’. We can distinguish between three types of emigrants from Bangladesh, the labor, skilled migrants (professionals) and student migrants. Labor migrants have been considered as economic migrants who migrated temporarily for searching better economic opportunities. Most of the skilled migrants from Bangladesh are permanent emigrant and a very small number of them returned to home country for a number of reasons.

Return migration is caused by economic and non-economic factors such as family ties, social and cultural issues. Return of highly skilled person to their country might turn to be an asset to the home country. While they foster economic development, spatial contribution of innovations, circulate the acquired knowledge and skills. The return of a highly skilled person to their home country provides dynamic developmental possibilities in economic and also in the society. Skilled returnees who enriched their knowledge and human capital in the destination country leads to positive returns and they could reintegrate it into the economy very easily.

The area of reintegration of a highly skilled returnee and the impact on the development are the main focuses of this research. The aim of the research is to understand the motive of return, the possible contribution of human capital by returnee and its possible impact on the country development process in context of Bangladesh. In addition, to understand the reintegration challenges while they were transferring the knowledge in the country of origin and contextualizing the individual experience. The main question of the research is *‘how do highly skilled return migrants in Bangladesh play an important role to the country development process through reintegration by transferring the knowledge and its impact on country economy.’*

The concept of return migration is complex and multi-dimensional. For this study knowledge transfer, human capital and development by the highly skilled returnee has been highlighted. The aim of this research is to contextualize the individual returnee stories and the implications and experience they gathered in different levels of reintegration in Bangladesh upon their return. In addition, it seeks to explore the meaning of individual concepts regarding to the reintegration process through investing the human capital, and possible contributions for the country’s development.

The aim of this research is to give a better understanding to the readers about the human capital investment of the skilled returnee to Bangladesh, and their possible contribution for development. This research conveys the messages of skilled return migrant (skilled professionals and student) in their home country that the returnees return decision is so dynamic. There are a number of reasons including opportunity available to them in the sending country, family ties and innovation etc. The returnee’s return decision cannot be

contextualized from a single aspect as research could divulge there are several aspects of making a return decision for instance social, economy, education, patriotism etc.

From the perspective of Bangladesh, only very limited amount of scholars paid attention to the topic of highly skilled returnees and their contribution to the country's development. A country like Bangladesh has a large number of highly skilled returnees and they are all playing an important role in country's development through reintegrating their knowledge and skills on economic and social levels. In the case of Bangladesh, more or less all established NGOs founder, academic professionals and health care professionals have a background of migration. These returnees are playing an important role of changing social and economical issue in the country of origin. However, they have got less attention at the field of return migration.

Structurally, the thesis paper has been organized in to seven individual chapters. The first chapter provides a brief background of the research, the key definitions of few terms used for the research, research questions and the hypothesis of the research.

The second chapter contains the geographical location, socio-economic profile and migration history from the colonial period to becoming the independent country current Bangladesh. In this chapter, the migration history of Bangladesh will be introduced throughout different time periods. Through this chapter, the role of colonial power towards the notion of migration will be further assessed. Moreover, how it started from the Indian subcontinent, continued as a migration stream, and reached Bangladesh.

In the third chapter, the theoretical concepts that were applied for this study are going to be introduced. This chapter has been structured concerning two main theories: *human capital theory* and *macro, meso and micro level of migration system theory*. The chapter covers with the review of academic publications, surveys, books etc. to support the research on highly skilled return migrants in Bangladesh.

The fourth chapter will cover the methods and methodologies that have been applied for this research. The chapter describes the importance of qualitative approach in migration studies. The relevant components of qualitative approach have also been elaborated in order to have a better understanding of this research. In addition, applied methods for this research have been explained. For example, transcribing, semi-structured open-ended questionnaire, coding, etc. have been used.

Following that in the fifth chapter, a number of findings are going to be covered. They have been collected from the field and will be briefly introduced in this chapter instead going in to deeper.

The sixth chapter contains findings analysis, synthesis and theoretical discussions. This chapter depicts the context of highly skilled return migrants throughout the application of

theories. Furthermore, returnees' contribution to the development by transferring the acquired knowledge will be analyzed as well. The seventh and last chapter is the conclusion. Under this section, the outcome of this research will be introduced.

1.1. Background of the Research:

The migration is a new phenomenon in the globalizing world, which is caused by several factors. A certain number of people go through the migration process and return to the home country for various reason. Nowadays the increasing numbers of *skilled migrants* are migrating from the 'developing' to the 'developed' world in order to gain opportunities economically, educationally, technically and so on. The major numbers of highly skilled migrants are receiving by the OECD countries.¹ Depending on many factors that do not exist in the country of their origin for their wellbeing in economic and educational terms, these groups of people emigrated. To comprehend the phenomenon of global migration, globalization process is a major concern in the modern world. In the 21st century, many skilled migrants from Bangladesh are moving out from their homeland to developed countries like Europe, USA, Australia, Canada etc. in search of a better opportunities and a more secure life. Each year a high number of Bangladeshi people emigrate voluntarily with short and long-term employment goals.²

A number of students, researchers, university teachers and other skilled professionals from Bangladesh migrated to 'developed' countries in search of better educational and economic opportunity. The 'Push' and 'Pull' factor is significantly important to understand the migration of these groups of people. Each year an increasing number of highly skilled migrants from Bangladesh move out of the country in search of opportunity. According to the Bangladesh Bureau of Migration, Development and Training (BMET), during the 1976-2008 about 6.57 million Bangladeshis left the country for employment abroad, 4% of which are highly skilled professionals such as Engineers, physicians, teaching professionals, and nurses.³ By the 'brain drain' process Bangladesh is losing a large-scale of students and highly skilled professionals in every year. However, some of them have returned to Bangladesh after finishing their assignments abroad with the goals of applying their skills for the development of the home country.

The last couple of decades return migration of highly skilled returnee has gained focus by many migration scholars internationally. They have observed returnees possible contribution for the country development by investing acquired human capital. Education, training and experiences are the key investment for the formation of human capital, and migration of highly skilled people considered as a mean of knowledge transferring process in Bangladesh.

¹ Docquier, F. and A. Marfouk (2004): Measuring the international mobility of skilled workers, 1990-2000 (Release 1.0), Mimeo., The World Bank.

² Siddiqui, T. International Labour Migration from Bangladesh: A descent work perspective. Working Paper No.66, Policy Integration Department, National Policy Group, International Labour Office, Geneva, 2005.

³ Naim, S. T. K. &Iftikhar, Z. (2008). "Migration of highly skilled and its impact on the economic and technological development of Pakistan and Bangladesh", South Asia Network of Economic Research Institutes, 10(11), 2-23.

Return migration of highly skilled people to their home country and their contribution to the development process has become a major focus of this research. Although, there have been some studies but those have been a scarcity of contribution of human capital for development in Bangladesh. The motivation for researching this specific group of people is due to the growing number of recent returnees. Large number of skilled people returned to their home country for many reasons: searching for a career, patriotism and other social issues. However, most of them aimed to be involved with development of Bangladesh. Consequently, the productive capacity of skilled returnees in Bangladesh has visibly or invisibly possible impacted the development process of the home country. The research will mainly be focusing on the importance of the human capital of skilled returnee and return decision and contribution of acquired human capital for country development upon their return to home country.

After reviewing a number of literatures on skilled returnee, we could explore that the possibility of migrating and returning to the country of origin has two positive effects. Those are growing wages in the sending country and adding human capital to the country of origin. People who migrated for enhancing human capital are most likely highly skilled migrants including students and other professionally skilled people. Only a small number amongst them returns to the home country. Their return is either temporarily or permanently due to numerous reasons. It has long been a global argument that the emigration of skilled people is a *brain drain* to the country of origin. In the 1960s and 1970s, the term *brain drain* used to describe the emigration of highly skilled educated and skilled individuals from the developing countries to developed countries.⁴ The receiving countries always seen as a gainer of this process as skilled individuals contribute the destination country's development by using their human capital and knowledge. Students (potential skilled migrant) who left the country to pursue higher studies and stay there to earn money in the field of expertise have been considered the leading group of the *brain drain* process. While some of them return to country of origin, bring back human capital, and transferred them in to the home country, they are named as 'knowledge worker'. Knowledge workers are development agent have played significant role of improving home country.

Apart from the immigration policies and regimes, there are few reasons that should not be excluded in order to understand the skilled migration. These are low wages, political instability, and lack of opportunity, economic insecurity, poor scientific and technological infrastructures, and general instability.⁵ Much of the empirical evidence about the different reasons of skilled migration reported in the literature took place by the nonrandom of the emigration. However, a certain number of skilled migrants have determined to return to the home country spontaneously. A skilled returnee upon returns to the country of origin has to reintegrate into the home country's economy and society in order to settle down permanently or temporarily. Reintegration is a process of re-inclusion or re-corporation of the migrant in his or her country of origin or habitual residence. For instance, there are different levels of

⁴ Bartram, D., Poros, M. V., & Monforte, P. (2014). *Key Concepts in Migration*. Los Angeles: SAGE. P 23

⁵ Bartram, D., Poros, M. V., & Monforte, P. (2014). *Key Concepts in Migration*. Los Angeles: SAGE. P 24

reintegration, institutional level, economic, social, political and cultural level of reintegration. The return migrants have to go through all these levels in order to fully re-integrate into the country of origin. Reintegration is a two-way process which mainly depends on the valued of returnee knowledge or human capital by the home country's citizen. A number of researches have been focused on the issue of "brain drain" but very few researches have been done to reintegration of return migrant. This research paper will illustrate how return skilled migrant contributes to the development of the country of origin through a transfer of knowledge they have gathered from the developed world. Consequently, throughout the knowledge transfer process, what kind of challenges they confronted over reintegration process in the country of origin.

1.2. Definition of the key concepts:

While this research mainly focuses on the highly skilled return migrants, it is important to have a clear concept of the definition of *brain drain* and *brain gain* because these two terms are common in migration studies moreover, in the study of highly skilled migrants. These terms are bridging to skilled migrants and circular migration. The term *brain drain* refers to *the loss of highly trained people through emigration, primarily from developing countries. Brain gain refers to the gain or immigration of highly trained people to the developed countries from developing one's. Brain drain and brain gain are typically thought of as one-way flows, while brain circulation refers to a two-way flow of highly trained individuals between developing and developed countries, often accompanied by technology and capital.*⁶

The concept of return migration understood in different ways by the some scholars within literature. Some scholars used few terms in research of return migration such as, back migration, re-emigration, remigration, back migration, reflux migration, second time migration repatriation, counter flow, counter current, return flow.⁷ For this research, I will use the term *return migration*, as it is widely used in a broader sense. The United Nations Statistics Division offered a definition for collecting data on international migration (recommendations on statistics1998), returning migrants are "*persons returning to their country of citizenship after having been international migrants (whether short term or long term) in another country, and who are intending to stay in their own country for at least a year.*"⁸ The UNSD definition embraces four dimension: 1) country of origin, 2) place of residence abroad, 3) length of stay in the host country, iv) length of stay in the home country after return.

The highly skilled return migration is a part or return migration, but there is no specific definition for it. The Organization for Economic Co-operation and Development (OECD) developed a definition of highly skilled migration, which published in Canberra manual (18

⁶ Bartram, D., Poros, M. V., & Monforte, P. (2014). *Key Concepts in Migration*. Los Angeles: SAGE. P 23

⁷ Bovenkerk, Frank (1974), "*The Sociology of Return Migration: A bibliography essay*, The Hague, Martinus Nijhof. P 4.

⁸ UNSD (1998), "Recommendations on Statistics of International Migration", Revision 1, United Nations, New York.

March 2009), according to OECD, “*highly skilled*” from an educational perspective will be considered to include post-secondary education that is university-level but that may involve a vocational, technical or professional qualification of shorter duration than a bachelor’s degree. However, this definition is only applicable to the migrants with engineering and technology background or discipline and the rest of the disciplines are excluded from the OECD’s definition of skilled migrant.

There are various definitions of return migration. According to Cassarino, any person returning to his/her home country temporarily or permanently after having the international migration experience (whether short-term or long-term) can be defined a return migrant.⁹ Gmelch defined return migration as the ‘*movement of emigrants back to their homeland to resettle*. He categorized the return migration into three categories - a) *temporary return migration* b) *Forced return migration* and c) *Voluntary return migration*.¹⁰

Each year an increasing number of highly skilled migrants from Bangladesh move out of the country in search of skill-oriented job. According to the Bangladesh Bureau of Migration, Development and Training (BMET), during the 1976-2008 about 6.57 million Bangladeshis left the country for employment abroad, 4% of which are highly skilled professionals such as engineers, physicians, teaching professionals, and nurses.¹¹ However, a certain number of skilled migrants have determined to emigrate permanently and some of them returned to the home country spontaneously. Considering many factors during the process of migration, a migrant determined to be returning home spontaneously. Integration is critical factors of a migrant that often cause the return migration.

The concept of integration is very controversial, which has no specific definition of integration of migrant population. In a multicultural society, “*integration may be understood as a process through which the whole population acquires civil, social, political, human and cultural rights, which creates the conditions for greater equality.*”¹² Integration is considered to be complex processes that cannot be taken into account from the single perspective. Many researchers and many studies stressed that *integration a two-way process* that the combination of adaptation by the newcomer and accepted by the host country, more precisely host society’s acceptance. Integration and reintegration is interconnected. Migrant who returned the home country either permanently or temporarily called return migrant has often-significant area of reintegration. According to IOM, reintegration is “re-adaptation on the part of the returning migrant of the values, way of living, language, moral principles, ideology

⁹ Cassarino, Jean-Pierre (ed.) (2008). Return Migrants to the Maghreb Countries: Reintegration and Development Challenges. Return Migration and Development Platform (RDP). MIREM, RSCAS, EUI, Florence.

¹⁰ Gmelch G. (1980), Return migration. Annual Review of Anthropology 9: p 135–159.

¹¹ Naim, S. T. K. & Iftikhar, Z. (2008). “Migration of highly skilled and its impact on the economic and technological development of Pakistan and Bangladesh”, South Asia Network of Economic Research Institutes, 10(11), 2-23.

¹² Castles et al. (2002) Integration: Mapping the Field. London: Home Office. P 113

and tradition of the country of origins.”¹³ Reintegration is a process of re-inclusion or re-corporation of the migrant into his or her country of origin or habitual residence. There are different levels of reintegration for instance, institutional level, economic, social, political and cultural level of reintegration. The return migrants have to go through all these level in order to re-integrate into the country of origin.

1.3. Hypotheses:

The returnees human capital, socio-economic condition in the destination country, governmental policy in both countries, migration motivation, transnational ties are the considerably important factors and these are the enabling tools of a return migrant to finalize the decision for return.

The knowledge transfer is a two-way process that based on recognition and acceptance of the knowledge by the home country and it's also depending on the proper utilization of acquired human capital by the returnee with the institutional support for country development.

1.4. Research Questions:

There are three main research questions are:

- a) What are the determinants of return migration? How do these return migrants re-integrate into their own community/society (family, community, organization and structural systems) after a prolonged period of absence? What are the conducive offers of government and non-governmental institutions have offered to skilled returnees that motivate them to make a return decision?
- b) How do they invest the acquired human capital for home country's development? How does the home country recognize and accept the acquired knowledge of skilled returnees in different sectors (academic, health care and industrial level)? What are the obstacle factors a returnee do experience to implement the acquired knowledge in to the professional level for the home country's development?
- c) To support the return migrants for knowledge transferring process, what measures Bangladeshi governmental institution should take? What is the indicator of measuring the impact on country development by the skilled return migrant?

¹³ IOM (2011), International Migration Law, Glossary on migration, 2nd addition: p 54. See also http://publications.iom.int/bookstore/free/IML_1_EN.pdf

Chapter 2: Historical context of migration in Bangladesh: *Colonial period – Bangladesh*

2.1 Country Profile:

Bangladesh is located in Southern Asia, bordered by India to the North, East and West and by Myanmar to the Southeast and Bay of Bengal is to the South. Bangladesh has become a sovereign nation in 1971 after a nine months long liberation war against West Pakistan. Before becoming independent Bangladesh in 1971, it was a part of Pakistan. The total land area of Bangladesh is 143,998 sq. km¹⁴. According to the Bangladesh Bureau of Statistics (BBS), the current (2015) population is 158 million and it is 7th most populous country in the world.¹⁵

According to Bangladesh Bank, the current (2014) Gross Domestic Product (GDP) rate of Bangladesh, is 6.12%, however, the average GDP from 1994-2014 is 5.64%.¹⁶ The World Bank has given another figure of GDP in Bangladesh is, 6.0% from the period of 2010-2014.¹⁷ According to BBS, from 2006 to 2009, 62.7% of the populations are the age of 15 years and more and out of them 59.3% economically active and 40.7% economically not active. It shows that male employment ratio is higher than female. In 2013, the minimum wage was 230 USD per annum. In 2010, the Master's or equivalent degree holder's unemployment rate is 10.25% and engineering/ medical is 14.27%.¹⁸ Looking at the historical context of emigration from Bangladesh, there is three waves of emigration from Bangladesh are:

2.1.2. Emigration of Colonial Period in Bangladesh (1850-1945):

The migration from East Bengal (current Bangladesh) specifically from Sylhet to the former colonial country has a long historical background.¹⁹ In 19th century, emigration from Sylhet (former East Bengal) to Britain was for trading purposes. The reason for that is that Calcutta (present Kolkata) was part of a significant trading route during the British period.²⁰ Caroline Adams added that during the 17th century, many Sylheti *lashkor* had been privileged by the East India Company to work in trading ships between Burma, China, India, Malay and East Africa and vocationally to Britain.²¹ Adams mentioned that the emigration from East Bengal during 17th and 19th century was basically labor migrants who were employed in shipping industries. During the colonial period or British period, migration also took place from Bengal (former colony) to Myanmar (former Burma) and Assam of India.²² In addition, labor

¹⁴ CIA World Fact Sheet: Available: <https://www.cia.gov/library/publications/the-world-factbook/geos/bg.html>

¹⁵ see: <http://www.bbs.gov.bd/Home.aspx>

¹⁶ See: <http://www.tradingeconomics.com/bangladesh/gdp-growth-annual>

¹⁷ See: <http://data.worldbank.org/indicator/NY.GDP.MKTP.KD.ZG>

¹⁸ See: <http://www.bbs.gov.bd/PageWebMenuContent.aspx?MenuKey=235>

¹⁹ Ansari, H. (2004) *The Infidel Within*, London: Hurst and Company.

²⁰ Choudhury, Y. (1995) *Sons of the Soil*, Birmingham: Sylhet Social History Group.

²¹ Adams, C. (1987) *Across Seven Seas and Thirteen Rivers: Life Stories of Pioneer Sylheti Settlers in Britain*, London: Thap.

²² Siddiqui, T. (2004). *Institutionalising diaspora linkage: the emigrant Bangladeshis in UK and USA*. International Org. for Migration. P 17-20

migration was dominated by the Chinese and Indian and said that both countries migrants were emigrating because of being exploited by the landlords, natural calamities, and agrarian overpopulation. On the other hand, the Southeast Asia was experienced of growing economic opportunities in the region, and they were opening up the expansion of minerals and agriculture export production.²³ Literature on Bengali also shows that in 1920 and 1930, a small number of migrants from Bangladesh Emigrated to US especially by ship. In addition, Naff also documented that during that time many migrants from Bengal also migrated to many countries in South America.²⁴

2.1.3. Post-Colonial Emigration before the Liberal war (1947-1970):

Significant number of Bangladeshi emigrated from East Pakistan (present Bangladesh) to Britain was occurred between 1950 and 1960 before the commonwealth act was passed in 1962. Before the act was passed in 1962, with the help of British government many Bangladeshi (former East Pakistani) whose relatives came to Britain.²⁵ Between 1950 and 1970, those who migrated from Bangladesh to UK were under family reunification programs. The British immigration policy was positive about the family reunification and gave them opportunities to work in Britain. Most of them stayed there as temporarily rather settling down in Britain. Since transnational communication was strong among this group of people have returned home instead of remaining in UK.²⁶

Before Bangladesh becoming a sovereign state, a vast number of Hindus minority from Bangladesh migrated to India in order to save their life from the Pakistani Army. From 1947 to 1971, Bangladesh was a state of Pakistan. Some scholars have mentioned that many Hindus from former East Pakistan (present Bangladesh) about 4.7 million migrated to India in 1947 after the partition India and Pakistan. In 1947, the Hindus population has been reduced from 30% to less 10% because of religious persecutions and political terrorism.²⁷ In addition, many of them return to Bangladesh after the liberation war 1971.

2.1.4. Post-Colonial Emigration and after the Liberation War (1971-present):

There are **two types** of emigration occurred after the liberation war 1971 is:

i) Labor and skilled professional migration:

The remittance and garments dominate Bangladesh economic. According to the BMET statistical data from the year 1976-2007, there were 4.8 million labors employed in abroad and 1.6 million out of which are skilled and professional employed. The main destination

²³ Kaur, A. (2009). Labor Crossings in Southeast Asia: Linking Historical and Contemporary Labor Migration. *New Zealand Journal of Asian Studies*, 11(1), 276-303.

²⁴ Siddiqui, T. (2004). *Institutionalising diaspora linkage: the emigrant Bangladeshis in UK and USA*. International Org. for Migration. P 17-20

²⁵ Choudhury, Y.(1993), *The Routes and Tales of the Bangladeshi Settlers*, Birmingham, Sylhet Social History Group. P 135

²⁶ Alexander, C., Firoz, S., & Rashid, N. (2010). *The Bengali Diaspora in Britain: A review of the literature*. London, UK. P 8

²⁷ Datta, P. (2004). Push-pull factors of undocumented migration from Bangladesh to West Bengal: A perception study. *The Qualitative Report*, 9(2), 335-358.

countries are Kingdom of Saudi Arabia (K.S.A), United Arab Emirates (U.A.E), Jordan, Kuwait, Qatar, Malaysia, Italy, Spain, Libya, Iraq, Lebanon, Korea, Singapore and so on.²⁸ A higher number of labor emigrated for temporarily to the oil producing countries of Middle East and industrial countries that have labor demand.

ii) Student Migration:

Student migration to Western countries (English speaking country) has started from Bangladesh in 1960 but the vast number of student migration occurred in 1986. According to 1986 immigration data, 61% of the Bangladeshi aliens who adjusted to permanent residence in US were students. In 1992, it was estimated that 90% of the total population of Bangladeshi immigrants in US were professionals.²⁹ According to the UNESCO statistical data (1999-2004), the Bangladeshi students' destinations countries are USA, UK, Australia, Japan, Malaysia, Cyprus and Canada. According to UNESCO educational data, from 1999-2012, there are a vast number of students (21927 people) from Bangladesh are leaving the country to pursue higher education. UNESCO also shows that the number is increasing every year.³⁰

According to the World Bank data (Fig 1), in 2000, emigration rate of tertiary educated (top 5 countries from south Asia): Sri Lanka (27.5 percent), Afghanistan (13.2%), Pakistan (9.2%), Bangladesh (4.7%), India (4.2%). Total emigration percentage is, 22.1 million or 1.5 percent of total population from India, Pakistan, Bangladesh, Sri Lanka and Afghanistan. Emigration of Physician is 27,508 or 4.1%.³¹

²⁸ Islam, Md. Nazrul.

[Http://www.bmet.gov.bd/BMET/resources/Static%20PDF%20and%20DOC/publication/Country%20Paper%20Migration.pdf](http://www.bmet.gov.bd/BMET/resources/Static%20PDF%20and%20DOC/publication/Country%20Paper%20Migration.pdf). Rep. N.p., n.d. Web.

²⁹ Siddiqui, T. (2004). *Institutionalising diaspora linkage: the emigrant Bangladeshis in UK and USA*. International Org. for Migration. P 17-20

³⁰ UNESCO's data on student migration by country of origin and destination, available from <http://stats.uis.unesco.org/Tableviewer/tableView.aspx?ReportId=84>

³¹ Xu, Z. (2008). *Migration and remittances factbook 2008*. World Bank Publications.

http://www-wds.worldbank.org/external/default/WDSContentServer/IW3P/IB/2008/03/14/000333038_20080314060040/Rendered/PDF/429130PUB0Migr101OFFICIAL0USE0ONLY1.pdf

Skilled Emigration from South Asia, 2000

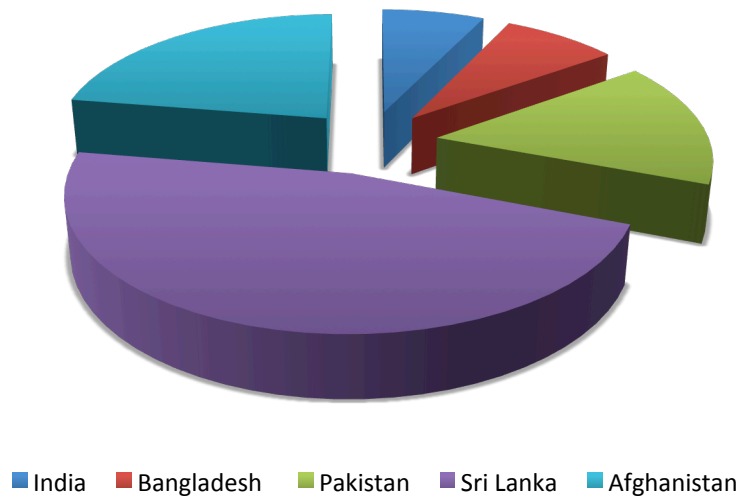


Figure :1 Source: World Bank Migration and Remittance Factbook 2008

In figure 2, BMET explained each categories of mentioned above chart. According to them *professional* means physicians, nurses, architects, engineers, university and college teachers, accountants, computer programmers, paramedic, etc. are professional. *Skilled* means those who has vocational knowledge such as mechanics, welding, masons, carpenters, tailors etc are skilled. *Semi skilled* includes farmers, gardener, helper or those are helping people. *Less skilled* includes servants, cleaners, laborers etc.

Overseas Employment by skill (1976-2007)

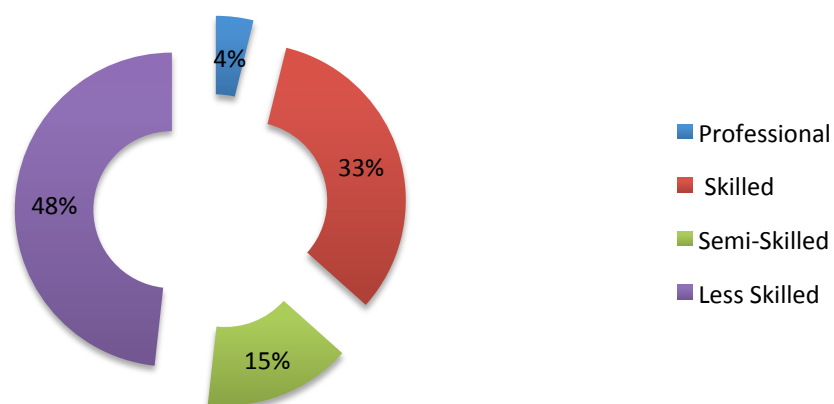


Figure 2: Source: BMET statistical data

2.2. Return Migration Socio-economic Context of Bangladesh:

Return migration has emerged part of the modern migration phenomena. Return could be voluntary and involuntary, however, studying context of return migration in Bangladesh have transparent indication that mainstream population had temporary migration experience to middle east or any other countries. Apparently, Bangladesh is one of the manpower exporter/contributor in migration field. Every year Bangladesh is sending an influx number of migrant labor to different countries in Middle East and Asia under temporary contract. Although, emigration from Bangladesh is not new phenomenon but still they have lack of statistical data about the migrants' population. The government and non-governmental officials have maintained no data of skilled, returning migrants. It is too hard to find reliable data on migration from Bangladesh as well as of returning migrants. The World Bank estimated the number of emigrants from Bangladesh is about 5 million or 3.4 percent of Bangladeshi population. In 2005, Bangladesh placed top 6 emigration countries and in 2007, top 11 remittance-receiving countries in the world.³²

According to Siddiqui, migration from Bangladesh has two distinct types is: i) The more permanent migration to the industrialized west and ii) the short-term labor migration to the Middle East countries and South East Asia.³³ She generalized the type of migrants in a broader sense. She did not give well explanation of these two categories of migrants. Between these two types of migrants groups, mostly the short-term migrants returned home if the job agreement was over. Whereas migrants that are more permanent the return rate is low. *Highly skilled professionals* presumed to be more permanent migrant by many scholars, which include physicians, nurses, engineers, students, etc. who has professional and academic diploma either from home country or overseas. Despite the total *highly skilled return* migrant percentage is low in context of Bangladesh yet empirical evidence found that in the contribution of country development they are playing more important roles than other types of return migrants in Bangladesh. It has been found that most of the renown and prominent NGO founders such as Dr. Md. Yunus (Nobel Prize winner) founder of Grameen Bank, Dr Zaffarullah Chowdhury founder of Gonoshastyo Hospital, the founder of BRAC (Bangladesh Rural Advancement Committee) all got *highly skilled migration* background and they had obtained foreign degree before returning home.

In context of Bangladesh, many return migrants go abroad to pursue higher education and return home once they obtained an academic degree. Nowadays, there are many returnees from the United Kingdom (UK), Australia, and United States of America whom have returned to home after having the higher academic degree like PhD. and are very committed

³² Xu, Z. (2008). *Migration and remittances factbook 2008*. World Bank Publications. Available: http://www-wds.worldbank.org/external/default/WDSContentServer/IW3P/IB/2008/03/14/000333038_20080314060040/Rendered/PDF/429130PUB0Migr101OFFICIAL0USE0ONLY1.pdf

³³ Siddiqui, T. (2003). *Migration as a livelihood strategy of the poor: the Bangladesh case*. Refugee and Migratory Movements Research Unit, Dhaka University. P 3. Available: http://www.eldis.org/vfile/upload/1/document/0903/Dhaka_CP_5.pdf

to teaching or research professions.³⁴ Many highly skilled return migrants who had been interviewed for this research has permanent jobs with Universities or have secure jobs. In addition, majority of them prefer to go abroad only for pursuing the higher education not for being a permanent migrant.

On the other hand, the lucrative citizenship policy for Bangladeshi emigrants could be another attraction to the emigrants, which stressed them to return the home country after having a long period migration experience or obtaining the citizenship from the host country while Bangladesh approved dual citizenship under limited circumstances. Though Bangladesh government is not maintaining the statistical data of highly skilled returned migration yet many returnees with highly skilled professional background who had been immigrated to western countries like UK, USA, Canada, Australia and Europe have obtained second citizenship.

According to the Bangladesh Citizenship (Temporary Provision) Order No 149 of 1972, “*The Government may grant citizenship of Bangladesh to any person who is a citizen of any state of Europe or North America or of any other state which the Government may, by notification in the official Gazette, specify in this behalf.*”³⁵ Following the citizenship order, many highly skilled professionals from Bangladesh, who had been emigrated and obtained the second citizenship returned home for various purposes. Many empirical findings suggest that the decision for return of highly skilled migrants case is opposite to labor migrants since the migration context is different in both groups. Economics is the key issue for the labor migrants whereas skilled migrants have different objective while they are emigrated for instance, they consider human capital development, social-political issues, and so on.

³⁴ Iredale, R. R., Guo, F., & Rozario, S. (Eds.). (2003). *Return migration in the Asia Pacific*. Edward Elgar Publishing. P 78

³⁵ National Legislative Bodies / National Authorities, *Bangladesh: Bangladesh Citizenship (Temporary Provisions) Order, 1972*, 26 March 1971, Order No. 149 of 1972, available at: <http://www.refworld.org/docid/3ae6b51f10.html> [accessed 20 April 2015]

Chapter: 3: Theoretical Discussion

There is an increasing number in the migration of highly skilled people from ‘developing’ to ‘developed’ countries. The developing world is losing a significant number of skilled people every year. There are debates about what may be termed of skilled people migration, whether ‘brain drain’ or ‘brain waste’ or ‘brain loss’ or ‘brain exchange’.³⁶ All these terms primarily focused on the welfare benefit of the receiving country, rather than social and economic advantages of the sending country. Skilled migrants are a diverse group, the diversity categorized by Mahroum. He categorized them into five different groups: professional and managerial; engineers and technicians; entrepreneurs; academics and scientist; and students.³⁷ In the context of Bangladesh, the last two categories are the most common. These two groups emigrate mainly to acquire knowledge abroad. Encompassing the term of ‘knowledge’ could be acquired in several ways such as academic, tacit, skilled training, etc. The significance of tacit knowledge attached in skilled migrants because it is important to address the ‘total’ human capital.³⁸ Tacit knowledge is a kind of knowledge that constituted by networking, interaction, and faith, which cannot be adequately articulated verbally. Skilled migrants do acquire knowledge and enhance human capital through institutional and non-institutional ways. Furthermore, they added tacit knowledge during the migration process. The tacit knowledge becomes a significant tool for the country’s development if a migrant returns to their home country and engaged in social, cultural, political and economic activities. To transfer the tacit knowledge, reciprocal action or two-party physical closeness is required.

Skilled migrants could turn into an asset if they return home with the human capital and remittances. However, this research is mainly focusing on the investment of human capital for development by the highly skilled returnee. There are several theoretical concepts of highly skilled return migration, and these concepts concentrate on the migrants’ characteristic, desire, and way of life and reasons or motivation working for their return to the home country. Migrants who anticipated temporary migration have well set up goals while they plan to return.³⁹ There are two theories has been considered for this research are human capital theory and the system approach.

Gary S. Becker developed the *human capital* theory, and his student Schultz treated human capital as of an investment process because the acquisition of productive knowledge is costly. The *human capital* theory explains why higher education is an investment in human capital

³⁶ Williams, A. M., & Baláž, V. (2005). What Human Capital, Which Migrants? Returned Skilled Migration to Slovakia From the UK1. *International Migration Review*, 39(2), 439-468.

³⁷ Mahroum, S. (1999, May). Highly skilled globetrotters: the international migration of human capital. In *Proceedings of the OECD Workshop on Science and Technology Labour Markets, DSTI/STP/TIP (99)* (Vol. 2, pp. 168-185).

³⁸ Williams, A. M., Baláž, V., & Wallace, C. (2004). International labour mobility and uneven regional development in Europe human capital, knowledge and entrepreneurship. *European Urban and Regional Studies*, 11(1), 27-46.

³⁹ Van Baalen, B., & Müller, T. (2008, June). Return intentions of temporary migrants: The case of Germany. In *CEPR proceedings of the second conference on transnationality of migrants*. Available online at: <http://www.cepr.org/meets/wkcn/2/2395/papers/MuellerFinal.pdf>.

and how it raises the economic productivity. The investment in human capital relies on the cost of acquiring skills and the returns that are expected from the investment. Education and training indicate the most significant investments in human capital. Becker explained the effect of earning through the investment in human capital such as *on-job-training*, *schooling*, and *other knowledge*.⁴⁰

On-job-training means workers increase their productivity by acquiring new skills and perfecting old ones while on the job. It can be considered that adding new skills make a person more productive in individual level and it has a positive impact on one's career life. Becker differentiated between general skill and specific skills. General skills are those, which are also useful to other employers. For example, a nurse trained at one hospital finds her skill is useful or valuable to another hospital as well. Specific skills increase the productivity of the workers only in his current job or in a particular job. Organization often trained up their employer by using their resources to familiarize the specific field he employed. In return, they expect productivity from the employees. They are considered as human capital in a firm because they lose their value whenever employees leave.⁴¹ If they leave the firm, considering their acquired knowledge, the second employer will be benefitting from them.

Schooling means an institution or organization specializing in the production of training, as distinct from a firm that offers training in combination with the manufacture of goods.⁴² Schools or firms are often substituting source of particular skill. According to Becker, individuals could specialize and gain experience in a given field with the combination of knowledge that acquired from both institution and firm. The acquired knowledge could be applied to the *development process*. Many companies hire *other knowledge*, which includes talented people as they have a demand for skilled employees.

Some scholars have criticized the human capital theory just as well as the neo-classical economic theory. Human capital theorist Becker excluded the possibility of political and cultural influences on the economy. Human capital theory is highly influenced by the neo-classical economic theory, and both of them are emphasizing on the economic issues⁴³ rather than other aspects involved in the development process. Becker argues that education contributes to differences in earning between people and then only in a certain context. Contradicting Becker's statement Blaug argues "not that education contributes to growth, but that more education would contribute more to growth at the margin than more health, more housing, more roads, etc."⁴⁴

⁴⁰ Becker, G. S. (1964). *Human Capital: A Theoretical and Empirical Analysis, with Special Reference to Education*, by Gary S. Becker, London.

⁴¹ Acemoglu, D., & Pischke, J. S. (1999). Beyond Becker: training in imperfect labour markets. *The Economic Journal*, 109(453), 112-142.

⁴² Becker, G. S. (1964). *Human Capital: A Theoretical and Empirical Analysis, with Special Reference to Education*, by Gary S. Becker,... London. P 51 - 54

⁴³ Block, F. L. (1990). *Postindustrial possibilities: A critique of economic discourse*. University of California Press

⁴⁴ Blaug, M. (1987). *The Economics of Education and the Education of an Economist*. New York: New York University Press.

Another considerable approach for this research is *system approach*; is proposed by Hoerder. It is a *human-centered approach* to migration, in which individual decisions made in a societal framework. He also added that human migration is not only based on the material security but also psychological issues involved emotional-spiritual-intellectual security.⁴⁵ A human being has tendency to migrate in a place where they will have a better life than the place they are living in before. Hoerder distinguished between three levels of the migration system:

i) Macro level

ii) Mesolevel

iii) Micro level

The **Macro level**, migration system connects two different societies. Each of them is categorized by the degree of industrialization and urbanization on which push-pull factors analyzed. Macro level describes a broad pattern of migration, which further explores the global structures that influence the movement of people in the widest sense moreover, it addressed the issue of social, political and economic system of the industrial and urban societies on which one's convince to migrate. It focuses on the universal factor of the particular territory, also social, political, cultural and economic system of that territory.

In **Meso level**, the decision is made in frameworks that include the regional, cultural, social, economic, and politics. The Meso level ads two concepts, the collective and social links. These two concepts have an influence on making a decision when people motivated to migrate. Family and community assist a potential migrant either financially or mentally to implement their decision upon migration. In this level, all these things have a connection that can be contextualized and analyzed.

In **Micro level**, the individual decision for migration and motivational factors are the main concerns. The micro level is not only focusing on the economic well-being, but also concentrate on social factors. This level compromises the family economies, kin and friendship networks. In addition, individual decisions or interests are of high priorities in motivating the individual to migrate. De Jong and Gardner added that decision-making is a micro level work, and it starting with a consideration of motivations for migration. They have discussed two main things *subjectivity* and *objectivity*, which are crucial points in understanding the motive and motivation of migration and return migration.⁴⁶ *Subjectivity*, one individual who make a decision to migration based on several concepts of motivation such as cost benefits ratios, satisfaction or dissatisfaction of current situation, values, and

⁴⁵ Hoerder, D. (2002). *Cultures in contact: World migrations in the second millennium*. Duke University Press. P 16

⁴⁶ De Jong, G. F., & Gardner, R. W. (Eds.). (2013). *Migration decision making: multidisciplinary approaches to microlevel studies in developed and developing countries*. Elsevier. P 5-15

expectation, etc. *Objectivity*, one individual who explore the opportunity structure of the location or place of which migrants determined whether she/he should move or not.

George (1970) distinguishes between two forms of international migration: necessity and needs.⁴⁷ Necessity motivates the needs to move. Necessity can be referred to as a pull *factor* whereas needs play as *push factor* in the country of origin. De Jong and Gardner, the first fundamental distinction are determinants (push factor) and consequences (pull factor) of migration. More specifically, determinants focus on the initiators of action while consequences focus on the adjustment and societal response to migration.⁴⁸ In migration research, push factor is associated with socio-economic, socio-cultural and political issues such as lack of opportunities. Also including poor education or lack of competing other general student, job dissatisfaction, low wages, the religious issue, corrupt government, etc. in the country of origin. The pull factor means the offer or attractive package that motivated the migrants to derive their country.

In migration study, to understand the motive and motivation of migrant to the migration process on the macro, meso and micro these three levels are significantly important, and they have interconnecting. More or less these three levels address the ‘reasons for moving’ or ‘determinants’ by which migrants motivated to migrate. Relating that a question has arisen by the some scholars like De Jong, Fawcett (2013) and sly (1972) that what migrants give ‘value’?⁴⁹ Sly also added that value differs culture-to-culture, person-to-person and value depends on the one’s individual character. Likewise, certain skilled migrants might give value to economic prospects throughout the migration whereas others give value to educational prospect through migration. Findley noted that the poor educational system in developing countries often leads the to the migration of young groups.⁵⁰ Education is an active value for an individual to enable their decision for migration.

Respecting the decision making of migration, macro level considers a geographical territory as a determinant of migration. It is important to bare in mind that migration is a concept connected to place. In a general sense, migration means the movement of people for many reasons. According to Freedman, the macro factor can be seen in two different variables contextual and settings variables and both of them are related to the place.⁵¹ He also added that contextual variables of macro level are the accumulation of individual characteristic. It is

⁴⁷ George, P. (2013). Types of migration of the population according to the professional and social composition of migrants. *Readings in the Sociology of Migration: The Commonwealth and International Library: Readings in Sociology*, 39 p 39-47.

⁴⁸ De Jong, G. F., & Gardner, R. W. (Eds.). (2013). *Migration decision making: multidisciplinary approaches to microlevel studies in developed and developing countries*. Elsevier. P 2

⁴⁹ Sly, D. F. (1972). Migration and the ecological complex. *American Sociological Review*, 615-628. De Jong, G. F., & Gardner, R. W. (Eds.). (2013). *Migration decision making: multidisciplinary approaches to microlevel studies in developed and developing countries*. Elsevier. P 66

⁵⁰ Findley, S. E. (1977). *Planning for internal migration: a review of issues and policies in developing countries* (No. 4). US Dept. of Commerce, Bureau of the Census, International Statistical Programs Center: for sale by the Supt. of Docs., US Govt. Print. Off. p 79, 105

⁵¹ Freedman, R. (1979). *Issues in the comparative analysis of World Fertility Survey data*. East-West Center. P 10 available http://pdf.usaid.gov/pdf_docs/PNAAT883.pdf

a ‘factor that transitory in nature and linked to the settings in which interactions occurred’,⁵² on the other hand, setting variables are different from contextual variables, which are based on the characteristic of the whole population. Setting variables may be historical including colonial history, country infrastructure including an effective country policy for the migrants, etc. Bogue understood macro factor as ‘factors in choosing destination’ and ‘socio-economic factors affecting migration’.⁵³ In favor of Bogue, Findley divides the factors influencing migration flows into economic factors, demographic factors, lifestyle factors and institutional factors.⁵⁴

Related to the three major themes addressed by the Hoerder, De Jong and Gardner, they added few concepts of migration, determinants and constraints. Those are related to economic maximization, motivation, place utility, environmental pressure, kinship structure, social networks and family migration strategy.⁵⁵ They have addressed economic and non-economic factors as well whereas human capital approach addressed the economic factor alike neoclassical labor migrant approach. According to Afghah, non-economic factors are culture, religion (such as what religion the destination country follow), language, the role of family, class, tradition, the role of individual, social and political dependence etc.⁵⁶ Economic factors involve wages, employment, income producing activities whereas non-economic factors focused on the amenities or comfort of education, medical, living standard of the destination country.⁵⁷ Within the amenities factors, there are *meso level* factors such as family, friends and relatives. These are also important parts of migration on which mostly they make a decision on wanting to migrate or not.

For the decision-making process, the influence of *meso level* determinants should not ignore if many works of the literature suggested as a non-economic factor. According to Rath and Martineillo, *meso level* factors include social ties, kinship, families, social networks, household, neighborhood, friendship circles and formal organizations.⁵⁸ They also added that cost and benefits involved in transferring human capital abroad and upon return, on the other hand, the mediating role of inherent in social relations (social capital) in a decision-making process. Faist (2000) stated that ‘decision on moving and staying are made in and between groups of people (families and communities) rather than an isolated individual or

⁵² Worchel, M. S. (1986). The influence of contextual variables on interpersonal spacing. *Journal of Nonverbal Behavior*, 10(4), 230-254. Available: <http://link.springer.com/article/10.1007%2FBF00987482>

⁵³ Bogue, D. J. (1959). *The study of population: An inventory and appraisal* (Vol. 59). Chicago: University of Chicago Press. Hauser, P. M., & Duncan, O. D. (Eds.). p 486-509

⁵⁴ Findley, S. E. (1977). *Planning for internal migration: a review of issues and policies in developing countries* (No. 4). US Dept. of Commerce, Bureau of the Census, International Statistical Programs Center: for sale by the Supt. of Docs., US Govt. Print. Off. p 132

⁵⁵ De Jong, G. F., & Gardner, R. W. (Eds.). (2013). *Migration decision making: multidisciplinary approaches to microlevel studies in developed and developing countries*. Elsevier. P 3-5

⁵⁶ Afghah, S. M (1998), Economic and Non-economic factors in economic development: The concepts and their differences, available <http://www.pishgam.org/economics/Thesis/Chapt3.pdf>

⁵⁷ Brown, L. A., & Gustavus, S. (1977). Place attributes in a migration decision context. *Environment and Planning A*, 9, 529-548.

⁵⁸ Martiniello, M., & Rath, J. (Eds.). (2010). *Selected studies in international migration and immigrant incorporation* (Vol. 1). Amsterdam University Press. p 60

groups where economical-cultural-political structures only come in as external constraints and opportunity'. Furthermore, he has specified some mechanisms that influenced the changes in social relations these are the interpersonal (potential migrant) and inter-group decisions (community) on moving and staying.⁵⁹ These two things always relate to social structure (families or household).

For the decision-making process, social relations in collectiveness and social networks constitute a set of structure on the *meso level*. A social relationship formed with individual resources such as networking, face to face discussion. It is a useful interaction tool for searching opportunity. 'A social relational context characterized by *social ties* of movers and stayers.'⁶⁰ *Social ties* are developed by the interpersonal interactions between two parties, and a *social tie* is connections or relationship among people, which exchange information, idea, emotions, etc. *Social ties* might become *social capital*, and that could be treated as a resource that enables individuals to exploit the network to pursue their goals. Resources facilitate migrants to explore job opportunities in a destination where she or he moved. 'The amount of social capital eventually available to individuals depends on the extent of the network of social ties that can be mobilized and the amount of financial, cultural and political capital that members of collectives or network participants can muster.'⁶¹ According to Woolcock (2000), social capital can be divided into civil, governmental and social capital. In the micro level, civil, social capital relates to beliefs, values, attitudes, norms and behavior. Civil social capital has three dimensions: 'bonds' (a strong relationship with the family members, friends and colleagues), 'linkage' and 'bridges' (contact with more distant acquaintances).⁶² The governmental social capital or horizontal social capital relates to laws, enforcement, and administrative system.

According to Faist, *social capital* and *human capital* both are integral parts of migrant and return migrants. Social capital supports the human capital to find an opportunity in the destination country. He further argues that it was extremely difficult for a migrant to invest the human capital without social capital.⁶³ The notion of 'social capital' means a broad range of social activities and connections between the individuals and groups. Together with shared norms and values that enable the migrants to pursue their goals. Human capital and social capital both are less tangible, human capital formed by an individual's acquired knowledge and skills while social capital, exists in the relations among people.⁶⁴

⁵⁹ Faist, T. (2010). The crucial meso level. *Selected studies in international migration and immigrant incorporation*, 59-90.

⁶⁰ Faist, T. (2010). The crucial meso level. *Selected studies in international migration and immigrant incorporation*, 59-90.

⁶¹ Faist, T. (2010). The crucial meso level. *Selected studies in international migration and immigrant incorporation*, 59-90.

⁶² Woolcock, M., & Narayan, D. (2000). Social capital: Implications for development theory, research, and policy. *The world bank research observer*, 15(2), 225-249.

⁶³ Faist, T. (2010). The crucial meso level. *Selected studies in international migration and immigrant incorporation*, 59-90.

⁶⁴ Coleman, J. S. (1988). Social capital in the creation of human capital. *American journal of sociology*, S95-S120.

There is a clear relation between human capital and social capital as interacting factors of *development* in the sample of Bangladesh. The concept of human capital, social capital and economic development are interconnected in the study of migration. Social capital helps the migrant to invest in the acquired human capital for the country's development. The notion of development depends on human capital investment because education causes an individual to be productive.⁶⁵ Recently many literatures suggest that human capital plays a crucial role in economic development and poverty reduction.⁶⁶ Human capital is often referred to as the wealth of nations throughout which migrants could play an active role in development. Human capital focuses on the links between education, development and social network providing the access to labor market information.⁶⁷ In migration research, economic development has been stigmatized whereas noneconomic developments are rarely highlighted. Migration is often seen as the dissatisfaction of current individual situation, which might be related to economic and non-economic factors. Currently, Wang and Fan's research has demonstrated that non-economic factors that are motivating the return are also importante.⁶⁸ The same human capital approach economic is not the critical factor enabling to return decision.

3.1 Context of Return Migrants:

Return migration is an important part of migration studies. Return can occur for many reasons. In the migration field, still the topic is less focused. It is very difficult to theorize the return migration within one framework because of multidimensional movement. Thus, in this chapter different theories of return migration from the different perspective will be briefly discussed with the goal of identify a suitable approach for this study.

Several available evidences suggest that return migration is a more common phenomenon than most would think. Migrants often return to the country of citizenship after spending a certain period with the aim of resettling in the home country involved many factors such as family ties, investing human capital etc. Many of the returnees that are planning to return home have understood that the reward of education in the job market context and job prospects at home country are among the many factors likely to affect their decision to return.⁶⁹ He also added, that for the return migrants, the employment is determined by the

⁶⁵ Parts, E. (2003). Interrelationships between human capital and social capital: implications for economic development in transition economies. *University of Tartu Economics and Business Working Paper*, (2003-24).

⁶⁶ Son, H. H. (2010). Human capital development. *Asian Development Bank Economics Working Paper Series*, (225).

⁶⁷ Loury, G. (1977). A dynamic theory of racial income differences. *Women, minorities, and employment discrimination*, 153, 86-153. Bourdieu, P. (2011). The forms of capital.(1986). *Cultural theory: An anthology*, 81-93.

⁶⁸ Wang, W. W., & Fan, C. C. (2006). Success or failure: selectivity and reasons of return migration in Sichuan and Anhui, China. *California Center for Population Research*. P 939-958 Available: <http://escholarship.org/uc/item/5n4264zq#>

⁶⁹ Carling, J. (2004), "Emigration, Return and Development in Cape Verde: The Impact of Closing Borders." *Population, Space and Place* 10: p 113–132.

human capital characteristic for instance level of education and level of skills. Return can be permanent or temporary.

The reason of return differs from one to another and return is an individual migrant's decision. However, returnees first and foremost interest about the reintegration process is to get a job. Furthermore, having a secured position may also determine the possible return migrant whether the return would be permanent or temporary.⁷⁰ For example, many public universities professionals in Bangladesh who has secure jobs do not think about emigrating permanently. For them, migration should be temporary, and it has a linkage to the profession since they are required to continuously further their academic knowledge. Return migration is a process originated by numerous dynamics, which can be considered as a cause factor. Consequently, that led to various effects. The cause factors are a) Economic (expectation of better life), b) Social factors (difficulties of integration/ experienced racism), c) Family ties/Lifecycle (marriage, parental ties, retirement) or political.⁷¹

Many scholars would argue that voluntary return migration had a little historical impact on contributing to the country's economy. Fisher argued that the return of 'innovation' was hardly found; thus, the notion of economy changes and impact on development process by the returnee is second-rate.⁷² He agreed with Hermele's argument that returnees return decision is caused by the failure, conservatism, and retirement.⁷³ On the other hand, Cerase believes the family and relatives influence caused return migration and the return of innovation influenced by the returnees.⁷⁴ The micro-level studies they have interpreted the 'return decision' from a perspective of social context.⁷⁵ Migration is a social process rather than a product of economic 'push' and 'pull' factors, in many cases may represent household or family strategy and a mix of social, economic and cultural dimensions.⁷⁶ Williams and Baláz have seen return migration as a benefit for the country of origin when the migrants return. Especially, in the case of highly skilled migrants, cost and benefits occurred when the migrants leave for relatively short periods (10-15 years) of time and come back with financial, human and social capital.⁷⁷ For instance, skilled migrant bring positive

⁷⁰ DaVanzo, J., and P. A. Morrison, (1981), "Return and Other Sequences of Migration in the United States." *Demography* 18(1): p 85-101.

⁷¹ International Organization for Migration (2000), King R., (2000), Generalizations from the History of Return Migration, in "Return Migration: Journey of Hope or Despair" edited by Bimal Ghosh

⁷² Fischer, P. A., Martin, R., & Straubhaar, T. (1997). Interdependencies between development and migration. *International Migration, Immobility and Development: Multidisciplinary Perspectives*. Oxford: Berg, 91-132.

⁷³ Hermele, K. (1997). The discourse on migration and development. *International migration, immobility and development*, 133-158.

⁷⁴ Cerase, F. P. (1974). Expectations and reality: a case study of return migration from the United States to Southern Italy. *International migration review*, 245-262.

⁷⁵ Findley, Sally E. (1997). "Migration and family interactions in Africa.": p 109-38.

⁷⁶ Tiemoko, R. (2004). Migration, return and socio-economic change in West Africa: the role of family. *Population, Space and Place*, 10(2), 155-174.

⁷⁷ Williams, A. M., Baláz V. (2008). *International Migration and Knowledge*. P. 97

externalities, which include technological and economic entrepreneurship networks that bridged between sending and receiving countries.⁷⁸

The human capital first recognized by Adam Smith, David Ricardo, and Irving Fisher.⁷⁹ Human capital means education, skills, training that the return migrants acquire from the destination country. According to Schultz (1961) all these qualifications of an individual is a form of human capital.⁸⁰ Becker (1962) defined human capital to be accumulated in two elements - education and experience (professional experience).⁸¹ According to Mincer (1974), experience means duration of working experience in a certain job sector.⁸² In the line of *human capital* theory, Rosenzweig formulated two models for foreign student migrants. These are the school constraint model and migration model. For the school constraint model, the foreign student comes to abroad to pursue the higher education and few domestic opportunities exist in return to education. Subsequently, they returned home once they could reap the goals and other factors like wages of the home country that is higher than at the host country.⁸³ For the *migrant* model, students have aimed to enter and stay back abroad through the acquiring education since the wages are low in the home country. On the other hand, country immigration policies attract them to settle down in the host country by providing them a residence permit there.⁸⁴

The concept of “brain circulation” is referred to student migrating and taking job opportunity abroad. After a certain period, they take initiatives to return to home country for a good job or business opportunity and to transfer the knowledge to home country’s population.⁸⁵ Skilled or educated migrant with return migration background has been found as a meaningful actor of the concept of “brain circulation”. There are many empirical evidence demonstrating the motivations of people to migrate, the experiences a migrant have in the destination country and the effort they give for a *better* life is a such kind of hardship by the migrant.⁸⁶ Migrant tend to move from one country to another having perceived that they will have a better life if

⁷⁸ Iredale, R. R., Guo, F., & Rozario, S. (Eds.). (2003). *Return migration in the Asia Pacific*. Edward Elgar Publishing. P 6

⁷⁹ Schultz, T. W (1971), “Investment in Human Capital”. New York. The Free Press

⁸⁰ Zhao, S. (2008). Application of human capital theory in China in the context of the knowledge economy. *The international journal of human resource management*, 19(5): 802-817

⁸¹ Becker, Gary S. "Investment in human capital: A theoretical analysis." *The journal of political economy* (1962): 9-49.

⁸² Mincer, J (1974), “Schooling, Experience and Earning (Columbia University Press).

⁸³ Rosenzweig, M. R. (2008). Higher education and international migration in Asia: brain circulation. In *Annual World Bank conference on development economics* (pp. 59-100).

⁸⁴ Tremblay, K. (2005). Academic mobility and immigration. *Journal of Studies in International Education*, 9(3), 196-228.

⁸⁵ Gaillard, J., A.M. Gaillard (1998) “The International Circulation of Scientists and Technologists: A Win-lose or Win-Win situation?” *Science Communication*, Vol. 20 No. 1, September 1998 106-115.

Johnson, J. M. & M. Regets (1998) “International Mobility of Scientists and Engineers To the US -Brain Drain or Brain Circulation?” NSF Issue Brief 98-316, June 22, 1998.

⁸⁶ Lazaridis, G. (2000). Filipino and Albanian women migrant workers in Greece: Multiple layers of oppression. *Gender and migration in Southern Europe: Women on the move*, 49-89.

Mishra, N. (2007). The push & pull of globalization: How the global economy makes migrant workers vulnerable to exploitation. *Human Rights Brief*, 14(3), 2-4.

they migrate to a developed country and where it will have a bunch of opportunities to make a better life.

The notion of better life is a subjective matter and volatile as well.⁸⁷ The perception of better life is varying from one to another, and this subjective matter can be changed after a certain period. Subsequently, the same individual might decide to return the country to citizenship or the third country to have the better life. For example: the empirical evidence of this research illustrated by the interviews that most of the skilled return migrants in Bangladesh kept the (re) migration doors open if the opportunity come up. Many return migrants considered to be re-migrating or emigrate after staying an extended period at the country of citizenship are called “circular” migrants.⁸⁸ Thus, it is more transparent of the migration study that remigration of the skilled professionals is feasible.

Despite, that student migrant may convert to efficient high-skilled migrants once they completed their education; large number of empirical evidence demonstrates that a foreign student studying the abroad majority of them have the intention to stay there temporarily.⁸⁹ Rosezweig’s interpretation of students returning to the home country is for higher wages, likewise, international migration in general.⁹⁰ Besides the wages calculation by the students, one more thing needs to be addressed. If a student exceeds the average educational level in the home country, the more likely they will return.⁹¹ The empirical evidence of this research shows that the majority of informants returned to Bangladesh with a strong educational degree by which they could compete in the job market very indeed.

When they return to home country reintegration is becoming a highly concerning, complex and very much time consuming process. Reintegration is a process of adaptation in terms of financial, social, in which human being survives. Return migrants have to reintegrate into a culture, society of the home country for a prolonged period. Transnational mobility is a significant tool of reintegration that connects the people to be prepared and motivated to return and to be reintegrated.⁹² Reintegration process is considered as an exchange between returnee and the society of the country of origin. Return migrants always have to reintegrate

⁸⁷ Tejada, G., Bhattacharya, U., Khadria, B., & Kuptsch, C. (Eds.). (2014). *Indian skilled migration and development: To Europe and back*. Springer Science & Business Media. P 264- 268

⁸⁸ UNHCR - *International Migration and Development: Report of the Secretary-General (A/60/871)*. (2006). P 68. Also see <http://www.unhcr.org/44d711a82.html>

⁸⁹ Bijwaard, G. E. (2013). Return migration of foreign students. P 1-25

⁹⁰ Rosenzweig, M. R. (2008). Higher education and international migration in Asia: brain circulation. In *Annual World Bank conference on development economics* p 59-100.

⁹¹ Bratsberg, B. (1995). The incidence of non-return among foreign students in the United States. *Economics of Education Review*, 14(4), 373-384.

⁹² Cassarino Jean-Pierre. “Informalising Readmission Agreements in the EU Neighbourhood”, *The International Spectator*, 42, no.2 (2007): 179-196,
Portes Alenjandro, Guarnizo E Luis, Landolt Patricia. “The Study of Transnationalism: Pitfalls And Promise of an Emergent Research Field”, *Ethnic and Racial Studies*, 22, no.2 (1992): p 17–37.

into the abandoned society, which might have changed during the long gap while the migrants had been abroad.⁹³

3.2. Scholarly Discourse of Return Migrants:

Return migration is an essential part of this research since it is related to the country's development. There are many questions arising why people return to home country and how can they contribute to the country development? There are many theoretical discourses over return migration. According to the neoclassical approach, international migration is based on the notion of wage differentials of the sending and receiving country, and it also based on the migrants' expectations of the income in the host country.⁹⁴

According to Hoerder, system approach migration connects decision and pattern in social, political, communities in which migrate formed their lives.⁹⁵ He analyzed the impact of out-migration on the country of citizens and effects the in migration on the destination country. Migration is dealing with a two societies, the sending and receiving ones and there are many factors involved with that. Following the system approach, the movement is not only happened between two destinations, the move has stopovers that may change to a different direction.

The system theory considers migration as the cluster that links to people, families and communities over space. Mabogunje (1970) mentioned, "A system may be defined as a complex of interacting elements, together with their attributes and relationships. One of the primary tasks is conceptualizing a phenomenon as a system, therefore, is basic identify the basic interacting elements, their attributes, and their relationships."⁹⁶

Mabogunje also considered migration as a process with feedback mechanisms that can change the future pattern of migration. Hoerder's view regarding to migration system is much clearer, and he found three levels of what? - Macro, Meso and Micro, which are connected to movement. Macro level involved in exploring the global structure; the micro level in making a decision for migration while meso level includes regional, cultural, social, economic and political frameworks.⁹⁷ Migration system theory of Mabogunje has been criticized by the Haas, according to Haas, the system ignores the some other contextual feedback mechanism. Moreover, it has an impact on the initial social, economic and cultural condition of migration

⁹³ Potter B Robert. "Young, Gifted and Back. Second Generation Transnational Return Migrants to The Caribbean", *Progress in Development Studies*, 5 (2005): 213-236.

⁹⁴ Todaro, M. P. (1969). "A model of labor migration and urban unemployment in less developed countries". *The American Economic Review* 59 (1): p 138-48.

⁹⁵ Harzig, C., Hoerder, D., & Gabaccia, D. R. (2009). *What is migration history?* (p. 87). Cambridge, UK: Polity.

⁹⁶ Mabogunje, A. L. (1970). Systems approach to a theory of rural-urban migration. *Geographical analysis*, 2(1), 1-18.

⁹⁷ Gabaccia, D., Moch, L. P., Borges, M. J., Iacovetta, F., Hsu, M. Y., Manning, P., ... & Hoerder, D. (2004). Cultures in Contact. *International Review of Social History*, 49(03), 475-515

taking place.⁹⁸ Haas also argues that the causes and effects of migration are closely linked. Moreover, he explained that migration is a variable that can change fundamentally and that effects further changes.

According to Lucas, although much available evidence suggest that skilled return migrants blessed with the country of origin but “the links between migration and development differ from context to context and varying with the extent and nature of migration streams, the migrants’ experiences, and the economic, political and social setting in the home country.”⁹⁹ Wrickramasekara believes that “there are many distinct linkages between circulation and recirculation with the diaspora option, but they are not exclusively confined to it, there should be significant factors at both sending and receiving ends such as good infrastructure at home and circulation-friendly migration policies at both ends.”¹⁰⁰

From the neoclassical point of view, migrants are intent to seek the career opportunity in which they could maximize their income. The neoclassical approach have seen migrant as an individual, the rational actor who decides to migrate because a cost-benefits calculation enables them to expect a positive net return.¹⁰¹ The neoclassical approach very much emphasized on the financial or economic issues rather than emotional or psychological issues of the returning migrant. They illuminate how a possible returnee calculates the rewards of being returned by applying acquired human capital throughout the migration experience. The New Economic Labor Migration (NELM) approach “shifts the focus of migration theory from individual independence to mutual interdependence.”¹⁰² The neoclassical approach and the (NELM) approach differ in their interpretation regarding the return migrations. The NELM approach interprets that migration is a temporary movement, and migrants return to home after achieving the goals and targets, such as gaining social capital, skills, and profitable education from the destination country.¹⁰³ In addition, the possible returning migrants are highly determined to enrich their skill that could be productive for the country of citizenship and could be applied to reintegrate into the country of origin.

The structural approach criticized the neoclassical approach for the stating that individuals have got a free choice. They do not have free choice to make a decisions because, of the structural force, they are constrained to make a decision. The Structural Approach rather focuses on the situational (time) and contextual (space) factors more elaborately social and

⁹⁸ de Haas, H. (2009). Migration Systems Formation and Decline: A Theoretical Inquiry into the Self-perpetuating and Self-undermining Dynamics of Migration Processes. *International Migration Institute Working Paper*, (19).

⁹⁹ Lucas, Robert E. B “International Migration Regimes and Economic Development,” p. 147. See http://www.un.org/esa/population/meetings/thirdcoord2004/P22_AnnexIII.pdf

¹⁰⁰ Wickramasekara, P. (2002). *Policy responses to skilled migration: Retention, return and circulation*. International Labor Organization. P 13 website: http://www.ilo.org/wcmsp5/groups/public/---ed_protect/---protrav/---migrant/documents/publication/wcms_232366.pdf

¹⁰¹ Massey, Douglas S et all (1993), Theories of International Migration: A review and appraisal, *Population and Development Review* 19: p 431-465

¹⁰² Stark, O. (1991), *The Migration of Labor*. Cambridge: Basil Blackwell: p 26

¹⁰³ Cassarino, J. P. (2004), “Theorizing Return Migration: A Revisited Conceptual Approach to Return Migrants.” *International Journal on Multicultural Societies* 6(2): p 256 -279.

institutional structure in the country of citizenship is a major factor in return migration. According to structural approach existing power relation, tradition and values in the home country help the returning migrant to reintegrate.¹⁰⁴ The structural approach sees the return migration as an innovative idea, and they have a tendency to adapt to the home country's environment. Also, they have a tendency to contribute their skills and financial capital in the areas of political, social and cultural development of the home country.¹⁰⁵ For structuralists, if the local structure does not facilitate the returnees to reintegrate often leads to plans of re-emigration.¹⁰⁶ Solimano stigmatized highly skilled migrants as either a 'bless' or a 'curse' for the country of citizenship. They enlighten the habitation where they move to by contributing their professional skills. He also mentioned that skilled return migrants have a positive effect on the country of origin by transferring the knowledge and superior technology once they returned to the country of the citizen.¹⁰⁷

Cassarino and Simoliner criticized both approaches (neoclassical approach and new economic migration theory) as they doubt whether both approaches importantly focused on the economic factors with proper explanation. He also added that a focus should be on the adequate utilization of the resources they make for country's (home country) development while they return.¹⁰⁸ Return migrants with professional skill on the particular field and the knowledge they gained from abroad are essential for home country's development. Matuschewski states that Return migrants with high skilled always intend to disseminate the acquired knowledge into the home country's development, and this is how they integrate themselves into the society they had left.¹⁰⁹

Francesco Cerase categorized the return migrants into four distinct types :

- i) *Return of Failure*: Cerase consider this group of people has a lack of integration in the destination country and that cause to return home country.
- ii) *Return of Conservatism*: This group of returnee has pre-plan to return home country with enough financial resources before migration taking place.
- iii) *Return of Retirement*: It refers to retired migrant, who has planned to spend the rest of the year at home.

¹⁰⁴ Cassarino, J. P. (2004), "Theorizing Return Migration: A Revisited Conceptual Approach to Return Migrants." International Journal on Multicultural Societies 6(2): p. 253-279. ISSN 1817-4574. Available: www.unesco.org/shs/ijms/vol6/issue2/art4

¹⁰⁵ Cassarino, J. P. (2004), "Theorizing Return Migration: A Revisited Conceptual Approach to Return Migrants." International Journal on Multicultural Societies 6(2): p. 259. Available: <http://unesdoc.unesco.org/images/0013/001385/138592E.pdf#page=60>

¹⁰⁶ Richards, K. (2004). The trafficking of migrant workers: What are the links between labour trafficking and corruption? International Migration, 42(5), 147-168.

¹⁰⁷ Solimano, A. (2010). International migration in the age of crisis and globalization: Historical and recent experiences. New York: Cambridge University Press. P 68 – 77

¹⁰⁸ Smoliner, S., Förschner, M., Hochgerner, J., & Nová, J. (2011). Comparative Report on Re-Migration Trends in Central Europe. *Re-Turn, Centre for Social Innovation, Vienna*, 81. P 13

Cassarino, J.-P. (2004): Theorising Return Migration. The Conceptual Approach to Return Migrants Revisited. In: International Journal on Multicultural Societies (IJMS), 6 (2): 253-279.

¹⁰⁹ Lang, T; Nadler, R. (2014): Return Migration to Central and Eastern Europe-Transnational Migrants' Perspectives and Local Businesses' Needs. P 49-50

iv) *Return of Innovation*: It is a most dynamic category of return migrants which has the intention to contribute their acquired skills or knowledge they gained throughout the migration process for the home country development.¹¹⁰

For this research, Cerase's return of innovation is most relevant to home country's development. King explored two elements around the debated approach of migration theory on the return migrants and their contribution to the economic development was, return migrant either investor or an innovator. As an investor, return migrant do accumulate the financial capital and as innovators "bearers of newly acquired skills and of innovation and entrepreneurial attitude" and it is more transparent that the receiving society will benefit by them.¹¹¹ The return migrants that can be a positive impact on the country economic if they do any investment, on the other hand, innovators can expand the job market.

3.3. Return Migration and Development:

Migration and development are interconnected, and modernization is also a part of development. There are many geographers, anthropologist, sociologist, demographers, historians, and economists and that has attempted to conceptualize the human migration and development by searching for links between the expectation of migration and other opportunities. Moreover, how migrants' characteristic and development role of migration is changed in the development process.

The norm of development is, better welfare system, improvement of transportation and communication, updated technology, and one economic state should be healthy. According to the mobility transition theorist, migration tends to increase in particular phases of "development". Haas also added that the development policies in 1950s and 1960s are dominated by the migrants and individual return migrants, who are playing as an actor of development process by contributing their innovation, knowledge and financial investment after returning home.¹¹² The way returnees are kept changing the country and taking them into the development process is such kind of positive role in development. Despite Zelinsky's 'hypothesis of mobility transition' brought up much more migration and development issues but the point of return migrant and development area is less focused. He has given a general view of migration and development from the overall perspective, not for a particular migrant group. According to Zelinsky's, development of scientific knowledge is controlling over demography which causing the demographic transition. For example controlling death or birth is a demographic transition and considers that is a modernization process of migration and development.¹¹³

¹¹⁰ Cassarino, J. P. (2004) "Theorising Return Migration: A Revisited Conceptual Approach to Return Migrants." *International Journal on Multicultural Societies* 6(2):253–279.

¹¹¹ King, R. (1986) Return migration and regional economic development: An overview, in: R. King (Ed.) *Return Migration and Regional Economic Problems*, pp. 18 (London: Croom Helm)

¹¹² De Haas, H. (2010). Migration and development: a theoretical perspective1. *International migration review*, 44(1), 227-264.

¹¹³ Zelinsky Z. (1971). The Hypothesis of the Mobility Transition. *Geographical Review* 61:219-49

The term “Development” is connected to migration, but it has different meanings and interpretations. The term of development is associated with various disciplines like philosophy, social development, economic development, migration studies, human development, etc. The concept of development is highly contested and inherently both complex and ambiguous. Thomas refers to the development term as ‘a process of historical change’.¹¹⁴ According to him, this is a process of structural societal change or ‘structural transformation’ and ‘long-term structural transformation’. There are many factors involved in the process of social transformation such as economic, social, political, etc. The capitalist point of view on development means economic development whereas sociologists argue capitalists are not genuine contributors to the country development.¹¹⁵ Ray defines development as “an increase in income, well-being, financial capabilities of people”. The rise of income is an indicator of the developmental economist, which development performance has been judged by the index of per capita gross domestic product (GDP) growth. From the economist perspective well-being involved the production of materials of a nation.¹¹⁶ Concerning to the economic developments, Todaro believes that there are three major aspects to improve in people’s lives: sustenance, self-esteem, and freedom. Sustenance means basic needs of food, shelter, health and protection. Self-esteem means a sense that is not used by others or not regulated by others. According to Sir Arthur Lewis, Freedom means ability to choose freely without condition.¹¹⁷ There are a lot of contradictory findings on migration and development. De Haas argued that to some extent migration has a positive impact on social and economic development, in some other case; it has no effect at all or no negative impact. Developmental “migration optimists” believe that migration leads to a transfer of human capital, investment, knowledge and education by the return migrants who play an important role as an investors and innovators.¹¹⁸ Also, return migrant has always planned to invest the social capital for the country’s development.

Nowadays, social scientists are convinced by the Giddens’s structuration theory, which is a similar concept to the post-modernist theory. Both of them have been thought to harmonize the actor and structure oriented approach. Structuration theory focuses on how outcomes of the daily action and practice emerge to the structure, rules and norm. For them, time and space are an important part. These structural forms subsequently shape people’s action but not intentionally.¹¹⁹ Here practice means social and system integration, and social integration means face-to-face interaction and system integration refers to the connection with those who are physically absent in time or space. However, ‘pluralist’ approach believe that the result

¹¹⁴ Thomas, A. (2000) ‘Development as practice in a liberal capitalist world’, *Journal of International Development*, 12 (6): 773–787.

¹¹⁵ Iredale, R. R., Guo, F., & Rozario, S. (Eds.). (2003). *Return migration in the Asia Pacific*. Edward Elgar Publishing.

¹¹⁶ Ray, D. (1998). *Development economics*. Princeton University Press. P 7-15

¹¹⁷ Clemens, M. A. (2009). Skill flow: A fundamental reconsideration of skilled-worker mobility and development. *Available at SSRN 1477129*. P 7-8

¹¹⁸ De Haas, H. (2007). Remittances, migration and social development. *A Conceptual Review of the Literature*. P 3-6

¹¹⁹ Giddens A. (1984). *The Constitution of Society: Outline of the Theory of Structuration*. P 1-5 Cambridge: Polity Press

of the structure-actor interactions enables to get a different outcomes than would have allowed them either single aggregation of individual decision making or from the unidirectional imperatives structures.¹²⁰

Despite some theorists concerns about the return migration, but very few of them like Ammassari's illustrated their challenges and post return problem in the country of citizens while they are going through the reintegration process. His study shows that the highly skilled migrant who had stayed and worked abroad for a long period, and returned home with capital resources has faced a lot of challenges. Furthermore, they had to readjust to the professional and social conditions.¹²¹ The information derived from the depth interview of this research clearly indicate that return migrant face a lot of difficulties to constitute a significant development obstacle to promoting development. During the meeting, an informant has shared her difficulties of reintegration process because of being an unmarried woman. Lack of employee rules and law makes the employee more vulnerable to stand against employers if they have a fear of losing the job. Consequently, the problem of reintegration is remarkable of the return migrants. With the collaboration of other empirical studies demonstrating that reintegration process depends on the "*expectations and return motivation of the migrants.*"¹²² Ammassari suggests in his book that, skilled return migrant rather emphasize on the non-material quality of life than matters of income. They are digging out the possible opportunity in the country of origin to get a top-level job, by which they will have power, dignity, respect, and recognition.¹²³

¹²⁰ Skeldon R. (1997). Migration and development: A global perspective. P 18 Essex: Longman

¹²¹ Ammassari, S. (2009). *Migration and development: factoring return into the equation*. P 300 – 302 Cambridge Scholars Publishing.

¹²² King, R. (2000). Generalizations from the history of return migration. *Return migration: Journey of hope or despair*, 7-55.

¹²³ Ammassari, S. (2009). *Migration and development: factoring return into the equation*. P 300 – 302 Cambridge Scholars Publishing.

Chapter 4: Methodology and Methods

4.1 Definition:

Most text of qualitative and quantitative research attempt to define the both terms what does qualitative and quantitative mean whilst both approach dominate the many different research disciplines such as social science, psychology, development studies and migration studies as well.

Denzin and Lincoln offer the following definition to their book *Handbook of Qualitative Research*, is

“Qualitative research is a situated activity that locates the observer in the world. It consists of a set of interpretive, material practices that makes the world visible. These practices...turn the world into a series of representations including field notes, conversations, interviews, recordings, photographs and memos to the self. At this level, qualitative research involves an interpretive, naturalistic approach to the world. This means that qualitative researchers study things in their natural settings, attempting to make sense of, or to interpret, phenomena in terms of the meaning people bring to them.”¹²⁴

Qualitative approach is widely used in social science research to understand the meaning of *phenomena*, which include action, beliefs, decisions, values etc. Qualitative approach is thought of a naturalistic, imperative approach by the many researchers. Bryman mentioned in his book that, *‘The way in which people being studied understand and interpret their social reality is one of the central motifs of qualitative research’*¹²⁵

The key aspect of qualitative research is, explaining phenomena by collecting empirical data in the field of research. Strauss and Corbin define qualitative research “as any research not primarily based on the counting and quantifying empirical material. For them qualitative research is any type of research that produces findings not arrived at by statistical procedures or other means of quantification.”¹²⁶

Dabbs attempt to differentiate the qualitative and quantitative approach and he indicate that the notion of quality is important things of qualitative research¹²⁷, which refers to when, why, what and where of a thing its fundamental nature and setting of it. According to Bruce, qualitative research thus refers to the meaning, concepts, symbols, definitions, characteristics, metaphors and description of things whereas quantitative research refers to counts and measures of things and reflects in to a mathematical or statistical way.¹²⁸ Qualitative research

¹²⁴ Denzin, N. (1994). Introduction: Entering the field of qualitative research. Denzin N. y Lincoln Y. *Handbook of qualitative research*, 1-18.

¹²⁵ Bryman, A. (2003). *Quantity and quality in social research*. Routledge. P 8

¹²⁶ Strauss, A., & Corbin, J. M. (1990). *Basics of qualitative research: Grounded theory procedures and techniques*. Sage Publications, Inc. p 11

¹²⁷ Dabbs Jr, J. M. (1982). Making things visible. *Varieties of qualitative research*, 31-63.

¹²⁸ Berg, B. L. (2001). *Qualitative research methods for the social sciences*. 4th edition. P 11

demonstrates as meaningful interactive tools to understand the things profoundly not expressed by numbers.

Quantitative approach is centered on numerical or mathematical data and Berg indicate the notion of quantity is elementally an amount of something. A quantitative research is essentially about collecting numerical data to explain a particular phenomenon and specific questions using quantitative methods. The most constraint of quantitative research is data always appear in a quantitative form, which we can analyze statistically. In addition, for social science research, researchers aim is to explore the hidden emotion or belief of the particular area of research. Quantitative approach doesn't help to interpret the things very deeply. Quantitative view is always known as a realist or positivist while qualitative approach is subjectivist.¹²⁹ Realist means uncover the existing reality or truth and illustrate them by using objective research methods. Positivism is a fixed law of cause and effect. It is reliable measurement instrument works as a principle indicator of testing the theories on which things can be accepted or rejected. According to this viewpoint, qualitative researchers are subjectivists.

4.2 Qualitative vs. Quantitative:

In the social science research, there is always been debate about advantage and disadvantage of *qualitative research* and *quantitative research*. Despite a lot of argument still exist in both approaches but in social science research both approaches have been practiced very widely. Both approaches help the researchers to give a comprehensive picture of the research.

Quantitative approach collects the numerical data, which include numbers, mathematics, statistical data but this approach is limited to research using descriptive, correlation, and prediction and control methods. The approach generalizes the result from a sample to the common group or to the population of interest. It gives an overview result from the collected data. Sampling of quantitative approach is, for a large number of cases representing the population of interest and sampling is randomly selected. Usually, this approach is used to quantify the problem by generating numeric data and other defined variables and the key characteristic of this approach is to generalize the result from a large population. Data collection method of the quantitative approach is structured techniques such as online questionnaire survey, over phone interview, etc. The data analysis of this approach is descriptive by using a tabulation sheet or a layout or using high technology such as computer device.

Qualitative approach provides a comprehensive idea to understand the settings of a problem and it is an imperative approach. The subjectivity issue influences them. Sampling method of

¹²⁹ Aliaga & Gunderson, (2010). Introduction to Quantitative Research. Available: http://www.sagepub.com/upm-data/36869_muijs.pdf

qualitative approach is a small number of cases. The data collection method of this approach is unstructured or semi structured interviews for instance, usually in-depth interview is a part of this approach and focus group discussion as well. It follows non-statistical data analytical method. Outcome of this approach is exploratory or investigative and this approach gives an initial understanding through the outcomes, which help the researcher for further decision-making. Gubrium and Holstein suggest four tradition of qualitative research:

“Naturalism to understand the social reality in its own terms and provide a rich description of people and interaction in natural settings.

Ethnomethodology: seek to understand how social order is created through talk and interaction; has a naturalistic orientation.

Emotionalism: access to inside experience; is concerned with the inner reality of human.

Postmodernism: emphasizes ‘method talk’; is sensitive to the different ways social reality can be constructed.”¹³⁰

Qualitative research takes much longer and it needs greater clarity of goals during design stages, cannot be analyzed by any technical devices.

Qualitative and quantitative both approaches have advantage and disadvantage of using in social science research. However, for this research, qualitative approach is considered to be more suitable to understand the returnee’s phenomenon and other factors that influence the returnee to reintegrate in to abandoned society by playing significant role of country development. The goal of this research is to understand the individual experience of the skilled return migrant and their stories as well. In addition, the research aim is to address the obstacles factor in every step in both countries by the skilled returnee while they apply the acquired knowledge for country development and interpret the context.

For this research, I have chosen the narrative review on the grounds that research strategy is based on an interpretative epistemology. Interpretative studies attempt to understand the phenomena through accessing the meaning participants assign to them. The epistemological viewpoint on interpretive studies is, the knowledge of realities is gained only through the social constructions such as language, shared meanings, documents, tools etc.¹³¹ I found narrative review is primarily suitable for the qualitative research by doing literature review to understand the return migrant’s experience and their contribution for country’s development process. The narrative review is the considerable method for this research. Conventionally, most reviews are of the narrative kind. Narrative review helps the researcher to understand the reality as it is perceived and experienced by people and institutions involves. Firstly, I went through the literature review, which is the part of narrative review method doing qualitative research for having a deep understanding in the area of research. I also have been collected quantitative data from several government and non-governmental organization in

¹³⁰ Gubrium, J. F., & James, A. Holstein. 1997. *The new language of qualitative method*, 163-187.

¹³¹ Walsham, G. (1993). *Interpreting information systems in organizations*. John Wiley & Sons, Inc..

Bangladesh for this research. Apart from that, in-depth interview method has been considered for this research.

4.3 Semi- structured in-depth Interview method:

Any kind of academic research interview usually defined simply as conversation with a purpose in order to collect the information for a specific area of research. Howard and Katharine reflect on their book of *An Introduction to Social Research, 1929* that “an interview is made for the purpose of securing information about the informants himself or about the other persons, or undertaking that he knows or is interested in.”¹³² Making interview and exploring data is a touchstone of qualitative research of which researcher could understand the area of study. Interview may be structured or unstructured or semi-structured, but all of them have a purpose to explore and interview generally be based on some forms of topic they wish to cover regarding the area of research.

For the research, I used this method because I found it is well fitted in the research. In addition, I found semi structured in-depth interview methods is widely use in social science research because it incorporate many open-ended question despite it exist some closed question. Furthermore, the method is one of the main methods of data collection used in qualitative research and it is flexible and dynamic. Semi-structure in in-depth interview is less structured or follows the semi-structure questionnaire unlike the survey interview. The interviewing method of semi-structured interview not necessarily has to follow and has to have the answers of all questions. For semi-structured in in-depth interview, interviewing is typically done by face-to-face, but it can be done via internet (social media like skype, viber, line etc) or telephone.

Face-to-face encounters help the researcher and informants to understand the informant’s perspective on their lives, experience they gathered and express the situation in their own way.¹³³ Ritchie & Lewis reflect on their book that the advantage of face-to-face interviewing is digging out the depth meaning throughout the interview as the research first and foremost focused in gaining insight and understanding.¹³⁴ So, it could be say that researcher prefer face-to-face interview to explore the significance of context. For this research, I went through the face-to-face interview method.

The key feature of this type of in-depth interview is to combine the structure with flexibility. Selecting in-depth interview for the research is, it has flexibility and fluid structure that enables both respondent and researcher latitude to explore an issue within the structure of guided conversation. Though all in-depth interview have a format such as semi-structure questionnaire by which interview have conducted. Being a researcher, I usually prepare a

¹³² Odum, H. W., & Jocher, K. (1929). *An introduction to social research*. P 366-367

¹³³ Taylor, S. J., & Bogdan, R. (1984). *Introduction to qualitative research methods: The search for meaning*. P 77

¹³⁴ Ritchie, J., & Lewis, J. (2003). *Qualitative Research Practice: A guide for Social Science Students and Researchers*. P 138

format in order to avoid skipping of asking important research questions. Classic ethnographer such as Malinowski stressed the importance in social research because of the power of language to illuminate meaning:

*“The expressive power of language provides the most important resource for account. The crucial feature of language is its capacity to present descriptions, explanations, and evaluations of almost infinite variety about any aspect of the world, including itself.”*¹³⁵

Semi-structured interviews are often sole data source for a qualitative research.¹³⁶ They are usually organized around a set of predetermined open-ended questions, with other questions emerging from the dialogue between interviewer and interviewees.¹³⁷ It is most common feature that conducting a semi-structure in-depth interview will take between 30 minutes to several hours to complete it that interview. Consequently, sometimes it is constraint part of managing an informant who can give enough time to the interviewer.

There are some advantages and benefits of semi-structured interview and **Barriball and While** enlisted some advantages of using semi-structured interview are¹³⁸:

- *It is well suited to the exploration of attitudes, values, beliefs and motives.*
- *Gordon noted that it provides the opportunity to evaluate the validity of respondent’s answer by observing non-verbal indicators, which is particularly useful when discussing sensitive issues.*¹³⁹
- *It ensures that the respondent is unable to receive assistance from others while formulating a response.*

Disadvantage of semi-structured interview is, researcher cannot do interview to a respondent more than once.¹⁴⁰

4.4 Why Semi-structured in-depth interviews method for this research?

For the highly skilled return migration research in Bangladesh, a major difficulty issue is the lack of appropriate official and NGOs data as well as appropriate sampling frameworks in the form of census data. Officially, return migration statistics are non-existence or Bangladesh government generally does not capture most of the flow of return migration. In addition, very little literature emphasized the general issue of return migrant in Bangladesh but the area of development contribution by highly skilled return migrant is less emphasized in context of Bangladesh. Choosing this semi-structured in-depth interview method for this research is, to

¹³⁵ Hammersley, M., & Atkinson, P. (1995). *Ethnography: Principles and Practice*.

¹³⁶ Adams, W. L., McIlvain, H. E., Lacy, N. L., Magsi, H., Crabtree, B. F., Yenny, S. K., & Sitorius, M. A. (2002). Primary Care for Elderly People Why Do Doctors Find It So Hard?. *The Gerontologist*, 42(6), 835-842.

¹³⁷ DiCicco-Bloom, B., & Crabtree, B. F. (2006). The qualitative research interview. *Medical education*, 40(4), 314-321.

¹³⁸ Louise Barriball, K., & While, A. (1994). Collecting Data using a semi-structured interview: a discussion paper. *Journal of advanced nursing*, 19(2), 328-335.

¹³⁹ Gorden, R. L. (1969). *Interviewing: Strategy, techniques, and tactics*. Homewood, IL: Dorsey press.

¹⁴⁰ Bernard, H. R. (1988). *Research methods in cultural anthropology* (p. 117). Newbury Park, CA: Sage.

understand how several less-conventional and often cost effective methods can significantly contribute to mapping highly skilled return migration in Bangladesh and how this method can help to obtain vulnerable empirical data in context where appropriate sampling frames are often absent, migrant population are difficult to identify. Many migration scholars relied on qualitative semi-structure in-depth interviewing method to obtained in-depth knowledge of life experience.¹⁴¹

The semi-structured in-depth interview method is widely used in migration research in order to understand the social phenomena that constructed by the human being. Social phenomenon is an external influence (behavioral, developmental and historical) on living organisms, which is developed by a society and it is changeable too. In migration research, this method used for data collection and Rubin defined as a communicative interaction between the researcher and the research participant with the purpose of ‘obtaining interviewees’ interpretations of their experiences and their understanding of the world in which they live and work.¹⁴²

The advantage of choosing this method in migration studies is, opportunity to put all other objects into a structural framework that gathered from the interview process such as non-verbal clues, facial expressions, body gestures, grunt and seeing other cultural context. This method enables a researcher to understand the return context of a migrant and illustrate other factors that enabled a returnee to return home and involve with country development.

4.5 Validity of Data:

Increasingly many researchers now a day concern about the data validity and credibility. Though many researchers argued that in qualitative research in the term of validity is not applicable, on the other hand, they have realized the need for some quantifying check or measure in the qualitative research.¹⁴³ Validity is sort of traditional way to understanding the reliability; this concept is like ‘the consistency of a measuring instrument.’¹⁴⁴ Validity is taken to means “the determination of whether a measurement instrument actually measures what it is purported to measure”¹⁴⁵ or ‘the degree to which an instrument measures what it is intended to measure.’¹⁴⁶ Usually, validity is a measuring tools based on the reliability or truth. Hammerslay suggest that some claims by the interviewee are within our common experience; very little error and these may be accepted without any skepticism. Other area might have

¹⁴¹ Gold, S. J., & Nawyn, S. J. (Eds.). (2013). *Routledge international handbook of migration studies*. Routledge. P 507

¹⁴² Iosifides, T. (2013). *Qualitative methods in migration studies: a critical realist perspective*. Ashgate Publishing, Ltd. P 178

¹⁴³ Creswell, J. W., & Miller, D. L. (2000). Determining validity in qualitative inquiry. *Theory into practice*, 39(3), 124-130.

¹⁴⁴ Long, T., & Johnson, M. (2000). Rigour, reliability and validity in qualitative research. *Clinical effectiveness in nursing*, 4(1), 30-37.

¹⁴⁵ LoBiondo-Wood, G., & Haber, J. (2014). *Nursing research: Methods and critical appraisal for evidence-based practice*. Elsevier Health Sciences. P 651

¹⁴⁶ Beck, C., Hgler, B., & Polit, D. (1995). *Essentials of nursing research: methods, appraisal and utilization*. *Essentials of Nursing Research: Methods, Appraisal and Utilization*. P 656

misinterpretation by the researcher, therefore strong evidence required to demonstrate the validity of the data.¹⁴⁷

Usually, we established the validity considering three main aspects are: content validity, criterion related validity and construct validity.¹⁴⁸ Johnson added the content validity depends on sampling size and criterion related validity depends on the careful construction of the instrument and constructs validity is a degree to which the phenomenon under investigation is addressed. The idea of exploring truth by measuring of reliability and validity is replaced by the idea of trustworthiness, which is 'defensible'¹⁴⁹ and establishing confidence in the findings.¹⁵⁰

There are two general approaches to validity: *transactional* and *transformational* validity. Transactional validity is as an interview process between the researcher and the researched and the collected data aim is achieving high level of accuracy. The transformational validity involves very deeply to the research area and understands the fact very critically. The transformational validity tries to understand the context from macro and micro viewpoints.¹⁵¹

4.6. Data Collection and Processing:

Data has been collected chronologically.

4.6.1. Designing:

For this research, the first step of the data collection method was literature review to have a concrete idea of the research topic. All necessary information of the literature review had been compiled in order to shape a presentable research proposal. After that, roughly the research design had been draw to accomplish the research. Questionnaire had been developed aiming to conduct semi-structure in-depth interview. In addition, timeframe and location of research area have been selected.

4.6.2 Fieldwork:

The fieldwork of the research was conducted in February 2015 to March 2015 in Dhaka, Bangladesh. The sample of the research is Bangladeshi who had been abroad for 5 years (minimum) and has voluntarily returned home country after spending a long period of time in abroad. All of them Bangladeshi living in Dhaka, Bangladesh have minimum 5 years migration background. They had been emigrated either being a student or as professional skilled worker had employed while abroad.

¹⁴⁷ Hammersley, M. (1992). *What's Wrong with Ethnography?: Methodological Explorations*. Psychology Press. P 70-72

¹⁴⁸ Long, T., & Johnson, M. (2000). Rigour, reliability and validity in qualitative research. *Clinical effectiveness in nursing*, 4(1), 30-37.

¹⁴⁹ Johnson, R. B. (1997). Examining the validity structure of qualitative research. *Education*, 118(2), 282.

¹⁵⁰ Yvonna S. Lincoln. (1985). *Naturalistic inquiry* (Vol. 75). Egon G. Guba (Ed.). Sage.

¹⁵¹ Cho, J., & Trent, A. (2006). Validity in qualitative research revisited. *Qualitative research*, 6(3), 319-340.

The narrators involved in the research are 8 highly skilled return migrants representing various professional fields such as physicians, development workers, university professionals, engineers etc. The age of the returnees who had interviewed is between 30 and 55 years old. The returnees are from Middle East countries, USA, UK and several European countries.

Before going to conduct the core interview correspondence over phone and internet occurred with the possible respondents. The main search criteria of the respondent was highly skilled returnees with strong educational background have professional experience. At a first stage, the searching was involved with the Bangladeshi highly skilled return migrants, who have been emigrated minimum for 5 years. While they returned to the country of origin, the human capital they have gathered throughout the migration period how they apply those of knowledge to the country development process and how they reintegrated into an abandoned society. The length of emigration experience have been considered 5 years because long duration of emigration experience might keep the respondents far from the daily activities of home country such as social, political and economic etc. consequently, they might face difficulties to reintegrate into society while they have adopted different system in abroad.

The fieldwork was taken place in Dhaka, Bangladesh. Personal network have been exploited to find out the respondents and “snow ball” sampling method had been taken into account if some of interviewed respondents have their own network to hook up the researcher very easily. Interviewed respondent came from different professional background such as health care, IT professional, development workers and university professionals. All of them I interviewed were supportive and friendly and I was well accepted to their office.

Despite interview had been conducted within the time framework but I encountered challenges to schedule for the interview because of political instability in Bangladesh while I was scheduling the interview. I had to change the time schedules so many occasions. I had a fear of taking public transport to have an interview with the respondents, as majority of respondents preferred me to visit their office. Sometimes it was really hard to hold the meeting on time because of unavailability of transport to get their offices or organization. Another challenges that I encountered were timing because the interview was took place in a office premises where interview duration was concerning part of both researcher and respondent.

The advantage point of data collection method was having Bengali language skill though some of them interviewed in English but majority of respondent interviewed in Bengali. Since I am a Bengali native speaker I did not need to arrange any translator for that.

4.6.3 Interview:

Interviewing is the opener part of a research. Before going through the interview process, I made them transparent about myself and gave them a short introduction about myself. I was transparent enough why this interview is important for me and why their contribution is

important part of the research. And I undertook that unless his/her consent the interview transcript will not be disclosed with anyone else and it will only be used for the research and it will be highly confidential. Furthermore, I confirmed them that the interview transcript will be shared once it has done the transcribing if he/she wants.

Each interview I showed them my research questionnaire that I am going to follow first and it was semi-structured in-depth interview with open-ended question too. Despite I followed the semi-structured questionnaire first but never forget to put an open-ended question to the respondent. Taking into account that time constraint had been a common part of semi-structured in-depth interview, which is why, at starting point, I touched with the main and broad question for them.

During the interview, I acknowledge that there were some talkative respondent I interviewed had drift off the subject repeating the answers and added unnecessary talk. For those of talkative respondent, I had to remind of area of my interest. Another type of respondent I interviewed was not so talkative love to listen rather giving a talk. It was a bit challenging to a researcher to digging out the answer but I found throwing a different question related to the research topic was helpful rather maintaining the questionnaire. It was such a technique to start a conversation with not so talkative respondents. Some respondent I found was very sensitive to talk or to schedule the interview and they prefer written answer rather than having a short interview. Observing the migration background of them through other available sources, they have different migration backgrounds that make them feel more risky to share any information regarding the migration.

The length of interview was differ from one to another, however, those interviews were taken place at home had more flexibility of timing. The respondents were informed about total length of the interview that he or she going to give. Being a researcher, respecting the respondent's time limit I was aware of not exceeding the time limit of the respondent. In addition, I have taken their consent before taping the interviews and considering the respondents, convenience respondents were given chance to choose the interview location.

4.6.4 Interview Recording:

Recording is an important part of qualitative research interview by which a researcher can keep evidence. It is important to have full consent of respondent before recording his/her voice and also part of ethical issue. There are two types of recording *audio recording* and *on paper note*.

Audio recording make researcher faster to complete the interview in a short period of time. It help the researcher to keep transparent to the responsible organization with whom researcher work for. Audio recording is a definite proof of evidence to present. However, using audio recorder has advantage and disadvantage too.

The *advantages* of using recorder are:

- *Make interview faster.*

- *Avoid time constraint especially for the respondent talk at full speed.*
- *It has opportunity to review the recording.*
- *Help a word-to-word transcription.*

The *disadvantages* of using audio recorder are it can go wrong in all sort of ways:

- *Batteries go flat.*
- *Some technical error might occur such as microphone might not work, power cut happen, cable connections fail, and mistakenly it might delete all interviews from the tape recorder.*

To avoid losing the interviews data from the tape recorder, I used to keep a feedback. As soon as the interview has been done, data have transferred to another device (computer). Prior taping the interview, I always checked the tape recorder whether it works or not.

On paper note is another type of recording system that takes time to write it down what respondent said. Disadvantage of following this system is respondent will have to keep waiting while recording interviewer makes notes. It is impossible to follow all the words and make it note by the interviewer if respondent talk at full speed. Subsequently, it has possibility to lose the exact words and recording might not contain adequate information to make understand a reader. For this research, I had to gone through the on paper noting process while respondent refused to tape his interview. I found it was a challenging to record a word to word.

I followed both recording process to keep myself more secure from losing the interviews data. While I was interviewing the people used to tape their interview with full consent of them and used to take on paper note as well.

4.6.5 Transcription:

Transcription is next stage of after interviewing part. Silverman stated, “The primary issue is to generate data which give an authentic insight into people’s experiences.”¹⁵² In this stage, researcher creates a written text of the interviews. A transcript can be prepared verbatim such as recorded word-for-word, exactly what respondent said, partially verbatim, summarized, or translated from one language to another.¹⁵³ Transcripts may include transcription notation (example: hhh, ummm, etc) or non-verbal utterance, phonetics, phonemics, noises that occurred while data collection is taking place, other descriptive and analytical annotation etc.¹⁵⁴ For this research, I have been conducted the interview in Bengali and I had to translated into English it.

¹⁵² Silverman, D. (2001). *Interpreting qualitative data: Methods for analysing talk, text and interaction*. London: Sage. P 82

¹⁵³ Guest, G., & MacQueen, K. M. (Eds.). (2007). *Handbook for team-based qualitative research*. Rowman Altamira. P 104

¹⁵⁴ Bird, S., & Liberman, M. (2001). A formal framework for linguistic annotation. *Speech communication*, 33(1), 23-60.

Poland discusses at length some of the issues that can interfere with the accuracy of transcribed data.¹⁵⁵ Transcribers often have difficulties capturing the spoken word into written form because of sentence structure, use of quotation, exception and mistaking word or different phrases for others.¹⁵⁶ Especially during the translation of the interview from one language to another, there are many phrases that cannot be translated. Consequently, transcriber found difficulties to translate if the interpretation is not turning out. Taking into account of all factors, transcriber has to share the written transcription to the responsible respondent in order to avoid the discrepancy data.

According to Bucholtz, there are two different types of transcriptions are: *naturalized* and *denaturalized* transcription. *Naturalized* transcription captures as much details as possible for utterance and favors written discourse attention. A *denaturalized* transcription *focuses* on the distinctive features of oral history. A naturalized transcription generally associated with conversation analysis, discourse analysis, discursive psychology and support language.¹⁵⁷ A denaturalized transcription also produce verbatim transcript but they give main attention to accurately depicting the meanings and perceptions created or articulated during the data collection.¹⁵⁸ A denaturalized transcription is typically used in ethnography, grounded theory and critical discourse analysis.¹⁵⁹ Once transcribing is done, translation becomes a core part of the research.

4.6.6 Translation:

Translation is usually required while interview data are collected in a language other than the primary or common language for the research. Translation adds new chapter of complexity to the transcript preparation process because its involved interpretation. Sometimes it's needed to professional translator support if interviewer is not fluent in required interview language. It is unlikely a word-to-word translation where meaning would be appropriate. However, for the translation we normally apply the concept to form a sentence based on the narrator or respondent's interview. Hence, meaning-based translation must be undertaken that "*not all concepts are universal and that not all words or phrase are translatable.*"¹⁶⁰

4.7 Analyzing in-depth interview data:

In a semi-structure interview, researcher asks a series of open-ended questions, with accompanying queries that gives more detailed and contextual data. The advantage of

¹⁵⁵ Poland, B. D. (2003). Transcription quality. *Inside interviewing: New lenses, new concerns*, 267-287.

¹⁵⁶ Meadows, L. M., & Dodendorf, D. M. (1999). Data management and interpretation-using computers to assist. *Doing Qualitative Research. 2nd ed. Thousand Oaks, CA: Sage Publications*, 195-218.

¹⁵⁷ Bucholtz, M. (2000). The politics of transcription. *Journal of pragmatics*, 32(10), 1439-1465.

¹⁵⁸ Cameron, D. (2001). *Working with spoken discourse*. Sage. Oliver, D. G., Serovich, J. M., & Mason, T. L. (2005). Constraints and opportunities with interview transcription: Towards reflection in qualitative research. *Social Forces*, 84(2), 1273-1289.

¹⁵⁹ Guest, G., & MacQueen, K. M. (Eds.). (2007). *Handbook for team-based qualitative research*. Rowman Altamira. P 106

¹⁶⁰ Esposito, N. (2001). From meaning to meaning: The influence of translation techniques on non-English focus group research. *Qualitative health research*, 11(4), 568-579.

choosing semi-structured interview method was, provided in-depth information by the respondent helps a researcher to understand the unique and shared aspects of lives. In a qualitative research, data analysis is the next part of transcription and translation. Analyzing data goes through step by step.

In the *primary stage*, start with reading and reviewing data each step interview transcript. Then understanding the contents of the each transcript and marking all the useful comment noted. From the beginning, I am storing all the data in a computer, as it is valuable device to store all data. Afterwards, I went through the data identification process by marking all necessities comment that provided by interviewed person. It is important to mention that the idea of transcription text I haven't considered the notation of 'utterances' yet because this step is include sort of summarizing the interview transcript. In this stage, I printed my all interview transcript to make it easier to mark the comment, as I feel comfortable with printed version rather marking in a soft copy.

In the *secondary stage*, based on the evidence of interview transcript, I have developed a primary narrative and interpretive summery following the theory or conceptual framework used to guide the research. Thereafter, I have started writing memos for each of the documents that I have been collected from the interviewer for this research and start with 'free coding' the interview text. According to Boyatzis, there are five elements of a good coding system: label, definitions of what each theme concerns (the characteristics or issues constituting each theme), how to 'flag' themes, descriptions of any identifications or exclusions to identifying themes, and example both positive and negative, to eliminate possible confusion when looking for themes.¹⁶¹

In the *final stage*, researcher do examine of these (primary and secondary stage) primary codes in order to identify connections and develop pattern codes. Afterwards, researcher examines the cluster of comments based on the memos in order to determine the basic themes.

4.8 Ethical Concern:

Ethical issue is concerning area in any research because it might affect research work. For the ethical issue, researcher has to confirm the participants that no harm will be occurred for their voluntary participation. Moreover, all of these voluntary participants who made a decision to give an interview after receiving the information by the interviewer have aware of positive and negative aspects from their participation to the research. There are few ethical issues had been considered during the research, those are,

- The respondent as voluntary participation,
- Their consent of using their personal details,
- Confidentiality of sharing the information given by the respondent and anonymity,

¹⁶¹ Richard E. Boyatzis. (1998). *Transforming qualitative information: Thematic analysis and code development*. Sage. P x-xi

- The potential for harms, communicating the result is the best way cross-checking the information that they have given to the interviewer, and more details of other ethical issues.

The relationship with research partner is significant part of a research. Integrity should not be excluded from them and researcher has responsibility to take care of that. Regarding the relationship with research partner, the British Sociological Association mentioned that “*Sociologist have a responsibility to ensure that the physical, social and psychological well-being of the research participants is not adversely affected by the research. They should strive to protect the rights of those they study, their interest, sensitivities and privacy, while recognizing the difficulty of balancing potentially conflicting interest.*”¹⁶²

Another significant ethical issues is when a researcher interpreting the data. Integrity of data interpretation should not go beyond while researcher doing a research because misleading statement is harmful for any kind of research.

4.9. Thematic Coding:

Thematic data analysis is a widely used method of qualitative data analysis. According to Braun and Clarke, ‘ a theme captures something important about the data in relation to the research question and represents some level of patterned response or meaning within the data’.¹⁶³ Thematic analyses goes beyond the words or phrases and focus on identifying and describing ideas within the data, which is called ‘theme’. Codes are developed in order to characterize the identified themes and linked to the research topic. Thematic analysis is interpretation based, which means they interpret the theme and link to the research topic.

For this research, thematic coding method has been considered and during the coding process, being a researcher I went through a process of coding. To be familiar with the data, I involved with *reading and rereading process*, so that I become familiar with the contents. Afterwards, I have started to search for the related theme of the research and connect to them with the research questions. When I found any important theme, I coded them. Reviewing the theme carefully, later on I was naming and defining the themes. At the final phase, I write up the code, analyze and contextualized the analysis in related to the research.

4.10. Methods for this research:

For this research, I went through all mentioned methods above. *Firstly*, I have chosen the qualitative approach in order to explore the human capital transferring process of skilled return migrants, reintegration into society and professional level, and the role of development process. Before conducting the interviews with the respondents, I went through the literature

¹⁶² British Sociological Association. (2002). Statement of ethical practice for the British Sociological Association Durham: British Sociological Association. Available: <http://www.britisoc.co.uk/media/27107/StatementofEthicalPractice.pdf>

¹⁶³ Braun, V., & Clarke, V. (2006). Using Thematic Analysis in Psychology Qualitative Research in Psychology, 3, 77-101. *Bristol: University of the West of England.*

reviews to have brief concept about the return migrants in Bangladesh. *Secondly*, I started to find the skilled return migrants with 5 years migration background including student migrants from Bangladesh. Snowball sampling method has been followed to locate the skilled migrants because it has been identified that skilled migrants have their own network. *Thirdly*, I prepared a semi-structured questionnaire before conducting the interviews. The questionnaire has been followed while I conducted the interviews. Also, there were some open questions out of the questionnaire that I followed while I interviewed the skilled return migrants. Obviously, ethical issues have been valued during the interview with return migrants. No audio recorders have been used unless having the interviewees consent to tape them.

After the interviews, all of the interview records have been generated to written transcription through translation (Bengali to English) by using computer device. Then thematic coding have been done manually to identified the important themes related the research topic.

Chapter 5: Findings of the Qualitative Research

Throughout the interview process, the researcher documents some findings that are based on the interviewees' statement. The research interviews had been conducted in February and March 2015 in Dhaka, Bangladesh. The target group was highly skilled return migrants with a minimum of 5 years migration background. The participant's age group was from 30-55 years. The total participants were 8 key informants. Important to mention, that all of the spouses of these informants followed their husbands to emigration. It was a semi-structured in-depth interview and the interviews were held in February and March 2015 at their homes, their office premises or academic institutions. The 'Snow ball' sampling method had been used very widely to the research work in order to explore the target group for interview.

Table 1: *The respondent list*

Type of Respondent	Workplace	Gender		Nationality	Total Number
		M	F		
Public University Teacher	Public University	3		Bangladeshi	3 married
IT professional	Grameen	1		Bangladeshi	1 single
Doctor	Monno Hospital	1		Bangladeshi	1 married
Development Worker	National and International NGO		2	Bangladeshi	2 single
Businessman	Self-employed and Part-timer teacher at private university		1	Bangladeshi	1 married
Total					8 Key informants

5.1 Causes of Emigration:

Findings suggest that there are few pushing factors to drive highly skilled return migrants to emigrate.

5.1.1. Education:

A great number of highly skilled return migrant's emigrated in order to pursue higher education or to add human capital if the home country offered them with very limited options of higher education. In Bangladesh, the existing educational system treats differently towards the students who graduated from English medium school to get admitted to the universities. Students who have studied at these English medium schools have less opportunity to compete with the Bangla medium student to enroll the universities in Bangladesh. Although, contemporary English medium students are far beyond such kind of experience that 19th century student suffered. Another type of skilled migrant who leave Bangladesh have professional requirement by the employer or institution to specialize on a certain field or discipline because none of the existing academic institute offer such kind of subject to the student.

5.1.2. Lack of Available Opportunity:

Many highly skilled return migrants address few constraining parts of the education system in Bangladesh. There are limited only a limited number of subjects to choose from. For example: the existing educational system in Bangladesh is determined to base eligibility on the talent of the student to enroll in the subject, he/she is interested in or not. Thus, student who has adequate talent to compete internally and to achieve a scholarship have departed for higher education or leaving the country in search of human capital. The stories of those skilled migrants who had emigrated under employment contracts differ in many ways. For them, high wage and adding human capital is a conducive offer for their lives and future career as well. In the context of Bangladesh, employees are very low paid and technology is a significant issue of our daily life.

5.1.3. Financial Purpose:

Highly skilled migrants who had emigrated under a job contract have found themselves becoming high paid employees abroad whereas their home country used to pay very low amount of money. The issue of payment is crucial as they are breadwinners of the family. This means they have responsibility to take care of the family financially; in some cases emigration was the only mean of achieving it.

5.1.4. Job security:

University professionals who chosen to emigrate had permanent jobs with the institute they worked for. They have other benefits too. Pursuing higher education is a professional requirement work towards a persuasive career path. Recruited institutions approved them up to 7 years paid leave.

5.2. Cause of Return from individual level:

5.2.1. Family ties:

The interviewed respondents collective concern was regarding to family ties, which is the strongest connection later enabling them to return to the home country. All individuals have approached that living a long period away from home and family, made them realize that

something was missing. Sometimes physical presence of family member can fill up the gap. For example: in a country like Bangladesh joint family or family ties are strong moreover, they depend on each other psychologically and financially. It is a sort of responsibility that nurtured intentionally or unintentionally towards the family to provide support.

5.2.2. To Build up a professional career with a development sector:

Interviewed individuals who had no job security had concerns to build up a career in a place where they could apply their knowledge acquired from abroad (not 5/6 years later the graduation). All of them had certain goals to build up a career in fields suited to their qualifications.

5.2.3. Discrimination:

More or less the interviewed individuals experienced some type of discriminatory attitudes by the host society or the professional field. Almost all receiving countries have attitude upon immigrants and that they are non-citizen in their country. Therefore, they will not be treated equally like those obtaining the citizenship of the country they live in. The priority will go to the country's citizen.

5.2.4. Children education:

Highly skilled migrant who had been immigrated to Middle Eastern countries shared different experience to those that immigrated to Western countries. Children education is a major concern when living in these countries, as they always preferred to educate them in an English medium schools aiming to return to the home country someday. While they failed to find a proper educational institutes for their children they often have decide to return to the home country.

5.2.5. Patriotism:

Patriotism is another important element of highly skilled return migration. Many skilled migrants have opportunity to settle down in a country where they immigrated. Findings suggest that all of them used to do skilled job and they had opportunity to apply for a citizenship after staying certain period of time to apply for but patriotism pushed them to return home and work for the underprivileged society. None of them had intention to stay back in the destination country permanently even though they had better job offers there.

5.2.6. Constraint of finding a job in destination country:

Managing to find a job related to the subject they studied was challenging because of their living status in the destination country. It is often difficult to obtain working visas even though they have studied in the country. At the same time, it was a bit difficult to manage to find jobs for those that studied development related subjects. Taking into account the development field in a developed country is less wide than any developing world. So, those skilled return migrant that had an intention to work for the development sector chosen to be moved to a place where they could exploit their knowledge.

5.3. Re-integration challenges:

5.3.1. System error:

All of interviewed individuals have one concern about country administrative system that experienced in daily life. Corruption is visible in each and every sector. Citizens disappointed by the existing system but they do not take action against these unlawful approaches by the government. It takes time to get used to after spending a long time abroad.

5.3.2. Security Concern:

Respondents address the issue of security concerns when living in Bangladesh after they have adapted to a different environment with enough protection throughout and security. The unhealthier political conditions often put people in a risk, which is why citizens concern about the security of themselves. People are worried about losing their lives because every day the politicians kill many ordinary citizens.¹⁶⁴ The political crisis is common scenario in Bangladesh. However, returning migrants who have returned to their country of origin all have taken into consideration all these factors before starting the re-integration process in to the society. They were aiming to apply their knowledge in order to develop the country and throughout this achieving better security for themselves by time.

5.3.3. Socio-cultural Influence:

The socio-cultural issues continuing in a society for a long time might affect people psychologically if he/she is not used to deal with that. Skilled returnees always have to face difficulties regarding socio-cultural issues whereas it was an ignored part of daily life while he/she was abroad. Socio-cultural issues have influenced their professional life and people are biased to certain societal norms such as marriage.

5.3.4. Gender Inequality:

In context of Bangladesh, gender inequality is an important factor to take into consideration. No matter how educated people are, no matter whether a female is contributing to the family or not she will be treated as female not as human being. For the returnee who had been worked for a place where gender equality was highly priorities have often problem of adopting such kind of issues exist in professional arena.

5.3.5. Employee Rights:

The skilled returning migrants addressed the issue on the non-existence of employee rights. The constraining part of working in a national organization or institution is the lack of employee rights. The principle rights of an employee are those based on which he could protect himself from many unprofessional acts by the employer. Because of that, employees have always feared of losing their jobs and do not raise their concerns publicly, they just go along with the employer.

¹⁶⁴ <http://bangladeshpolitico.blogspot.de/2015/01/political-crisis-2015-analysis-of-deaths.html>

5.3.5. Implementation of Knowledge:

All interviewees encountered that there are obstacles factors to implement the acquired knowledge for country development. The lack of resources to implement the knowledge for country development is another constraint for a returnee. At the same time, returnees have undertaken all these possible challenges they had decided to return home.

Chapter 6: Interpretation, Analysis and Synthesis

It has been mentioned in earlier chapters that in total 8 interviews were conducted in Dhaka, Bangladesh. The 3 of them are unmarried, 5 of them are married, and the interview was conducted in Bengali and I have translated it in to English. Amongst them, the 7 interviewees have been migrated for the reasons of pursuing higher education with the financial aid package or without financial aid package and only one returnee had been migrated with the job offer in Saudi Arabia. All of them are highly skilled with diverse backgrounds for instance physician, development workers, IT professionals and university professors. The interviewed respondents are all Bangladeshi citizens and all of them have minimum 5 years migration background, and most of them migrated to Anglophonic countries in the West. According to the findings, about all interviewees had possible option to settle down abroad after acquiring the human capital, but all of them returned to Bangladesh with a common objective of influencing their country's development by transferring the knowledge what they acquired while they were abroad.

Therefore, this chapter has been designed based on the empirical findings from the field collected by the researcher and to analyze how the empirical findings are connected to the theoretical concept of this research. The aim of this research is, to understand the perspective of the skilled return migrants and to contextualize the return experience. Furthermore, in this chapter the differences of economic and cultural phenomenon of the return migrants based on the empirical findings will be discussed. So that, the preconceived ideas about the phenomena of return migration will be testify through the empirical findings.

During the analysis, there are many concepts that have been identified that emerged on the semi-structure interview transcripts. I will illustrate those concepts that found linked to the theory that I applied for the research and I will analyze the role of highly skilled migrants for the country's development, return motivation and reintegration through the empirical findings from the field.

Research Question No. 1:

What are the determinants of return migration? How do these return migrants re-integrate into their own community/society (family, community, organization and structural systems) after a prolonged period of absence? What are the conducive offers of government and non-governmental institutions have offered to skilled returnees that motivate them to make a return decision?

6.1 Motivational Factors:

The empirical findings of the research emerged due to various factors of motivation the *cause of emigration* and the *cause of return migration*. I will discuss these two causes elaborately step by step based on the findings supporting the theory.

6.1.1 Cause of Emigration:

In the past decade, student mobility has grown rapidly and surprisingly this migratory flow is not homogeneous. Empirical findings suggest that in OECD countries education is considered as human capital that causing the emigration from developing countries like Bangladesh. The educational system in Bangladesh pushes them to emigrate. Dissatisfaction with the education system in Bangladesh was the common feature in the interviews, as noted by interviewees: ***“I had desired to study on computer science when I was in Bangladesh but I could not manage to fulfill my wish when I was in Bangladesh.”*** In macro level decision of migration system theory, migrants are connecting to two different societies urban and industrial societies and push-pull factors analyzed based on that. Here findings suggest that because of **less opportunity of selecting an interested field** of study push them to emigrate, of course financial issue is important enabling tools of skilled migrants. Knowledge and economic are interconnected for a skilled migrant while making a decision to be emigrate. Desires of migrants cannot be implemented without intervention of social, political and economic system of the urban and industrial societies.

[I left the country for higher studies. Its not an ambition, lot of the time opportunity. During our time..it was a fact that we had to compete with the top students and it was a suffering...uncertainty of enrollment and nobody knows about getting chance or not... Extreme competition..that time you know your goal and your interest...it seems leaving for abroad would be a possible solution and will have available options I will become a...as long as you can afford...during that time it was a common trend of everyone. I had desired to study on computer science when I was in Bangladesh but I could not manage to fulfill my wish when I was in Bangladesh.]..... SRM 5

Respondent believes in abroad opportunity for selecting an area of study is much wider than Bangladesh. The interviewed individual said, *“Relatively more options abroad if you keep your eyes opened. I believe so...”*. Because of available opportunity migrant are convinced to leave for industrial societies where they could fulfill the desires. Financial support for students by the social level should not be excluded while decision for emigration made in individual and social level. Student who stepped forward to acquire knowledge abroad they must need macro level support such as, psychological, social and financial support by the family. The empirical findings demonstrate that financial well-being of social framework is significant arena of skilled migrant like students by which skilled migrant could implement their desires.

Following quotation from the interviewee, because of complex grading conversion system, many English medium students are underprivileged from inland schooling. For an English medium student to get admission to a public university after completion of the twelve grades is highly challenging. Regarding the Hoeder’s *Macro Level migration system theory*, while push factor works in a society, people will tend to explore the opportunity to fulfill the goals that influence the movement of people in the broadest sense. It addressed the issue of social,

political and economic system of the both societies industrial and urban, which is why people convinced to move out from the underprivileged pattern to the privileged pattern. She tells:

[....The education I obtained here that was the only thing I had and I was an English medium student. During 19th century, most of the English medium student in Bangladesh had little chance to go for the further education in Bangladesh. After completing O level and A level exam, it was very difficult to get admission to the universities in Bangladesh because of complex existing admission system. To get admission to the BUET, Dhaka University, medical, and the way intermediate result used to evaluate and "A" level result converted was not easy for an English medium student to seat for the university admission test.

As so far, I remember, English medium students those of intended to be a physician stayed back in Bangladesh because Bangladesh Medical and Bazitpur Medical opened up for the higher education. For those were intended to study, in different disciplinary moved out from the country either being a self-funding student or with a scholarship.] SRM 6

Findings demonstrate students who considered as skilled migrant have concern about **the quality of educational institution**. In the context of Bangladesh, the mentioned above institutions are top class educational institutions in the country. There are many private universities in Bangladesh but considering educational quality, those are not many good quality universities compare to public universities in Bangladesh. Public universities are placed in top position in Bangladesh. Thus, respondent believes being English medium students have limited opportunity to select a study field and limited number of good quality recognized private universities in Bangladesh push them to emigrate. During 19th century, English medium student who intended to study in a medical college remained in Bangladesh because there are some private medical colleges providing good education.

Skilled people emigrated in order to have a better life either financially or physiologically. **Higher wages in the host economies** are the most important reasons for emigration. They always compare the wages between destination country and host country. Following respondent stated on his interview, that he was being underpaid in the home country and that was not enough to lead a better life together with the extended family in the country of origin. With the purpose of improving financial condition through the migration process, one individual made the decision to emigrate. The interviewee stated that he came from a middle class family and having some dependents emigration with a secured job was the only possible option to achieve higher income. Following interviewee shared his experience regarding the emigration. He says:

[.....I came from a middle class family, I struggled so hard. I was a fresh graduate in 1986, I joined the work, and salary was BDT 2500 a month. My join date was 26

October 1986. I have a career plan to go for higher education concerning my future, livelihood, and take care of the family and I am a responsible person too.] SRM 1

Emigration is not a random decision made individually rather it is influenced by the other factors involved. The acquisition of complementary new skills might lead to increase in the earning and lead to more job opportunities in the country of origin. On the other hand, residents of developing countries often see a Western degree as an investment to employment in the industrialized countries.¹⁶⁵ The ‘**recognition**’ of **Western degrees** in the developing world works as motivational factors of skilled migrant to enable the out migration. However, many public and private universities in Bangladesh enlisted public health programs, but those students who could afford it are financially motivated for out migration instead of enrolling in home country’s institution.

[...I have an intention to pursue my masters..The first reason was, I had not been satisfied with the business sector. I was thinking to pursue my masters either on development economic or public health. Therefore, during two years of working experience here...you can say such kind of direction I experienced that this sector is growing sector and have a lot of possibilities to work for that. Especially, communication angle of Public Health sector is under developing in our country. It was a kind of inspiration that in our country, learning and returning the result opportunity is equal. That was my.....I guess]...SRM 8

The mentioned above statement suggest that individual explore the opportunity and regarding the human capital theory higher education could be as an investment in human capital and it raises the economic productivity. The narrator believes this investment will create a future stream of benefits to her such as higher wages and higher productivity. Education and training are the most important investments in human capital.

Another interviewee who had been immigrated for 6 years to UK has similar statement like rest of the interviewees of this research. The interview address some points regarding the **opportunity** such as a number of foreign scholarships exists in for the Bangladeshi student. Seemingly, recipients are getting opportunity by the receiving country to gain academic and professional experience. Opportunity for higher education and deriving himself to become a specialist in a certain field was the motivational factors that cause the out migration. The following paragraph demonstrates why he had been migrated to UK.

[Due to higher studies, I left the country. I had been awarded for the DFID scholarship for Masters programme, later on it had been converted to PhD programme with the commonwealth funding. The Commonwealth Scholarship was about 5 years and that’s why I left. My total migration experience is 6 years, and I

¹⁶⁵ Iredale, R. (2001). The migration of professionals: theories and typologies. *International migration*, 39(5), 7-26.

enrolled in Durham University, England. My study field was Geography and dissertation topic was Remote Sensing, GIS and Water Logging Management.].SRM 4

6.1. 2 Cause of Return Migration:

Migrants return to home countries for a number of reasons, the available opportunity in both countries sending and receiving, social and cultural factors, educational factors of the dependents, build up a career and others intangible factors enable the migrant to return home country. Not all of migrants have aspiration to settle permanently in foreign land, certain numbers of skilled migrants have a ‘target’ to emigrate for a certain period of time. Thus, they have goal to make themselves stronger either financially or academically in order to make use of it once they return home.

The return is a complex phenomenon that varies from one individual to another. It is micro level decision made by individually and in this level individual migrant has some motivational factors. Individual migrant in this level, not only focuses on the economic well-being but also concern about other social factors in order to have a better life. Well-being or self-satisfaction is highly prioritized by the actor itself. According to Hoerder, *A Migration system approach* connects migration decision and pattern in social, political, communities in which migrants shape their lives.¹⁶⁶ The empirical findings demonstrate that the return context of highly skilled migrants is different than other type of return migrants. For instance, highly skilled return migrants with highly academic background have less concern about the financial issue if return decision is not blocked in a circle. They give much more priorities to the self-satisfaction rather than concentrating on a issue. The following respondent illustrated her way of thinking towards the destination country and briefed the reasons why she left the destination country.

The respondent had some *ethical conflict* with the country of destination though she stayed over there for a long period of time yet could not adopt to the many political issues implemented by the host country. She encountered that the American culture, and their life style is completely different than her thought. Although she has adopted in some areas, for instance food processing but she could not integrate into American society completely. Following the respondent’s interview record, it has been proved that she always put a barrier between American and Bengali by her way of thought. In addition, that caused the lack of integration. Consequently, she had chosen to be returnee because lack of integration. She says:

[The reason why I returned to Bangladesh is, I didn’t want to settle down in USA because of their political intervention, life style and so on is different than my thought. As I had been in USA from the age of 18, I am familiar with the USA culture and I have seen their culture from very closely, brought up in USA culture with American, used to take American food over there. In fact, it has American influence in

¹⁶⁶ Harzig, C., Hoerder, D., & Gabaccia, D. R. (2009). *What is migration history?* (p. 87). Cambridge, UK: Polity.

food habit rather than Bengali. I returned to Bangladesh due to some principality rather than financial issue.] ..SRM 6

The story of another respondent is opposite than the previous respondent. **Family ties** have become a significant reason of return decision. The psychological bondage with the family enables a migrant to make a decision. Hoeder's *micro level of migration system approach* well fitted with the statement of the respondent. She says:

[I actually returned to home country because of my family.. and there were other issues involved...my dad was sick. When I applied for the green card, there were some events took place in my family. If I applied for green card, there will be almost 7 years waiting period and there are some obligations too. Such as I might not be allowed to travel any time.. because of such kind of uncertainty issues have realized that it would not be a right decision to apply for the green card. I applied through my company but I have cancelled the application and returned home]... SRM 8

Research reveals that skilled migrant's return decision is connected to **transnational ties** and they return to home country because of taking care of sick parents, which is part of culture to take responsibilities of the family. Of course, some emotional factors are involved with that. From the above paragraph, it is also more transparent if none of the events had taken place the respondent might stay back in abroad for a while. Respondent had planned to obtain a green card to settle down either temporarily or permanently while she had been in USA. However, she had given priority to the transnational ties and consequently she sacrificed the plan she made.

More or less returnees who have returned to home country have been concerned about their family's well-being. This is first and foremost focusing arena of a migrant. **Well-being** and **opportunity** these two elements are interconnected. Well-being is depends on the available opportunity in both destinations. The findings show there are several factors motivating the skilled migrants to take them to home. The children **schooling, patriotism, and aiming to contribute the experience for country development** these are the motivational tools of the following respondent. The respondent was looking for an English medium school, which reveals that his decision for migration is temporary and he has a set up goal to return home after having a temporary migration. At the same time, looking for an English medium school proved that colonial influence on the education, also the reason why he wants to send the children to an English medium school was intentionally or unintentionally to keep the door open for remigration. As explained by the respondent:

[While we had been in Al-Bahar region, there were no English medium school to enroll our children; In Al-Bahar, there is no English medium school but Jeddah, Dammam, Riyadh had English medium school.....

.....for the sake of education of our children, we return to Bangladesh. This is also additional reason why we left the Saudi Arabia. Our both children were born in Saudi Arabia. The point of homesickness also pushed us to move out from the country... I always been attached with my home country and wanted to do something for that. At the same time, my mother was sick mentally and physically had chronic disease, she is quite old living in a rural area felt me and wished me to be around her.] ...SRM 1

The respondent also added that family ties pushed him to return home country. Since he has been immigrated to Saudi Arabia more than 10 years ago, had strong feeling towards the abundant family members in Bangladesh and had a spirit to dedicate his experience for the country's development. He also mentioned that her mother was sick and lived in a rural area of Bangladesh and she wanted her son to come back to. As I mentioned earlier that to taking care of parents or take responsibilities of the parents is part of Bengali culture since joint family is still popular in Bangladesh. The willingness to apply his knowledge that he had acquired throughout the migration for country development is another positive aspects enabling the migrants to return home. The respondent explained that:

[I had some reasons behind returning to Bangladesh were, children education and willing to contribute for the country development. In addition, throughout the migration experience, what I have learnt can be applied for my country development. And my wife also had similar concern as I am, she was saying that she is qualified to get a job in Bangladesh so why we are here?] ...SRM 1

The wife of the respondent wanted to engage with income generation activities while she had been abroad but she could not engage in any kind of activities because of lack of opportunities. On the other hand, she studied in English medium school and it can be an investment tools for accessing job market in context of Bangladesh. The respondent believed his wife is qualified to access the job market because of her English language skill.

Return decisions vary from one to another. Compare to other respondents I have interviewed, this respondent have different explanation respecting the return decision. His explanation about return decision is not based on the wages or financial issue, he went abroad in order to add, gather **human capital/ education** as he could not make it possible while he had been living in Bangladesh. The respondent expressed that:

[The subject to return...skilled migrant like us they don't concern about financial condition..if its reasonable...pragmatic things..what I obtained or what did not..more specific, for my case, financial issue was not supposed to be..simply there were some issues are, I wanted to study a bit more that must be computer science.] ..SRM 5

The respondent also added that he fixed the goals in a way that he could apply them very effectively after returning home. Generally, many migrant students go for the Masters of Business Administration programs. This is a common trend amongst Bangladeshi student

migrants. However, he did masters on International Relations, which also covers the area of international development. According to him, if he has done the Masters on the mentioned field will have **opportunity** to work with a development sector because home country recognizes the foreign degree. On the other hand, he is convinced for the human development or social development related work, for these kinds of job; developing countries are the best place to exploit the knowledge. The respondent explained that:

[If people want to work for the country development they think for a higher degree on development studies...this is how I found Fletcher School where they teach international relations but they teach diplomacy as well and emphasize on international development. I made a decision that I will not go for MBA degree rather I will go for equivalent degree of MBA aiming that I will work for human development or social development. As I always wish to do something in my home country, I felt if I have the degree on the development from USA, it could be the only one option to exploit the home country development.]...SRM 5

Another respondent who had emigrated for a long time and she could realize she had strong feeling towards the family while her parent was sick in the country of origin had no chance to take care of her. The respondent used the term ‘guilt’ a lot and it had strong emotive presence, which means her responsibilities to look after her parents. This is the cause factor of a return migrant. According to King, return migration is a process originated by numerous dynamics, which can be considered as a *cause factor*, consequently, that led to various effects. The *cause factors* are a) Economic (expectation of better life), b) Social factors (difficulties of integration/ experienced racism), c) **Family ties**/Life cycle (marriage, parental ties, retirement) or political.¹⁶⁷ The respondent says:

[There are some intangible issue that I didn't mention it here, when I was in USA, my mom was hospitalized and I was awake and being tensed for 36 hours. My extended family member took my mom to the hospital. At that time, I was feeling guilty for not being with her. After returning home and staying with my mom, I don't feel guilty.]...SRM 7

As I mentioned earlier that return decision is so dynamic and it varies from one to another and profession to profession. Some professions like public university teacher have to go for an undertaking form that his/her migration for higher studies is to **expand the human resources for the academic purpose** and he/she must be returned to the previous job place after completion of the degree.

[...To provide my students with advanced level of teaching and supervision. What has made me to return to my country is my duty towards students and country.] ...SRM 3

¹⁶⁷ International Organization for Migration (2000), King R., (2000), Generalizations from the History of Return Migration, in “Return Migration: Journey of Hope or Despair” edited by Bimal Ghosh

Agreeing with the previous statement, the next respondent also made similar statement to the previous one. He emigrated from Bangladesh with a prestigious scholarship grant to enrich the human resources for academic benefits. Afterwards he returned to the country of origin because the employer supported him to do higher study under a bilateral agreement. Thus, with the **agreement** between two parties his migration was temporary. He also guaranteed his return to home country after the contract. Since education is the investment tools for them and respondent also want to prove his honesty towards the contract agreement by returning home country. This was highlighted by a public university professor that:

[The motivation of my returning was, since I had been selected for the scholarship by the both parties Bangladesh government and Commonwealth Scholarship founder to represented the Bangladesh had signed on the contract paper to acknowledged my return to Bangladesh for country's development, I did not breach of the contract. For Commonwealth Scholarship, they nominate a staff from a University in order to develop human resource. Therefore, I fulfilled it. At the same time, I had a strong tie with the university and the country as well.]...SRM 4

It is common trend of most educational institutes in Bangladesh to encourage all academic individuals for specializing on specific research area is to obtain the knowledge for institutional necessities. Herein push-pull factor cannot be leave apart. The push factors are lack of available opportunity to educate them in a specific research arena he/she is interested in, lack of technological support in the country, lack of available research specialist in the country. Pull factors are, better education in the destination country, reach laboratory or technical support and better career after returning home country.

Many migrants are going for the temporary migration rather settling down in the host country. If migrants plan to return to the home country that is not a developed country, their decision might affect many aspects of their act including the human capital investment. Throughout the migration experience what they have learnt or the knowledge they acquired, will be transferred to home country.¹⁶⁸ The respondent she emerged her faith very nicely that she had no plan to stay back in the destination country, rather she had pre-plan how to mingle with the acquired knowledge or education for **country development**. She wanted to create more opportunities for the young citizens of her own country. She found this is an opportunity to contribute to the country's development. The return decision may be driven by preferences, for example if the home country provides the migrant with amenities to apply the acquired knowledge or human capital, migrant will consume that advantage. The interviewee says:

[I was trying hard to return Bangladesh because I felt I have good educational background and experience, the work I used to do..I feel if I could implement my acquired knowledge for my country it would be good and would have create more

¹⁶⁸ Dustmann, C., & Preston, I. (2011). NORFACE MIGRATION Discussion Paper No. 2011-26.

opportunity for the country's citizen. I always wanted to work for the young people, governance, system, laws and politics.] ...SRM 6

The respondent also mentioned that she wants to work for the system, laws, governance, young people and politics in the country of origin. The statement of the respondent demonstrates that these fields of the home country need to be improved. Thus, the respondent feels these could be the opportunity to start working for these sectors. On the other hand, the respondent compared the possible amenities between the destination country and home country. She mentioned about obstacle factors being a migrant to work with other than home country. She says:

[Being a foreigner with a Bangladeshi citizen, there is a very little opportunity to change the development infrastructure whereas Bangladesh has a wide opportunity. Even if I got an opportunity over there it will take a long time to get into their system, which is never be possible for us because we will not be treated as a full citizen in USA. I can't run for the election over there. There are so many complications living in USA being a foreign national. Basically, right-based approach is the main reason why I left USA. I would have to struggle a lot for a better life in USA. Then I was thinking if I put that much effort for my country development, it would be much more helpful to achieve.]...SRM 6

She believes, citizenship is an essential instrument to implement the country development. Unless that a migrant are treated as outsider and put a barrier between them. It can be counted a reason, which why migrant left for the home country. The respondent left USA because of right-based approach, and she was concerned about her quality of life, which is not easy to conquer if she stayed back in USA. She also mentioned even if she wants to work for the mentioned sectors, it might be possible but will take a long time to get into their system because of her nationality. This is returnee's **cost-benefits consideration** for their own life project and returnees rational actor before making a decision to return home country. The returnees consider the well-being or amenities of the destination country first because being a skilled migrant they are free to choose the productive place where they would get effective result in return of investment. In addition, could be a cause factor to pulling the migrant out of the country. Another respondent also concern about the **cost-benefits** issue. Respondent realized that:

[The development sector in Bangladesh is much wider than USA. I studied development history of Bangladesh and came to know development sector in Bangladesh is wider. People used to say, I am from Bangladesh but don't have development sector's experience.]...SRM 7

The migration is considered to be a promoter of new skills, technology, ideas, culture, knowledge and experience. It is rational that people who have been abroad to perceive education, knowledge and experience have targeted to access or reintegrate in to the labor

market by introducing their acquired skills. In the context of Bangladesh, certain skills and knowledge are valued because they cannot be easily obtained in Bangladesh. This is the reason why responsible organizations or institutions send few representatives to acquire the skill on specific field. Remote sensing technology is quite new in Bangladesh. The interviewee had migrated abroad to add some skills following the profession with the aim of contributing the knowledge in professional field. The interviewee returns to the home country with a target to continue the research to give recognition. The interviewee says:

[I had a plan to continue the contemporary research, which was on remote sensing technology. It is an expensive research. I wanted to establish it in Bangladesh, thus I returned to Bangladesh. And I started paying attention to the research. Apart from that, time-to-time I was involved with student welfare association and youth development programme.] ..SRM 4

6.1.3. Introduction of new ideas and attitude:

The return enables the flow of new ideas, attitude, technical knowledge, work culture and new social norms to the home country. Migrants' knowledge transformed as they moved from one place to another for the economical purpose. They have engaged with different kind of knowledge and create knowledge is new in the context of home country.¹⁶⁹ The educated or skilled migrants hold tacit knowledge that developed through the years of professional practice and cannot be transferred in an explicit form. Here respondent's goal was to introduce a new idea to the home country and the idea she aimed to share is a new idea that rooted via migration experience and she found this is the way of working for the own country. By focusing the positive stories, she will be able to give a positive image about the home country to the world. She said:

[..Through that conference, we had been able to make an interesting network among Bangladeshis living in USA. All of them have return plan to home country someday. So, it was a positive outcome to linking up with some of them. Since, I was prepared to come back, as soon as conference is over, following up the conference, we sit together with our future plan what we can do for our country? During that time, we discussed the issue of high lightening negative stories of Bangladesh in abroad. Yet, there are many positive stories taking place in Bangladesh but it never highlighted by the media. In fact, being a country citizen we are unaware of these positive things that happening in Bangladesh. So, we have started thinking differently that why don't we started thinking and looking for a positive stories.] ...SRM 8

6.1.4. Age factor:

Most of the time, return decision originates from a combination of factors and all the interviewees mentioned more than one motivation factors for returning home including

¹⁶⁹ Iskander, N., & Lowe, N. (2011). The transformers: Immigration and tacit knowledge development. *NYU Wagner Research Paper*, (2011-01).

family ties, to career build up, children education, experienced discrimination in the destination country. The interviewee expressed that he motivated to return home country in order to implement his knowledge for the country development. He also believes that age is the important factor to work for the country development and he is connected to the career. The interviewee had no guaranteed job before making a decision to return home and he was uncertain about the job but had faith on himself would be able to access the job market. Return decision of interviewee was motivated by a desire to support the home country's development and integration into the regional structure but he had a dubious feeling about contribution of acquired knowledge. Consequently, return decision had been implemented. The returnee says:

[I was not prepared for any consequences just to take a chance....my advantage was I was not married and I could put all these issues out of my thought...I had no bothering of earning money for the family. And I was thinking if I become elder, there would be no option to contribute the country development...So all these things align... graduation..after I returned what can be the possible option or whether I could contribute the country development or not. So, I implemented my decision for returning home and next part is unsure or uncertain]... SRM 5

In Pavel's case, marital status does matter to make a concrete decision to return home very smoothly. He believes that he could make it very easily because of having no obligations of the family unlike a married one. Relief from the financial issues concerning the family added significant values respecting the return decision. Age could be additional matter for those of possible returnees who wish to be a part of country development process and aiming to build up a career as well. According to Williams, '*the decision to migrate is based on diverse motivation, including economic, cultural and life style objectives.*'¹⁷⁰ Individual return decision is also resulted into a combination of all these aspects experienced by the returnee.

6.1.5. Failed to get a job:

Not all skilled migrants could succeed in the destination country and the return decision originated from the combination of factors. The interviewee indicates her decision to return was partly influenced by the stage of career that forced her to make a concrete decision due to a lack of financial ties to the destination country. The interviewee, who spent about 10 years in abroad, summarized this experience:

[I was not being able to get a job in New York City after completion of my masters in 2008. I would have had to survive on my savings while I was looking for a job. Pavel arranged me a part time research job at Tufts University's Research Institute in Boston and I moved there. My goal was to find a full time job while I would be working as part time job until OPT expiration. I was almost confident that I will get a

¹⁷⁰ Williams, A. M. (2007). Listen to me, learn with me: International migration and knowledge transfer. *British Journal of Industrial Relations*, 45(2), 361-382.

job until OPT expired and if so, I will remained in USA. At the beginning of the job, my motivation was to be settling down in States.

She also added more experience regarding finding a job:

I was looking for a job in a NGO sector but I don't have experience in that sector. There is very less opportunity for NGOs worker, as they don't have that much option compare to Bangladesh. The moment, I took a decision to return home, while my OPT validity was running out I got a job offer from World Bank, based on Washington DC. Though I got a job offer, it was a unique position. As my previous job was related to pension fund, World Bank has a project that takes care of the pension fund.].. SRM 7

AT the beginning, the interviewee had not been motivated to return the home country rather had a plan to remain in the destination country respecting the job availability. In fact, she put all efforts to manage a job over there. However, the plan for remaining abroad had turned to return decision while she was failing to manage a job and her financial savings were running out. In addition, her OPT was going to expired. The mentioned above experience of the interviewee indicate that the development field in USA is limited compared to Bangladesh.

According to the interviewee, her first preference was to concentrate the career on the development field. She did the a post-graduate degree in ***International Relations with the poverty of economic development***. However, she had been able to manage a job in last minute in USA but she declined the offer due to switch to development field. She returned to Bangladesh to exploit her acquired knowledge in the development field.

6.1.6. Racial Discrimination:

The interview evidence suggests that racial discrimination over certain nationalities pinches the skilled migrant that cause to return. ‘othering’ is exists in workplace, no matter how skillful job migrants are dealing with. The only matter is nationality and they could make any kind of decision towards the certain nationalities regardless laws and policy.

[In Saudi Arabia, we are always treated as other. Othering is also another reason to lead the return decision. They always used to think that we are taking out the money from their country though we worked for them. Discrimination exists in the job place. Asians are discriminated by them. They could terminate the employee anytime. They are so proud about themselves. They are biased towards Arabic speaker such as Syrian, Lebanese, Egypt etc. They demean and dislike the Asians and they felt uneasy with them due to English fluency. Asians (Indian, Bangladeshi) speak English fluently but they don't. They always give respect to White people first. Second priority goes to Arabic speaker].. SRM 1

The interview evidence suggests that the host community prejudices migrant population for instance, they presume migrants are taking their money out from the Saudi Arabia. Apart

from that, English language skill of non-Anglophonic nations make them more biased to refused to access the professional integration of skilled migrant. However, they cherished the western people but second priority goes to all Arabic speaking people. Consequently, it impacts on the local integration process and discriminatory actions have been resulted from that. Therefore, certain races became more vulnerable in local integration processes in Saudi Arabia. The interviewee also mentioned about the lack of workers right, due to non-existence of workers right, they could exploit the workers very easily. Moreover, they could terminate the workers without prior notice. Non-existence of workers right demonstrated the vulnerability of migrant workers in Saudi Arabia and ignorance part of bilateral agreement as well.

6.2. Reintegration of Highly Skilled Return Migrants:

There are conceptual problem regarding ‘reintegration, sometimes used interchangeably with ‘integration’ of return migrants. The oxford dictionary defines reintegration as the intermixing of person who had been separated or someone integrating back into society. ‘Integration’ and ‘reintegration’ these two words are inherently used in the migration studies from different perspective. In the migration field, ‘reintegration’ word is applied to return migrants. The reintegration of return migration is a phenomenon of migration studies but the topic is still less emphasized in the migration field. Most countries do not have any provision for the voluntary migrants who make private arrangement to return home for instance highly skilled return migrants in Bangladesh are voluntary migrants and they are out of the provision. However, highly skilled return migrants in Bangladesh have played an important role in the country’s development process through reintegrating into the different levels of the society, community and professions. Then how they have coped up with the abundant society? The purpose of this research is to understand the reintegration experiences of highly skilled returned migrants. For this research I have gone through few segments to have better understandings of whole reintegration process are:

How do these return migrants re-integrate into their own community/society (family, community, organization and structural systems) after a prolonged period of absence?

6.2.1.Social Reintegration:

This system is the basic arena of the returnee to make a distinction between the country of destination and the country of origin. System refers to as ‘collective entity’ which is formed by a group of interacting elements such as governmental structure, socio-politics, socio-economics etc. Returnee who had been migrated from less developed country to well developed country have adopted the well-setup system and become used to with that. All citizens in the globe do expect good governance from the country they are living with. Returnee who already had been to a well-setup structure during the migration has often faced difficulties to cope with the developing country’s system because of many unwanted motives. From the interview statement it has emerged that delinquency of human resources in the national level governance is the cause of the system error. Thereby, returnees has to undergo

the challenges of reintegration process in different level of society. The returnee illustrated her experience through interview:

[Unintentionally a gap has been created with me is, throughout the migration experience, I had been adjusted to a new system in the destination country; it is very difficult to imagine those system here. Because of that it becomes more difficult to accept many things in Bangladesh. For example: In abroad, not all people are lawyer, not all of them are working in administrative level but they all maintain the system. I used to compare with abroad regarding some system while returned to Bangladesh. Hardly had I accepted the existing system in Bangladesh.]... SRM 6

Reintegration challenges sometimes lead a returnee to be more vulnerable to survive in the country of origin if migrants have long been away. Apart from that another challenging issue is managing a job in the country of origin. The research identifies that skilled migrant who has plan to return concentrating on savings the money, so that could bring a certain amount of money as remittance. The interviewee said:

[After returning home, we had some savings in the bank that gives us some interest and we survived on the bank interest first couple of years. We used to feel insecure in terms of society, environment, and infrastructure and so on, because it is different than other country. It took time to get adjust with everything. We have adjusted by minimizing so many things.] SRM 1

The following paragraph indicate that returnee who had been emigrated for a long period of time had created a gap unintentionally that affect the reintegration process while they returned home. They ‘other’ themselves from the society because the society they adopted to throughout the migration process was different than the home country, so the perception of vulnerability have emerged during the reintegration process. Although it is a relatively small percentage that had encountered problem with neighborhood or surroundings, settling down with surroundings has taken a longer period of time, which involved a fair number of mutual understandings, adopting what the realities, which consumes time. The interviewee expressed his feelings :

[Social level re-integration, it was also a bit tough due to our lack of attachment with them all. As we know our mother tongue, we used to visit my relatives; actually they didn't get that much time to talk with friends. They got very different environment here, which made them vulnerable to reintegrate. We also had some obligations to make them integrate with since we felt insecure with the surrounding. We used to put a wall between the surrounding and ourselves. Even Khaled started playing in downstairs very late phase of our return.] ... SRM 1

In contrast to long-term emigrants, short-term emigrants have different experiences when it comes to the question of reintegration. The interviewee believes, although she had emigrated

for the length of 5 years that it was only a short-term emigration. Which is the reason why it had not been affected her reintegration process once she returned home. The interviewee was only obstructed during the reintegration because of the country's existing system errors in daily life. However it had been recovered respecting the reintegration in to the country of origin. In addition, from the interview it has been noted that the reintegration is easier for people who had been brought up in the country of origin. According to the interviewee:

[I have been there comparatively for a short period of time. I brought up in Bangladesh..of course, after the return, there were some socking in daily life...like the system, why does it working like that, it shouldn't be like that..So, those of things I had to recover because we have to adopt all these things].... SRM 8

6.2.2. Community and Family level:

The interview identifies that community and family level reintegration is a bit challenging if there are some cultural issues. These issues can influence moreover, even disabled single individuals to reintegrate in to society. d Marital status is one of these factors.

Living life as single women or unmarried leads to infinite challenges, vulnerability and disturbances in Bangladesh. It has long been a practice in Bengali society and prejudiced towards the norm of marriage. According to them women must be married. Otherwise, unmarried women have to bear horrific sufferings in every moment of living a single life. Despite a number of literatures suggesting that to empower women, education is the most important in any society. However, the interview identifies that there are many restrictions of freedom of movement of highly educated women in context of Bangladesh. The norm of marriage considered as the identity of social security of women in the context of Bangladesh. In this male dominated society, though women are acting as economical contributors, they have been subordinated and suppressed by the family in each and every step because of being unmarried. They are not allowed to do whatever they want and everyone have control over them if they are unmarried. Though most of the scholars emphasized on the issue of gender inequality, but if we look at the country socio-political issue, there are some facts reflecting on that. In context of Bangladesh, girls and women are most vulnerable individuals in terms of security. In general, women are not well protected by the society. Because of the security concerns, many parents of daughters give some parameter of free movement to the daughter. The interviewee shared her experiences reintegrating in to society:

[I have a lot of challenges to reintegrate into society being single women or unmarried and I have some personal matter. Because of being single women or unmarried person, I have a social pressure. Parameter or restriction of free movement is noticeable and everyone attempt to act as controlling behavior upon me.].... SRM 6

Likewise, previous interviewee another interviewee shared similar concerns regarding the gender issue. Women are not secured enough in Bangladesh and they are vulnerable each and

every steps, which is why the family is over protective towards female children. The interviewee had been segregated from the destination country to the country of origin. The entire socio-political system in Bangladesh enables the people to act over protective towards female. In addition, the daily scenarios of the socio-political system in Bangladesh demonstrate that the administration of the country is too weak to control the vast population of citizen. The interviewee said:

[In every level, everyone in terms of family, community, society etc control the female. Because of the country's situation/security, parents normally do check in. My mom used to do that like, "how was the day?" without any intention. When I was in New York, I used to walk on the street because of having no personal vehicle. So, you have to be well protected if you walk alone the street..here just stepping out from here you might experienced hijacker, police might harass you]...SRM 7

Different attitude towards female child by the family has been noted after returning the home country. The perspective of family concerning the security is varied from one to another. The interviewee found she enjoyed after returning home due to having no restriction by the family. However, she had felt a little gap with the family but somehow she recovered it. The respondent said:

[Before my departure I would never been allowed to travel alone by the family. The situation have been changed while I returned home and traveled 6 months alone. Nobody, gave any restriction of to freedom, might be nobody dares to put any restriction or had no anxiety. And somehow it was a positive thing....hmm like that...very lightly I had some gaps to readjust with parents to living with..] SRM 8

6.2.3. Professional Level:

When considering the level of reintegration among the society and community on the contribution of the highly skilled return migrants to the professional level of the country, there are very little respondent that faced difficulties accessing the labor market in the country of origin. However, it is important to note that highly skilled returnees believe their knowledge or academic values are well recognized by the country of origin, indicating that a majority of the returnee do not see them being treated exceptionally when they compared with the pre migration situation.

The following interviewee had been migrated to a Middle Eastern country for more than 13 years. He has work experience from there but he could not study further over there. When he returned to the home country he had realized that an MPH (Masters of Public Health) degree is important for him if he wants to hold a better positions on professional level. Here he was interested in doing an MPH program, linking to the respondent interest there is another important factor is relationship between education and demand of employee in public health sector of developing country like Bangladesh. Covington stated that 'All actions are given

meaning, direction, and purpose by the goals that individuals seek out, and that the quality and intensity of behavior will change as these goals change.¹⁷¹ People are often motivated by demand. Looking at the human capital theory, higher education is an investment in human capital and it raises the economic productivity. The returnee who added the human capital upon return have reintegrated into labor market easily. The interviewee experienced:

[After returning to Bangladesh, I did a one-year honorary course of MPH, I have faced the interview, I got 1st position of the interview, some of very young student used to treat me Uncle as flattery way and it was self-funding. Afterwards I got a job as Project Coordinator with German Red Cross in Dhaka, which implementing partner was Bangladesh government.] ... SRM 1

The interviewee also added that he had been unemployed for a longer period of time. In this circumstance, he had to go for the MPH degree aiming to have a job in the country of origin. Finally education supported the returnee to compete the labor market.

[After returning back to Bangladesh, 2 to 3 years I was jobless had to get an honorary training in Bangabandhu Sheikh Mujib Medical University (BSMMU), Dhaka for the future prospect in Bangladesh.

Sometimes we became frustrated and regretted of being returned. After returned to Bangladesh, I got a very good job offer from Saudi Arabia and the salary was so high but we have to be separated. That's why I decline the job.] ...SRM 1

Whilst a number of literature suggested that skilled migrants are circular migrant stressing on the high wages. However, the interview identifies some of the returnee has different perception other than financial concern. For them family ties are significantly more important than financial issues and this is why, very often they declined the conducive job offers from abroad. Though the research indicates that the returnee temporarily experienced reintegration problem in the professional sector but they are not motivated to take up job offers from abroad.

Professional reintegration challenges of highly skilled returnees varied from one to another, unlike the previous interviewee, the following interview identifies being engaged with career its own choice. Intentionally, she had never applied for any position with any institution. Thus, the first six months of arrival she had been jobless. The respondent said:

[I returned to home country in 2007. During the first 6 months of arrival, I was not involved with any kind of job. ..ha ha...(laughing) After returning to home country, what I did was, traveling around all over the Bangladesh.

¹⁷¹ Covington, M. V. (2000). Goal theory, motivation, and school achievement: An integrative review. *Annual review of psychology*, 51(1), 171-200.

I never faced professional challenges for re-integration. The work culture in abroad is different than here obviously. Luckily, my current work environment is so diverse and multicultural environment; students and teachers are come from different countries in the world. It was a small department at the beginning now it has become a big department. Somehow, I entered a multicultural setting...thus, I am having fewer challenges.] ... SRM 8

According to the interviewee, she never faced any kind of difficulties in the work place. She believes there is less difficulty because of the remaining cultural diversity and multicultural setting in the work place. Connecting to the previous statements by the many interviewees, it has been shown that the job satisfaction depends on the working environment and working environment is influenced by the employees.

Research Question No. 2:

How do they invest the acquired human capital for home country's development? How does the home country recognize and accept the acquired knowledge of skilled returnees in different sectors (academic, health care and industrial level)? What are the obstacle factors a returnee do experience to implement the acquired knowledge in to the professional level for the home country's development?

6.3. Human capital investment for country development:

The respondent was optimistic to return decision as she had one of the investment tools to access the labor market in the country of origin. On the other hand, following the prior departure the network they have developed supporting the motive of development had intertwined with an entrepreneurial attitude. The tendency of improving existing educational system in Bangladesh by the return migrant might have effective contribution for the country development. The interviewee observed that by gaining a foreign degree one have an advantage of accessing the labor market as it has been well accepted by the country of origin:

*[I feel that I could apply for the country development what I have learnt during my Masters. In addition, foreign degree is well recognized by the country's citizens. Actually, we (3 of us) returned to home country aiming for the country development. In 2010, 3 of us returned to home and established an organization name **Insight Initiative**. It is a small consulting and research-training firm. Two of us had been abroad and one of them has been working for the changing rules in Bangladesh. The aim of the organization is, to improve the educational system, research system and to strengthen the education for the children.]....SRM 6*

The interviewee is not only biased with the business approach but also she implemented her knowledge for country development, which indicate the effective contribution for the country development by the returnee. On the other hand, despite it was a voluntary support to the vulnerable individuals by the skilled returnee. It might be a specific strategy to connect the intergovernmental bodies or donors for personal benefits as well. It might be an attitude that

intertwined to career prospect through developing the personal relations, and to make people aware globally about the victims through the media.

[We have been working with the different organizations and book publications. In addition, we worked with the different NGOs for the research related work. From this point of view, the experience or smooth system what we brought try to implement for the country development considering our business. Also, we are involved with the volunteering activities such as with the victim of the Rana Plaza collapse. We communicated the victim of the Rana Plaza, created a website for them; connect to the donors, enlisting the victim of the Rana Plaza.]...SRM 6

The interviewee believes somehow he is going to apply the acquired knowledge after returning home country. Both academic degrees he obtained are very helpful and with the combination of these two degrees and general knowledge, he is able to add a standard value to the professional field. In the interview transcript, the reflecting notion concerning the human capital investment is inadequate if people don't exploit their common sense, because common sense is a mean of carrier success. The interviewee shared his experiences that:

[The two degrees that I obtained is helpful for me..the one is from computer science technical oriented, those are in programming profession..computer's terminology, methodology skills that I learnt can contribute ...you know implementing somehow..but from my second degree International Relation what helped is its soft skilled based...I have learnt accounting. Actually, what type of value I am adding..then I feel common sense is an important tools that sharpen my skills.

He also added that:

I believe if anyone's common sense works properly in a very reasonable and balance way that person can hold a good position. By using common sense, people can go further. Contemporary, political and social problem is cause of common sense..if anyone can inject the common sense can solve many problems.]...SRM 5

The interviewee also indicated the importance of common sense to solve the problems and connecting to the term common sense he added that contemporary political and social problems in Bangladesh are also the result of common sense.

It is considered to be two-way processes to invest the acquired knowledge by the returnee to the home country. The recognition of human capital is interconnected to many factors such as financial, technological, political and cultural interventions. They are needed to recognize the human capital of returnee. The recognition of human capital cannot be objectified unless we are looking at financial, political and cultural interventions. We often try to apply the theory in to practice but in order to enable the theory there are some elements needed to support it. To recognize the acquired knowledge, financial support should be the key area for it.

However, returnees who have intended to work for the country even if they don't get other supports, they are continuing the work for the country with minimizing their expectation. Though returnees have human capital and the country itself recognized the foreign diploma and skills they have gathered throughout the migration, but they have failed to exploit the knowledge to the country due to lack of technological support. From the organizational ends, to provide the technological support the implications of funding to bring align. In this circumstance, the job satisfactory level of skilled returnees remains an undefined subject. Many skilled returnees are aware of the limitations of transferring the knowledge to a country like Bangladesh. However, accomplishment or rewards filled out all gaps and frustration while certain results come up against their investments. The returnee shared his experience:

[What I have learnt throughout the migration, if I want to apply those of are here mostly people assume it would be very costly. At the same time, I have to explain the reasons to the responsible authority based on my demand. After hearing the explanation, they make a comment that 'it's costly and other medical colleges are not doing this.' I would say in terms of system, we are still backdated like others government medical colleges. Though we have expert, but we can't apply in practically because of technological support. This is why, sometimes I feel regret of my return. At the same time, I am teaching to the medical student producing doctors and some of them are holding good position. This kind of outcome makes me feel accomplish.]SRM 1

A new strategy of human capital investment is keeping a warm relation with the academic professionals for professional and educational benefits. It is a strategy of country development while it comes to the subject of human capital investment by the returnees. More explicitly, highly skilled return migrants that had been abroad for temporarily have developed good **relationships or networks** with the host country. Maintaining the relationship or networking with them could be a strong investment tool for a returnee by which they could play an important role for the country's development. Skilled migration is not only limited in gaining human capital or sending remittances but also increasing the networking with the host society, which can be a part of the development process. The interviewee feels that there is a positive outcome of maintaining the relation with the academic professionals. According to the interviewee:

[It will happen since everyone has link while he/she studied abroad. My supervisor he gave me more works who have been participated some of conferences in Bangladesh...My second supervisor he came to do a research project in Bangladesh and took some students of mine. Unfortunately, my other colleagues do not maintain the relation with the supervisors or friends. Keeping a good relation to the teachers means extending the hands to work.]....SRM 4

6. 4. Challenges to contribute the knowledge:

6.4.1. Challenges of Professional Level:

There are some challenges faced by highly skilled returnees while they are working on the professional level. Of course, the challenges the skilled return migrants experienced in a professional level are affected by positive and negative discrimination depending on **gender, age, foreign diploma and professional experience**.

In a professional arena, it is noticeable that employees with foreign degrees are highly demanded in the labor market and employer organization do ample expectation from a foreign degree holder. Through the statement of the following interviewee, it has been demonstrated that local labor market is accessible with the support of foreign degree. Subsequently, the **recognition of foreign degrees** in the labor market is a motive of highly skilled returnees in which they are convinced to return home country and exploit their human capital in the country of origin.

The interviewee emerged the existing **gender issue** in the professional level that derived from the cultural practice in the context of Bangladesh. A number of cultural norms have influenced the labor market, which caused the gender discrimination. To some extent, women are privileged and in that case they experienced the positive discrimination by the male coworkers. However, sometimes they experienced negative attitude by the coworkers. All these facts are mostly related to culture. The respondent presents her positive and negative experience:

[There is might be some stereotypical behavior among the professional sector with the employee who studied abroad. They might expect more from them. However, I always experienced positive attitude rather negativity, it might be privileged of being a women.

Sometimes, I experienced unprofessional behavior by the coworkers especially from the male coworkers. The reason was age factor and gender issue. More specifically, I am capable person in terms of job experience and talent. I have international job experience. Some senior male coworkers are envy on my skill, which enable them to make othering.]...SRM 6

Age is additional conflicting indicator in professional field illustrated by the highly skilled returnee. Giving the example most likely considering the age of an employee; senior male coworkers (elderly person) often have such kind of resentment attitude towards her experience and talents. They hardly recognized the talent of a highly skilled returnee who has been working for the similar organization. The attitude of othering might lead to unproductive work in the professional arena as well as it gives the impression of unprofessionalism in the professional field.

Lack of employee rights imply the resistance of capitalism in the society by which social class has been divided. The major deficiency of employee rights drive employer to be powered to suppress the employees. On the other hand, accessing the labor market in the case

of Bangladesh is very struggling unlike for highly skilled return migrants, which is why employees' population obliged to indulge the employer as God because of fear of losing the job. The interviewee addressed the issue of negligence of responsible member committee in the office who is taking care of staff's wellbeing. Throughout the interview, it has been explored that *workers rights or employee rights should exist* in the labor market and it is the level of bureaucracy initiative to make the employee rights more strong to protect the employee in all sectors. The respondent found that:

[There is no workers right. Employer is boss like a God who is controlling the staff. Staffs rights, labor rights are not exist in any organization. For example: the responsibility of staff association is, not for observing staff working hours. They have responsibility to take care of staffs' wellbeing, how it can be productive. In context of Bangladesh, they never think of staff wellbeing. For example: If a staff asks for leave, they have been treated as an indolent. I found many staffs in garments sector, banking sector not taking leave because they might have been decoded as a lazy person or less attentiveness towards the responsibilities.]... SRM 6

She also added that employees are not taking leave because if they do they will be manifested as lazy by the employer organization and taking leave means that the employee is unproductive.

Besides the deficiency of employee rights, the working environment is lacking in professionalism. There is some cultural influence in the work environment for instance social status of employee's individual. There is a belief that is deeply ingrained in Bangladeshi culture that women are meant to be married, especially those who are over thirty. People view unmarried women something less than a normal. Because of **marital status**, women suffer mental health problems in the office environment. In contrast to USA, marriage is a high priority in context of Bangladeshi culture. The interviewee was comparing two cultures and their views towards the unmarried women. This is something that effects psychologically. Inherently Bangladeshi culture to gives marriage is a high priority. The interviewee feels:

[Still I face a lot of difficulties to work with. Working culture is different. Professionalism hardly exists in national NGOs. After joining to BRAC, in a week I had to argue with a co-worker here. The reason was, my colleagues brought me a marriage proposal while I was working in the office. It was out of the imagination. I never faced this kind of issue in USA. Now I could handle this kind of problem. In abroad, there are some manners I really appreciate that...unlike here...].... SRM 7

Some of the respondents were frustrated from being unable to implement their acquired knowledge in the home country. The implications of transferring the knowledge are, because of a number of limitations in the structure. For instance social and political issues often

caused the problem of knowledge transfer. This is why; many highly skilled returnees cannot implement their acquired knowledge completely for the home country's development. Deficiency of bureaucracy level support has been stigmatized while it comes to the point of knowledge sharing. So it has been marked that in order to support the development initiative by highly skilled returnee's, government should perform an important role following the social and political changes of the country.

[...I could not implement my acquired knowledge to the university. Whenever, I wanted to implement it, there were some limitations took place in our structure, political influence, social issue. These issues hold me back to implement for my students. However, I tried to implement.]... SRM 4

In addition, nowadays's **technology** is a vital tool of educational institution. To support his project or his ideas, the first and foremost imperative subject is accumulation of technical devices to shape a project he is interested in. Apparently, financial support by the government must not be left apart from the total ideas for implementing the knowledge. Here the problem is funding or financial constraint of developing an idea for institutional benefits. It's often caused by frustration.

[As I told you before that, the field of specialization I have it right now, computer is common element to start remote sensing and GIS. However, the Geography and Environment department doesn't have enough capacity to implement my idea. Though I strongly believe that we have the best technology than other universities in Bangladesh, yet we have lack of technical support.] ...SRM 4

Following the previous interviewee, another skilled returnee has also shared similar experiences to the previous ones. He encountered the lack of technological support existing in Bangladesh. This area needs to be improved accordingly to the interviewees for this research. The funding institutions put less emphasis on the importance of technology for their organizations, consequently that is affecting the area of employee's **job satisfaction** and quality of work as well. Throughout the interview, the inclusion part of the research is that initiative or willingness in respect to work for the country development by the returnees has often been marginalized due to inadequate support by the concern authority. The employee says:

[There are few similarities you may encounter in private sector as well such as I requested a machine or device, but it takes time to hands in and demand has been gone while I received the stuff. Technologically we are less developed but taking into account that private sectors in Bangladesh are now well developed comparing the public sector. For the job satisfaction in terms of technology, I am getting 70% of them whereas in Saudi Arabia I used to get 80% of them. For the teaching, the equipment I required they supplied. In overall technology is still left behind in

Bangladesh. What I have learnt throughout the migration, if I want to apply those are here most of people assume it would be very costly.] ... SRM 1

The same interviewee has noticed the power relation between levels of bureaucracy and political agenda to empowering an inefficient staff. In the Bangladeshi healthcare sector that proved the corruption of the system. He has given more examples to prove the system error in healthcare sector of Bangladesh. And government should take initiative to give a standard shape for the citizen's benefit.

The interviewee was comparing the healthcare system of Bangladesh to other developed countries whilst he found inadequacy of maintaining the data in regards of individual health concern. In this circumstance, there are some gaps left behind to relocate the necessary information about the patients who have visited the hospital to get a treatment. He found lack of technology support and work culture that doesn't exist any appreciation for good deeds. He says:

[Here in Bangladesh many inexperience staffs are holding a powerful position in the healthcare sector. In abroad, if any patient come to me, my first step was to checking up, later on I refer to next person if I could detect any disease, and had a reward for that..and build up an interaction. But in our country, we don't have that and it has not been developed yet. Saudi Arabian has health card like USA. If he received health support, it would be updated in his profile. They have health profile. In Bangladesh, we have nothing like that, just go to outdoor and get treatment. We have a lot of lacking for example: In Dhaka medical, the filing system is so poor which is why, it is very difficult to read the health record of a patient that had second visit to the similar hospital. In developed countries, they maintain the health card. Nowadays I have noticed little private hospital in Bangladesh also maintaining the health card.]...SRM 1

Alike previous interviewee, some other interviewee has similar feeling or experience working in Bangladesh in terms of updated technology. Employees who are working with technology have a lack of knowledge using it. They are not up to date with the necessities software that they are using on daily basis. In addition, the system is different than developed countries. The interviewee shared her experience that:

[In terms of technology, we are backdated. I never think myself is so advanced in technology but here I am so updated than any other colleague. Most of the colleague more specifically senior colleague doesn't know how to do excel, power point etc.

Apart from the operating software, she found a system error, which she called unprofessional, is:

Believe it or not, my first working day I experienced was, office provides a small slip to an admin person to in cash the salary, which was opened and slip provider knows about everyone's salary. I am not used to with this system. In abroad, nobody discuss about salary, it is so unprofessional.]..... SRM 7

In the cultural context many interviewees are dissatisfied with the many practices they are in place. Because of cultural bindings, it has always been a problem of integrating into Western society. Many people who have been migrated after a certain age have to face some difficulties to integrating in to the society because of having cultural influences in their life style. The differences between Bangladesh and Western countries can be more prominent while interviewee compares them. The existing educational system in Bangladesh disabled the students to be more creative like developed countries students. Although students are just as intelligent as anywhere else, they are less dynamic and have less enthusiasm to motivate themselves. The interviewee stated that:

[If I were brought up abroad and had start education, over there from first grade to last I could have less influence of Bangladeshi culture. In comparison between first worlds, I have noticed that we have less creativity for solving the problem. I found they are intelligent but don't have enthusiasm to create something or building up the career.].. SRM 6

The interviewee also added that we are unable to segregate the cultural norms from the professionalism and its effects on the various steps of life. Cultural norms hold a student back to learn from different things and it reduced the confidence level of a student. At the same time, the academic professionals are not keen to learn, consequently, knowledge turns out to be static. Moreover, students lost their enthusiasm and creativity whilst they are studying in an educational institution. The interviewee's opinion on it is:

[We have some cultural bindings that put a barrier to go against the elderly person regardless professional field. In addition, our education system is framed in a structure. We never argue with the senior to show them up our respect. At the same time, our curriculum system is framed by limitations; for instance, when I was a student I learnt almost 20 formulas of calculus but nobody teach me about the uses of those things. We have never learnt how to measure the odd shape. Consequently, I had to learn it repeatedly over there.]...SRM 6

So, inherently educational system needs to be improved by the Bangladeshi government in order to compete with the global market and also some cultural norms that influenced in the professional and educational sectors that should be eliminated.

Research Question No. 3:

To support the return migrants for knowledge transferring process, what measures Bangladeshi governmental institution should take? What is the indicator of measuring the impact on country development by the skilled return migrant?

6. 5. Possible Initiative by the Government:

The most emphasizing area of the skilled returnees who have been working in a research field is financial constraint. The total funding by the government for the academic institutions is not enough to pursue a research by the researcher and the interviewee believes this is causing factor for skilled emigration. Limited budgets for researches demonstrate that expertise, which even have desired to apply the theoretical knowledge don't have possibility to exploit those due to many implications. Consequently, biological research in the case of Bangladesh would be behind compared to developed world. Moreover, researcher will have less opportunity to transmit the knowledge among student population. To support the research NGOs and governmental institution may play an important role according to the interviewer. The interviewee said:

[Researching here is very limited; we don't have lab support to practice. We have theoretical expertise but the implementation level is poor which is why students are leaving the country.

Funding is an important means of any institution. Funding from the governmental level for our institution is not enough to pursue the research. Annually our department or we received only 3 lacs for the research whereas other developed countries research budget is more than million dollars. I believe only governmental and non-governmental NGOs can be support financially to the institution.]...SRM 2

Unlike previous interviewee, an academic professional from the similar institution made interesting statement in regards to imply the human capital for the country's development in some changes have occurred in the institution because of him. It demonstrates his enthusiasm to give a shape to the institution for the students, of course he acknowledged the difficulties behind making changes but he made it possible. In respect to the research work, he could convince the concerned authorities to meet the basic needs for students. In contrast to previous interviewee, it is clear that governmental institutions in Bangladesh still are outdated in terms of technology, where students are underprivileged to access the online resources for research. Connecting to that research may not be satisfactory because of limited online access. On the other hand, developing countries like Bangladesh has higher budget for the education. The interviewee feels accomplished that:

[I have changed a lot by bringing online journal for the library. To bring all changes I had to face a lot of difficulties. You see, university is receiving a lot of research student each year reviewing thesis and producing research. If you expect best product or work from a student there is no alternative way rather than giving a good technology support to them. You have to give the proper guidance.]... SRM 4

The following interview statements visibly indicate the impact on a country's development by the skilled returnee. The core element of bringing changes to the academic institution is technology. Technology is the significant platform of an academic professionals and students on which a student start the learning process. The respondent could stigmatize the importance

of online access for not only a research student but also general individuals. Technology especially helped the students and teacher to enhance their lessons and research. With the help of technology many students are enhancing their communication globally, subsequently, outmigration through the opportunity becomes a counter part of improving the academic skills. The interviewee said:

[We had very limited manpower and technical support earlier. Now it has been improving day by day. Many students from our department are doing well in abroad and increasing number of student getting opportunities to do PhD in abroad] ...SRM

4

6.7. Measuring the impact on country development:

It is an intangible indicator to measure the impact on the country's development process by the returnee. Nonetheless while an interviewee found herself accomplished by being an active citizen by raising social issues of the country and to raise awareness of it through a social media. It could be considered that it has impacted on the country's social issues and it is ongoing process therefore, it cannot be achieved within a short period of time. So, the return contribution towards the country's development is not only based on specific norms such as economic development, but also on social development and another contemporary phenomenon in the field of migration. The interviewee was pleased to specify her contribution that:

[It's make me accomplish that I am in Bangladesh and working something for the country development. I am a columnist have enjoy writing article focusing on the social issues. After the Ramu incident, I had written an article on it and it was published on the forum page. I tried to be involved with the social issues and bring the awareness among different group of people. So far, my work is all about public utility.]...SRM 6

The respondent urged that her work on raising social issue is all about public awareness. Throughout the respondent's narration, it was indicated that social issues are an important matter in a country's development. Therefore, they need to be changed by supporting different groups of people in order to support the country's development process. The respondent considers her work on social issues as a kind of an achievement.

Another interviewee who had been added the human capital or knowledge by migration has interpreted his achievement in other way round. He believes being a researcher and having specialization on the field of remote sensing, GIS and water logging management. His magnificent work is a six-volume Encyclopedia of Children. According to him, acquired human capital from abroad could be applied for his professional career development.

[I have done the research on remote sensing, GIS and water logging management. At the same time, I wrote many articles on it and some of the articles had been

published. My very popular international publication is a six-volume Encyclopedia of Children from the Greenwood publication in America, which is about the Youth and Children. The Bangladesh part of the Encyclopedia of Children (Asia Australasia) had been written by me.]...SRM 4

The interviewee also added that:

[As my goal is to do something, I am implementing though. I have taken on leave called lean leave, regarding the country development I am working for the youth student from all over the Bangladesh who are studying in a school, college and university. The aim of my current work is to enrich the personal development of the youth student. In the school level, I am working for the youth student.] ... SRM 4

The respondent believes that a few changes has been occurred in the professional field because of him and he is the one who demolished the notion that nurses are subordinate to doctor. Rest of the co-workers including the nurses are now seen as colleague of doctor. The importance of **professional interaction in a work place** often been evaluated by means of productive work, which should be rigorous attitude in a professional field. The respondent has evaluated staff relations in the work place compared to their home country are very different. There are few gaps existing in the organizational culture that needs to be improved in respect to the aim of building up a professional relationship regardless the status of employees. He feels it is sort of achievement while he was a student he could maintain a friendly relationship to the colleagues regardless the position they hold. Proudly, the respondent was sharing his experience that:

[One of my students who work in Hatiya wondered, Sir, how do you maintain a very good relation between nurses and co-workers? Sir you taught me a lot.. The job environment here is different. Comparing the abroad, there is a gap between senior and junior level in the work place. Relation between doctor and nurse, Interaction among the coworkers is poor; seniors are wishing to be respected by the junior. Still it has not been developed here yet. For example: the place where I work (Munno Medical College) the juniors are always scare of asking leave from the senior teachers even if they have urgent matter.]....SRM 1

The existing discrimination among coworkers in Bangladesh is rooted in some classes, which influence the working environment. In the case of Bangladesh, societal culture has influence on the professional field. Professionalism has often been neglected. In addition, due to societal cultural presence in the professional field classification among coworkers has been rooted and social identity has been created based on the classification.

Chapter 7: Conclusion Remark

'We need to go abroad to see the other country and should return home'...SRM 6

This paper focused on the key determinants that are enabling the skilled returnees to return to the home country and their contribution to the development process through human capital investment or transferring the knowledge and reintegration of them upon return to their home country. Reintegration is a common element of this process and it has many components together with the issue of psychological and social adjustment upon their return. However, the research will be focus on how highly skilled returnees of Bangladesh contributing the human capital for the development process and reintegrating to society. For this research the targeted group was highly skilled return migrants more precisely student, healthcare professional and academic professionals. The sampling collection method was skilled migrants' regardless all gender who have minimum five years emigration background and return home permanently (?) in order to contribute the human capital for the development. The survey was conducted in the capital city of Bangladesh in 2015.

The research have been designed around semi-structured open ended interviews of eight highly skilled returnees who had been migrated to United States of America (USA), Saudi Arabia, United Kingdom, and other European countries for the purpose of education or skilled job. The findings evidence indicates that skilled migration especially student migration from Bangladesh is cause the lack of available opportunity to pursue their education in the home country and limited option to go for the higher education. On the other hand, highly professional skilled migration is due to the higher wages offered to skilled professional by the destination country. For this research, in order to meet the objectives methods and methodologies have been applied to support the theoretical approaches. Consequently, the indicating results were adequate to support the objectives. We have seen the motive of migration and return decision differs from one to another. The analysis identifies two types of skilled returnees who had been emigrated either with a **studentship** offer or with a **job offer**. Under the category of student migrant, there are two sub categories of them i) **Student with bilateral scholarship agreement** has job security in the home country and ii) General **student without any agreement** with the home country. Migrant who had been emigrated with a job offer we can refer to them as **skilled professionals**.

The first group of skilled migrants is those who had emigrated with the studentship status and had multiform migration experience. Among the two sub categories, one group holds a bilateral agreement under which they return to the home country upon completion of the study abroad and they have a guaranteed job in the country of origin. Another group who are categorized as general student has no secured job in the country of origin and there is no agreement signed by them to return home country after completion of the education. During the research, it has been found that many of the students who had an open option to become permanent emigrants in the host country have voluntarily returned. This category of student has no secured job in the country of origin but has enough confident to reintegrate into labor

market in the country of origin. On the other hand, **skilled professional** who had been emigrated concerning the wages have returned to home considering children education, family ties and aiming to transferring the knowledge gained abroad. A higher number of immigrants have tendency to return home country after a certain period of time for several reasons. Of course, the return decision has normally been implemented once the goals have been fulfilled. However, some of them have returned to home at early age with the mainly aim of part take in the development process in Bangladesh. Their return decision is not only fixed to *development process* but also involved other factors such as *family ties, children education, looking for the career opportunity, bilateral scholarship agreement, better social life etc.* While a number of literatures focused on the material security of return migrants, the interview evidence identify some intangible issues such as psychological attachment or transnational ties are important for the highly skilled returnees. Almost 35 percent of interviewees' added *family ties* as important motivational aspect of making a return decision. After having a long migration experience, they felt it is their responsibility to take care of the parents, which is very much of a cultural influence and they returned to home country. They have mentioned that their parents are elderly people and sick as well.

The return decision is often connected to the returnee's career prospect in the country of origin. The research identifies that returnee whose major of master's degree was related to development field had intention to build up their career in Bangladesh. Behind the making of this decision was because in a developing country like Bangladesh there is a great opportunity to work in development. They also consider Bangladesh could be basement for a nurturing career in development sector. On the other hand, Bangladesh is a country where a social science graduates can exploit the acquired knowledge for their better career and country development as well. Thus, many skilled returnees have been graduated from the development field return to Bangladesh *in search of career opportunity or looking for a career opportunity*. From the interview evidence it has been found that returnee return decision have often been implemented because of *bilateral scholarship agreement* prior the migration. Each year, many academic professionals from Bangladesh are migrating to developed world with the institutional support for enhancing their knowledge and skills, many of them hardly return to the country of origin but some of them return to the some country in respect to the bilateral agreement. In addition, those of returnee have desired to contribute the acquired knowledge for the country development.

Very few returnees who had been migrated to other than Anglophonic country have return to the home country due to concerns regarding to their *children's education*. According to them, the return decision might have changed if the destination country was an English speaking country. Migration and colonial ties is significantly important of migrants. For the children education, migrants have concern about the evaluation after returning home country if the education is not emphasizing on the English language. The process of migration and the process of return are selective. A selective number of people considered to be migrated and a very few of them return to the home country for many reasons. Return to home country often

seen searching for a ‘right’ opportunity.¹⁷² According to Lucas, from the labor migrant’s perspective economic well being is concerning part for return. Nonetheless, the research evidence suggests that some of the returnees are chasing for the right opportunity while others have different concerns. Apart from the economic factors, returnees often consider several other factors about the places they can make a career foundation relevant to their human capital, so that they could use it for a better investment in future as part of a career. For them economics is less of a priority in making the decision of return.

The dynamic of return decision have no focused only specific concern of financial issue; also have other concerns including the issues of social and psychological attachment with the home country. The interview identifies that some of the highly skilled returnees who had been migrated as general students used to hold a very good job in the destination country after completion of their bachelors degree. Amongst student migrants, few of them returned to the country of origin and access to labor market. The education they gained abroad became a confident tool to access the labor market in the country of origin as well. By this the returnee’s into the professional sector of the country of origin becomes more rapid. So, this suggests that the host country education support the returnee to **reintegration in to professional level**. A higher number of them gave similar statements about the return decision, which is desired for country’s development. However, the interview evidence demonstrates that the diverse background of skilled returnees largely part takes the development process of Bangladesh.

Among them people, especially those of employed in the development and academic sector were more likely to participate in the development process of Bangladesh than those employed in the private sector. The returnees from academic sectors have experienced financial constraint to implement their acquired knowledge for country development more explicitly researching in Bangladesh. Employed working in a public university has raised the constraints of doing research with a limited funding for researchers by the government. Although the home country had recognized their acquired knowledge, due to the limited resources in the academic institutions, they cannot carry on the researches smoothly. While interviewees have been questioned to explain the output of knowledge transfer for the country’s development, none of them could measure the impact of the contribution of their knowledge for the development process of Bangladesh but all of them feel accomplished with their work. In addition, development is an ongoing process and they are working for that. For the contribution to development of Bangladesh, almost 40 percent of skilled returnees explained that they have established firms, educational institution and press publications. The main objectives of taking the initiatives were to promote the education, governance and legal rights of the country citizen, which is part of development process. Knowledge is the key investment tools to run these farms. Despite returnee urged the country development issue but the entrepreneur attitude has also been reflected from that approach of returnee. Building

¹⁷² Lucas, R. E. (2005). *International migration and economic development: Lessons from low-income countries*. Edward Elgar Publishing. Page 249

a social network through the migration experience might also be another possible development agenda. From the research interview it has been indicated by the interviewee that by extending the network or maintaining it student from the interviewee institutions are benefitting from higher education abroad.

With the respect to returnees, human capital from abroad is highly demanding. The research identifies that as a result of having human capital from abroad and getting recognition of them returnee could articulate their knowledge in to the practical field. More specifically, returnees with a diploma from a development field of study have chosen the career field in Bangladesh because they believe that Bangladesh is a right place to build up a career in development sector. The analysis identifies a number of challenges experienced by the skilled returnees while they are reintegrating into the abundant society. None of them have grievances about the abundant society because all of them have preconceived idea of possible challenges upon their return. Considering all these possible challenges returnees finalized the return and readjusted to the society.

Limitations and Challenges:

During the research, I encountered some challenges of collecting the data from the field. The country political instability was another challenges, which influenced negatively on the research.

- a) During the fieldwork in Bangladesh (27 January 2015 to 17 March 2015), there was an ongoing political unrest. The political groups had burned out many vehicles with the passengers, a number of civilian killed by them and physical movement was risky enough because of that.
- b) Although physical movement was dangerous because of political unrest, but I had to travel to the respondent's offices and residences to collect the interview data by putting my life into risk.
- c) The interview schedules had been scheduled respecting the interviewee's convenient time. It happens that the interview time had to change and rescheduled them several times because of their problem.
- d) Traveling to outside the Dhaka was restricted because of the political unrest and fieldwork was undertaking in Bangladesh. As a result, I could not meet many skilled returnees from health care sector in Bangladesh.
- e) Accessing government and non-government NGOs to collect the quantitative data was one of the challenging parts of this research. They don't have statistical data on specific group of highly skilled return migrants in Bangladesh.
- f) Inadequacy of statistical data on the research topic also crucial challenges of the research to illustrate the quantitative figure for better understanding.

Recommendation:

The topic of highly skilled return migration could be research further because so far very small number of research have been done on this group of people in context of Bangladesh. There are some recommendations are:

1. The governmental and non-governmental institution should take initiative to maintain the data of highly skilled return migrants in Bangladesh. It is important to keep the record of skilled returnees because an increasing number of highly skilled migrants return to Bangladesh after completion of the education. A majority of them contribute the country development by transferring their knowledge.
2. Many of NGOs founder in Bangladesh have skilled migration background. For instance, most renowned NGO (Brac international, Grameen Bank) founders in Bangladesh have skilled migration background. They have created a number of jobs for the country citizen, and their return have impact on country development somehow. Their contribution should be highlighted to understand the country development process.

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