Skill Recognition of Overseas Migrants in Australia and Scope for Bangladesh Government: A Policy Analysis to Explore Australian Labor Market

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Abstract

This paper focuses on the Australian governments' skill recognition policy of migrants coming from overseas. In this policy domain, the stakeholders' position and what policy instruments are required to fully utilize migrants' skills and previous professional knowledge have been concentrated. The study also illustrates how the Bangladesh government can explore the Australian labor market and match the global standard of the skillset of potential migrants. Recognizing skills and professional knowledge of overseas people is essential to make a vibrant Australian community, and addressing the skill shortage problem in the post-pandemic era would be the most challenging task of the Australian government. Therefore, it opens the windows of opportunity for other developing countries like Bangladesh to explore the Australian labor market as it could be the new source of foreign currency. This research paper is developed through in-depth interviews and secondary sources including government documents, books, journals, literature, and reports. From Bangladesh's perspective, the socio-economic significance of this research is immense as the research demonstrates a potential new source of employment which is key to make a stable society and will be a useful guideline for different stakeholders, especially those involved in decision-making.

Key Words: Skilled Migration, Skill Recognition Policy, Australia, Bangladesh, Labor Market, Covid-19.

Introduction

Employment is an integral part of migrant's settlement as it fosters economic security and enables a positive sense of belonging in the new host country (Cebulla and Tan,2019). However, many skilled and professional experienced migrants finding themselves trapped in doing such jobs where they cannot fully utilize their skills and professional abilities (Barraket, 2007). Barriers like racism and discrimination, English proficiency, ineffective government policy, and a rigid system of skill recognition grasp newly arrived migrants from experiencing preferable employment. Both refugees and skilled migrants contribute immensely to the Australian economy as they key to unlock the skill shortage problems (Seet, and Jones, 2021). Although travel restrictions due to the recent pandemic have brought skilled migration programs to a standstill, but the Australian government is seriously considering overhauling the migration program in favor of skilled workers who would bring massive economic benefits to Australia (Coates, 2021).

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In this paper, firstly made an attempt to address the problem of skill recognition in terms of overseas migration employment and design a policy regarding this issue. The purpose of the policy is to recognize the skill and professional experience of newly arrived migrants and find the quickest way possible to be employed where they can utilize their previous skills, knowledge, and professional abilities. A significant part of this paper will also discuss proper criteria to evaluate if the proposed policy to implement in full motion. Moreover, the views of stakeholders, policy makers' constraints to design an appropriate policy regarding the skill recognition issue, and probable problems before implementation will be discussed briefly. In other words, how their overseas knowledge and skill could be fully utilized to make a vibrant Australian economy is also the aim of the paper. On the other hand, due to the lack of employment opportunities in Bangladesh, the people of Bangladesh consider migration as a lucrative and safe livelihood source (Siddiqui, 2003). from the Bangladesh government's point of view, it is an opportunity as well because this brings scope for the Bangladesh government to expand its labor market to Australia. Although this paper focuses on skills recognition of overseas migrants, a detailed analysis would give us an idea of the nature of the Australian job market, what scopes and the opportunity it provides for the migrants, and how the Bangladesh government could capitalize the labor market in the current circumstance.

Methodology

This research is an analytical one and therefore, it is analyzed through using secondary data from a wide range of sources like research articles, books, review articles, and NGO reports. In addition, some grey literature sources like newspaper articles, government documents, and reports are also used with a view to analyzing current and unique data. Because those several government documents, journal papers, research articles help to develop a concrete web of meaning through analyzing secondary data. In addition interviews of top Bangladesh government officials, representatives of NGOs, representatives of migrant workers' associations, and private recruiting agencies' officials are taken to unveil the concrete insight of Bangladesh government's skilled migrants' policy and how Bangladesh is planning to fill the void of the existing policy. In-depth interviews provide a vivid picture of a situation and allow stakeholders to share their thoughts and offer some useful insights. Therefore, for this research 15 in-depth interviews of different stakeholders who are closely involved in policymaking were taken. However, due to the ongoing pandemic, those interviews had to take through over the phone or email communication. Those communications were lasted 10-15 minutes depending on their answers.

Economic and Social Impacts of Skilled Migrants to Australia

Employing newly arrived migrants and utilizing their previous skills and experience is crucial as it can contribute immensely to the Australian economies. A report (2018) from Deloitte and Adult Multicultural Education Services (AMES) Australia illustrates that better use of experience and skill of migrants in Queensland could contribute a massive

$250 million to the regional economy over a decade. This indicates that there is an opportunity for the Australian government to utilize newly arrived migrants as human capital and maximizing the benefits. Australia's skilled migrant intake program has been contributing immensely to the structural transition of Australia's economy, productivity, and labor market outcomes (Wright et al. 2016). As per the current trends, by the end of 2050 migrants will have contributed a staggering 1.6 trillion to Australia's GDP. There is a chance that without skilled migrants, the population of Australia would stagnate which would affect the economy severely (Sherrell, 2015). It is unfortunate, when considering the skilled migration program through the lens of cost and benefit, policymakers often miscalculate the whole situation, but skilled migrants have plenty of things to offer to the Australian economy and society (Tani, 2017).

When a person is given chance to utilize his skill, he would show less frequent job dissatisfaction than those who are victimized by skill underutilization. Job dissatisfaction can always be a small factor but impacts a big magnitude on the social and even physical and mental health of a newly arrived migrant (Wright et al. 2016). Here, mental health is as important as physical in terms of impacting the social lives of a person. Factors influencing the social life of a new migrant include job satisfaction which plays a big role as well as effect unemployed newly arrived family members. Workers suffer from skill underutilization tend to score low in mental health scale due to various reason such as job dissatisfaction, lower salary due to not recognizing previous experience, low self-esteem and many more. A family falls victim to skill underutilization and inadequate employment also affects parenting. Reduced income and negligence in nurturing behaviors result in a risk of lower educational accomplishment of the future generation which makes the family stuck in the same social class forever (O'Dwyer and Mulder, 2015). In the matter of settlement in a new country, the sense of belonging is a very important factor for a new migrant family. But working long hours on lower wages devalues their previous higher education qualification and skill which hardens their adjustment circumstances, creates instability and frustration which affect the social and personal life of the migrant in various ways. In many instances, they find the expectation of migrating and settling with a job in their expert areas very misaligning with the challenges in the job market of the host country (Wanigathunga, 2018).

Policy Analysis: Skill Recognition of Overseas Migrants in Australia
There are several entities and organizations currently accountable for recognizing the skills of overseas migrants. Responsible organizations mainly categorize the overseas skills into health profession, non-health related professions, and generalist occupations. The detailed analysis of the skill recognition policy of overseas migrants in Australia would uncover the clear image of the newly arrived migrants' resettlement process, the nature of the Australian labor market, and potential problems of policy implementation.

Problem Definition of Skill Underutilization
The migrants suffer from various problems and discriminations within the course of settlement in the host country and skill underutilization are one of the critical problems

among many which undermine their previous experiences and skill (Weller, 2017). The host countries' work credentials often are so rigid towards overseas migrants that their previous skills or education has no value in the new place and causes new distresses for them to be settled in the unknown and unwanted workforce (Deloitte, 2018). The underappreciation of experience and skills of the migrant's community first needs to be recognized to define skill underutilization. The concept of skill underutilization describes such circumstances in which the newly arrived workers do not get the chance of using their previous work experiences or skills or knowledge from their past education. Often the host country's work credentials bar many migrants to utilize their skills or post-graduate degrees obtained overseas. As a result, the migrants are bound to work in a lower-skilled job arena which affects their economic, mental, and social life (Shirmohammadi *et al*. 2019). However, there are potential net economic and social benefits are lying in many aspects which can be achieved by fitting these skilled experienced migrant workers in their expert areas in term of employment.

Figure 1: Top 10 job Barriers fo (Reasons nominated by 1333 newly arrived M their difficulties in finding work matching
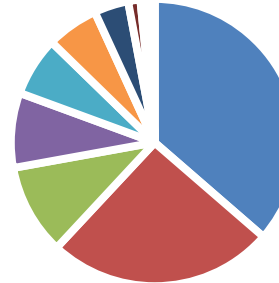
Source: Adapted From - Cebulla, A. and Tan, G., 2019. Skilled migration to South Australia 2010-2014: profile and employment outcomes of recent permanent and temporary migrants.

A survey of more than 1700 skilled migrants took place in the research suggests that (Figure-1), almost 53% felt they were failing to utilize their skill and other abilities. Even worse, more than 15% confirmed they were unemployed at the time of the survey (Cebulla and Tan, 2019). Many skilled programs are not providing potential outcomes as there are significant disparities between the expectations of newly arrived migrants and the reality of the job market. Now, this survey about skilled migrants shows how difficult it is for the refugees in a new country to settle with a preferred job in their habituated work area to utilize their skills and expertise. The circumstances in which the migrants leave their countries are very unfavorable to bring a skill certificate to their newly arrive country. Even if they manage to bring necessary documents to prove their professional qualifications is still hard to convince various Australian employers. Though the

Australian authority leaves some options like study or training, but those opportunities are too expensive and only accessible in the cities (Tian *et al*. 2018). Newly arrived migrants even need to take a reskilling program which is sometimes different from their primary field of experience. Skill underutilization greatly affects the economy and social aspects in many ways and the cost is more vivid than the regular eyes can see it. According to Weller (2017), overseas migrants are motivated to work hard and serve for a longer period. Also, the years of work experience they gain from home countries help employers earn more. As a multicultural nation and having employees from different cultures, Australia provides a competitive business advantage. Therefore, they can attract other customers from different communities which is profitable.

Stakeholder's Position

Successful settlement is defined by some parameters such as participating in the labor market as well as developing a sense of belonging within the community or a feeling that life is back to normal (Boese, 2015). However, many skilled and professional experienced migrants see them stuck in doing such jobs where they cannot fully utilize their skills and professional abilities (Barraket, 2007). Several Australian governments funded settlement service organizations work to support the process of adjustment to life in a new country. In this process, other stakeholders like public servants, employers, newly arrived migrants, and taxpayers influence to different degrees as well. Though not all the stakeholders have the same view regarding the skill matching of the migrants in the settlement process.

Australia has always been carrying the world's largest skilled migration program and provides a wide range of facilities like economic stability, social security, better education, and overall good quality of life which attract skilled migrant applicants (Settlement Council of Australia, 2019). The Australian government provides significant supports to migrants to settle successfully in society through various services. Therefore, the settlement service organizations have a greater influence on their settlement. As a part of two-tier settlement support, an initial set of services is delivered on arrival through several mainstream services provided by governments and community organizations to pass the immediate settlement period which is considered as an orientation to Australian society. After the initial program, the second set of services are provided to help migrants to become self-reliant and participate actively in Australian society (Boese, 2015). These government-funded settlement service organizations not only provide migrants to find long-term housing, property induction but also help them to find work by their skills (SCoA, 2019). For example, Adult Multicultural Education Services (AMES) formed a connection between the employer and the community to employ them in the labor market. However, migrants feel that the limited time frame for government-funded settlement services should be extended (Rajendran *et al.* 2020).

Australia gives utmost importance to the migrant policy as the current policy receives support from the major political parties (Seet, and Jones, 2021). However, several contextual factors can affect the settlement process. For example, during 2013, the

elected conservative Liberal party declared 'stooping the boats' based on its economic austerity agenda (Davidson, 2019). Hence, it created consternation among several stakeholders. In addition to that, public servants execute the government policy; therefore, their ideas and beliefs can be magnified by in which context they are formulating and executing the policy (Howlett, 2011). A bureaucratic rearranging can fragment settlement portfolio across different public departments, hence, create further interruption.

From the migrants' point of view, they believe in most of the cases they cannot utilize the skill and work experience they earned from their home countries. Skill underappreciation often leads them to tangible and intangible costs in proficiency and settlement issues. Failing to recognize the skill leads them to reskill to a field different from their prior working experience. On the other hand, employers play as host and cultural ambassadors and want a new labor source to assist the development of their business (Boese, 2015). Therefore, employing a skilled migrant is considered an opportunity that can contribute to developing local business as well as the Australian economy. Though the Settlement Council of Australia (SCoA, 2019) has suggested that migrants settlement services in Australia face a constrain in balancing the interests of several sectors but there is no denying that, Australian economy needs a new workforce, and migrants want their skills to be recognized. This is supposed to be a win-win situation. However, different contexts and interests of different actors can affect the settlement process and bring different outcomes.

Policy Instruments

Policy instruments are considered as one of the most vital components in policy design where a policymaker can pick appropriate instruments according to the policy problem from a wide range of options. Professor Howlett (2018) argued that policy instruments have a huge impact on policy development by altering both political and policy behavior and at the same time selecting appropriate instruments to ensure delivery of services and goods to the public. Australian Public Service Commission (APSC) has classified five types of policy instruments hence, policymakers can choose the most effective, equitable, and acceptable policy instruments to both community and the government. According to the APSC those five categories are 'direct government regulations' - laws and regulations which draw directly from the government, 'self-regulation, quasi-regulation and co-regulation – rules and codes of conduct which can be magnified by government-industry cooperation or government involvement, 'voluntarism'- it refers a policy instrument which depends on the responsibilities from an industry to act in a specific manner, 'education and information'- the range of education and information-based instruments are broad and can be done through several means like training, campaigns, product certification, and award schemes, and finally 'economic'- provided incentives can be negative or positive and it depends in which context the instruments are used.

From a policymaker's point of view, it is vital to consider the factors like public opinions, socio-economic system, political culture, and the existing systems of the government

institutions. Because while designing the policy it is necessary to understand in which context the policymaker is taking the decision and at the same time policymaker needs to look beyond the traditional system despite the availability of regulatory and non-regulatory policy instruments as it helps to deliver better services and goods to the public (APSC, 2009). However, considering policy tools is consistently constrained by the existing array of government interventions hence, the information related to skilled migrant settlement can be extremely difficult to gather on regular basis (Marsh and McConnell, 2010). This barrier can be overcome by a good working relationship with other Australian government agencies (APSC, 2009). Professor Howlett (2011) argued that a better delivery can be incorporated through a perfect mix of the substantive instrument and procedural instrument as each category has something valuable to contribute to responding effectively to a particular issue. These two instruments can design a successful policy as irrespective of the origins of goods and services their quality, quantity, cost, and price can be affected by the substantive instruments, and on the other hand procedural instruments affect goods and services formed by the government and focused on changing policymaking process to define and proper implementation of policy goals (Howlett, 2011). In addition, the focus should be given to the wider aspect like an improvement as it is directly connected to the delivery of goods and at the same time it determines the success or effectiveness of the policy relying on the interests of the policymaker as well as the receiver of the services.

When it comes to formulating a successful migrant and refugee settlement policy (Including skill matching) Shergold (2019) urges to bring collaboration between procedural and substantive instruments to overcome barriers like language, funding sources for entrepreneurship, and valuing previous experience. In addition, there should be greater collaboration between government and non-government sectors to provide better service delivery. Both independent and sponsored migrants should be aware of their rights to come under the campaigns the government has started for them which needs education and information instruments like training, product certifications and various award schemes (Wright *et al.* 2016). David Collins (2016) executive director of training, NSW agrees that greater collaboration between private and government sectors is vital to successful migrants' settlement where skill matching and providing a favorable working environment is not possible without policy instruments like awards or grants.

Potential Delivery Issues and Evaluation of the Policy

Service delivery is incorporated with greater overall government accountability, communication with associate organizations, and transparency in public services (Young, 2013). However, this is hard to ensure as legislature often influences executive branch in decision making. On the other hand, bureaucrats want their proposals to become law even if the proposals contradict the public demand (Marsh and McConnell, 2010). Another constraint may arise while delivering services and goods if the stakeholders' engagement remains minimum. This is an important issue to address as greater stakeholder engagement and consultation can help to find out how government interventions are

affecting the relevant sectors which are involved in service delivery (APSC, 2009). A multi-level collaboration approach is needed to avoid unnecessary interactions of the government agencies and potential delivery issues. However, these forms of policy mixes can become too complex but quasi-governmental policy tools can overcome such problems by establishing partnership working groups (Shergold, 2019). This process involves key actors from the government, non-government, community, and private sectors to introduce migrant employment programs that help them to enter the labor market, utilize their previous skills, and even become entrepreneurs (Collins, 2016).

To focus on positive state-society relations and greater actor engagement there is a trend to install policy mixes that incorporate both substantive and procedural instruments (Howlett, 2011). In addition, this acknowledges migrants as human capital and allows them to contribute per their skills. This is needed to overcome political influence as it can shape policy delivery and maintenance (Marsh and McConnell, 2010). This can be described from the democratic point of view, greater participation is vital to address the policy problem and avoid potential delivery issues (Collins, 2016). At the same time, from a policymaker's point of view, it is hard to formulate a concrete policy design that successfully addresses the skill recognition problem and at the same time reduces delivery issues. Even though Peter Shergold (2018) stated that such a problem can be avoided by installing a collaborative approach. But failing to recognize the perfect blend can lead to mismanagement at the implementation level and different goals of different actors can lead the policy outcomes in different directions.

Evaluation is a vital component in the policy-making process as it helps to identify the policy gap (Howlett, 2018). Now when it comes to skill recognition, newly arrived migrants often complained that their overseas qualifications and skill are not valued. Therefore, it hampers their successful settlement and the process of belonging in society. From a policymaker point of view the following areas need to be focused to address the problem:

- ➢ Needs to expand the authorization processes.
- ➢ Governments' skill development programs like study and re-training should be cost-friendly and easy to access both in Urban and regional areas.
- ➢ Review the skilled migrant employment policy of other developed countries and find the policy gap of Australian skilled migrant employment policy.
- ➢ Develop sound communication between employment agencies and accreditation bodies. (Shergold, 2018; Deloitte, 2018; SCoA, 2019)

From the migrants' point of view in Australia, the evaluation process is an opportunity to develop leadership commitment and individual receptiveness as well as actively participate in the decision-making process (Maloney, 2017). For example, Career Pathways Pilot Program has provided such a platform where migrants can express their opinion regarding the services they get from the program (Deloitte, 2018). Such participation increases migrants' involvement in the decision-making process and at the same time government could use the feedback to spot the policy void. Successful

migrant's settlement requires securing employment as soon as possible, hence developing sound communication between employment agencies and accreditation bodies is vital (Shergold, 2018). At the same time, developing mutual trust and work under a common purpose is important to achieve the goal of successful migrants' settlement. From the pilot project experience, migrants want the project to run for a longer time (Deloitte, 2018). However, from the settlement service organization's point of view, it is very difficult to run the project for the longer period. Therefore, an alternative pilot program that would help refugees to reskill and involve in the labor market in accordance with their previous experience needs to be run. Peter Shergold (2018) urges that the culture of collaboration must be embedded into different agencies' structures to provide a positive outcome and secure its longevity. This process needs to be transparent, though biased information flow can disrupt the communication as different types of migrants in Australia often expressed their concern about the role of media. For example, During the 2013 federal election, the role of media was questionable as they represented refugees as a threat to national security (Lippi *et al*. 2017). Such biased representation of the migrants and humanitarian entrants turns their opinions into distorted messages to the government. As a result, it fluctuates public insights towards migrants and obstructs the development of migrant's sense of belonging to the new community (Griffith, 2019). Australians have mixed opinions regarding migrant's settlement as a result of the 2017 Lowy Institute poll suggests that almost half (48%) of 1200 Australian participants expressed their strong concern about migrants' settlement in Australia (Davidson, 2019). Such opinion related to the migrants shown by the Australian is due to never-ending terrorist concern around the world. As a society Australians seem to be inclined to ponder taking migrants as a sacrifice. In that case, media has a huge role to play as public opinion can be magnified by different kinds of media. A positive perception of different migrants helps to develop their sense of belonging. Therefore, embedded in a network creates social capital and ensures safety in an uncertain environment as well as quicken participation in the labor market (Cebulla and Tan, 2019). Professor Shergold (2018) argued the government needs to install end-to-end approaches to coordinate services better. Because, both community organizations and industries expressed their dissatisfaction about migrant support programs as those programs are often labeled as disjointed due to a lack of information (Tudge, 2020). Therefore, greater coordination amongst stakeholders through a transparent flow of information is needed to address the issue. Improving the accountability of the concerned agencies and organizations will ensure the flow of authentic information. In turn, forming a centralized knowledge hub based on this information will help government agencies to formulate and provide better services (Deloitte, 2018).

Scope for the Bangladesh Government

Bangladesh is the eighth-most populous country in the world and almost 62 percent population lies in the age group of 16 to 49 years. However, the Bangladesh government is struggling to accommodate such a huge workforce which is exposing a problematic social environment. As a result, high rates of unemployment, poverty, underemployment,

and land scarcity have become common issues in Bangladesh (Barkat and Ahmed, 2014). It is forcing a good number of Bangladeshi people to search for jobs overseas. In Bangladesh's perspective, migration is considered one of the important livelihood strategies for the people as the population of Bangladesh has risen to such an extent, where securing a means of living is no longer guaranteed. Choice of destinations, employment in the host country, benefits, and risks all depend on both the socio-economic and educational capacity of the migrant (Siddiqui, 2003). Nevertheless, it has created a window of opportunity for the Bangladesh government to explore the overseas job market which could solve the unemployment problem at large. In addition to that, the demand for cheaper and skilled workers in host countries has also provided a scope for the Bangladesh government to promote better policy intervention and work towards the expansion of vocational education and skill training. In that case, the government's intervention should start from finding Bangladeshi workers' employment tendencies in overseas job markets. This will provide the initial settings to coordinate between the labor market and human resource planning which is unfortunately not functioning at all in Bangladesh (Barkat and Ahmed, 2014).

A survey which is conducted by the Bangladesh Bureau of Statistics (BBS) illustrates that in the last decade among approximately 54,084,000 individuals, only 12.5% were able to involve in formal employment, and on the other hand, the rest of the workers were in the informal sectors (Barkat and Ahmed, 2014). It indicates that a significant number of workers are somehow forced to involve in the informal sector where they have limited opportunities to utilize their previous skills and knowledge. Above all English language proficiency still holds a key to employment overseas. A common assumption is if workers/migrants want to enjoy a successful settlement and ensure socio-economic wellbeing in the host society English language proficiency is a must (Roshid and Chowdhury, 2013). Research suggests English speaking ability is so important that not knowing it may lead to job loss. Apart from the language proficiency proper employment success depends on some other elements like profession-specific skills and workers' characteristics, attributes, and adaptability.

The Australian government is positive about having employees from different cultures as it ensures a competitive business environment and at the same time peoples from different communities help to make a vibrant Australian community. Because migration has always been considered as a quick solution for skill shortage to the Australian government. However, recently the process has been hampered by the ongoing pandemic as Australian prime minister Scott Morrison has indicated that lifting the skilled migration process would be the biggest challenge in the post-pandemic era. In addition to that, The Committee for Economic Development of Australia (CEDA) has also urged to increase the number of skilled migrants to tackle the situation (Seet, and Jones, 2021). Recently, the Australian government has announced that Australia would employ a good number of workers from Bangladesh in the horticulture sector through TSS (Temporary Skill Shortage) visa, ENS (Employee Nomination Scheme) visa, and SESR (Skilled Employer-Sponsored Regional) visa programs.

It identifies that the Bangladesh government has room for policy interventions to foster more opportunities for workers to migrate to Australia which could be a great source of foreign currency. The Bangladeshi migrant track records in Australia also provides a promising scenario. A report from The Department of Immigration and Citizenship of Australia (DIAC) has suggested that during the last decade Bangladesh was one of the top ten source countries of skill migration. With the average growth rate of Bangladeshi people lives in Australia hit almost 19% per annum since the 1990s, hence, Bangladeshi community growing faster than expected in Australia (Chowdhury and Hamid, 2016). Now Bangladesh government needs to focus on the in-demand job for skilled migration in Australia and develop the local labor force according to the demand. A recent study suggests that nursing, plumbers, electricians, chefs, bricklayers, and stonemasons are amongst in-demand jobs in Australia in which Bangladesh can easily provide skilled workers through proper training (Witham, 2020). However, the training government agencies and other institutions provide to the potential migrant workers especially in the middle east countries are not recognized by the overseas countries. Therefore, the Bangladesh government needs to maintain a global standard of skillset through proper training which could match the standard of the Australian labor market. In addition to that, the Bangladesh government requires to uphold the diplomatic efforts and convince the Australian government to run partnership training programs which would make it easier to access the Australian labor market.

Key Challenges and Possibilities

Bangladesh's government is missing the opportunity of exploring the Australian job market by not collaborating between procedural and substantive tools. For example, the higher proportion of less-skilled workers are the reason why the remittance flow is low in Bangladesh. This could be solved through expanding technical and vocational education. However, enrollment in those institutions is only 1.8% of the total number of students in Bangladesh (Barkat and Ahmed, 2014). It shows Bangladesh government is not emphasizing generating human resources by expanding vocational and technical education. In addition to that, lack of coordination is evident in several government organizations, hence the standard of measuring the skills of the workers loses its acceptance abroad (Bint Shafiq, 2017). Even a few senior government officials from the ministry of expatriates' welfare and overseas employment, the government of the people's republic of Bangladesh have agreed to the abovementioned statement. One of them who wished to remain anonymous stated that,

> *It is hard to collaborate different decisions from different departments and turn it into a core policy. Because decisions of the different departments become policy only after crossing different layers. Hence, the taken policy often loses acceptance due to time constraints. (Personal communication, 29 September 2021).*

For example, the Bangladesh Technical Education Board (BTEB) is then responsible for assuring the quality of training institutions like the Technical and Vocational Education

and Training (TVET). However, such training institutions have their own set of standards which indicates there is a lack of coordination between government and informal institutions (Barkat and Ahmed, 2014). Despite having several types of training courses in TVET to meet the need-based employment skills, migrants often do not get desirable recognition value overseas. Different actors from different levels provide vocational and technical training to promote skill development. However, the curriculums, the certifications, and the standard they maintain vary from one actor to another. This implies apart from the coordination problem, there is a lack of policy implementation strategy and inadequate infrastructure in policy delivery planning in both urban and regional areas in Bangladesh (Bint Shafiq, 2017). Therefore, it raises supplementary difficulties like duplication of coursework and discrepancy between the demands of employment and potential migrants being taught in vocational and training institutions. Bangladesh government needs to upgrade the certified skills development program to match the global standard as most migrants who leave the country do not have the necessary skills and training. Without matching the host nation's standard of skills certification migrants are forced to slot into positions with fewer responsibilities and salaries. On the other hand, countries like Sri Lanka, the Philippines, and India have set their bar on par with host nations hence migrant workers from these countries can negotiate salaries and other facilities due to their skills being recognized (Ahmed and Omar, 2018).

Another key stakeholder Refugee and Migratory Movement Research Unit (RMMRU) recommends, the government should upgrade the skilled facility to match the global standard. A spokesperson from RMMRU has stated that,

> *We provide the current data and evidence to the government on matching global skills and how skilled migrants can negotiate better and earn a lot more than those who do not have the necessary skills. However, we tend to believe that the government is not prompt in taking decisions and falls behind in the global competition of holding the labor market. (Personal communication, 15 October 2021).*

Bangladesh's National Development Policy focuses on developing training facilities, provide a standard framework for assessments and certification which would be recognized in the host nation. However, to achieve that and explore the Australian job market Bangladesh government needs to coordinate between policy and service delivery as it is essential to maintain the global standard of skills and other technical abilities. Usually, a third party maintains the linkage between sending countries and receiving countries which creates miscommunication between both ends. However, installing a digital platform for linking major stakeholders would bring transparency in the recruitment process, and at the same time sending countries would get a clear idea about growing demands for labor in host countries (Ahmed and Omar, 2018). A host country like Australia needs migrants with the right skills with a view to making a vibrant socio-economic condition (Campbell *et al.* 2019). Hence, it promotes the scopes for the Bangladesh government for collaboration and cooperation among major stakeholders like the government, manpower agencies, and foreign labor industries. Direct and transparent communication would provide a clear idea about the current labor market and the

demands of the host nation which in the end would help the Bangladesh government to formulate proper policy and work on the existing policy drawbacks.

Conclusion

Host countries need to understand the importance of the social and economic inclusion of the migrants because those newly arrived can offer a range of professional skills, education, and human capital which is vital to make a culturally vibrant Australian Society and a strong economy. A country like Australia needs to realize the possibility of gaining brain and money in the long run by skill recognition while settling the humanitarian entrants and migrants. However, Australia facing challenges to keep a balance between the Government and other organizations while upholding the dignity of overseas migrants. From the Australian governments' side, a solid policy needs to be formulated to recognize the migrants' skills and professional experiences. On the other hand, Bangladesh's policymakers need to collaborate their policy with other stakeholders to keep the pace of the global labor market and expand more markets to solve the internal employment problem. However, not being able to collaborate all taken decisions from different departments and make it a core one is what failing the Bangladesh government to take full advantage of exploring the Australian labor market. Prompt decision-making in all layers and collaborating with them should solve the problem.

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