

Assessment of Aspirations of the Return Migrant Workers of Sri Lanka from, 2018 to 2023.



Department of Manpower and Employment
Labour Market Information and Research Unit

Research Title:

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Introduction

Annually 300,000¹ Sri Lankan migrants depart to foreign countries in order to obtain foreign employment. Our country's GDP is highly depend on the remittance of the foreign employment and it plays vital role in balance of payment settlement. The long term average of the approximate remittance received from foreign employment sector is 6 billion US\$. per annum². Main conventional migrant destinations are Middle East countries and Korea and Japan destination were established later. In present context Israel and Rumanian employment opportunities are opened for Sri Lankan migrant workers also.

In this migrant employment context skilled migration, skill accreditation, reskilling and up skilling and remigration, investment of acquired capital in Sri Lanka for employment generation, use of acquired skills in foreign countries to Sri Lankan context, aspirations after the returning to the country on their future decisions, job satisfaction levels in foreign assignments were planned to be assessed through this survey. This was conducted as a pilot survey covering four major districts of Kurunegala, Puttalam, Rathnapura and Hambanthota.

2. Objectives

2.1 Identification of the general characteristics of the Return migrants form 2018 to 2023 in selected districts in Sri Lanka. Having special emphasis on aspiration.

2.2 Identification of sustainable socio- economic approach in order to empower this community to achieve upgraded living standard on a sustainable manner.

2.3 Assessment of skilled migration, skills gained form out side dynamics

¹ Statistics, Sri Lanka Bureau of Foreign Employment 2022

² Central Bank Annual Reports (2017-2022)

3. Methodology

The snowball method of sampling was utilized because the unavailability of comprehensive data base on return migrants overtime .Even though migrants are registered on departure, returns may not registered in return comprehensively, Specially those who found foreign employments in informal manner may not register in both departure and return.

4. Results and Discussion

4.1 Nature of Employment and Skills

Initially general characteristics of returning migrants were analyzed. All respondents were categorized based on employment and skill status. Professional, skilled, unskilled, student and other categories were used as possible employment type classifications. Category of other is used for observations which were poorly defined by the respondents and that accounts for 6.9% of total responses in the survey. In the professional category 8.7% return migrants were observed and in the skilled category 35.9 % migrants were observed. The Unskilled category comprised 47.8 % individuals as return migrants and this is the highest employment and skill type category which was observed in this analysis. Students reported the lowest percentage 0.44% in this survey and that was the minimum value observed category.

Considering 2018 - 2023 time period of return migrant and migrant patterns, this provides evidence that there were higher degrees of unskilled migration, moderate level of skilled migration and comparatively low level of professional migration had occurred in selected districts since 2018. Prevalence of other categories may provide evidence on informal means of migration where they are unable to explain the purpose and the skill category. Return migrants as students were also found and it was at a negligible level.

To manipulate this unfavorable dynamics of unskilled prominence migration into higher skill and professional based migration, Sri Lanka have to invest on education and vocational education in short term, medium term and long term perspective in planned manner based on critical labour market information and future forecast in the global migrant employment market with destination sensitivity.

4.2 District Representation, Gender and Sampling Summary

The snowball method of sampling was utilized because of the unavailability of continuously updated comprehensive databases on returning migrants over time. Even though migrants are registered on departure, returns may not register in return comprehensively; specially those who found foreign employment in an informal manner may not register at both departure and return. The table 1.1.4 provides the summary details with gender.

@114District * @119Gender Crosstabulation

			@119Gender		Total
			Female	Male	
District	Hambanthota	Count	41	66	107
		% within the District	38.3%	61.7%	100.0%
	Kurunegala	Count	144	64	208
		% within the District	69.2%	30.8%	100.0%
	Puttlam	Count	31	15	46
		% within the District	67.4%	32.6%	100.0%
	Rathnapura	Count	49	35	84
		% within the District	58.3%	41.7%	100.0%
	Total	Count	265	180	445
		% within all the District	59.6%	40.4%	100.0%

The highest numbers of observations were derived from the Kurunegala district. In gender segregation analysis female representation is higher and it is 59.6% and male representation was 40.4%. Female dominance is highlighted in last five years of return records. District basis gender representation is also presented in the above table. Female dominance is connected with social roles and responsibilities also, which have to be compromised with economic demands.

4.2.1 Age

Age structure counts for different selected age categories were compiled. For the category of age 36-45 majority of respondents were included and it is 48.3% from the total observations. As a Second majority 26-35 age category indicated 23.4% respondents and 20.1% lowest percentage indicated in the age category of 46-55 also. When we consider the 26- 55 range of age 93.7% return migrants were included and when we consider 26-45 category 71.7% return migrants were included in.

With age categories individuals social roles and responsibilities, economic roles and responsibilities are correlated and therefore aspiration vary accordingly. Above analysis is more or less quantitative in nature and but it is highly complex when analyzing age dependent employment decisions with socio- economic dynamics and responsibilities.

In further analysis gender, civil status, savings, family structure and role as family member, remigration needs and aspirations, economic stability, investment and business startups initiatives, education and social activities of children also have to be considered comprehensively.

4.2.2 Civil statuses

It has found that 88.1% persons were married and only 9.7% were unmarried. Social roles, responsibilities, sibling's activity and care, education and consumption expenditure also have to be considered in assessing investment, remigration, finding employment in Sri Lanka like economic options. This comes under socio-economic dynamics in return migrants. Civil status of 88% of married highlighted that the degree of social responsibilities in their families and those remigration associated social issues have to be considered with economic issues faced by them in their life sustenance.

4.3. Coordinated participatory development approach for community development and Empowerment of return migrants.

Social safety net initiatives for return migrants, such as employment in Sri Lanka, Investment of accumulated capital, self-employment initiations, entrepreneurship development, financial management skill development and conducive attitude promotion for proper life plan have to be considered with gender, age structure, civil status and family dynamics and remigration initiatives in compatible manner.

Since, this is a complex process divisional level all relevant field officers should be trained, facilitated and monitored in a planned and progressive manner in order to provide necessary services and facilitation to the return migrant community. using participatory approaches of community development Return migrant community should be facilitated continuously for empowerment and maintain proper living standard even after returning.

4.4 Assessment of Employment Engaged, on the basis of Final employment prior to return

Employment category	Observed count for each category	percentage occurrence
Auto painter	1	0.2
Bar bender	1	0.2
Beauty culture	4	0.9
Carpenter	1	0.2
Cashier	2	0.4
Chef	8	1.8
Cleaning service	7	1.6
Construction	2	0.4
Domestic service	11	2.5
Driver	36	8.1
Electrician	2	0.4
Electronic packing/ industry	3	0.7
Event executive	1	0.2
Factory manager	1	0.2
Farmer	2	0.4
Fish cleaning/Food processing	4	0.9
Foremen	1	0.2
Fridge repairing	2	0.4
Garments-machine operator	8	1.8
Graphic designer	1	0.2
General manager	1	0.2
Helper	4	0.9
Hospital cleaning	3	0.7
Hotel waiter	4	0.9
Housemaid	194	43.6
Industrial worker	10	2.2
Labour	45	10.1
Machine operator	32	7.2
Management assistant	3	0.7
Motor mechanic	9	2
Nursing	10	2.2
Painter	5	1.1
Printing machine operator	2	0.4
Production assistant	2	0.4
Sales assistant	3	0.7
Secretary	1	0.2
Storekeeper	3	0.7
Students	1	0.2
Stewart	4	0.9
Supervisor	4	0.9
Technician	2	0.4
Welder	5	1.1
	445	

Identified Job Categories	Frequency	Percentage
Domestic Worker	205	46.1
Semi Skilled	86	19.3
skilled	145	32.6
Supervisor	5	1.1
Management Level	3	0.6
Student	1	0.2
Total	445	100

Highly diverse in nature and primary level occupations are predominance in occurrence is observed. Domestic Workers shows highest incidence of 46.1% and that comply with long term general trend. In skilled category frequency shows second and it is 32.6%. Semiskilled category accounts for third and it value was 19.3%. Managerial level is the minimal (0.6%) in employment related migration and Supervisor level portion is 1.1%.

Therefore have to focus on promoting managerial level migration and have to apply strategies to upgrade semi skill category in to skilled and professional categories on demand.

4.5 Assessment of returned community dynamics based of Returned year to Sri Lanka

Initially in 2018 return parentage recorded was 6.7% and that was the lowest value recorded in the evaluated period. In 2019 the return rate has risen up to 13.3% and in 2020 return rate drastically increased up to 17.5 % level. Recorded return rate for the year 2021 was 24 % and that was the highest recorded value in evaluated period, 2022 has recorded 19. 3% and 2023 has recorded 19.1% value.

In 2019 ester attack and 2020/2021 covid -19 incidences and following post covid incidences may be underline reasons for reported higher incidences of return. The one digit initial return rate has risen into two digits within a short duration. The reported percentage of return individuals is 16% per year. With increasing return rate the social safety net support requirement should be increased.

4.6 Acquisition of training or competency in abroad

Only 5.8% from the total has stated that they have received training or capacity building while their Employment arrangement, But 92.4% from the total sample had not received any employment related skill training in their migrated period.

Therefore, it is recommended to pre awareness of the potential migrant employees on necessary training in their professional field in order to build skilled workforce for Sri Lanka and obtain foreign technologies to motherland in a continuous manner.

4.6.1. Received Training certifications which indicated by the respondents.

- | | |
|--------------------------------------|------------------------|
| 1. IVQ specialist in the health care | Singapore |
| 2. Safety trainer training | Dubai |
| 3. Ship production Certification | Korea |
| 4. Gulf driving license | Saudi Arabia and Qatar |

This indicated that HRD & technology upgrading via return migrant workers are minimal in last five years according to available data in surveyed districts.

4.7 Directions of the return migrants on Future Employment.

From the return migrants of 2018 -2023 year span as a first options are 30.5% portion is willing to find foreign employment again with in shorter period. As a second option 20.5% return are willing to employed in Sri Lanka without migration again for seeking foreign employment. As an third –28.5% people are willing to invest to business startup in Sri Lanka without seeking foreign employment. As a final – 11.1% people indicated that they are not intended to engage in local employment or business. Other option comprised 9.1% and that indication may provide inference that they posses complex mind set in employment decision making .Since, their aspirations are different form majority they should be supported and empowered through social safety nets.

In discussion almost 30% returns are planning to re-employed in foreign countries while 28.5% are planning to invest in Sri Lanka. The latter will contribute to the employment generation in Sri Lanka while first option provide remittance to the country.

The third option of returns (11.1%) to find employment in Sri Lanka may due to maintain & fulfill family obligations . They may not have enough savings for investments .Those people should be facilitated to find suitable employment in Sri Lanka. Social safety net support should be directed to this category.

4.8 Main Reason for migration

Main reason for immigration is surveyed respondents was analyzed. 33.3% indicated that they had migrated directly to targeted jobs and that provide evidence of prior preparation for migration decision.

Only one third migrants had shown direct intention of migration and it can be referred to as employment based migration intention. Formal migrants may have replied into this category.

On the other hand 63.6% persons have indicated that the migrated purpose as earn money and the means was not specified clearly as employment. Prevailing this category may indicate that with migration intention and decision associated with hidden dynamics in the sample received. If, formal migration occurred that will be indicated as direct employment purpose migration. The response of earn money can be interpreted differently; incidences of informal migration decisions may come under this category.

In analyzing return migrants from 2018-2023 years period of these districts. Informal / hidden arrangements of their decision making and migration actions are shown predominantly. That provide evidences that targeting and confirming of employment in destination country may not considered critically in prior to migration action completed.

For training and capacity building 2% migrants are found and same amount of 2% of return migrants had not disclosed the reason for migration also.

4.9 Employment Related Satisfaction Level Analysis

For long term sustenance of the foreign remittance this aspect is critical. Therefore satisfaction level of surveyed return migrants were obtained and analyzed.

Responses were analyzed as Very Good, Good, Satisfactory, Unsatisfied and highly Unsatisfied.

Majority has indicated good satisfaction level and that accounts for 47.9% responses. Very good satisfaction level count was indicated as 15.7% and 28.5% indicated that they are satisfied with foreign employment. When considering satisfied and above

response categories overall response indicated 92.1%. Therefore, majority were satisfied with foreign employments. In this evaluation perception on satisfaction was not provided by the 5 people (1.1%) and 26 people (5.8%) indicated that they are unsatisfied on foreign employment. In this evaluation 4 people (0.9%) evaluated that their foreign assignment were highly unsatisfied.

In this context proper facilitation within the country and in the destination country can improve satisfaction level of the migrants. In Sri Lanka information on available Jobs and requirement facilitation may provide better satisfaction because that allows prior selection of both country and employment type before migration.

4.10 Satisfaction with skill acquirement

Skill acquisition is highly essential to our country through the migrants, when we consider the satisfied and very satisfied category ranking 67% respondents had indicated their perception from the entire sample. Among them only 11% were replied as highly satisfied. 22% migrants stated that they are moderately satisfied and 6.3% mentioned that they do not satisfied about the skill gained.

Hence, in job matching process our official have to assess the skill acquisition ability from the foreign employment critically. For this facilitation licensed foreign employment agent have to formally aware and guided continuously.

4.11 Opinion on adequacy & use of income generated from abroad

Migrant mainly target their family expenses, normal family level saving or savings for investment purposes. In this survey 28% indicated that income generated is only sufficient for family maintenance. This cluster is economically vulnerable and social safety net support should be provided to this group. They may tend to seek foreign employment continuously and may face to most social issues also.

The second cluster indicated that income earned is only sufficient for family maintenance and minor savings. That accounts for 53.9% of the sample. This group also shows vulnerability because generally they spent saving for social, Education responsibilities and not provide enough allocation for investment to sustain life after

returning. The repeated migration or seeking employment in Sri Lanka is the alternatives which they have. Therefore, vulnerability is still prevails and have to address the social safety issues officially. Financial management skills should be introduced with in the same process to above two categories.

The third category which accounts for 14.4% is indicated that foreign earning are sufficient for house hold expenses and investments. This is the category which shows least vulnerability in economic and social nature. They also can play a role in employment generation through investment of foreign earnings. But that portion from total sample is not promising based on our observations. Investable portion should be increased through proper skill, migration promotion destination selections and providing financial management and life management skills to the migrants and return migrants.

4.12 Assessment of opinion on Business startup process

Several returned migrants tend to settle down after returning and use their capital for future earnings. In this scenario assessment of their evaluations on investment initiations options and identification of the basic awareness perspectives on the business startup process in Sri Lanka is vital.

Only 8.3% of people have indicated that the above process is simple according to their evaluation. .This is not a promising result for sector related investment promotion and business establishments.

From the respondents 30.5% return migrants have indicated that they do not have any clear idea on the process complexity or simplicity in the process of novel business stating.. That will hinder the prospective decisions on investment after returning to Sri Lanka.

Awareness process and sources , facilitation processes sources, regulation process and related all other processes which are necessary in Sri Lankan context in this regard have to be popularized among the target group in an effective and formal manner and the general public also should be awarded comprehensively where they may provide necessary information to prospective target groups as well.

47% have indicated that the business startup process is complicated according to their evaluation and another 11.5% have indicated that the above processes are highly complicated. All together the complex and above evaluation category accounts for 58.5% form the total. Therefore almost 60% of the returning migrants found that the business startup process is complex to them. Related awareness, facilitation, Individual Research ,Labour Market Information and Research Unit 2023

institutional coordination and support services should be provided effectively within or immediate post returning period.

Therefore this process has to be managed in a planned manner because it directly relates to employment generation within the country by investing scarce capital generated from foreign employment over time.

Initially, wider awareness on all aspects is needed to all interested candidates in order to select the business options. Efficient and effective institutional coordination and facilitation in the contexts of registering, licensing, training, optimal technology adaptation, value addition, financial management, marketing, energy supply and raw material supply should be performed. Existing business support and investment support facilitation should be developed further in order to support and motivate the 58.5 % of the return migrants who had indicated that the business startup process is complex in their opinion.

Divisional level return migrant community improvement based well-coordinated participatory initiative with all relevant institutes and all their relevant field officers is proposed for this context. That provides the proper functional basis for evidence based business selection, incubation and efficient and effective decision making and growth for return migrant community.

4.13 Presence of business idea

In the assessment of business concepts availability perspective, only 33.7% had mentioned that they already possess concepts which are to be materialized in the Sri Lankan context.

The Remaining 64.3% return migrants do not have specific understanding on possible business concepts which can be implemented in the Sri Lankan economy in future.

As a remediation, information on successful innovation which have higher success rate should be communicated to this community effectively and continuously. Accordingly they can be facilitated in investment decisions based on their preference, locality and ability of investment and markets.

4.14 Requirement of Formal External Finance in business startups

Requirement of facilitation in formal finance to business purposes also analyzed. The reality is not promising because only 30.1% has indicated that they can manage without

external financing and 34.4% have shown the necessity of external financial support for business startups. This requirement may depend on the nature of the business concept also. But 30.10% do not have an evaluation on whether they need support or not.

Awareness, business education, business planning, financial literacy among return migrants also have to be evaluated further based on their funding sources and requirements in the business establishment.

To ensure a sustainable proper level of living conditions for the returning migrants through investment and business startups, comprehensive pre micro level analysis is recommended because individuals are highly diverse in nature.

4.14.1 Likely hood relationship with foreign skill gained and finding related employment in Sri Lanka

23.1% from the served sample mentioned that they do not have any idea to comment on relationship. one third of the people indicated that there is direct relationship with acquired foreign training and finding job after returning to the Sri Lanka.

Another one third indicated that there is no direct relationship with received foreign training and received jobs in Sri Lanka after returning.

Even though skill acquisition to Sri Lanka is one of main advantage in foreign employment context only one third return migrants fulfill that requirement. This is a lagging behind area in foreign employment management. Proper planning, awareness of migrants, awareness on licensed agencies are needed further. Incentives can be introduced to selected vital areas of trainings and technology acquirement. Most of the developing countries work on their skill and technology acquisitions and earlier Japan and China also had adapted this strategy in their development.

4.14.2 Training obtaining Willingness in Sri Lanka after returning

77.5% return migrants have opposed to obtain employment related training further after returning to the Sri Lanka. Only 20.9% preferred to obtain training on relevant sector. For further decision making their gender, age structure, skill level and profession and socio-economic dynamics and multiple interrelations among those factors have to be analyzed in sector and regional basis. Opposing training and development is not conducive to sustainable development and upgrading living standards of return migrant. Even they stay in our country or migrate again reskilling and up skilling is recommended

for sustainable skill based employment. Further studies are needed in this context in micro and macro level.

4.14.3 Analysis of Expected fields of Training on the Respondents

For this aspect only 93 return migrants had answered and it accounts for 20.9% of the total sample used. Each one were asked to provide three priority fields in important according to his/her perception

What is the training expected to have in Sri lanka

	Priority 1	Priority 2	Priority 3	Valid percent	Valid
Agriculture, Plantation and livestock	15.1	2.2	6.5	76.3	93
Fisheries and Aqua culture	2.2	0	3.2	94.6	93
Food Technology and cookery	18.3	11.8	4.3	65.6	93
Electrical ,Electronic and Telecommunication	3.2	4.3	6.5	86	93
Information and Communication Technology	0	3.2	2.2	94.6	93
Vehicle Related	6.5	5.4	6.5	81.7	93
Navel Technology	1.1	2.2	2.2	94.6	93
Mechanical Technology	3.2	4.3	4.3	88.2	93
Textile and Garment	15.1	12.9	4.3	67.7	93
Wood related	2.2	3.2	4.3	90.3	93
Lether and foot care	3.2	2.2	7.5	87.1	93
Printing and packaging	2.2	2.2	4.3	91.4	93
Gems and Jewelry	0	4.3	2.2	93.5	93
Beauty Culture	4.3	10.8	5.4	79.6	93
Art and Creative skill	2.2	4.3	3.2	90.3	93
Health and Social Care	4.3	4.3	0	91.4	93
Media Related	4.3	1.1	0	94.6	93
Finance Banking and Management	2.2	2.2	1.1	94.6	93
Marketing and Marketing Management	2.2	3.2	3.2	91.4	93
Hotel and Tourism	6.5	7.5	6.5	79.6	93
Building and Construction	1.1	2.2	6.5	90.3	93
Other	11.8	4.3	11.8	72	93

This resulted comparatively low response rate may provide information on aspirations of their further skill developments and investment initiatives in future. Evidences indicate that they are poorly awarded on training fields and sectors and also provides poor level of attitudinal readiness for training and development .if they are willing to remigration

for better employment assignments the advantage of formal training in a focused field should be highlighted to them and that also have to be communicated to the potential new migrants also.

4.14.4 Awareness on Formal Training institutions

In further analysis awareness on potential training institutions details according to selected sectors and professions have to be analyzed further. Results has indicated that the awareness level is minimal and that have to be corrected in a planned manner in foreign employment management.

When we consider the empowerment of return migrants through formal training: if they are willing to migrate again for better employment assignments, that the advantage which they may receive through formal training in both reskilling and up killings should be highlighted And this also have to be communicated to the potential new migrants also, this aspect have to incorporated into foreign employment planning and management.

4.14.1.2 National Vocational Qualification related awareness and selection

When we analyze NVQ levels which they have expected to acquirers in selected fields among the 93 respondents in this section approximately 50% of the respondent have an understanding that they need NVQ level 4 standard and 19.4% people had perceived that they need NVQ level 3 in intended Training in selected fields. NVQ 5&6 level training expectations are minimal and it shows 5.4% value.

11.8% replied that they are aware on relevant NVQ standards of the selected field. 14% of the people had not responded to this NVQ level question form the total 93 respondents who replied to the training section of this survey.

4.14.1.3 RPL related skill recognition assessment

Responses were not been provided by any of the return migrants. This lead to conclude that the awareness level on this procedure also have to be communicated in planed manner. This skill recognition is vital for both remigration and domestic employments in order to achieve skilled economy.

4.15 Return migrants expectation of Developing professional qualifications and remigration

This context was separately analyzed and only 24 % from total sample of this survey had showed positive attitude towards this decision.

Recommendations

1 .Planning Education and Professional Education in line with foreign employment

To manipulate observed unfavorable dynamics of unskilled prominence migration into higher skill and professional based migration, Sri Lanka have to invest on education and vocational education in short term, medium term and long term perspective in planned manner based on critical labour market information and future forecast in the global migrant employment market with destination sensitivity.

2. Gender perspectives in Return migration.

In gender segregation analysis female representation is higher and it is 59.6% and male representation was 40.4%. Female dominance is highlighted in last five years of return records. Female dominance is connected with social roles and responsibilities also, Strategies have to be adapted to compromise this with present Socio economic demands.

3. Age perspective

When we consider the 26- 55 range of age 93.7% return migrants were included and when we consider 26-45 category 71.7% return migrants were included in. But later age category may have capacity to work abroad further.

The reasons for this incidence of high level of return migrants have to be studied. In further analysis age, gender, civil status, savings, family structure and roles as family member, remigration needs and aspirations, economic stability, investment and business startups initiatives, education and social activities of children also have to be considered comprehensively.

4. Civil Status perspective

It has found that 88.1% persons were married and only 9.7% were unmarried. Social roles, responsibilities, sibling's activity and care, education and consumption expenditure also have to be considered in assessing investment, remigration, finding employment in Sri Lanka like economic options. This comes under socio-economic dynamics in return migrants. Civil status of 88% of married highlighted that the degree of social responsibilities in their families and those remigration associated social issues have to be considered with economic issues faced by them in their life sustenance.

5. Coordinated participatory development approach for community development and Empowerment of return migrants is recommended.

Social safety net initiatives for return migrants, such as employment in Sri Lanka, Investment of accumulated capital, self-employment initiations, entrepreneurship development, financial management skill development and conducive attitude promotion for proper life plan have to be considered with gender, age structure, civil status and family dynamics and remigration initiatives in compatible manner.

Since, this is a complex process divisional level all relevant field officers should be trained, facilitated and monitored in a planned and progressive manner in order to provide necessary services and facilitation to the return migrant community. using participatory approaches of community development Return migrant community should be facilitated continuously for empowerment and maintain proper living standard even after returning.

6. Assessment of Employment engage related recommendation

When we analyze the employment categories found in this sample have to focus on promoting managerial level migration and have to apply strategies to upgrade semi skill category in to skilled and professional categories on demand.

7. Assessment of return community dynamics with respect to return year.

The reported return percentage per year is 16% with increasing return rate social safety support requirement should be increased. In the range of age 26-45 category 71.7% migrants were founded. Since they are in a age range where they can find proper employment have to conduct micro level analysis on this regard in a divisional basis.

8. Acquisition of Training or competency in abroad.

Only 5.8% from the total has stated that they have received training or capacity building while their Employment arrangement, but respondents which accounts for 92.4% from the total had not received any employment related skill training in their migrated period.

This indicated that HRD & technology upgrading via return migrant workers are minimal in last five years according to available data in surveyed districts.

Therefore, it is recommended to pre aware of the potential migrant employees on necessary training in their professional field in order to build skilled workforce for Sri Lanka and obtain foreign technologies to motherland in a continuous manner.

10. Direction of the Return migrants on the future Employment

In discussion almost 30% returns are planning to re-employ in foreign countries while 28.5% are planning to invest in Sri Lanka. The latter will contribute to the employment generation in Sri Lanka while first option provides remittance to the country. Both have to be skilled on their sector in order to capture full potential.

The third option of returns (11.1%) to find employment in Sri Lanka may due to maintain & fulfill family obligations. They may not have enough savings for investments. Those people should be facilitated to find suitable employment in Sri Lanka. Social safety net support should be directed to this category.

11. Main reason for migration analysis related recommendation

In analyzing return migrants from 2018-2023 years period of these districts. Informal / hidden arrangements of their decision making and migration actions are shown predominantly. That provide evidences that targeting and confirming of employment in destination country may not considered critically in prior to migration action completed.

These types of informal migration have to be minimized by applying regulations and wider awareness on formal migration benefit scheme.

12. Employment related satisfaction level analysis recommendations

In this context proper facilitation within the country and in the destination country can improve satisfaction level of the migrants. In Sri Lanka information on available Jobs and requirement facilitation may provide better satisfaction because that allows prior selection of both country and employment type before migration.

13. Opinion on Satisfaction level with skill acquirement

Skill acquisition is highly essential to our country through the migrants, when we consider the satisfied and very satisfied category ranking 67% respondents had indicated their perception from the entire sample. Among them only 11% were replied as highly satisfied. 22% migrants stated that they are moderately satisfied and 6.3% mentioned that they do not satisfy about the skill gained.

Hence, in job matching process our official have to assess the skill acquisition ability form the foreign employment critically. For this facilitation licensed foreign employment agents have to formally aware and guided continuously.

14. Opinion on adequacy & use of income generated from abroad

The third category which accounts for 14.4% is indicated that foreign earning are sufficient for house hold expenses and investments. This is the category which shows least vulnerability in economic and social nature. They also can play a role in employment generation through investment of foreign earnings.

But that portion from total sample is not promising based on our observations. It is recommended that multiple strategies have to be applied in maximizing Investable portion while developing proper skills and migration destination selections and providing financial management and life management skills to the migrants and return migrants.

15. Assessment of opinion on Business startup process

Altogether the complex and above evaluation category accounts for 58.5% from the total sample. 30.5% indicated that they do not have clear idea on the context.

Awareness process and sources, facilitation processes sources, regulation process and related all other processes which are necessary in Sri Lankan context in this regard have to be popularized among the target group in an effective and formal manner and the general public also should be awarded comprehensively where they may provide necessary information to prospective target groups as well.

Therefore this process has to be managed in a planned manner because it directly relates to employment generation within the country by investing scars capital generated from foreign employment over time.

Existing business support and investment support facilitation should be developed further in order to support and motivate the 58.5 % of the return migrants who had indicated that the business startup process is complex in their opinion.

16. Presence of business Idea

64.3% of the return migrants do not have specific understanding on possible business concepts which can be implemented in the Sri Lankan economy in future.

As a remediation, information on successful innovation which have higher success rate should be communicated to this community effectively and continuously. Accordingly they can be facilitated in investment decisions based on their preference, locality and ability of investment and markets.

17. Requirement of Formal external finance in business startups

Only 30.1% has indicated that they can manage without external financial resources. But on the other hand another 30% do not have any evaluation on above matter.

Awareness, business education, business planning, financial literacy among return migrants also have to be evaluated further based on their funding sources and requirements in the business establishment.

To ensure a sustainable proper level of living conditions for the returning migrants through investment and business startups, comprehensive pre micro level analysis is recommended because individuals are highly diverse in nature.

18. Likely hood relationship with foreign skill gained and finding related employment in Sri Lanka

Even though skill acquisition to Sri Lanka is one of main advantage in foreign employment context only one third return migrants fulfill that requirement. This is a lagging behind area in foreign employment management. Proper planning, awareness of migrants, awareness on licensed agencies are needed further. Incentives can be introduced to selected vital areas of trainings and technology acquirement. Most of the developing countries work on their skill and technology acquisitions and earlier Japan and China also had adapted this strategy in their development.

19. Training obtaining in Sri Lanka after returning

Only 20.9% preferred to obtain training on relevant sector. For further decision making their gender, age structure, skill level and profession and socio-economic dynamics and multiple interrelations among those factors have to be analyzed in sector and regional basis. Opposing training and development is not conducive to sustainable development and upgrading living standards of return migrant. Even they stay in our country or migrate again reskilling and up skilling is recommended for sustainable skill based employment. Further studies are needed in this context in micro and macro level.

20. Analysis of Expected fields of training on the respondents

Only 20.9% of respondents have answered to this question. If they are willing to remigration for better employment assignments the advantage of formal training in a focused field should be highlighted to them and that also have to be communicated to the potential new migrants also.

21. Awareness on formal training institutions

Results has indicated that the awareness level is minimal and that have to be corrected in a planned manner in foreign employment management.

When empowerment is considered in the return migrants through formal training and if they are willing to migrate again for better employment assignments, that the advantage which they may receive through formal training in both reskilling and up killings should be highlighted And this also have to be communicated to the potential new migrants also, this aspect have to incorporated into foreign employment planning and management.

22. RPL Related skill recognition assessment

Responses were not been provided by any of the return migrants. That lead to recommend awareness is essential on this procedure. And that have to be communicated in a planned manner. This skill recognition is vital for both remigration and domestic employments in order to achieve skilled economy.

23. Return migrant Expectation on developing professional qualification and remigration

Since expected portion is limited proper awareness raising and attitudinal development initiative have to be deployed among return migrants, potential migrants and general public.