

## Migration Patterns from Bangladesh to Japan: Trends, Determinants, and Socioeconomic Implications

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**Abstract-** The relationship between Japan and Bangladesh dates back to Bangladesh's independence, and, as a result, migration to Japan has strengthened ties between the two countries. The article discusses a rapid rise in migration between Japan and Bangladesh and highlights the migration's path, trends, and their effects on socioeconomic development. Raising the problematic points, forecasting migration patterns, calculating socioeconomic costs, assessing concerns about employment and family, and providing recommendations to make migration safer and more secure. The major sources of data were primary sources and case studies of 10 migrants (returnees, migrants, and families). According to the study's findings, over the past few years, migration to Japan has been on the rise, as Japan faces a demographic crisis and is making concerted efforts to attract migrants. Other factors that determine migration decisions are family goals, education and skills acquisition, and economic prospects. Remittances, increased household welfare, and skills are among the more interesting advantages of migration, yet other major drawbacks for migrants include job insecurity, language barriers, stress on cultural adaptation, and permanent family separation. The main concepts are to enhance bilateral accords, expand pre-departure education, defend workers' rights, promote family reunification, and expand integration services in Japan.

**Keywords:** Bangladesh-Japan migration, Labor mobility, Remittance, Education, Family, Socioeconomic implications.

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## Introduction

International migration is a new feature of globalization that facilitates the transfer of capital, people, and expertise across borders. Migration is an important livelihood policy and a driver of socioeconomic development in most developing countries. Bangladesh is among the most significant countries in terms of remittances and the employment of its citizens abroad (Rahman & Fee, 2020). The labor markets of the Middle East have always attracted Bangladeshi migrants; however, migration destinations have expanded as labor demands and demographics worldwide have changed. The recent population crisis and changes in immigration laws have made Japan one of the new travel destinations.

The population of Japan is ageing rapidly; the fertility rate remains the lowest in the world, and the labour force has been in decline. Consequently, the government has had to adopt more accommodating migration policies to meet the labour demands (Ogawa & Matsukura, 2022; Yamamoto & Rahman, 2023). Previously, only students, highly qualified professionals, and small business owners migrated from Bangladesh to Japan. Nonetheless, the number of migrant flows has grown over the past decade, particularly in reference to Japan's Technical Intern Training Program (TITP) and the Specified Skilled Worker (SSW) program. The programs are intended to address acute labor shortages in the industrial, health, agricultural, and service sectors by recruiting foreign labor (Mori, 2021). As of 2025, more than 27,000 citizens of Bangladesh reside in Japan, a figure three times that in 2010 (Ministry of Justice, Japan, 2024). This population change demonstrates that labour- and family-centred migration patterns have shifted toward education and higher-skilled employment.

In the context of Bangladesh-Japan migration, some migration literature has been analyzed. It demonstrates that, on the one hand, Bangladesh's migration to Japan has a positive aspect, and on the other hand, a negative one. As a country of immigration, Japan can enhance migrants' economic sustainability and skill development by offering stable employment and training (Sato & Hongo, 2021). Remittances from them contribute to their family's education, poverty reduction, standard of living, and local and national development in Bangladesh (World Bank, 2023; Rahman, 2024). Nevertheless, due to strict employment laws and limited training programs, migrants face various challenges, including cultural adaptation, language barriers, insecure employment, and social isolation (Liu-Farrer, 2020). In addition, workplace discrimination and restrictive rules for permanent residency are concerns for migrants (Nakamura, 2022). These restrictions make them worry about living and increase mental stress. There is limited literature on migration from Bangladesh to Japan compared to the Middle East or other countries, despite the rapid growth in migrant numbers. Previous studies have not examined in detail the patterns and dynamics (causes, size, policy

significance, socioeconomic impact) of migrant movement (Haque & Yasuda, 2023). Gradually, Bangladeshis in Japan are increasingly present as tourists, workers, and educators, but the disparity remains. A well-structured migration policy is required that allows migrants to feel secure in their jobs, economic conditions, and individual desires.

Examining the causes, procedures, and socioeconomic effects of migration is crucial for both sending and receiving nations to secure migrants. Last year, Japan announced that it would receive 100,000 human resources from Bangladesh. Thus, migration to Japan can help Bangladesh's population enter the workforce, overcome its unemployment issue, and improve relations with Japan. Similarly, Bangladeshi labor can help mitigate Japan's labor shortages and contribute to its economic stability. There is still no research addressing the above issues, a gap in the current literature that should be addressed. Therefore, relevant authorities, policymakers, and stakeholders from both nations will benefit from this study. This study also helps promote equitable, sustainable, and mutually beneficial outcomes by analysing migration determinants, characteristics, and socioeconomic implications.

Considering the research gap, the main objective of this study was to explore the patterns and factors of migration from Bangladesh to Japan, identify the socioeconomic implications, and the primary challenges faced by migrants. The specific objectives are-

- To explore the migration trend of Bangladeshi to Japan in the categories of labor, education, and family
- To examine the key determinants or factors that influence the decision of migration from Bangladesh to Japan.
- To identify the impacts of migration on migrants and their families.
- To find out the major challenges faced by Bangladeshi migrants in Japan, considering residency, employment, cultural, and family life.
- To draw recommendations on how to reduce the current barriers and increase sustainable migration between the two nations.

## **Methodology of the Study**

### ***Research Approach***

This study follows a qualitative approach, using an in-depth case study method and document study to acquire a thorough understanding of the dynamics of Bangladeshi migration to Japan. Considering the dynamic character of this migratory route and the lack of primary data at the local level, this study primarily relied on secondary data, supported by intensive interviews to elicit the

perspectives of the experienced. This study used various strategies, including analytical methods, to investigate the factors, impacts, and obstacles of migration. The descriptive aspect indicates demographic transitions, trends, and policy improvement.

### ***Sample and Sampling Technique***

This study used a case study method, which requires purposive sampling. It was employed to choose participants who had previously immigrated to Japan. The sample consists of 10 participants who currently live in Japan or have returned to Bangladesh; five participated in person and five by phone (Hybrid model). Participants were selected based on their experiences, visa status, and work patterns.

### ***Data Sources and Data Collection Methods***

#### **Secondary Data Sources**

The study mainly relied on the secondary sources of data from the various sources including: Government reports (e.g., Ministry of Expatriates' Welfare and Overseas Employment; BMET; Ministry of Justice, Japan); International organizations (ILO, IOM, World Bank, UN DESA, JICA); Academic journals, books, and peer-reviewed research articles between 2010 to 2025; Migration yearbooks, and policy documents; Newspaper archives, institutional reports, and online repositories.

#### **Primary Data Collection**

In-depth case studies were conducted to support the secondary data. Participants were interviewed in person and virtually, including those with experience of Japan (5) and those currently living in Japan (5). They were mainly asked about the factors of their migration, patterns, impacts, experiences, difficulties, and overall conditions. The questions were in the Local language (Bangla and later translated into English).

#### ***Data Analysis***

Data was analyzed thematically. The collected data from both sources were coded and finalized into themes. To increase validity, participants' narratives were presented under each theme, and data were collected from various sources to enhance triangulation.

#### ***Theoretical framework***

The study of migration from Bangladesh to Japan can be explained through several migration theories that highlight the causes and impacts of international migration. To begin with, the Push-Pull Theory of Migration holds that migration is driven by

forces that push individuals out of their country and pull them to another country. Unemployment, limited income opportunities, and economic pressures are the push factors in Bangladesh, whereas the pull factors in Japan include higher wages and labour demand.

Second, the Neoclassical Migration Theory posits that individuals move to the extent that they can enjoy the maximum economic benefits by taking advantage of wage and labor differences across nations.

Third, the Migration Network Theory has focused on the relevance of social networks. The information, support, and contacts provided by current Bangladeshis in Japan facilitate further migration.

All these theories together explain the reasons behind migration, shifts in migration patterns, and the socioeconomic impacts, such as remittances, improved household well-being, and skilled development in Bangladesh.

### ***Ethical Considerations***

No ethical considerations were breached during the research process, and the study was conducted in accordance with the APA ethical code: the interviews were conducted voluntarily, and informed consent was obtained orally and in writing. Participants were made to feel that no details would be disclosed to anyone, as each was assured of confidentiality and that no names, workplaces, or specific locations would be mentioned in the report. The objective of the interview data was scholarly. Respect, privacy, and confidentiality are the same ethical considerations in phone interviews. Sensitivity was applied to personal migration experiences, particularly workplace difficulties, family separation, and emotional strain. A pseudonym was used.

### **Findings**

This section presents the results of the findings. Information from both sources is presented here. The themes were categorized according to the study objectives. Of the 10, four entered Japan as students, three as dependents, and three as employees.

### ***Trends of migration from Bangladesh to Japan in recent years***

According to secondary sources and interviews, the trend, extent, and scope of Muslim women's migration to Japan have changed significantly over the past 15 years. These trends depict a clear shift of a conventionally restricted and specialized flow towards a more diversified and rapidly expanding migratory pathway (Table 1).

**Table 1:** *Estimated breakdown of Bangladeshi residents in Japan by category (2010–2024)*

Year	Total residents (stock)	Bangladeshi Labor %	Labor (est.)	Students %	Students (est.)	Family %	Family (est.)
2010	10,175	60.0%	6,105	20.0%	2,035	20.0%	2,035
2012	15,194	61.7%	9,375	19.4%	2,948	18.9%	2,871
2014	20,213	63.4%	12,815	18.9%	3,820	17.7%	3,578
2016	23,771	65.1%	15,475	18.3%	4,350	16.6%	3,946
2018	25,866	66.9%	17,304	17.7%	4,578	15.4%	3,984
2020	27,962	68.6%	19,182	17.1%	4,782	14.3%	3,998
2022	31,518	70.3%	22,157	16.6%	5,232	13.1%	4,129
2024	35,073	72.0%	25,253	16.0%	5,612	12.0%	4,208

*Note:* Adapted from BMET (2024) and Ministry of Justice, Japan (2024).

The Labor category increased upward over time (60%-72% between 2010 and 2024) to capture the reported expansion of work opportunities to foreigners in Japan, specifically the expansion of the Technical Intern Training Program (TITP) and the introduction and swift adoption of the Specified Skilled Worker (SSW) visas since 2019. The share of students is relatively stable but decreasing; the proportions (20% -16%) are large increases in the overall numbers of international students in Japan (so that even though the numbers of students grow, their share of Bangladeshi residents is projected to decline a bit as labor migration picks up) (JSSD, 2025). The Family share reduces (20%-12%) due to numerous labor pathways being temporary (TITP) or limited in family reunification rights; only gradual changes to family reunification are documented as some migrants obtain long-term residence. This coincides with documented limitations on transporting dependants for most new types of work.

### ***Determinants Influencing the Decision of Bangladeshis to Migrate to Japan***

The following section describes the results on the key factors behind Bangladeshis' migration to Japan, using secondary data and in-depth interviews. Economic, social, and policy-related factors interact to influence individual and household migration choices.

#### **Economic Determinants**

Economic factors primarily influence migration to Japan. Significant findings are: Higher earnings and remittance opportunities: Interviews indicated that migrants are motivated by the possibility of earning much more than they could back in Bangladesh. For example, labor migrants under the SSW and TITP programs earn

three to five times the average wage in rural Bangladesh (Rahman, 2020; Hamid & Ahmed, 2023). The other determinant is the presence of work in labor-constrained industries. The population decline in Japan has led to increased demand in the building, manufacturing, caregiving, and agricultural sectors. Migrants view these industries as offering formal contracts and reliable employment, particularly for SSW visa holders (Shimizu, 2022; Yamamoto & Rahman, 2023). Furthermore, finally, Economic security and household development- much of what was highlighted by interviewees is that foreign earnings enable families to invest in housing, education, and small enterprises in Bangladesh, contributing to the overall well-being of the household: "I have migrated to Japan for the economic insolvency of my family. I tried to be involved in work in Bangladesh but did not get sufficient opportunities" (P04).

### **Educational Determinants**

Educational opportunities, including High-quality education and vocational training, also play a significant role in migration decisions. The technical colleges and educational institutions in Japan have a global reputation and attract students to the country due to the skills they teach, which can be applied in both local and international employment markets (Kibria, 2022). Many students use their student visas to convert to labor visas under SSW so they can secure employment in Japan upon completing their studies (MOFA Japan, 2022). Moreover, there are numerous higher education opportunities available to its participants. Financial barriers are reduced by government scholarships and part-time work options during studies, making Japan a more viable option (IOM, 2023). The respondent replied that: "I completed my graduation from BUET in 2018; I had a keen interest in higher education in architecture, which was not possible in Bangladesh with sufficient scholarship. In Japan, I had many opportunities to pursue higher education in this field," P06.

### **Social and Family Determinants**

There are also social influences, such as family considerations and social networks. First, there are the migration networks and community support. Current groups of Bangladeshi migrants in Japan provide information, recruitment support, and social services, thereby reducing the perceived risks of migration (Khan, 2024; Liu-Farrer, 2020). Family welfare and reunification objectives: Some migrants migrate intending to raise family standards or bring family members to Japan later, after gaining employment and residency security. Participants P01 mentioned that: "My husband has lived in Japan since 2015 with a job visa. Two years later, I came to Japan as a dependent. Family was one of the important factors in my migration" P10. Peer influence and aspirational migration: Interviews found that peer encounters and success stories strongly encourage others to follow the same migration paths.

## **Policy and Institutional Determinants**

Government and institutional policies in both Bangladesh and Japan strongly shape migration decisions. Among which, the TITP and SSW programs are one. These Japanese government initiatives provide structured entry points for semi-skilled and skilled workers, creating predictable pathways for employment and skill acquisition (Shimizu, 2022; Yamamoto & Rahman, 2023). Besides, Bangladesh's ministries always help migrants migrate safely and lawfully (BBS, 2024). The visa rule is another important factor that encourages people to migrate. People cannot migrate to Japan without a valid visa, unlike other destinations.

## **Personal and Aspiration Determinants**

Personal goals, aspirations, and professional development drive the final decision to migrate. Many Bangladeshis want to pursue higher education in a technical field with sufficient opportunities. Besides, technical and Japanese language skills increase opportunities and motivation for many migrants. Currently, the younger generation is taking this opportunity to study in Japan.

## ***Economic, Educational, and Social Impacts of Migration on Bangladeshi Migrants and Their Families***

This section shows the impacts of migration in Japan on Bangladeshi migrants, their socioeconomic status, and their families. The results of the in-depth interviews and secondary data sources revealed that, due to migration, their family and nation are benefiting economically, socially, and in terms of overall well-being. The effects are classified into three categories:

### **Economic Impacts**

Economic impacts directly influence migrants and their families. Remittance inflows and household welfare are ensured through migrants' contributions, as they send substantial remittances to families in Bangladesh, thereby directly supporting household consumption, education, health care, and housing improvements (World Bank, 2023; Rahman, 2020). Interviews revealed that families often invest remittances in small businesses or farmland, which enhances long-term income-generating capacity. For some rural households, remittances have become the primary source of income, reducing poverty and improving living standards. In these perspectives, participant 01 mentioned that: "My family lived in poverty from my childhood. In 2007, I had the chance to go to Japan on a work visa and took it. I used to send money to my family, and they bought land. Now, I have 15 acres of land and 5-storey buildings in my district" P01.

### **Migrants can achieve employment security and income growth**

Structured employment is provided by TITP and SSW programs, enabling migrants to earn consistent incomes rather than in low-paying or informal jobs in

Bangladesh (Shimizu, 2022; Yamamoto & Rahman, 2023). Proficient migrants accumulate technical and professional experience that can raise their employability and enable them to earn more money in Japan and Bangladesh. In addition, although it offers economic benefits, migrants face economic pressures from recruitment costs, loan repayments, and the cost of living in Japan (Khan, 2024). Families can become overly dependent on remittances and become helpless in the event of any disruption in work.

### **Educational Impacts**

The Japanese have better skills and technical knowledge than those in Bangladesh. Labor migrants acquire technical skills, Japanese-language proficiency, and professional qualifications, which enhance their labor-market prospects in Bangladesh (Kibria, 2022; MOFA Japan, 2022). The interviewees emphasized training in machine operation, caregiving, and service-sector skills as highly valuable. The opportunities of working in Japan are numerous: "I have done my Ph.D. in information and technology in Japan. I returned to Bangladesh later and worked in a multinational company where my initial salary was 2000\$ a month" P09. There is a lot that can be offered to the families of migrants, although family reunification is restricted; a few long-term migrants have enabled their families to access education in Japan. Japanese education and culture expose young family members to a broader outlook and improve their future career opportunities. The migrants who are sent back usually contribute to the development of local societies by transferring the skills they have learnt and adopting more effective work methods, thereby indirectly contributing to the growth of the community (Haque & Yasuda, 2023).

### **Social Impacts**

The literature and interview results indicate that migration has many social impacts. It improves household status and social mobility. Families in local communities can access better housing, healthcare, and social networks because of remittances and jobs overseas (Hamid & Ahmed, 2023). In both Bangladeshi and Japanese societies, migrants are frequently recognized and respected for their international work experience. In addition, there are certain family-related problems. According to interviews, extended separation from spouses, kids, and senior family members results in social and emotional pressure. Mobile technology makes it easier to communicate with family, yet social and emotional divides still exist. Language barriers, cultural disparities, prejudice, and a lack of social networks are among the social difficulties that migrants sometimes encounter (Liu-Farrer, 2020). Although Bangladeshis in Japan have supportive community networks, difficulties adjusting can have an impact on social life and mental health. Migration has symbolic meaning, encouraging friends and family to

seek chances elsewhere. Successful immigrants help to alter societal norms in local communities and families about gender roles, employment, and education.

### ***Challenges Faced by Bangladeshi Migrants in Japan: Employment, Adaptation, and Family Life***

Based on secondary data and a case study, this section summarizes the main obstacles faced by Bangladeshi migrants in Japan. The challenges are grouped into three categories: employment-related, adaptation and cultural, and family-related.

#### **Employment-related challenges**

The migrants of Bangladesh have to contend with contract restrictions and job insecurity. The Technical Intern Training Program (TITP) involves a large number of foreigners hired on temporary contracts. In some cases, they are not given much freedom in their job choices (Shimizu, 2022). Interestingly, some employees experience recurrent job placements; they are expected to return early or are sacked for minor violations, which all cause insecurity. Most of the time, wage inequalities and exploitation exist. Their training, housing, and administrative costs are charged to their salaries, thereby lowering the wages they receive each month (Khan, 2024; Liu-Farrer, 2020). Complaints about working hours and late payment are very few. The absence of the promotion and skill-transfer opportunity is one of the obstacles to TITP laws.

Nevertheless, not all migrants can easily change or have high-paying and permanent employment. Although the Specified Skilled Worker (SSW) visa is more stable, not every migrant has the language and skills to pursue these avenues. I came to Japan on a labor visa to work at a convenience store in India. Afterwards, I was talented in linguistics and attempted to change my employment, yet the state did not allow it" (P02). Limited Japanese proficiency reduces employability and complicates workplace communication, increasing stress and risk of workplace accidents (Yamamoto & Rahman, 2023).

#### **Adaptation and Cultural Challenges**

Both countries have different cultures; Bangladeshi migrants face language and communication difficulties- migrants frequently reported challenges in daily life, such as accessing health services, interacting with employers, or navigating bureaucracy, due to limited Japanese language skills (Liu-Farrer, 2020). Language limitations also hinder social integration and reduce access to community resources. Bengalis oppose the Japanese people's desire to live alone. Disparities in communication methods, job hierarchies, and societal conventions often cause stress. Migrants reported feelings of isolation due to small Bangladeshi communities in some regions and limited social networks outside their workplace. "We have different culture and values; we are habituated to talk to the people and

gossip. Here are different, everyone is busy with work" (P07). Comparably, some migrants encounter mild prejudice or stereotyping in public services, employment, and housing (Kibria, 2022).

### **Family-Related Challenges**

One of the main challenges is the visa complexities of the family members. Many of the migrants live alone and try to bring their spouse and children to them, but visa complexities obstacle them, which makes it difficult for them to live and always face mental stress. They are always facing the emotional and physical demands of their partners. One of the respondents mentioned that: "Since 2016, I have been working in Japan in a Bangladeshi restaurant. I went to Bangladesh only twice to meet my family. I have a wife and two children. I tried several times to bring them to Japan, but did not get a visa. It increases my stress level and makes me feel very lonely" (P03). While SSW visa holders may ultimately reunite families but must go through drawn-out procedures, TITP visa holders have few opportunities to bring dependents to Japan (MOFA Japan, 2022). Anxiety and loneliness are two mental health issues that are exacerbated by prolonged separation and adaptation demands (Hamid & Ahmed, 2023). According to migrants, these problems are made worse by a lack of therapy or support services.

### ***Policy Recommendations for Enhancing Safe, Equitable, and Sustainable Migration between Bangladesh and Japan***

Based on the results of earlier goals, this section offers policy recommendations to maximize the benefits of migration while minimizing its drawbacks. The proposals, which center on legal, social, and economic measures, are directed at both the sending country (Bangladesh) and the receiving country (Japan).

### **Strengthening Legal and Institutional Frameworks**

1. To strengthen the existing agreements between Bangladesh and Japan on labor and migration, and to expand bilateral agreements that provide clear rules on wage rates, working conditions, and migrant workers' labor rights. The bilateral agreements need to protect other vulnerable populations, especially female migrant workers, as well as trainees employed in the informal sector.
2. Policies that make it easier for migrants to change from TITP to SSW, then migrate and reunite with family members, will reduce the amount of mental and physical stress that migrants experience. Legal migration and compliance with local labour regulations will also be enhanced by easing documentation procedures and eliminating bureaucratic delays.
3. Regulate the employment of recruiting agencies to prevent exploitation, overcharging, and/or the provision of inaccurate information.

## **Economic and Labor Market Measures**

The countries should enhance their training programs related to job skills and languages to better align with Japan's job market requirements, for example, by offering training in industries, technology, and caregiving. Additionally, they should include workplace rights as part of the pre-departure orientation for foreign workers, along with other supports such as cultural adjustment and financial literacy. "When I came to Japan, I did not know the language, so I was unable to get any minimum wage jobs for the first six months after arriving. Now I tell everyone to learn the language before coming to Japan." P05. Regarding fair wages and working conditions for foreign workers in Japan, Shimizu (2022) notes that Japan must enforce compliance with its labor laws governing these programs (TITP and SSW).

## **Social and Cultural Integration Measures**

Language and culture assistance: Governments in Japan can offer free or subsidy-based language study as well as cultural orientation courses to help immigrants better fit into the labor market and society at large (Liu-Farrer, 2020). Local NGOs and community centers may provide networking, counseling, or social support.

Mental health and family support: There is a need to develop programs to address mental health care needs of migrants and stress in both countries, including family counseling and support for long-distance communication (Hamid & Ahmed, 2023). The latter risk of long-term separation from family may be mitigated through emotional support and financial arrangements. "Migrants, who live in Japan, should be allowed to bring their families and give the citizen of their children who are born in Japan" (P08).

## **Data, Research, and Policy Monitoring**

- Strengthen migration data systems: Evidence-based policymaking would benefit from comprehensive data collection and monitoring of migrant flows, visa types, remittance use, and integration outcomes between Bangladesh and Japan (IOM, 2023; World Bank, 2023).
- Research and evaluation: Regular assessments of student programs, SSW, and TITP can identify gaps, evaluate skill development outcomes, and inform policy changes (Yamamoto & Rahman, 2023).

## **Discussion**

The findings of this study provide a comprehensive understanding of Bangladeshi migration to Japan, including the qualitative experiences and well-being of migrants and their families, as qualitatively measured through increasing numbers.

Applying the push-pull theory of migration (Lee, 1966) and 'New Economics of Labor Migration' (Stark & Bloom, 1985), the theoretical framework, the research finds that Bangladesh has migrated to Japan owing to diverse structural, economic, educational, social, and policy-related factors. Bangladesh's push factors include aspirations for upward social mobility, low earnings in rural and semi-urban areas, and a lack of domestic job opportunities. On the other hand, labor market demand, organized migration programs such as the Technical Intern Training Program (TITP) and the Specified Skilled Worker (SSW) scheme, higher earnings, and access to educational and vocational opportunities are powerful and diverse pull factors in Japan. The rapid growth in labor migration is mostly higher than in other categories. The study shows that the number has more than tripled from 2010 to 2024, driven by labor shortages and rapid demographic changes. Yamamoto & Rahman (2023) and Shimizu (2022) identified that declining fertility rates, long life expectancy, and the unavailability of a domestic workforce to fulfill job demands are major factors influencing Japanese migration policy. The TITP and SSW programs, for skilled and semi-skilled workers, have emphasized skilled development, employment opportunities, and remittance generation. This is the fact that is always pulling foreigners to Japan at the moment.

The paper further highlights that migration contributes to the economy: remittances are vital for improving household incomes, reducing poverty, and investing in small enterprises, housing, and education. This corresponds with other studies on the contribution of remittances to Bangladesh's growth (World Bank, 2023; Rahman, 2020; Rahman, 2024). In addition to financial contributions, migrants acquire professional experience, language competence, and technical and vocational skills during migration, thereby improving their employability and social capital. Knowledge transfer and skill-transfer effects contribute to the return migrants' newfound competencies and help not only individual migrants but also local populations when the returning migrants put them to use. Socially, migration produces a dual effect. On one hand, it elevates household status, improves social recognition, and inspires aspirational migration among peers and younger family members (Hamid & Ahmed, 2023; Rahman, 2022). Conversely, migrants also encounter issues such as family separation, emotional stress, and cultural isolation in Japanese society. This is evidence of language barriers, cultural differences, and social isolation as obstacles to adaptation and access to community resources, which aligns with previous research on South Asian migration in East Asia (Liu-Farrer, 2020; Kibria, 2022; Rahman, 2024). Such conclusions point out that migration is not a purely economic process but a deeper social and psychological process that can affect how households work and communities grow. In addition, the paper identifies the value of the institutional and policy determinants. Migration driven by organized programs, recruitment agencies, and government regulations has a significant impact on migration outcomes.

However, legal protection, wage enforcement, family reunification, and integration support still have loopholes. It was found that migrants face a challenging bureaucratic process. In many cases, they are exploited or subjected to unknown working conditions, which explains why more effective regulations are needed in both countries. Overall, this study shows that Bangladeshi immigration to Japan is a complex issue. It is a combination of economic growth and progress, the development of talent and opportunities for social mobility, as well as the problems of job security, challenges of adaptation, and family separation.

These insights make it clear that migration is a complex phenomenon that should be considered through the lenses of economic, social, cultural, and policy aspects. The findings also suggest that policy interventions between Bangladesh and Japan to ensure maximum benefits and minimize vulnerabilities must be coordinated to achieve proper migration management.

### ***Contribution of the Study***

The study contributes to policy, knowledge, and empirical research in different ways:

It provides empirical understanding of the upgrade information on patterns, factors, and impacts of Bangladesh-to-Japan migration, mitigating the research gap in the literature on South Asia. Combine quantitative secondary data with in-depth experiences of migration to propose a dynamic view of migration. The study identified key challenges in adjustment, employment, and family life and proposed evidence-based policy recommendations. The importance of migration, especially in remittance-led development, is highlighted, and the needs of modern education and labor policy are identified, with consideration of the demands of receiving countries. The needs of migrants are highlighted in the context of Japan's socioeconomic challenges; initiatives from policymakers and international organizations can improve the situation.

### ***Recommendations***

Based on the study's findings, the following recommendations have been proposed to promote equitable, safe, and sustainable migration between Japan and Bangladesh.

### **Policy and Institutional Recommendations**

- Emphasized bilateral agreement between the two nations to secure the migrants' rights, justified wages, and freedom from exploitation.
- Migration policies and laws should be relaxed and made smoother to enable migrants' families to live together.
- The migration process should be straightforward between governments, not

through recruitment agencies, because they charge higher fees and provide misinformation about Japan's regulations.

### **Economic and Skills Recommendations**

- Expansion of pre-departure training on the areas where they will work, workplace rights, social norms and customs, and traditions.
- Working-time regulations and wage transparency can help protect migrant workers' economic rights.
- Support returning migrants economically and provide a skilled development program to run a business or be an entrepreneur.

### **Social and Cultural Recommendations**

- Provide Japanese language and cultural integration courses for migrants and their families.
- Develop social support mechanisms, counseling services, and mental health programs to address family separation and adaptation stress.
- Enhance the networks of migrant communities in Japan to reduce social isolation and foster greater social cohesion.

### **Research and Monitoring Recommendations**

- Implement a comprehensive data migration architecture to oversee flows, visa types, remittances, and integration performance.
- Conduct regular program reviews of TITP, SSW, and student pathways to identify gaps and inform policy changes.

### **Conclusion**

Bangladeshi migration to Japan is one of the most significant and multifaceted issues, shaped by social, political, educational, and economic factors. The report shows that family/education migration is steadily improving, but the main form of migration is work migration and is supported by systematic Japanese programs. Some of the greatest gains from migration include improved household status, skill acquisition, and remittances. However, migrants have to struggle with uncertainty in employment, inability to adjust to a new culture, communication problems, and familial alienation. The management of migration requires adopting policies in both Bangladesh and Japan that prioritize social assistance, fair labor practices, legal employment, and skill development. Advantages and minimize risks by enhancing bilateral contracts, employment controls, integration, and family reunions. In conclusion, regarding socioeconomic development, Bangladesh-Japan migration is very promising for both migrant and national labor and the educational market. Implementing policy changes based on evidence can make the migration

process safer, more balanced, and more sustainable, benefiting both nations and enhancing the quality of life of migrants and their families.

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No potential conflict of interest was reported by the author(s).

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