

“মুজিববর্ষেরআস্থান
দক্ষহয়েবিদেশযান”

“বোয়েসেল-এরপ্রধানমিশন
নৈতিকনিরাপদওসাশ্রয়ীঅভিবাসন”



Annual Report 21-22



Bangladesh Overseas Employment and Services Ltd (BOESL)
Ministry of Expatriates' Welfare and Overseas Employment
Dhaka



Father of the Nation Bangabandhu Sheikh Mujibur Rahman



Honorable Prime Minister Sheikh Hasina

Imran Ahmad, MP
Minister
Ministry of Expatriates' Welfare
and Overseas Employment
Government of the People's Republic of Bangladesh



ইমরান আহমদ, এমপি
মন্ত্রী
প্রবাসী কল্যাণ ও বৈদেশিক কর্মসংস্থান মন্ত্রণালয়
গণপ্রজাতন্ত্রী বাংলাদেশ সরকার

Message

I am glad to know that Bangladesh Overseas Employment and Services Ltd. (BOESL) is about to publish the Annual Report 2021-2022. This souvenir will be an evaluation of their hard work, perseverance and achievements in the last year.

Employment for all was the dream of the Father of our Nation Bangabandhu Sheikh Mujibur Rahman. To make his dream a reality, overseas employment has no alternative. As the only state-owned manpower recruiting company, BOESL has to play a bigger role in rebuilding the labor migration sector of Bangladesh, especially in the post-pandemic world. They not only have to ensure ethical, safe and low-cost migration for the rightful job seekers but also make sure that the recruitment process is fair and transparent. They have to establish the “Best Practice” in this sector and be the role model for others. I understand that BOESL is exploring new job market and opportunities for Bangladeshi workers under the instruction of our Honorable Prime Minister Sheikh Hasina. The target is to recruit 1,000 skilled workers from every Upazila. Only then we can uphold the positive image of our country to the whole world and sustain the remittance in flow.

The world is now in an economic depression. Our resilience will be tested. Our abilities will be challenged. But under the efficient and visionary leadership of our Honorable Prime Minister Sheikh Hasina, I am sure that we will emerge victorious. I am optimistic that BOESL will find new possibilities for skilled migrant workers. No matter what the obstacles are, our promise to achieve the sustainable development goal and vision of 2041 will be fulfilled, Insha Allah.

I wish BOESL all the success.

Joy Bangla, Joy Bangabandhu
May Bangladesh Live Forever.

Imran Ahmad, MP



Message

From its very inception, Bangladesh Overseas Employment and Services Ltd. (BOESL), the only state-owned manpower recruiting agency is on a mission to ensure safe, ethical and low-cost migration. As the Chairman of BOESL, I can proudly say, "BOESL practice is the best practice in the country."

The impact of the pandemic has created an unprecedented situation for migrant workers. We are living in the new world order, facing a variety of new challenges and vulnerabilities. Still BOESL has managed to recruit record number of migrant workers and unlocked European market for Bangladeshis in this year which is definitely praiseworthy.

Amidst global recession, scarcity of overseas employment is inevitable. We have to put our best feet forward to ensure the socio-economic growth and development of our country. In these challenging times, ensuring safe, orderly and ethical migration at a reasonable cost is one of the topmost priorities of our government.

As the orthodox labor market is shrinking, we have to be more innovative in terms of exploring alternative overseas job markets to sustain our remittance in flow. We need to put more emphasis on skills development and quality migration. We have to ensure market responsive skill-sets along with the utmost transparency in the recruitment process. Advanced skill set, honesty and integrity have to be the key differentiators that will set our migrant workers apart from those of other countries. We must ensure better employability, competitive salary and benefits and lowest migration cost for our migrant workers. I believe our remittance warriors will lead the way towards of the 4th Industrial Revolution. I hope that BOESL will take the bull by the horn and set new benchmarks in global worker migration.

On behalf of BOESL's Board of Directors, I would like to thank our Honorable Minister, Mr. Imran Ahmad, M.P., Ministry of Expatriates' Welfare and Overseas Employment for his brilliant foresight and impeccable guidance. Thanks to the BOESL officials and employees for making a difference. My sincere gratitude to all the esteemed stakeholders for their trust in BOESL. Congratulations to BOESL for the publication of this Annual Report. With this level of transparency and accountability, I am sure BOESL will outshine itself in the coming years.

Dr. Ahmed Munirus Saleheen



Md. Billal Hossain
Ex-Managing Director
(Additional Secretary)
Bangladesh Overseas Employment and Services Limited
Ministry of Expatriates' Welfare and Overseas Employment



Message

Bangladesh Overseas Employment and Services Ltd. (BOESL), the only state-owned manpower recruiting company representing Bangladesh in the vast field of global worker migration. We aim to achieve excellence in safe, ethical, and low-cost migration and establish "Best Practices" in this sector. We are providing career guidance and motivational training to the Bangladeshi workers so that they can find profitable foreign employment opportunities as per their skills. We are arranging job fairs at district level to reach out more aspiring migrant workers. In this Mujib Year we have send 100 dependents of freedom fighters with zero service charge.

In the chaotic aftermath of a global pandemic, BOESL is not only supporting Bangladeshi overseas job seekers but also constantly meeting the expectations of employers worldwide. This year BOESL has set a new milestone by recruiting highest number of migrant workers in the history of this company. Not only that, BOESL has successfully unlocked European market and other unconventional labor market like Croatia, Kuwait, Qatar etc. Now BOESL is sending nurses, agricultural workers, IT specialist, costal workers, construction workers etc. BOESL is providing its best to contribute in the remittance in flow as well as the economy of Bangladesh. It's a profitable organization of the government and this year it has broken all the record of the past.

There is a famous saying, "A Man is known by the company he keeps..." and I am extremely proud of my colleagues, with whom I have seen many ups and downs, faced unforeseeable challenges and together we emerged victorious. Still, there are new missions to accomplish, there are new goals to fulfill. My best wishes to the present management and I believe BOESL will thrive under its prime leadership. I will be always honored to be remembered as one of the Managing Directors who served this highly esteemed organization. I will cherish the memories of BOESL forever.

My heartiest gratitude to the Honorable Minister Mr. Imran Ahmad M.P. and Respected Secretary Dr. Ahmed Munirus Saleheen for their unshakable trust on BOESL. Their support and cooperation are the driving force of BOESL.

Md. Billal Hossain.



Dr. Mallick Anwar Hossain
Managing Director
(Additional Secretary)
Bangladesh Overseas Employment and Services Limited
Ministry of Expatriates' Welfare and Overseas Employment



Message

With a heart full of hope and a mindset toward greater goals, I am embarking on my journey with Bangladesh Overseas Employment and Services Ltd. (BOESL), the only state-owned manpower recruiting company. In the ever-fluctuating market of global worker migration, BOESL is carrying the flag of our great Nation. We want to ensure safe, ethical and low-cost migration as our best practices.

After the pandemic, the world is going through a paradigm shift in terms of worker migration. Amidst this unrest, BOESL has created new record in the last year. My heartiest effort will be to surpass the employment number and open new job markets. The new wave of 4IR is on the horizon. We have to look for a dynamic workforce equipped with IT knowledge and advanced skill sets from available sources so that they can meet the diverse expectations of employers worldwide.

Bangladesh is going through the demographic transition and is experiencing a once-in-a-lifetime demographic dividend. I believe that every Bangladeshi youth has immense potential. So, BOESL will make sure that everyone has an equal chance when it comes to foreign employment. Bangladeshi workers who are migrating can avail themselves of career guidance and motivational training in BOESL. This training and counseling help a lot in adapting to the new environment and culture of a foreign country.

My sincere gratitude to the Honorable Minister Mr. Imran Ahmad MP and Respected Secretary Dr. Ahmed Munir Saleheen. I am honored that they have considered me worthy of such responsibilities. I am determined to make successful outcome and exemplary results. My best wishes to the departing Managing Director, Mr. Md. Billal Hossain. His legacy will live on with our future achievements.

New markets are opening, new opportunities are knocking at the door. Let us uphold the indomitable spirit of Bangladesh to the new world.

Dr. Mallick Anwar Hossain

Acknowledgement...

Our heartiest appreciation goes to the following Ministries, Organizations and Institutions for their consistent support and cooperation.

- Ministry of Expatriates' Welfare and Overseas Employment (MoEWOE)
- Ministry of Home Affairs
- Ministry of Foreign Affairs
- Ministry of Finance (Finance Division)
- Ministry of Civil Aviation and Tourism
- All Bangladesh Missions in Abroad
- Bureau of Manpower, Employment & Training (BMET)
- Wage Earners' Welfare Board (WEWB)
- ProbashiKallyan Bank (PKB)
- Director General of Department of Immigration and Passport (DIP)
- Director General of Health Services (DGHS)/s
- Civil Aviation Authority of Bangladesh (CAAB)
- International Labour Organization (ILO)
- International Organization for Migration (IOM)
- All Deputy Commissioners (DC)
- All Superintendent of Polices (SP)
- All UpazilaNirbahi Officers (UNO)
- HRD Korea in Bangladesh
- Embassy of Japan, Dhaka
- Embassy of Republic of Korea, Dhaka
- Embassy of Republic of Jordan, Dhaka
- Embassy of K.S.A Dhaka
- High Commission of Malaysia, Dhaka
- Embassy of Qatar, Dhaka
- Embassy of UAE, Dhaka
- Embassy of Kuwait, Dhaka.
- Embassy of Hongkong, Dhaka.
- High Commission of Brunei Darussalam,Dhaka
- Immigration Authority of Hazrat Shahjalal International Airport
- All Labour Attachés of Bangladesh Mission in Abroad
- All BMET Technical Training Centers (TTC)
- Expatriates' Welfare Desk, Hazrat Shahjalal International Airport
- Expatriates' Welfare Desk, Chittagong International Airport
- Expatriates' Welfare Desk, Sylhet International Airport
- Officer in Charge, Ramna Model Thana, Mirpur Thana, Darus Salam (Mirpur) Thana, DMP, Dhaka
- BOESL enlisted medical centers and
- All clients, suppliers, stake holders and concerned NGOs.

Abstract

Bangladesh Overseas Employment and Services Ltd (BOESL) is ensuring safe, ethical and low-cost migration as the only state-owned foreign recruiting company in the country since 1984. It was established with the vision to extend support to the partner countries, by taking an active role in their development process and making investments by exporting skilled, semi-skilled and professional human resources from Bangladesh. BOESL ensures that every potential Bangladeshi has his/ her fair chance of foreign employment as per their skills and experience. Proving right person for the right job in no loss, less profit is the core value of BOESL.

Board of directors provides operational guidelines as the authority in charge of BOESL. The board is headed by Dr. Ahmed MunirusSaleheen, Secretary of the Ministry of Expatriates' Welfare & Overseas Employment. It consists seven members who are esteemed Additional Secretaries from different ministries.

Dr. Mallick Anwar Hossain (Additional Secretary) is the present Managing Director of BOESL. He is the chief of the management. Under his visionary leadership 8 (eight) functional wings is being operated. The total head count of BOESL is 76.

BOESL has recruited 18,254 (eighteen thousand two hundred fifty-four) Bangladeshi manpower in 2021-22 FY and created new record. BOESL has earned trust of the foreign employers by fair, transparent and organized recruitment process. Only BOESL receives "Zero" migration cost from the workers and promotes employer pay model. Pre-departure orientation (PDO), motivational training, language training, BMET Registration & fingerprint, assistance in airport etc are the special features of BOESL that makes it better from the others. BOESL is the pioneer of best practices in labor migration of Bangladesh.

BOESL is one of the fast growing, profits generating companies of the Government. BOESL's total expenditure in this fiscal year is BDT 10,12,95,727 (ten crore twelve lac ninety five thousand seven hundred twenty seven) and Profit (before tax) is BDT 20,29,27,564 (twenty crore twenty nine lac twenty seven thousand five hundred sixty four). BOESL has paid the Government BDT 5,58,05,080 (five crore fifty-eight lac seventy five thousand eighty) as taxes and BDT 10,20,000 (ten lac twenty thousand) as dividends this year.

To ensure migration of 1000 youths from each upazila or sub-district as per the commitment of Honorable Prime Minister Sheikh Hasina BOESL is regularly arranging job fairs all over Bangladesh. BOESL is contributing directly in the area of SDG no: 1,2,5,8 and 10. To face the upcoming challenges of 4IR, BOESL is also preparing in align with the government. We are arranging workshops, making action plan etc as a mandatory part of APA (Annual Performance Agreement).

For maintaining international standard in every sphere, BOESL has achieved ISO certificate in 2015. This is the only ISO certified manpower recruiting company in Bangladesh. BOESL is also following the strategy of government to establish good governance. As a recognition of that our Ex-Managing Director Mr. Billal Hossain (Additional Secretary) achieved national integrity award in 2022.

To create new overseas employment opportunities for Bangladeshi workers BOESL has a dedicated wing called Business Promotion. Five teams have been formed assigning different countries to set foot in new job market. With hard work and dedication BOESL has unlocked European market and sent construction workers in Croatia this year. BOESL is also sending nurses in Kuwait, agricultural workers in South Korea, IT specialist in Australia, technical interns in Japan etc along with the regular market of RMG workers in Jordan and EPS workers in South Korea. To expand business and reach more rural aspiring migrant workers BOESL is also planning to open divisional and international branch offices in near future.

To celebrate the Mujib 100 years, BOESL took several activities and successfully completed all. BOESL has published a Memorial by documented all the activities in details. This publication has earned massive admiration as a very unique initiative from everyone.

A new record in overseas employment proves the dedication and hard work of every member of BOESL family. BOESL is determined to carry on this legacy and develop day by day.

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BOESL at a Glance

1.Name of the organization: Bangladesh Overseas Employment and Services Limited (BOESL)

2.Name of Ministry: Ministry of Expatriates' Welfare and Overseas Employment

3.Established:1984

4.Core Activities:

- Ensuring ethical, safe and low-cost migration
- Ensuring equal participation of all people in the overseas employment
- Evaluating people on their talents and skills
- Empowering jobseekers to build their career across the world
- Ensuring transparency in selection process
- Establishing direct relationship with employers and employees without middleman
- Providing jobseekers exciting new job opportunities
- Ensuring governance in labor mobility in regular pathways to decent work.

5.Area covered of SDG: Our goals in SDG are 1,2,5, 8 and 10.

- GOAL 1: No Poverty.
- GOAL 2: Zero Hunger.
- GOAL 5: Gender Equality.
- GOAL 8: Decent Work and Economic Growth.
- GOAL 10: Reduced Inequality

6.Authority: Board of Directors

7.Chairman of Board of Directors:

Dr. Ahmed MunirusSaleheen

Secretary

Ministry of Expatriates' Welfare and Overseas Employment

Government of the People's Republic of Bangladesh

and

Chairman

Board of Directors

Bangladesh Overseas Employment and Services Limited (BOESL)

8. Head of the Organization:

Dr. Mallick Anwar Hossain

Managing Director

(Additional Secretary)

Bangladesh Overseas Employment and Services Limited (BOESL)

9.Total employee of BOESL: 76

- Officers -20
- Staffs 46

10.Total Overseas employment:1,29,323

- **Male:**41,456
- **Female:**87,867

11.Employer Countries: K.S.A, Iran, U.A.E, Bahrain, Qatar, Oman, Kenya, Iraq, Kuwait, Zimbabwe, Maldives, Turkey, Malaysia, Fiji, Singapore, Libya, Mauritius, Malawi, U.S.A, Zambia, Nigeria, Botswana, Egypt, Seychelles, Japan, South Korea, Poland & Jordan.

12.Selected new countries: Germany, Canada, Australia, Russia, Brunei, China, Ethiopia, Cambodia, Thailand, Bulgaria, Greece, Albania, Vietnam, Hong Kong, Bosnia, Herzegovina, Croatia, Italy and Romania.

13.Related acts & Rules:

- BOESL is registered and incorporated under the Companies Act VII of 1913 and the Company Limited by Shares Memorandum and Articles of Association of BOESL.
- Overseas Employment & Migrants Act 2013.
- Expatriates' Welfare and Overseas Employment Rules 2016.
- Emigration Rules 2002

14.Website address: www.boesl.gov.bd

15.E-mail address: info@boesl.gov.bd

16.Contacts Number: 02-58311838, 02-48319125, 02-48317515 (PABX)

17.Address: ProbashiKallyan Bhaban (4th floor), 71-72 Eskaton Garden, Ramna, Dhaka-1000, Bangladesh.

18.Hotline number: +8801765411653

19. ProbashBandhu Call Center: 16135

Highlights of BOESL

1984: Started sending workers in Dubai Municipality

1985: Started sending Doctor in KSA

1986: Nurse and Technician sending in KSA.

1987: Started sending Doctors in Iran.

1988: Started sending workers in Iraq.

1989: Started sending Technician and Engineers in Dubai Electricity and water authority.

1993: Started sending Engineers in KSA.

1994: Started sending catering worker in KSA.

2002: Started sending Doctors and Technician in KSA

2007: Signed MOU with the Government of Republic of Korea and Bangladesh to recruit Bangladeshi workers under EPS (Employment Permit System).

2010: Government of Jordan allowed recruitment of female garments workers from Bangladesh through BOESL from the month of September 2010.

2011: Started digitalization of BOESL

2015:

- Starting SMS gateway service to all customers under service innovation.
- Publishing internal training manual.
- Introducing compulsory post-selection and pre-departure motivational briefing.

2016:

- Achieving New Delegation of Financial Power (DOFP) and Organization Structure approved.
- Publish in-house training calendar.

2018:

- Achieved ISO 9001:2015 certificate.
- Signed MOU with Japan.
- Strengthened online registration of Republic of Korea under EPS.
- 60 hrs. compulsory training for officials

2019:

- Introduced HRM software
- Introduced 24 hours language and culture training session for South Korea going workers under EPS.
- Introduced pre-departure briefing especially for Jordan going female workers.

2020:

- Started sending garments workers in Mauritius.
- Signed MOU with a Hungarian Company named IBF Work and got demand of 6000 workers.
- Preparation of guidelines for depositing security money by Bangladeshi EPS workers going to South Korea, 2020

2021:

- Prepared government approved accounting code-based budget for the year 2021-2022.
- Arranging chartered flight to send skilled female garment workers during COVID-19 pandemic situation.

2022:

- Started sending nurse successfully in Kuwait.
- Started sending 10 workers in Croatia.
- Published Mujib Year Songkolon on BOESL activities.
- Finalize newService Rules and Organogram of BOESL.
- Preparing loan policy for purchasing car and home

Chapter 1

Organizational Sketch

1.1 Background

Bangladesh Overseas Employment and Services Limited (BOESL) is the only state-owned manpower exporting company in the country. It was established in 1984 with a view to extend support to the partner countries to enhance their development process as well as investments through sending human resources of Bangladesh. BOESL's main objective is to provide "Right person for Right job" in "No loss less profit" basis to valued foreign employers.

The main purpose of establishing this company is to provide honest, efficient and quick services to the valued foreign employers with their full satisfaction and to ensure fair chance of overseas employment for every potential Bangladeshi as per his/her skill without any hassle.

1.2 Laws and Rules

BOESL is a manpower recruitment and service providing organization under the Ministry of Expatriates' Welfare and Overseas Employment. It is registered and incorporated under the Company Act, 1913 and the Company Limited by Shares Memorandum and Articles of Association of BOESL. It also follows the Overseas Employment & Migrants Act 2013, Expatriates' Welfare and Overseas Employment Rules 2016 and Emigration Rules 2002. As a government company it follows every government rule related to overseas employment and migration.

1.3 Vision

To become one of the best overseas recruitment organizations in Bangladesh by providing fast, efficient and effective service to our clients and make more contribution to the national economy to sustain its growth.

1.4 Mission

- Ensuring safe, ethical and low-cost migration.
- Ensuring equal participation of all people in the overseas employment.
- Evaluating people on their talents and skills.
- Empowering jobseekers to build their career across the world.
- Ensuring transparency in selection process.
- Establishing direct relationship with employers and employees without middleman.
- Providing jobseekers exciting new job opportunities.
- Ensuring governance in labor mobility in regular pathways to decent work.

1.5 Commitment

- To create equal opportunity of overseas employment especially for the women and poor people.
- To communicate with different manpower receiving countries with a view to promote Bangladeshi workers.
- To search and explore new overseas employment market for Bangladeshi workers.
- To ensure overseas employment in minimum migration cost without the interruption of any middleman.
- To take necessary steps to prevent illegal stay in the receiving country.

1.6 Objectives

- To establish "Best Practices" in labor migration sector.
- To assist foreign employer to recruit right person for right job.

- To buildup positive image of Bangladeshi workers in the world labor market by sending skilled, semi-skilled and professional worker.
- To improve socio-economic condition of the country by earning remittance.
- To contribute directly in SDG.

1.7 Core Objectives

For the Customers: Overseas employment with customer care.

For the Organization: Financial sustainability and goodwill of the company.

For the Society: Strengthening the social values and undertake corporate social responsibility.

For the Nation: Taking all-out effort to achieve national growth and economic prosperity.

1.8 Core Services

- Searching new overseas job market for Bangladeshi people.
- Signing MoU/Agreement regarding overseas employment.
- Collecting valid demand of manpower.
- Publishing job advertisement and arranging interview.
- Assisting foreign employers to get right person for right job.
- Promoting employers pay model for the welfare of Bangladeshi workers.
- Arranging job fairs, motivational trainings, language training etc. for Bangladeshi workers.
- Screening qualification, experience and assignment of prospective employees/ candidates.
- Assisting in every step of migration process till departure.
- Providing post departure service in need.

1.9 Business Scopes

Businessscopes of BOESL are as follows:

- To do and carry on the business of recruiting agents for overseas employment in any part of the world where the company gets scope either by way of individual efforts, negotiation or as the agent of any foreign company, government agency or employer.
- To project the image of Bangladesh as a reliable source of potential manpower by means of regular publicity and promotional activities.
- To arrange trade-tests, medical-tests, tickets and other facilities for persons selected for overseas employment and charge fees as may be determined by the Board of Directors from time to time.
- To do and carry on the business as travel agent, tour cruise operators, conductors by air, land and water within and outside Bangladesh either independently or in co-operation with any other organization of any country of the world including Bangladesh.
- To acquire and take over any concern carrying on the business of sending manpower and travel agents and other allied business within and outside Bangladesh.
- To establish branches, agencies or offices of the company in any part of Bangladesh or outside Bangladesh.
- To insure with any other company and persons against losses, damages, risks and liabilities this may affect the company.
- To promote any other company, firm or concern for carrying into effect any of the objects of the company or for the purpose of acquiring all or any of the business, property, rights,

liabilities of this company or for any other purposes which may seem directly or indirectly to benefit this company.

- To enter into collaboration with any person or party whether local or foreign for the purpose of the business of the company.
- To appoint agents or constitute agencies of the company in Bangladesh and elsewhere for administration of the affairs of the company and to manage its business either generally or in respect of any particular sphere of its activities in doing and performing any or some or all the objects mentioned in the Memorandum of Association or as per incidental or conducive to the attainment of these objects.

1.10 Promises to Stakeholders

- Promoting investment in employees' skills to increase the resilience of employees/candidates and organization of Bangladesh.
- Helping Bangladeshi people to increase skills necessary to find a foreign job and adapt to a fast changing world of work.
- Finding the right person to meet the standard of employers.
- Developing strategic actions to deliver very good talented candidates in a challenging environment.
- Enabling BOESL to adapt rapidly in a changing circumstance.
- Providing job seekers well placed career paths.
- Extending foreign employment services to all Bangladeshi jobseekers with minimum cost and time.
- Providing decent employment for millions of Bangladeshi people.
- Maintaining regular collaboration with all human resource receiving and supplying agencies and all partners with BOESL.
- Developing a framework where Bangladeshi workers shall be settled according to their skills and experience.
- Developing Bangladeshi skill workforce as per standard of 4th Industrial Revolution (IR) to compete overseas job market.

1.11 Competitive Advantages

- Government owned trustworthy company.
- Qualified, experienced, efficient management.
- Lowest migration cost.
- Customer oriented, fair and ethical selection process.
- Transparent recruitment procedure.
- Always confirms the benefits of the workers.
- All facilities are available to ensure any skill or language test.
- All facilities are available to ensure mandatory medical test.
- Available quarantine space.
- Well collaboration between employers and employees.
- Accountability and transparency.
- Cooperation of Embassies in partner countries. Special labor wings are working in 30 countries.

1.12 Success stories

Labor migration is a very vulnerable sector. It has many challenges. BOESL is working relentlessly to overcome the threats and challenges since its inception. It is setting examples of Best Practices

through honesty, hard work and dedication. BOESL has been able to create some unique success stories of safe, ethical and low-cost migration which are absolutely praise worthy.

BOESL has sent 10,000 workers in IRAQ under the Government Protocol in 1986. BOESL has supervised recruitment of 79,000 workers for Malaysia during 1996 to 1997 under Government to Government protocol as an obligatory responsibility of the Government to ensure low-cost migration.

Before 2006 Bangladeshi workers migrated to South Korea under Industrial Trainee Scheme (ITS) with a high migration cost. To ensure transparency and efficiency in the process of foreign workers employment, South Korea has introduced the Employment Permit System (EPS) instead of ITS. The South Korean Government has signed the Memorandum of Understanding (MoU) with Bangladesh in 2007 to recruit Bangladeshi workers under EPS. In implementing this MoU, both sides jointly decided that BOESL as the only sending agency in Bangladesh. Under EPS, BOESL has sent 24,301 workers to South Korea by June 2022.

BOESL has been working in female migration from long but started in full swing since 2010 in Jordan, Bahrain, Oman, UAE and Hong Kong. Our main concern of female migration is to ensure safe and low cost or free of cost migration. BOESL takes only 18,240 Tk. from the female garments workers as service charge. Since 2010 to June 2022 total 81,867 female workers have migrated through BOESL.

Thus, BOESL has sent 1,29,323 workers in different countries from January 1984 to June 2022. Since 1984 BOESL has achieved one goal of safe, ethical and low-cost migration and made itself an unbeatable brand in migration sector.

1.13 Experiences

BOESL has more than 38 years of practical working experience in this sector. So far BOESL has successfully sent manpower to almost 30 countries in the world. Last year (fiscal year 2021-2022) BOESL has successfully sent more than 18,254 workers all over the world with minimum cost and ensured safe migration.





1.14 Available resources in the following fields

- Engineering
- IT professionals
- Construction
- Design & Architectures
- Marketing
- Culinary
- Health care section
- Manufacturing
- Trading
- Care giving
- Digital marketing
- Tourism & Hotel management
- Agriculture
- Shipbuilding
- Welding
- Driving
- Garments and Tailoring
- Domestic Helper

Chapter 2

Board of Directors

No	Photo	Name	Designation
1.		Dr. Ahmed MunirusSaleheen	Secretary Ministry of Expatriates' Welfare & Overseas Employment and Chairman of the BOESL Governing Board.
2.		Mr. Md. Shahidul Alam NDC	Director General (Additional Secretary) Bureau of Manpower, Employment & Training and Director of the BOESL Governing Board.
3.		Mr. Md. Hamidur Rahman	Director General(Additional Secretary) Wage Earners Welfare Board and Director of the BOESL Governing Board.
4.		Dr. Mallick Anwar Hossain	Managing Director (Additional Secretary) BOESL and Director of the BOESL Governing Board.
5.		Mr. Md. Jahangir Alam	Additional Secretary (Police & NTMC) Public Security Division, Ministry of Home Affairs and Director of the BOESL Governing Board.

No	Photo	Name	Designation
6.		Mrs. Habibun Nahar	Additional Secretary (Implementation) Finance Division, Ministry of Finance and Director of the BOESL Governing Board.
7.		Mr. Md. Abdul Kader	Additional Secretary (Training Wing) Ministry of Expatriates' Welfare and Overseas Employment and Director of the BOESL Governing Board.
8.		Mr. Md. Muhidul Islam	Additional Secretary (Biman & CA) Ministry of Civil Aviation and Tourism and Director of the BOESL Governing Board.
9.		Mr. Faiyaz Murshid Kazi	Director General (MEA) Ministry of Foreign Affairs and Director of the BOESL Governing Board.

Directors' Review

Dear Distinguished Shareholders

As Directors of Bangladesh Overseas Employment and Services Limited (BOESL), we are delighted to welcome you all to the 38th Annual General Meeting (AGM) and submitting audit report of financial year 2021-22.

The requirement for Directors' Report arose out of a general move for greater terms in corporate governance. It is useful for shareholders to find out issues such as good financial condition of the company, market potential and structural capacity of the business to expand into new opportunities etc. In order for shareholders to make informed decision when casting their votes at annual or other meeting, the Directors' Report provides part of that essential minimum standard of information. It is complemented by the Directors' Report and the company accounts.

At the outset of the meeting, we would like to remember the contribution of our previous board members who have contributed by their mentoring, coaching and leadership for improvement of the financial position of the company.

2.1 Responsibilities of the Board

The duty of the directors is to prepare a Directors' Report once a year. It is found in the Company Act, 1913. The report must include names of the directors and company's principal activities.

All the members of the board conduct meeting every month to review the performance of the company. As the Chairman of the board, I perform the responsibility of smooth functioning of the board. The Managing Director of BOESL is in charge of Executive body of the company. He regularly reports the work procedure and progress of the company to the Board members. All issues related with human resource management, new recruitment of officials and staffs, possibilities to improve the employment situation of Bangladeshi workforce in abroad, progress of implementation of all decisions of the board are monitored consistently. Sustained financial growth is the main concern of the Board. This matter is always discussed in the meeting. Financial allowances for training, overtime of staffs, recruitment system for BOESL's officers and staffs, appointing of auditing company, matter related to delegation of financial power, formation of committee for promotion of officers and staffs, expansion of foreign market of BOESL on enhancing labour market for Bangladeshi workers are also discussed. Appointment of consulting firms and consultants, labour sending process in Japan and South Korea, Malaysia issues get priority in the discussion.

To provide the right guidance in leading BOESL worldwide with higher brand value is the sole responsibility of the Board.

2.2 Overseas Employment and Services: Country Report

Bangladesh has been formulating and adopting national laws and policies to govern the labour migration process. The government has also adopted national policies that address the skills development of workers. The MoWOE and its executing arm BOESL have mobilized available resources in collaboration with a range of stakeholders to enhance skills of the workers.

Bangladesh is enjoying the demographic dividend and the numbers of young foreign jobseekers is increasing day by day. It is evident from the statistics of application received from candidates in recent years. The employment data of the overseas employment reveals that in this year BOESL has recruited good number of candidates in 8 (eight) countries such as Jordan, South Korea, Croatia, Kuwait, Japan, Hong Kong & Seychelles and Mauritius. In 2021-22, total 18,254 (eighteen thousand

two hundred fifty-four) jobseekers received foreign employment through BOESL. The management of the BOESL applied various attractive and innovative approaches like reducing service charge for hiring more Bangladeshi candidates through BOESL, arranging job fairs country wide etc. Reducing service charge attracted many companies to hire more different professionals through BOESL. Many new companies have signed MoU and agreements with BOESL to take more manpower with low migration cost in ethical way. Board has decided to bring changes in the present organogram of BOESL to improve the administration and business promotional activities. We are also planning to open branch offices to provide world class service.

2.3 Precise of BOESL's Performance

The company has set necessary infrastructure and tools to maintain its security. In the shrinking overseas employment markets of the post pandemic world BOESL has demonstrated good advancement in deploying Bangladeshi workforce in following countries. Table 1 is reflecting the scenario of overseas employment in 2021-2022.

Table 1: Overseas Employment in the fiscal year 2021-202

Month	Name of the Countries						Grand Total
	Jordan	Hong Kong	Seychelles	South Korea	Croatia	Mauritius	
JULY	641	-	-	-	-	-	
AUGUST	668	-	-	-	-	-	
SEPTEMBER	1,446	-	12	-	-	-	
OCTOBER	963	1	-	-	-	-	
NOVEMBER	1,478	-	1	-	-	-	
DECEMBER	2,021	1	7	111	-	-	
JANUARY	1,639	-	2	130	-	-	
FEBRUARY	1,299	-	1	208	-	-	
MARCH	1,867	-	-	218	8	-	
APRIL	1,706	-	-	657	2	19	
MAY	967	-	-	504	-	-	
JUNE	1,040	1	1	540	-	-	
TOTAL	15,735	03	24	2,358	10	19	

BOESL has developed a brand value through its honesty, consistency and efficiency to the stakeholders. In FY 2021-2022 Jordan, Seychelles and Hong Kong are the only three destinations for jobseekers due to post pandemic situation. But this year BOESL has sent record number of workers since its inception. Various initiatives of different labour wings of Bangladesh Embassies and missions in abroad helped a lot achieving this record. BOESL has upgraded the image of Bangladeshi workers positively worldwide. Every employer willing to employ Bangladeshi manpower knows where to knock for the right person. Workers trust BOESL for ensuring safe, ethical and low-cost migration with decent and secured job. In compliance of migrants' act of Bangladesh, BOESL is confirming all the conditions of employers and benefit of the employees. A formal contract is also signed between employers and employees where all conditions with benefit stated clearly. Diagram 1 clearly showing progress of overseas employment.

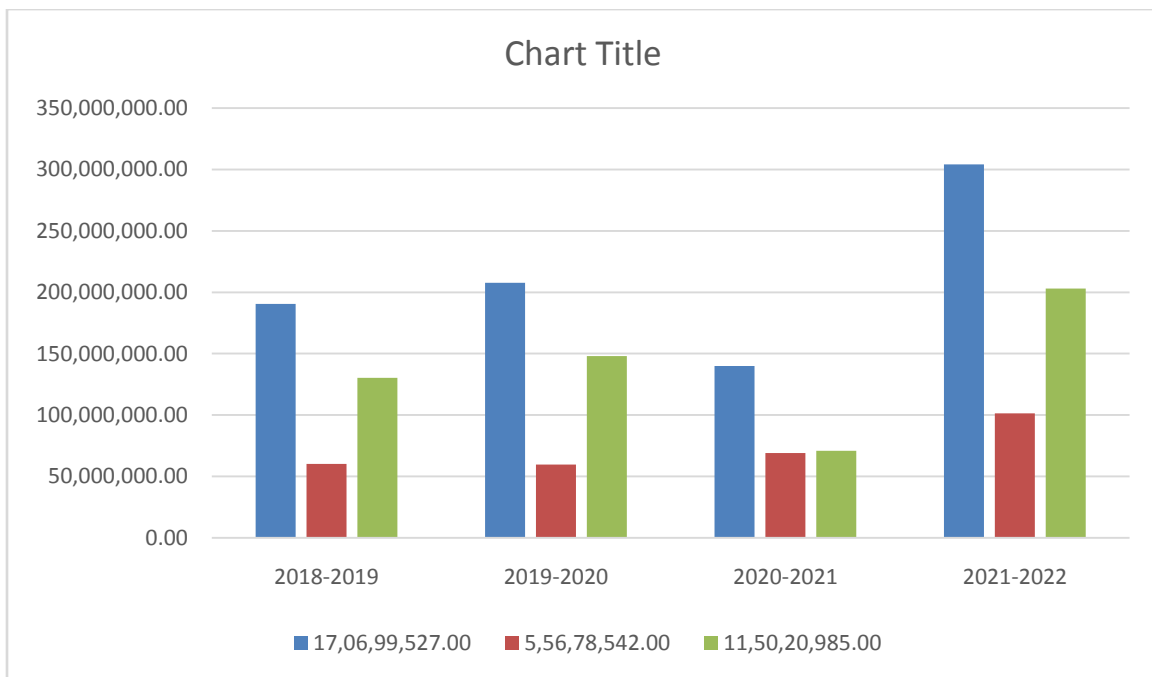
2.4 Financial Progress of last Decade

BOESL is a profit generating organization of the government. It is a steadfast growing company. Data of income, expenditure and profit reveals that income of 2021-22 (BDT 30,42,23,329.00/-) is higher than the previous year (BDT 13,99,06,458.00/-).

Fiscal Year	Income Tk.	Expenditure Tk.	Profit (Before Tax)
2012-2013	98,349,486.00	30,286,771.00	68,062,715.00
2013-2014	119,243,073.00	31,707,509.00	87,535,564.00
2014-2015	147,990,391.00	32,843,522.00	115,146,869.00
2015-2016	143,900,474.00	39,084,300.00	104,816,174.00
2016-2017	149,837,122.00	46,819,077.00	103,018,045.00
2017-2018	170,699,527.00	55,678,542.00	115,020,985.00
2018-2019	190,558,349.00	60,216,194.00	130,342,155.00
2019-2020	207,702,221.00	59,639,609.00	148,062,612.00
2020-2021	13,99,06,458.00	6,90,04,023.00	7,09,02,436.00
2021-2022	30,42,23,291.00	10,12,95,727.00	20,29,27,564.00

BOESL is a licensed manpower recruiting agency which has a brand value to all employers. The company was established by the Government of Bangladesh with 51 lakhs paid up capital. Since then, the company has shown consistent improvement. It's now recognized as one of the most reliable manpower recruiting company.

Diagram 2



The diagram shows income, expenditure and profit of BOESL in last decade.

2.5 Client Satisfaction

The prevailing ideas of BOESL are continuously being modified and innovated. Indeed, this company is playing a major role in changing the lives of many Bangladeshis, including all stakeholders, partners and office clients.

In the era of globalized economy, BOESL has intention to become more imperative and even more significant in the national economy by increasing remittance. As BOESL provides client oriented and excellent services, it is high time to give concentration on quality and provide good customer

service with a view to sustain its growth. This company is maintaining trust and confidence of all stakeholders through relentless pursuit of knowledge and understanding.

2.6 Financial Status of BOESL

This year following the guideline of the board of directors of BOESL, management of the company appointed an audit company named “Mahfel Huq & Co.Chartered Accountants” to review financial position of BOESL. The audit team started auditing from 01 July 2021 to 30 June 2022 and reviewed and monitored the integrity of financial status. The report of the audit team has ensured that the company fully complies with the accounting policies, principles and standards. The team has made appraisal of the performance of the internal audit and internal control system. Moreover, the team also has reviewed the risks associated with the company’s operations. BOESL’s internal audit control committee headed by the Company Secretary of BOESL is regularly supervised by the committee and guided by the board.

The audit report explained that as a whole this company is free from material misstatement due to fraud and error. Hence, in accordance with their professional judgment the financial position reflected here under-

Report of 30 June 2022:

- a) Fixed Asset: 2,23,32,764.00 BDT
- b) Current Asset: 174,73,76,602.00 BDT
- c) Current Liabilities: 96,13,55,178.00 BDT
- d) Net Current Asset: 78,60,21,425.00 BDT
- e) Total Net Asset: 80,83,54,189.00 BDT
- f) Total Income: 30,42,23,291.00 BDT
- g) Expenditure: 10,12,95,727.00 BDT
- h) Profit Before Tax: 20,29,27,564.00 BDT

A detailed report is attached with this annual report in chapter 05.

2.7 BOESL’s Evolution

2.7.1 Skill Development of BOESL Officials

To enrich knowledge, skills and professional expertise, BOESL arranges various training programs for the employees. Following the directives of the Ministry of Public Administration and Ministry of Expatriates’ Welfare & Overseas Employment, BOESL has developed a training calendar for each employee which is designed to meet at least fifty hours of training on different topics around the year.

2.7.2 Customer Care

BOESL provides pre-departure briefing to the workers before going to their destination countries. Language, culture and lifestyle of concerned country, types of work to be done, terms and conditions of service, safety and security etc. are being described in that briefing.

BOESL has introduced “Behavioral Change Motivational Training” to prevent illegal stay in the Republic of Korea. Resource persons from different fields like psychologist, doctors, police officers specialized on criminology, lawyers and delegates from HRD Korea and experienced government officials are invited at the training. The day-long training has six sessions on:

- Safe Migration and Role of HRD Korea and BOESL
- Proceedings on illegal stay
- Breach of Contract
- Etiquette, Manner and Code of Conducts
- Counseling and Psychotherapy on Self Understanding
- Korean Language and Culture.

Before the departure of EPS workers, 24 hours “Korean Language and Culture Training” is arranged by BOESL on regular basis in cooperation with HRD Korea. This training is increasing functional

level of Korean language proficiency in work places, shopping malls, hospitals and travelling in Republic of Korea.

2.8 Advantage of Employee

2.8.1 Contributory Provident Fund

The Company operates a contributory provident fund scheme for all the contractual employees. Provident Fund is administered by a Trustee Board and is funded by contributions equally from the employees and the employer at 10% of basic salary. The balance amount as on 30 June 2022 is BDT 2,11,19,497/- (Two crore eleven lac nineteen thousand four hundred ninty-seven).

2.8.2 Gratuity

The Company operates an unfunded gratuity scheme for all regular employees. Employees are entitled to gratuity benefit after completion of minimum five years of continuous service with the Company. The gratuity is calculated on the last basic pay and is payable at the rate of two months basic pay for every completed year of service.

2.8.3 Group Insurance

BOESL and JibonBima Corporation had entered into a contract back in 1997 for providing protection under group insurance scheme to BOESL's employees. In the year of 2015-2016 and 2021-2022 BOESL has settled 03 claims of Group Insurance with the help of JibonBima.

2.8.4 Profit Bonus

BOESL is growing steadily and earning profit every year. In this year it has earned profit amounting to 20,29,27,564.00 BDT (twenty crore Twenty-nine lac twenty-seven thousand five Hundred sixty-four) before tax. A portion of its profit is distributed to all the employees of BOESL as profit bonus for their better performance. BOESL is always focusing on ethical growth with reasonable service charge with strong performance.

2.8.5 NIS (National Integrity Strategy)

In line with National integrity Strategy (NIS) BOESL has formed an Ethics committee for the implementation of NIS arrangement. The committee formulated an action plan for 2021-22 to promote integration among employees and employers and good governance to this company. The action plan of NIS has initiated to prepare a list of best practices of BOESL under which it envisaged to train staffs and officers of the company. All information is publishing and upgrading in the website of BOESL. All activities of BOESL are online based. The work plan also included to monitor the implementation of the activities and submitting to the Ethics committee.

2.8.6 E-governance and Innovation Projects

An innovation committee is formed according to the APA. It is involved in undertaking various innovative measures to improve the gaps of the company for offering best services to the customers. Main innovative measures in 2021-22 presented hereunder-

- Online registration
- Online Training
- Mobile app
- E-file
- MyGov
- Ami Probashi app
- Citizen Charter
- Cloud Mail Server
- BOESL Website, Facebook & YouTube
- Online interview
- Virtual MoU signing
- 4IR based workshop for the officials
- Language Lab for TOPIK examination of EPS workers
- Language Training Center
- One stop service center for EPS workers
- Registration and fingerprint Center
- Regular Service Simplification

- Job Fairs in district level
- Zero cost migration for the dependents of Freedom Fighters etc.

2.9 Risk Management Programs

BOESL has taken many proactive steps to manage the risk of forced labor in recruitment, selection and hiring process. Representative of employers are regularly attending the interview and skill test program. The company is not receiving any service charge in cash from any candidate. All payments are done through the bank. In most cases employers are paying the service charge to BOESL. No hidden fees are being charged to the job seekers. Normally employers provide necessary expenses for female workers in Jordan.

- All risks are explained in the pre-departure orientation training.
- Terms and conditions of the employers are being explained to the employees.
- Employment opportunities are published regularly in the website and newspaper.
- Bill board, notice board, leaflet, special announcement and citizen charter are given to inform the prospective candidates.
- A Television commercial (TVC) has been made in Bangladesh Television to inform about different risk of foreign employment process and to raise awareness in mass community.

2.10 In-house Training for Employees

Employees of BOESL are receiving 50 hours training every year. The management of the company included mandatory training programs for all employees to increase their productivity and efficiency. In the year 2021-22, a special training manual developed which focuses on the follows modules:

- Module-01- Bangladesh Studies and Government System
- Module-02- Ethical Issues for Public Servants
- Module-03- Bangladesh Constitution and Service Rules
- Module-04- Office Management
- Module-05- Financial Rules and Procurements
- Module-06- Communication Technology
- Module-07- Fundamentals of English
- Module-08- Speaking English
- Module-09- Writing Skills
- Module-10- Workshop on Localization of Sustainable Development Goals (SDG)

A Group of specialized trainers provides training on above topics. The employees of BOESL are offering people the best customer care. Professionalism of the employees has also improved. They are now capable enough to solve performance problems by explaining details of the job. Employees are also working on their mistakes and understand the result of poor performance. Continuous training to the officials and staffs helps to improve financial position of the company. Job satisfaction also has increased among employees. Regular training program enhances moral of the employees on the job and loyalty to the company.

2.11 Observance of International Migrant Day

Every year on the date of 18 December, BOESL organizes various programs to celebrate International Migrant Day. Debate competition on the topic of migrant related issues, essay competition for various age groups of participants, drawing competition for children, video conference program for migrant workers etc. are being arranged in this day. These programs make people more aware about the safe migration.

2.12 Women Empowerment through BOESL

BOESL recruits above 80% female workers of its total overseas employment. In 2006, Jordan Government stopped employment of male workers from Bangladesh. Thereafter, with the persuasion of the government of Bangladesh, the Jordan Government has especially allowed recruitment of female garments workers from Bangladesh through BOESL from 2010. This valor steps of Ministry of Expatriates' Welfare & Overseas Employment and the Embassy of Bangladesh in Jordan is remarkable. Under the supervision of Ministry of Expatriates' Welfare & Overseas

Employment, BOESL has taken a special initiative to ensure safe and Zero cost migration of female garments workers in Jordan.

- The representatives of Jordanian garments company come regularly (every week) to Dhaka to select skilled female garments workers through practical test.
- Female workers are going to Jordan by paying only 18,240/- as service charge of BOESL. In most companies, they can go without any cost as the companies pay all the service charges for themselves.
- Each female worker is earning at least BDT 20,000-30,000 per month and the company has also been providing free accommodation, food and primary medical treatment facilities.
- BOESL has no dalal/ middleman/ agent/ sub-agent, that's why girls can go to Jordan directly through BOESL without any harassment.
- Total 87,867 female garments workers have received employment in Jordan through BOESL from 2010 to June 2022.

2.13 Recruitment of Technical Intern in Japan

As a sending agency BOESL is enlisted on 19 March 2018 to send Technical Intern in Japan. After the enlistment BOESL has signed total twelve MoCs (Memorandum of Cooperation) with the supervising organizations of Japan.

- Maebashi Kokusai Shien Kyoudu Kumiai
- Japan Human Support Cooperative Organization (ZenkokuJinzai Shien Jigyo Kyodo Kumiai)
- The Juridical Foundation For International Personnel Management (I.P.M)
- Kyodokumiai Accumulation
- Kakamigahara Chamber of commerce & industry
- Global Cooperative Association
- Institute of Foreign Student and Human Resources Total Support Organization (IFTO)
- The Yokohama City Welfare Management Association
- Association for the Promotion of Spreading International Person
- Technomate Cooperative
- Zenbi Co-Op
- Kaicom Solutions Japan

BOESL has sent first batch of 03 technical interns to Japan Human Support Cooperative Organization on 23-01-2019. Secondly, 02 technical interns (Automobile Sector) were sent to Japan on 9-5-2022 for Association for the Promotion of Spreading International Person. Thirdly 03 technical interns (Construction and Plumber) were sent on 05-07-2022 for Global Cooperative Association. So, after establishment of BOESL total 08 workers have sent to Japan as Technical Intern. The Yokohama City Welfare Management Association and Technomate Cooperative have completed their selection process from BOESL respectively. Here 02 care givers are selected for The Yokohama City Welfare Management Association and 03 garments workers are selected for Technomate Cooperative. Their sending procedure is ongoing.

2.14 Migration to South Korea

2.14.1 Employment Permit System

South Korea has been recruiting foreign workers from 16 countries including Bangladesh under the Employment Permit System (EPS). This is a G2G (Government to Government) system. A MOU has been signed between Ministry of Expatriates Welfare and Overseas Employment (MOEW&OE) and Ministry of Labor & Employment of South Korea in the year 2007. The main criterion of selecting EPS workers is proficiency in Korean language of the applicants: Any Bangladeshi applicant who has proficiency to read, write and understand Korean language with the age of 18-39 are eligible to apply. The candidate must have qualifying number in Korean language test. Any Bangladeshi can be registered for Korean language test within following criterion:

1. Academic qualification minimum SSC/Equivalent
2. Age should be in between 18-39 years.

3. Those, who have not ever been punished by the government.
4. Those, who have not returned from Korean Port or not been ordered to leave Korea.
5. Those, who have no restriction from the Govt. of Bangladesh to go abroad.
6. Those, who are medically fit.

Bangladesh has been sending workers to South Korea through BOESL since 2008. The main features of EPS system are described as below:

1. Worker's migration cost is USD 1,115 only, including air-fare.
2. Workers usually monthly earning is BDT 2,00,000 (Two lacs) including overtime per month. Sometimes employers provide free accommodation and food to
3. Entire migration process of EPS that is starting from registration, Korean Language Test, employee selection, Job offer, Visa process and workers entry in Korea are completing through online. So, it is a transparent and efficient system.
4. Total 24,301 workers have been employed in South Korea from 2008 to June 2022.

2.14.2 Seasonal Worker's Employment in South Korea

Recently BOESL and two counties (Suncheon-gun and Wiriong-gun) of the republic of Korea have signed two MoUs for sending seasonal agricultural worker from Bangladesh to South Korea. As per guidance of the embassy of the Bangladesh to Seoul, BOESL has published an advertisement on 10 August, 2022 to have a list of interested eligible candidates through google doc. Synopsis of the advertisement is as below:

1	Number of employees	200 people.
2	Can apply	Male/Female
3	Duration of service	5 Months.
4	Experience Certificate	2 years of experience certificate from Upozila Agriculture Officer
5	Ethnic minority proof	Certificate from Deputy Commissioner
6	Priority basic	Ethnic minority
7	Basic salary	9160 Won/Hour
8	Working hour	8 Hours.
9	Weekends	1 Day.
10	Visa type	E-8.
11	Age Limit	30-45 Years.
12	Over time facility	Yes.
13	Monthly gross	BDT 1,20,000/-
14	Service charge	BDT 29,890/-
15	Collateral/Deposit	BDT 50,000/-
16	Other facilities	Accommodation, medical etc.

Other Qualifications

1. Those, who have not ever been punished by the government.
2. Those, who have not returned from Korean Port or not been ordered to leave Korea.
3. Those, who have no restriction from the Govt. of Bangladesh to go abroad.
4. Those, who are medically fit.
5. They must return after completing the tenure.

Selected 43 ethnic minority candidates list has send to the embassy of Bangladesh to Seoul. Among them, 28 candidates have submitted their documents, fees and deposit for visa processing.

2.15 Nurse Recruitment in Kuwait

BOESL received demand letter in healthcare sector from City Group General Trading Co. and Advanced technology, Kuwait. There is a high demand for nurse professional in Kuwait. Bachelor/diploma degree in nursing experienced 2-3 years in government or private hospitals are the qualifications of the applicants. Basic salary 80,000-90,000 BDT and accommodation, food, airfare, insurance, transportation and medical cost provided by the employer. Migration cost for BOESL 52,240 BDT (Diploma degree professional) and 87,240 BDT (B.Sc. degree professional) including manpower clearance and insurance. We have sent number of 267 nurse in Kuwait and 900 nurse will be employed step by step.

2.16 Opening New Job Market in Europe

BOESL has explored and entered in European overseas employment market in Croatia for the first time. We received a demand letter from CrotalD.o.o Company of 10 construction workers including 2 foreman. Their basic salary is 700-800 USD and accommodation, food, insurance, transportation and medical cost provided by employer. Migration cost for BOESL 39,000 BDT including manpower clearance and insurance excluding airfare to Croatia.

Candidates had to go Kolkata, India for Croatian visa stamping as there is no Croatian Embassy in Bangladesh. Each candidate has to deposit two lac security money to BOESL with commitment in non-judicial stamp that they will not flee away to another country. Their guardian also assured and oath in non-judicial stamp for one lac taka. Probashi Kallyan Bank (PKB) provided two lac taka loan to each worker on low interest rate. All workers are getting good salary with overtime and others benefit.

2.17 Recruitment in Mauritius

Mauritius, island country in the Indian Ocean, located off the eastern coast of Africa. Geographically, it is part of the Mascarene Islands. BOESL got a demand letter of 50 workers from Seven Seven Co Ltd in Mauritius. They desired to take bakery and pastry operator. Among them 33 workers have already reached to Mauritius and 17 workers are waiting for the visa. It's a highly potential market for Bangladeshi workers. Work environment and salary is satisfactory.

2.18 Recruitment in Seychelles

Seychelles is an island country in Africa. According to the 2020 World Bank calculations, Seychelles has the second highest human development index among African countries. The contribution of Bangladeshi expatriate workers is undeniable behind this development of Seychelles. There is a lot of demand for Bangladeshi workers in the Seychelles labor market, especially in agriculture, building construction, hotel management, fishing, etc. MOU has been signed with "RISING MOON EMPLOYMENT AGENCY" in Seychelles regarding sending Bangladeshi manpower through BOESL. The effects of the global economic recession in the wake of the Corona pandemic have had a significant impact on the Seychelles labor market. A total of 24 workers traveled to Seychelles in various occupations in the last fiscal year 2021-2022.

2.19 Recruitment of Domestic Helper in Hong Kong

BOESL signed MoU with Graceful Worker Employment Agency (GWEA), Hong Kong for sending female domestic helper. We received demand of 6 (six) thousand female domestic helpers. Applicants are pre-selected through interviews by GWEA representatives.

For primary selectees three months Cantonese language and housekeeping training is provided by the resource person of GWEA in Comilla Technical Training Center. After training online interview is arranged for employer in Hong Kong. Service charge for BOESL 15,000 BDT (including vat, tax and manpower clearance) and GWEA fee 150,000 BDT (including training cost, airfare, visa and others documents). So total cost per employee is 1,65,000 (one lakh sixty-five thousand) taka. All costs are to be paid after the visa is issued. Salary is 52,000 BDT, job contract is for two years and renewable.

BOESL have sent 7 workers in Hong Kong and recruitment is ongoing to fill up the targeted demand.

2.20 Acknowledgement

Finally, I would like to share that BOESL is operating its business conforming to international standard. We are governing BOESL with proper guidelines. We are grateful to all the stakeholders for their investments in BOESL. Thus, they are receiving dividend every year. Moreover, we are very much grateful to our foreign partners for selecting Bangladeshi jobseekers for various positions as per their skills and enable them to play a significant role in the development of respective destination countries. We are regularly maintaining connection with all our foreign partners. As we always depend on empathy, intuition and trust, we all are striving for perfection and simultaneous promotion of interest of our candidates. As our clients are always look for meaningful career. We know how important a job for Bangladeshi men and women.

On behalf of the Board of Directors.

Dr. Ahmed MunirusSaleheen

Secretary

Ministry of Expatriates' Welfare & Overseas Employment

The Government of the People's Republic of Bangladesh

and

Chairman

Board of Directors, BOESL

Chapter 3

Administration of BOESL

BOESL administration operates through multiple functional wings. Under the leadership of Managing Director and guidance of Executive Director, officers and staffs of all departments are moving together to run the business in right direction. The workplace is fully digital and well equipped which inspired all to work together to achieve the SDG goals of the government. Digital tools have made the collaboration quicker between employers and job seekers and smoothed the implementation to send employees in the destination countries. Now the institutional environment is more comfortable and BOESL officials are capable of handling more customers in a short time that was never before imaginable.

BOESL has 76 headcounts as per the approved organizational structure. Among them 21 are officers and 55 are staffs. BOESL's work force is experienced and efficient. They are involved in implementing job responsibilities and achieving the goals and objectives of this company.

The head of management team is Managing Director. Under his direction the Executive Director guides and coordinates all sorts of action. The Executive Director manages these actions through a Company Secretary, a General Manager and three Deputy General Managers. The Deputy General Managers supervise the task of Assistant General Managers and Managers of BOESL.

According to the organizational structure, it has eight functional departments. These are:

1. Administration, Human Resources and Training
2. Finance and Accounts
3. Audit
4. Information Technology and Maintenance
5. Database
6. Protocol
7. Overseas Employment-1 and
8. Overseas Employment-2

A ninth-grade officer is appointed directly as Manager. Managers are responsible for the respective wings. The Assistant General Manager supervise the functions of these wings. The General Manager, Company Secretary and Deputy General Managers are mid-level management. They are responsible to assists top level management like Executive Director, Managing Director and The Board of Directors.

3.1 ADMINISTRATION, HUMAN RESOURCES AND TRAINING

Administration, Human Resources and Training wing is responsible for the general administration activities. Manager is the initiating officer to organize and observe several national and international days and events, vehicle management, procurement, staffs' training, requirements, programs, and career of needed development. His/her general role is to oversee the administrative functions of the company. He is in charge of the HR department's day-to-day function as well as supporting staffs like guard, cleaner etc. He/she conducts planning and coordinating administrative procedures and systems, recruiting and training personnel and allocate responsibilities and office space. Assessing staff performance and provide training and guidance to ensure maximum efficiency. He will lead a team of professionals to complete a range of administrative duties in different wings.

3.2 FINANCE AND ACCOUNTS

Finance and Accounts wing is responsible for running the accounting and financial activities of BOESL. Manager is the initiating officer to analyses the economic stability of the company and provide financial information to other departments, enabling these departments to make budgeting, annual procurement plan and cost cutting and investment decisions, supporting in financial decision-making information by collecting, analyzing, investigating, and reporting financial data. Managing profitability, accounting, audit have to be performed by him. Financial Skills, analyzing information, statistical analysis, and business knowledge have to be adopted. Keeping accurate records for all daily transactions, prepare balance sheets, process invoices, record accounts payable and accounts receivable have to be maintained. Updating internal systems with financial data, prepare monthly, quarterly and annual financial reports. Reconciling bank statements, participating in financial audits, tracking bank deposits and payments, assisting in budget preparation, reviewing and implementing financial policies are also his responsibilities. Wing (Finance and Accounts) has to take charge of the financial health of this company by administering accounting operations to meet legal requirements.

3.3 AUDIT

Audit wing is responsible for ensuring fare transaction and to express an opinion on whether management has fairly presented the information in the financial statements or not. Manager is the initiating officer to do so. The auditor collects evidence to obtain reasonable assurance that the accounts are free of misstatement materials. He/she is responsible for overseeing internal operation controls, processes and practices. He recommends changes and enhancements to existing policies and makes sure that the current resources are adequate, functional and utilized in accordance with standard procedure established by the government and the company. Audit wing will manage junior account officials by reviewing their works and providing guidance. The Wing (Audit) has to lead internal audit team.

3.4 INFORMATION TECHNOLOGY AND MAINTENANCE

Information Technology and Maintenance wing is responsible for managing and maintaining generator, server, internet, website, and computer and other mechanical and electronic devices and equipment of BOESL. Manager is the initiating officer and accountable for smooth running of BOESL's computing systems within the limits of requirements, specifications, costs and timelines. He will supervise the implementation and maintenance of our company's computing needs.

3.5 DATABASE

Database wing is responsible for using specialized software to store and organize data. The role may include capacity planning, installation, configuration, database design, aspirant migrants, overseas employment and job/trade data management, migration and, performance monitoring, security, troubleshooting, as well as backup and data recovery. Manager is the initiating officer to determine the best possible method of organizing data, recording and then implement it. The types of database and relevant data will depend on employers' or clients' demand. As a database wing his work would involve different dimensions based on objectives of the organization. He/she will help a number of people within the organization, as well as assist in the smooth operation of the company's business as a whole. To help non-technical people understand how to use the existing system and ensure its use properly.

3.6 PROTOCOL

Protocol wing is responsible for attending BOESL guests, overseas employer, V.I.P. visitors, ceremonies, meetings and special events. In each event Manager is the initiating officer to manage the diplomatic move between the authority and invited guests. The principal duty of a protocol wing is to foster understanding and cooperation between individuals, corporations, organizations and foreign bodies. He will perform activities with diplomacy following the protocol rules and advice staffs of an organization on formalities and courtesies they should observe when associating

with foreign visitors. The officer, therefore, needs to understand on the dos and don'ts of international etiquette, such as how to properly receive and address foreign visitors according to their ranks and positions.

3.7 OVERSEAS EMPLOYMENT-1 AND H. OVERSEAS EMPLOYMENT-2

Overseas Employment wing is responsible to perform the management functions and overseeing all operations related to employment of workforce for foreign employers. Manager is the initiating officer to execute the activities regarding selection and recruitment aspirant works as per demand. The Wing works closely with other wings to ensure that they can carry out their job with proper efficiency to ensure client satisfaction and organizational goal.

3.8 Total Existing Manpower of BOESL (up to 30 June, 2022)

Sl.	Post Name	Present Workforce
1	Managing Director	01
2	Executive Director	01
3	General Manager	01
4	Company Secretary	01
5	Deputy General Manager	02
6	Asst. General Manager	04
7	Manager	09
8	Deputy Manager	05
9	Assistant Manager	09
10	Computer Operator	09
11	Receptionist	02
12	Electrician	01
13	Driver	08
14	Messenger	07
15	Tea boy	01
16	Security Guard	05
17	Cleaner	02
	Total	68

3.9 List of Chairmans of BOESL Board of Directors:

Sl.	Name of Chairman	Designation	From	To
1	Mr. Md. Sirajul Islam	Secretary	27-12-2001	14-01-2002
2	Mr. Md. Helal Uddin Khan	"	15-01-2002	25-06-2002
3	Mr. Md. Daliluddin Mondal	"	26-06-2002	08-022005
4	Mr. Abul Kalam Md. Shamsuddin	"	09-02-2005	30-11-2005
5	Mr. Ashfaq Hamid	"	01-12-2005	31-10-2006
6	Mr. Md. Didarul Anwar	"	31-10-2006	22-01-2007
7	Mr. Md. Kamaluddin Ahmed	"	22-01-2007	08-03-2007
8	Mr. MD Abdul Matin Chowdhury	"	18-03-2007	02-02-2009
9	Md. Md. Mokhlesur Rahman	"	15-02-2009	22-02-2009
10	Mr. Eleyas Ahmed	"	22-02-2009	16-03-2010
11	Dr. Zafar Ahmed Khan	"	18-03-2010	09-02-2014
12	Dr. Khondaker Showkat Hossain	"	09-02-2014	10-12-2014
13	Mr. Khandker Md. Iftekhar Haider	"	10-12-2014	08-02-2016
14	Ms. Begum Shamsun Nahar	"	14-02-2016	15-06-2017
15	Dr. Nomita Halder NDC	"	23-07-2017	10-09-2018
16	Ms. Rownaq Jahan	"	20-09-2018	29-09-2019
17	Mr. Md. Salim Reza	"	29-09-2019	05-05-2020
18	Dr. Ahmed Munirus Saleheen	"	05-05-2020	

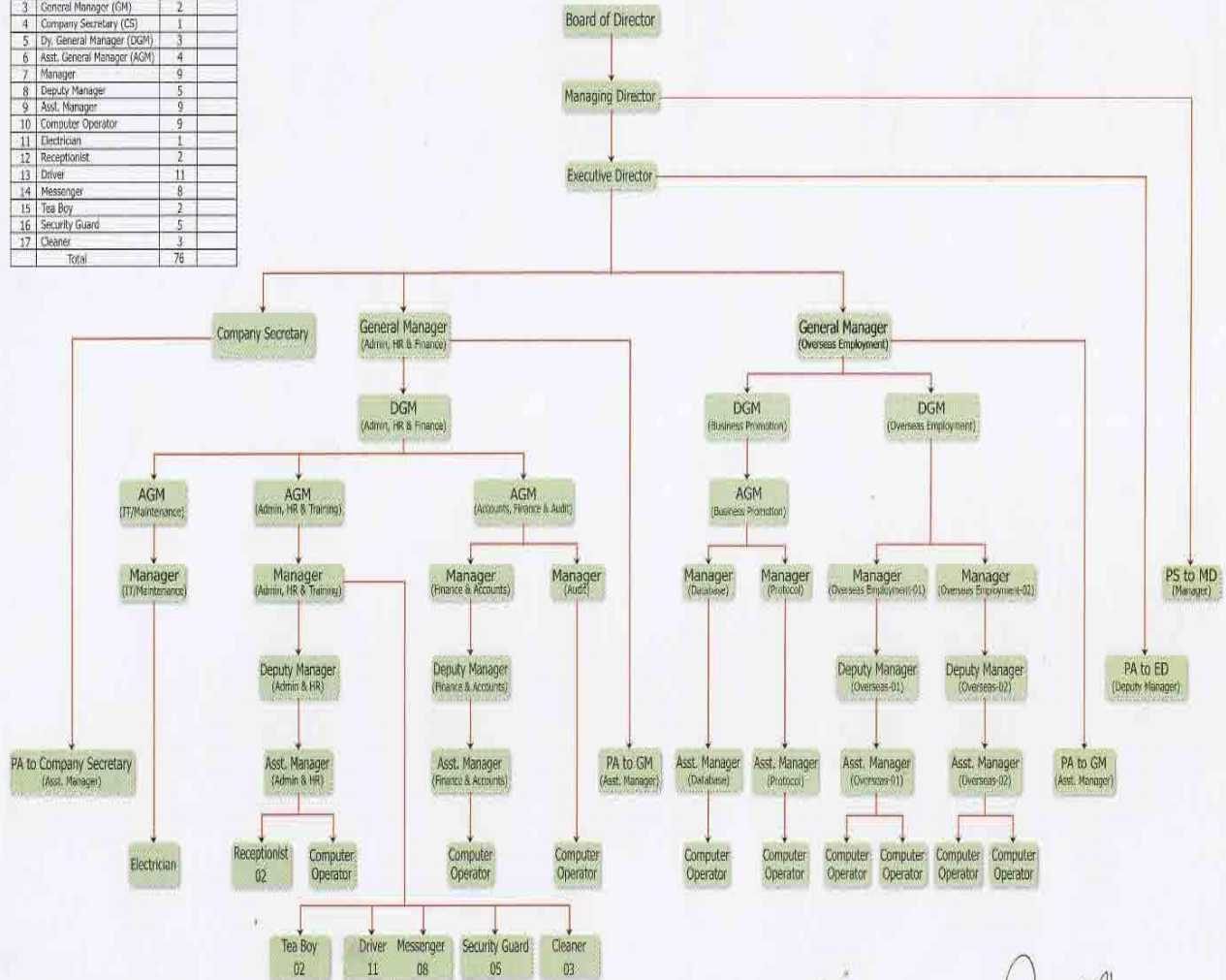
3.10 List of Managing Directors of BOESL:

Sl.	Name of Managing Director	From	To
1	Mr. Mohammad Abu Misir	26-01-1984	16-08-1984
2	Mr. Abul Hossain	17-08-1984	09-01-1985
3	Mr. Habibur Rahman	10-01-1985	31-12-1990
4	Mr. Mujibur Rahman Chowdhury	01-01-1991	12-08-1991
5	Mr. M. A. Siddiq	13-08-1991	12-08-1995
6	Mr. Momtazuddin Ahmed	13-08-1995	11-08-1998
7	Mr. A. K. M. Reazul Islam, Bir Bikram	12-08-1998	05-07-2004
8	Mr. Mahbubur Rahman	06-07-2004	30-12-2008
9	Mr. Monjurul Hoque	31-12-2008	05-01-2010
10	Begum Shamsun Nahar	21-01-2010	02-05-2010
11	Mr. Mohammud Abdullah	03-05-2010	16-09-2012
12	Dr. Md. Abu Hena Mostafa Kamal	17-09-2012	22-12-2012
13	Mr. Helal Uddin Ahmed	23-12-2012	11-04-2013
14	Dr. Md. Abu Hena Mostafa Kamal	12-04-2013	28-04-2013
15	Mr. Md. Abdul Hannan	29-04-2013	28-01-2016
16	Mr. Maran Kumar Chakraborty	28-01-2016	02-12-2019
17	Dr. Yeameen Akbory NDC	02-12-2019	22-12-2019
18	Mr. Md. Saiful Hassan Badal	22-12-2019	28-02-2021
19	Mr. Md. Mahabubur Rahman	01-03-2021	02-06-2021
20	Mr. Md. Billal Hossain	03-06-2021	31-08-2022
21	Dr. Mollick Anwar Hossain	08-09-2022	

3:11 The Organizational Structure

Organogram of BOESL

Sl No	Post	Number	Remarks
1	Managing Director (MD)	1	
2	Executive Director (ED)	1	
3	General Manager (GM)	2	
4	Company Secretary (CS)	1	
5	Dy. General Manager (DGM)	3	
6	Asst. General Manager (AGM)	4	
7	Manager	9	
8	Deputy Manager	5	
9	Asst. Manager	9	
10	Computer Operator	9	
11	Electrician	1	
12	Receptionist	2	
13	Driver	11	
14	Messenger	8	
15	Tea Boy	2	
16	Security Guard	5	
17	Cleaner	3	
	Total	76	



Note: Managing Director is empowered to appoint/recruit casual employees on the need basis.

Approved by the decision of 234th and 237th Board meetings.

16.01.2017
Md. Rashidul Islam
 Executive Director
 BOESL.

16.01.2017
Marah Kumar Chakraborty
 (Additional Secretary)
 Managing Director
 BOESL.

16.01.2017
Begum Shamsun Nahar
 Chairman
 Board of Directors-BOESL
 and
 Secretary
 Ministry of Expatriates' Welfare & Overseas Employment

Chapter 04

Hiring Process of Migrant Workers

Hiring process of the migrant workers through BOESL is totally fair and transparent. We have no hidden charge. The selection process is supervised by BOESL authority. Employers directly take the interview and free to choose workers of their desire. We also arrange customize interview session as per employers requirement.

4.1 Required Documents

4.1.1 Agency Agreement

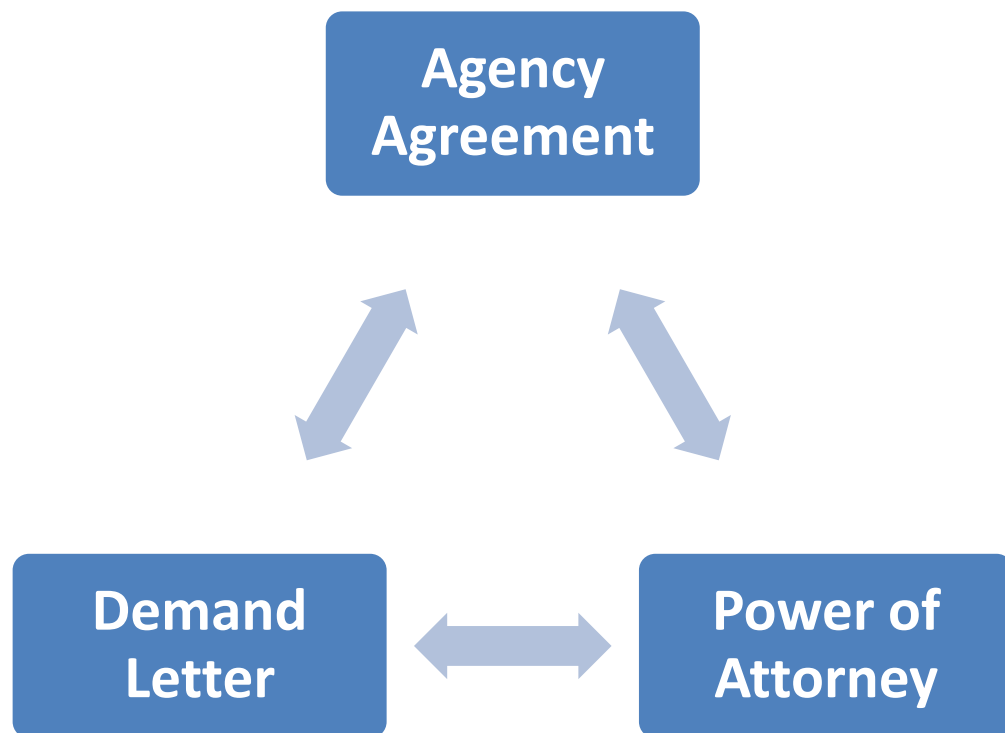
The employers will enter into an Agency Agreement with BOESL.

4.1.2 Placement of Demand Letter

Employers who are interested in working with BOESL have to place a demand letter stating all the details of their demands to the nearest Bangladesh Mission. They can contact BOESL directly through email/ Fax/ Courier.

4.1.3 Power of Attorney

The employer should authorize BOESL to recruit workers. The power of attorney must be attested by the labor attaché/ counselor or any authorized officer of the Bangladesh Mission in the host country.



Essential Element of any new recruitment

4.2 Selection Procedure

4.2.1 Advertisement

After receiving the authentic demand letter either through Bangladesh Missions abroad or directly from the employers, BOESL gives advertisement on the internet describing all the necessary details of the demand. Then BOESL receives CV or arranges “walk in interview” according to the need.

4.2.2 Receipt of CVs

Received/collected CVs are scrutinized by a committee of expert for short-listing as per requirements of the employers (if desired by the employers). The short-listed CVs are sent to the employer (if desired) or kept in the office for interview and final selection by the employer’s selection team(s). BOESL prefers the selection of workers made by the employers or by their authorized representatives directly.

4.2.3 Walk in Interview

BOESL arranges walk in interview where the candidates have to come with a valid passport and take a practical test. The interview usually is conducted by the employers or by their authorized representatives. BOESL gives all logistic support for the selection process.

4.2.4 Direct Interview

BOESL also arranges direct written test and oral interview (employer’s choice) where the candidates have to come with a valid passport, CV’s and other related documents and take a written test and oral test. The interview usually is conducted by the employers or by their authorized representatives. BOESL gives all logistic support for the selection process.

4.2.5 Selection of Candidates

After the selection of candidates by the employers BOESL starts the process of sending them to the destination countries.

4.2.6 Pre-medical Briefing

A pre-medical briefing is given to the finally selected workers before their medical test. This briefing contains the company and job details, dos and don’ts for the workers etc.

4.2.7 Medical Test

Finally selected candidates are sent for medical test only to the enlisted medical centers by BOESL. There are some exceptional cases such as For Gulf countries like KSA, Bahrain, Kuwait we do medical test only after getting final visa and as per the guide line we do those medical form GAMCA.

4.2.8 Service Charge Realization

BOESL realizes the lowest service charge in Bangladesh for overseas employment. It can be paid by the employees or the employers. The board of directors of BOESL can review the service charge as and when necessary. In case of sending Technical Intern Trainees (TIT) to Japan we are not realizing any fees from the selected candidates as we are receiving management fees from the supervising organizations from Japan.

Category wise service charges are stated below:

Category	When Airfare provided by Employer							
	Rate of Service Charge in (BDT)	VAT (15%)	Wage Earners Welfare Fee	Smart Card	Data Entry Fee	Insurance	Total	Total in USD*
Semi-Skilled	26,400/-	3,960/-	3,500/-	250/-	200/-	490/-	34,800/-	372 \$
Skilled	42,000/-	6,300/-	3,500/-	250/-	200/-	490/-	52,740/-	563 \$
Professional	72,000/-	10,800/-	3,500/-	250/-	300/-	490/-	87,340/-	932 \$
Female Garment Workers only	12,000/-	1,800/-	3,500/-	250/-	200/-	490/-	18,240/-	195 \$

Category	When Airfare not provided by Employer							
	Rate of Service Charge in (BDT)	VAT (15%)	Wage Earners Welfare Fee	Smart Card	Data Entry Fee	Insurance	Total	Total in USD*
Semi-Skilled	20,400/-	3,060/-	3,500/-	250/-	200/-	490/-	27,900/-	298 \$
Skilled	30,000/-	4,500/-	3,500/-	250/-	200/-	490/-	38,940/-	416 \$
Professional	54,000/-	8,100/-	3,500/-	250/-	300/-	490/-	66,560/-	7101 \$
Female Garment Workers only	6,000/-	900/-	3,500/-	250/-	200/-	490/-	11,340/-	121 \$

Category	When any Employer recruits 2000 or more female worker in a calendar year							
	Rate of Service Charge in (BDT)	VAT (15%)	Wage Earners Welfare Fee	Smart Card	Data Entry Fee	Insurance	Total	Total in USD*
Skilled/Semi-Skilled	10,000/-	1,500/-	3,500/-	250/-	200/-	490/-	15,940/-	170 \$

Category	Recruitment under Employment Permit System (EPS), South Korea										
	Rate of Service Charge in (BDT)	VAT (15%)	Wage Earners Welfare Fee	Tax	WEWB Training Fee	Data Entry Fee	Visa Fee	Smart Card	Insurance	Total	Total in USD*
EPS regular workers	20,160/-	3,024/-	3,500/-	800/-	1,145/-	200/-	5,100/-	250/-	490/-	34,669/-	370 \$
Re-entry	20,160/-	3,024/-	3,500/-	800/-	0	200/-	5,100/-	250/-	490/-	33,524/-	358 \$

*Variable on the current rate of USD.

Special Service Charge for Seychelles

Rate of Service Charge (in BDT)	VAT 15%	Wage Earners Welfare Fee	Insurance Premium	Smart Card Fee	Data Entry Fee	Endorsement Fee	Total Migration Cost (in BDT)	Total in USD*
18,574/-	2,786/-	3,500/-	490/-	250/-	200/-	1,000/-	26,800/-	286 \$

Special Service Charge for Jordan Male workers

Rate of Service Charge (in BDT)	VAT 15%	Wage Earners Welfare Fee	Insurance Premium	Smart Card Fee	Data Entry Fee	Total Migration Cost (in BDT)	Total in USD*
18,574/-	2,916/-	3,500/-	490/-	250/-	200/-	26,800/-	286 \$

4.2.8 Zero Migration Cost

BOESL also ensures overseas employment without any cost. In this case employers bear all costs of migration. Even, they provide BOESL's service charge also. Last fiscal year's (2020-2021) information is as below:

Fiscal Year	Total immigrant workers	Under Zero migration cost	(%)
2021-2022	18,254 Persons	14,277 Persons	78%

4.2.9 Confirmation

After completion of above formalities, BOESL sends the confirmation list of candidates who are willing to go and medically fit workers to the receiving companies. Then the departure formalities start.

4.2.10 Visa Advice/ N.O.C./ Work permit

Document granting permission of the competent authority for employment of Bangladeshi workers in that country i.e. visa advice/ N.O.C. / work permit should be sent to BOESL.

4.2.11 Application for visa

After all candidates' selection, BOESL submits documents of finally selected candidates for visas in the Embassy of destination country in Bangladesh. If there is no Embassy in Bangladesh, it is the responsibility of the employers to apply for visa or other permits needed to enter the country of employment.

4.2.12 Employment Contract

Standard form of employment contract in English should be sent to BOESL in which the following conditions are to be clearly stated:

- a. Salary

- b. Working hours
 - c. Overtime allowance
 - d. Food & accommodation
 - e. Medical facilities
 - f. Weekly & annual holidays
 - g. Travelling expense
 - h. Insurance
 - i. Other conditions according to the labor laws of the host country
- The employers shall enter into an agreement with the recruited workers.

4.3 Departure Formalities

4.3.1 Ticketing and emigration formalities

The employers may send Ticket/E-Ticket or remit necessary traveling expenses in favor of BOESL to facilitate traveling of employees to the countries of employment. If the employers do not provide joining air ticket, workers will pay for air fare. BOESL obtains emigration clearance and other clearance (if necessary) from the concerned authorities for the candidates.

4.3.2 Pre-departure training

BOESL provides pre-departure training to the workers going to Japan, South Korea and Jordan. Tenure of training for Korea is 45 hours in 6 days under EPS. Language, culture and lifestyle of concerned country, types of work to be done, terms & conditions of service, safety and security etc. are being described in that briefing.

4.3.3 Orientation before departure

BOESL conducts a basic orientation programmed for workers to prepare them traveling abroad. The employers may also join to the orientation sessions if available at the time of departure. At first, we inform all workers about all the formalities of his/her journey. The workers are informed of their duties and responsibilities while working abroad and given first-hand information on working environment and the rules and regulations of employers' countries before departure.

4.3.4 Assistance at the airport

One representative from BOESL will present at the airport to ensure the departure of the workers with the assistance of the welfare desk of the WEWB at the airport.

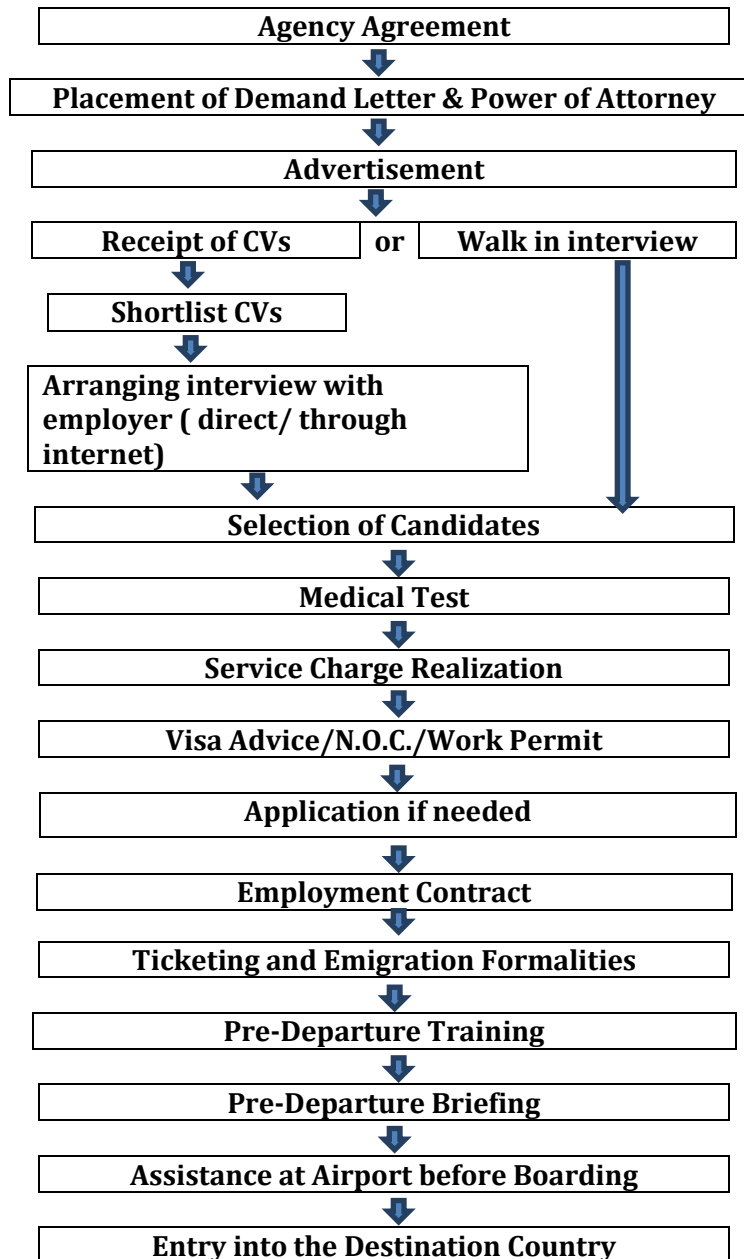
4.3.5 Post Migration Support

BOESL always remain keeping in touch with the employers and we are very much open to the migrant's family members too. As we ensuring smother bridge to the employer and employee in between this journey if any parties are facing obstacles, we put our highest effort to minimize those problems. That is what we believe we are standing for to ensure ethical, safe, orderly and low-cost migration role model in Bangladesh.

4.3.6 Close connection with Labor wing in the respective countries

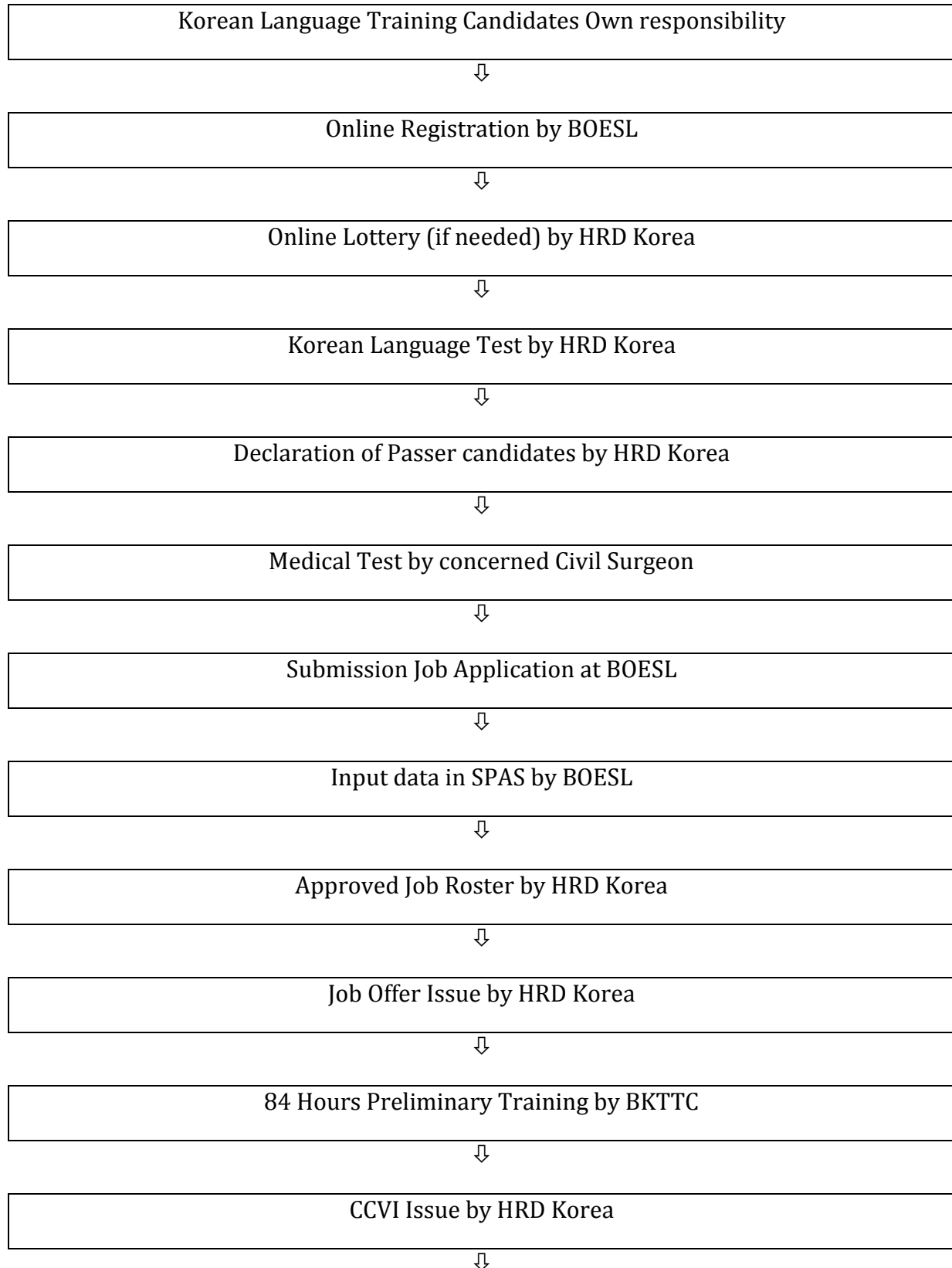
BOESL maintained very good working relation with our Labour wings to the respective destinations by which we ensure all kinds job order verifications and if there is any emergency issue, we got very good support from our labour wings.

4.4 Flow Chart of the Hiring Migrant Workers (other than EPS Korea)



◆ The whole recruitment procedure and departure facilities usually take not more than 45 days. This is a standard Flow Chart what we do but there are some exceptional cases when based of the requirement of the destination countries and employers in such cases we do re-arrange it as per the choice of the employers.

4.5 Flow Chart of recruiting process for South Korea under EPS



Stamped Visa by Korean Embassy, Bangladesh



Enter date by HRD Korea



20 hours training of Korean Language and Culture before departure



Behavior Change Motivation Training and handed over travel documents by BOESL

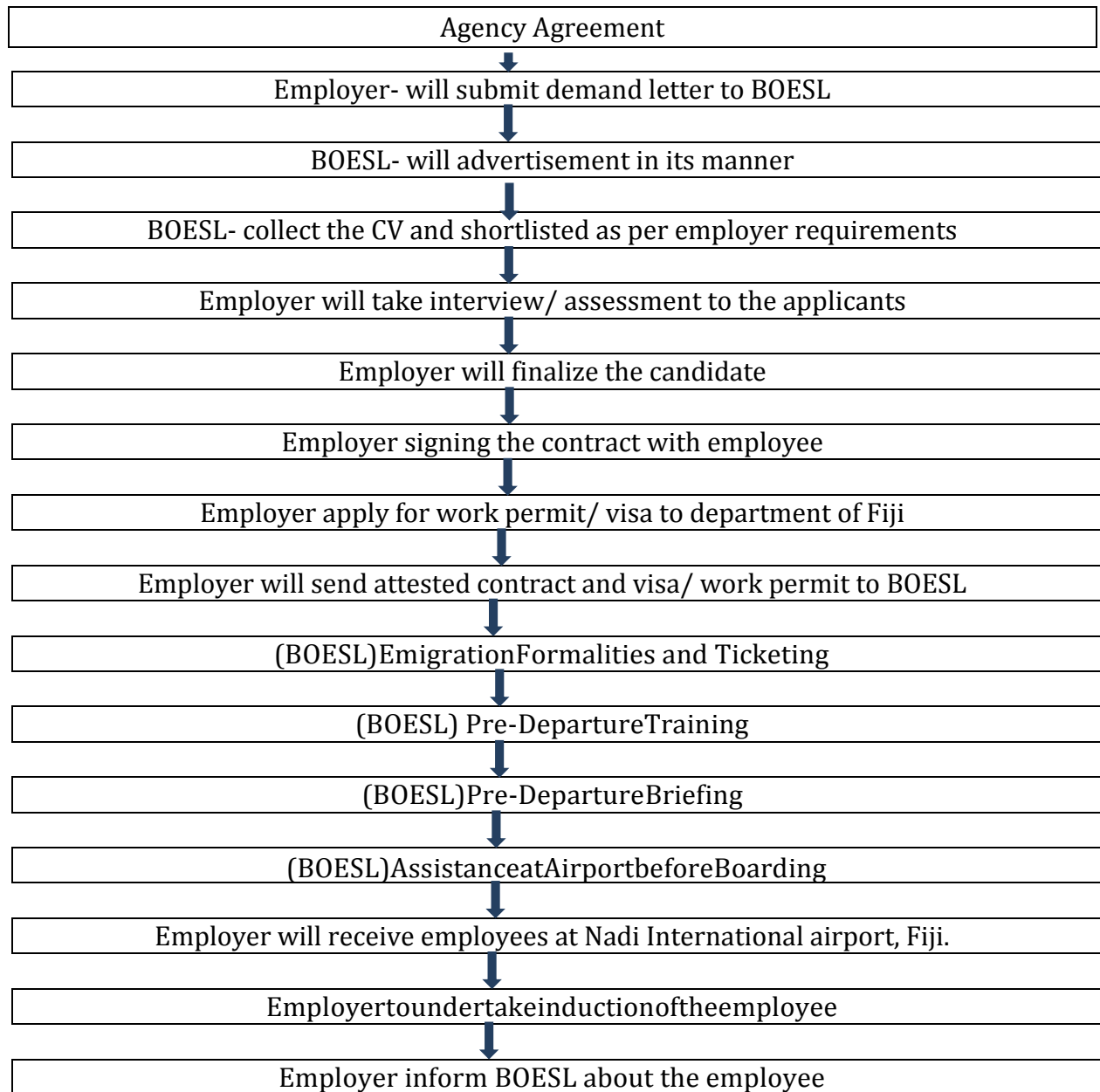


Enter in South Korea

N. B:

- EPS: Employment Permit System
- HRD KOREA: Human Resources Development Service of Korea
- SPAS: Sending Public Agency System
- BKTTC: Bangladesh Korean Technical Training Center
- BOESL: Bangladesh Overseas Employment & Services Ltd.

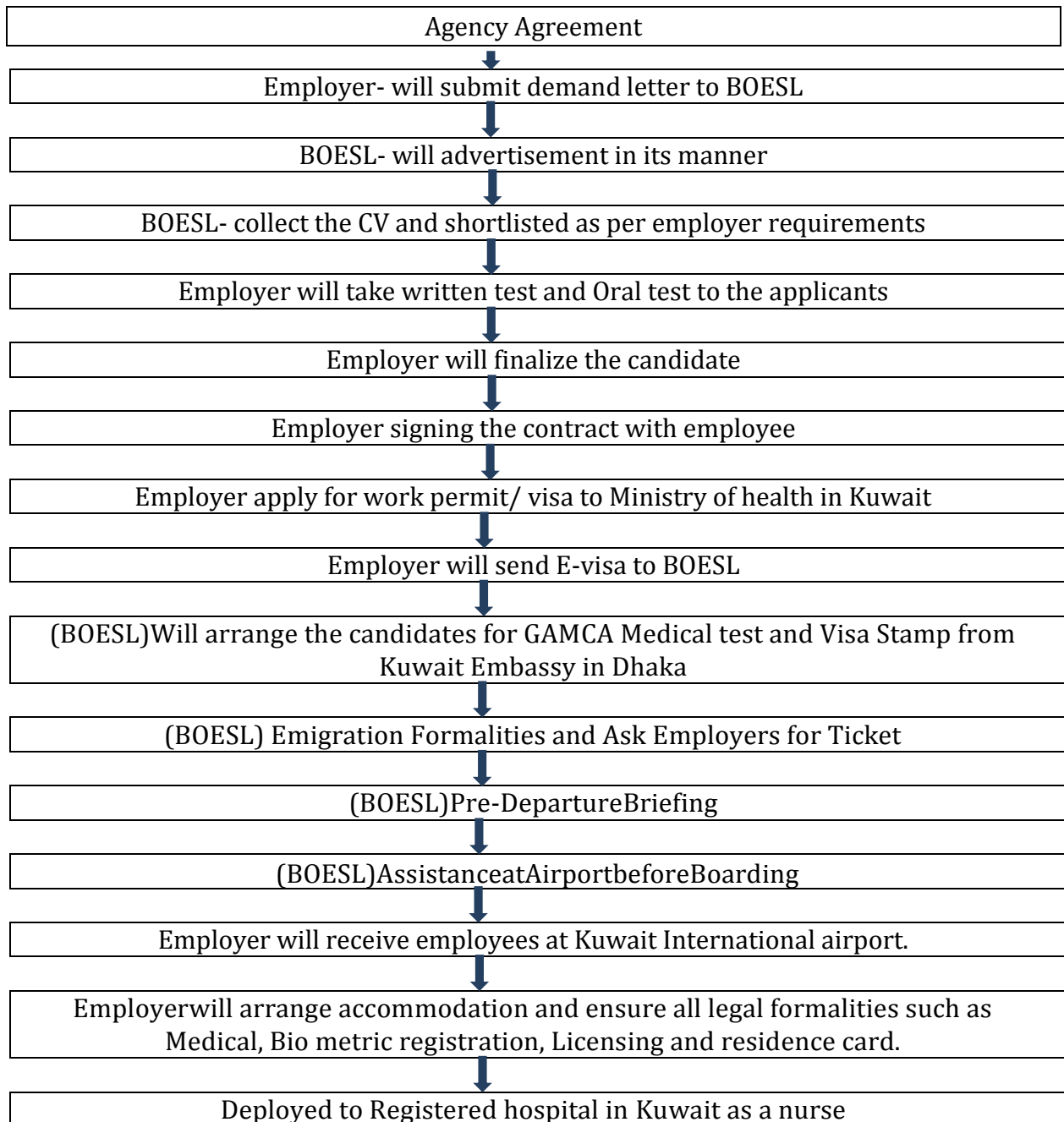
4.6 Recruitment Flow Chart for Fiji



Note1–Theinterviewwouldalsocovertheabilityofthecandidatetoworkremotelyfor theFijiancompany,i.e.ITfacilities,internetavailabilityandaccommodationconditions.

Note2–Forshorttermcontractswheretheclientdoesnotrequireanemployee full-time, BHRPL may hire the programmer directly andthen recharge theclient for the ongoing work.

4.7 Hiring process of Nurses in Kuwait



Chapter 05 Financial Status

BOESL is a profit generating organization of Bangladesh government. It is directly contributing to the GDP by earning remittance. In FY 2021-22, 18,254 workers have been sent to different countries for employment through BOESL. The total income of BOESL in the financial year 2021-22 is BDT 30,42,23,291/- (Thirty Crore Forty-Two Lac Twenty-Three Thousand Two Hundred Ninety-One) Taka which is 117.45% more than the previous year. The sources of operating income are service charge which is BDT 22,84,96,205/- (Twenty Two Crore Eighty Four Lac Ninety Six Thousand Two Hundred Five) Taka, Data entry registration fees which amount is BDT 58,27,150/- (Fifty Eight Lac Twenty Seven Thousand One Hundred Fifty) Taka, Online registration & CBT fees which is BDT 21,91,117 (Twenty One Lac Ninety One Thousand One Hundred Seventeen) Taka, South Korean training fees which is BDT 62,80,200 (Sixty Two Lac Eighty Thousand Two Hundred) Taka only and the sources of Non-operating income are interest on FDR which is BDT 5,71,72,445/- (Five Crore Seventy One Lac Seventy Two Thousand Four Hundred Forty Five) Taka, Interest on STD account which is BDT 19,72,853/- (Nineteen Lac Seventy Two Thousand Eight Hundred Fifty Three) Taka and Miscellaneous income is BDT 22,83,321/- (Twenty Two Lac Eighty Three Thousand Three Hundred Twenty One) Taka only.

5.1 Financial Statement for the Year 2021-22

Income		Total Income BDT	Total Expenditure BDT	Profit BDT (Before Tax)
Source of Income	Amount BDT			
Service Charge	22,84,96,205	30,42,23,291	10,12,95,727	20,29,27,564
Data Entry Reg.	58,27,150			
Online Registration & CBT Fee	21,91,117			
South Korea Training Fee	62,80,200			
Interest on FDR	5,71,72,445			
Interest on STD Accounts	19,72,853			
Miscellaneous Income	22,83,321			

Bangladesh Overseas Employment & Services Ltd. (BOESL)

Probashi Kallayan Bhaban (4th floor)
71-72 Old Elephant Road, Eskaton Garden,
Ramna, Dhaka-1000, Bangladesh

Statement of Profit or Loss and other Comprehensive Income
For the year ended 30 June 2022

Particulars	Notes	Amount in Taka	
		30 June 2022	30 June 2021
A Operating Income:	13.00		
Exam Fee/South Korea Registration Fee		89,500	353,200
CBT Fee		2,101,617	7,166,226
Management Fee		-	44,919
S.Korea Lang. & Skill Training		6,280,200	-
Income from Service Charge		228,496,205	64,647,236
Data Entry Registration Fee		5,827,150	1,618,700
Total		242,794,672	73,830,281
B Operating Expenses:			
Operating Expenses:	14.01	31,197,413	14,237,035
Administrative Expenses	14.02	70,098,314	54,766,989
Total		101,295,727	69,004,023
C Operating Profit (A-B)		141,498,945	4,826,258
D Non Operating Income	15.00	61,428,619	66,076,177
E Net Profit Before Tax (C+D)		202,927,564	70,902,436
F Provision for Income Tax		55,805,080	21,270,731
G Net Profit After Tax (E-F)		147,122,484	49,631,705
H Retained Earning Brought Forward		-	-
I Income Available for Appropriation		147,122,484	49,631,705
J Appropriation			
Dividend Payable to Govt. 2021-2022		(1,020,000)	(765,000)
Provision for Profit Bonus		(6,989,599)	(5,221,664)
Retained Earning Transferred to B/S		139,112,885	43,645,041

The annexed notes form an integral part of these financial statements.

Signed in terms of our separate report of even date annexed.

Md. Mahmudul Ambia

Md. Mahmudul Ambia, FCA
ICAB Enrolment No. 1067
For and on behalf of
Mahfel Huq & Co.
Chartered Accountants
DVC: 2209181067AS-402688

Place: Dhaka
Dated: 18 September 2022



Bangladesh Overseas Employment & Services Ltd. (BOESL)

Probashi Kallayan Bhaban (4th floor)
71-72 Old Elephant Road, Eskaton Garden,
Ramna, Dhaka-1000, Bangladesh

Statement of Financial Position As at 30 June 2022

Particulars	Notes	Amount in Taka	
		30 June 2022	30 June 2021
A Fixed Assets:(at cost less depreciation)	3.00	22,332,764	19,651,524
B Current Assets		1,747,376,602	1,146,151,311
Stock of Stationary	4.00	178,702	173,626
Account Receivables	5.00	(16,210,064)	(4,806,949)
Advance, Deposit & Pre-payments	6.00	41,748,843	15,043,856
Investment in FDR	7.00	1,640,532,650	1,099,048,412
Cash and Cash Equivalents	8.00	81,126,471	36,692,365
C Current Liabilities		961,355,178	496,561,532
Liabilities for Other Finance	9.00	953,126,453	490,499,870
Liabilities for Expenses	10.00	8,228,724	6,061,662
D Net Current Assets (B-C)		786,021,425	649,589,779
Total Assets (A+D)		808,354,189	669,241,304
Shareholders' Equity			
Issued, Subscribed & Paidup Capital	11.00	5,100,000	5,100,000
Reserved Fund		200,000,000	60,000,000
Retained Earning	12.00	603,254,189	604,141,304
		808,354,189	669,241,304

The annexed notes form an integral part of these financial statements.

Signed in terms of our separate report of even date annexed.

Ambia

Md. Mahmudul Ambia, FCA
ICAB Enrolment No. 1067
For and on behalf of
Mahfel Huq & Co.
Chartered Accountants
DVC: 2209181067AS402688

Place: Dhaka
Dated: 18 September 2022



5.2 Statement of Comprehensive Income

Fiscal Year	Income Tk.	Expenditure Tk.
1983-1984	284,204.00	369,795.00
1984-1985	8,050,604.00	1,830,864.00
1985-1986	17,894,820.00	5,149,508.00
1986-1987	7,768,457.00	2,998,848.00
1987-1988	3,490,594.00	3,114,250.00
1988-1989	7,839,489.00	3,293,893.00
1989-1990	7,636,952.00	3,024,089.00
1990-1991	5,052,980.00	3,218,240.00
1991-1992	5,415,769.00	3,944,122.00
1992-1993	5,872,431.00	4,052,593.00
1993-1994	4,787,121.00	4,310,899.00
1994-1995	6,007,076.00	3,926,283.00
1995-1996	16,561,968.00	6,268,020.00
1996-1997	29,092,871.00	8,950,659.00
1997-1998	9,306,547.00	8,274,177.00
1998-1999	10,491,595.00	9,707,749.00
1999-2000	7,124,577.00	7,943,047.00
2000-2001	13,147,482.00	11,069,289.00
2001-2002	6,803,237.00	9,031,958.00
2002-2003	12,764,843.00	11,273,074.00
2003-2004	17,073,598.00	11,373,033.00
2004-2005	15,462,286.00	14,545,882.00
2005-2006	18,918,812.00	16,117,647.00
2006-2007	24,272,951.00	19,460,712.00
2007-2008	27,624,733.00	24,397,826.00
2008-2009	40,225,729.00	16,564,390.00
2009-2010	23,617,633.00	13,846,125.00
2010-2011	73,551,990.00	22,654,108.00
2011-2012	68,371,109.00	31,007,378.00
2012-2013	98,349,486.00	30,286,771.00
2013-2014	119,243,073.00	31,707,509.00
2014-2015	147,990,391.00	32,843,522.00
2015-2016	143,900,474.00	39,084,300.00
2016-2017	149,837,122.00	46,819,077.00
2017-2018	170,699,527.00	55,678,542.00
2018-2019	190,558,349.00	60,216,194.00
2019-2020	207,702,220.00	59,639,610.00
2020-2021	139,906,458.00	69,004,023.00
2021-2022	304,223,291.00	101,295,727.00
Total =	2,166,922,849.00	808,293,733.00

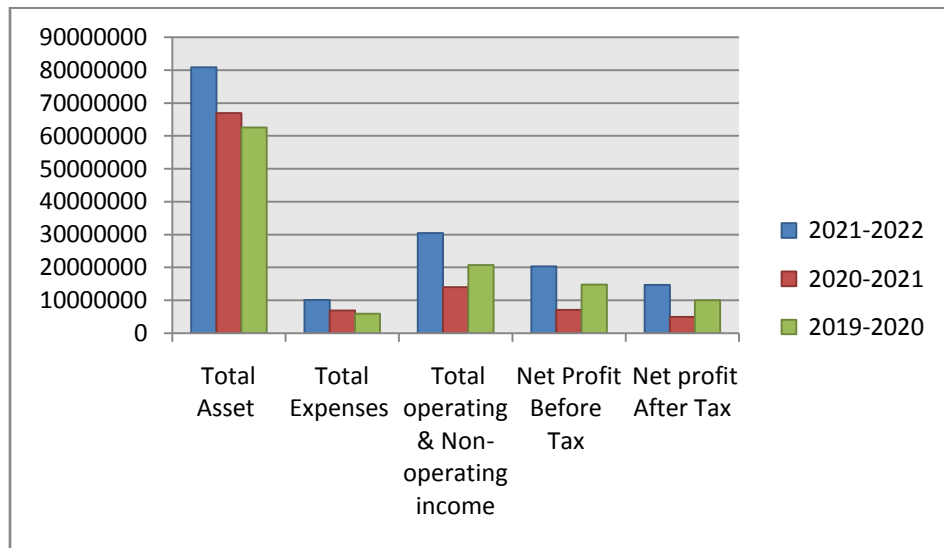
5.3 Statement of Profit, Tax & Dividend

Fiscal Year	Profit & Loss Tk.	Tax Paid Tk.	Dividend Tk.
1983-1984	-85,591.00		
1984-1985	6,219,740.00	4,325,163.00	510,000.00
1985-1986	12,744,612.00	8,609,335.00	765,000.00
1986-1987	4,769,609.00	2,873,598.00	765,000.00
1987-1988	376,344.00	300,000.00	-
1988-1989	4,545,596.00	3,351,131.00	269,981.00
1989-1990	4,612,863.00	3,125,315.00	510,000.00
1990-1991	1,834,740.00	1,282,500.00	408,000.00
1991-1992	1,471,647.00	1,031,196.00	255,000.00
1992-1993	1,819,838.00	1,124,611.00	510,000.00
1993-1994	476,222.00	543,344.00	24,000.00
1994-1995	2,080,793.00	898,842.00	510,000.00
1995-1996	10,293,948.00	4,280,594.00	1,020,000.00
1996-1997	20,142,212.00	8,769,438.00	1,530,000.00
1997-1998	1,032,370.00	655,150.00	510,000.00
1998-1999	783,846.00	673,498.00	102,000.00
1999-2000	-818,470.00	1,739,451.00	-
2000-2001	2,078,193.00	2,095,831.00	-
2001-2002	-2,228,721.00	1,340,596.00	-
2002-2003	1,491,769.00	1,171,985.00	255,000.00
2003-2004	5,700,565.00	1,020,071.00	255,000.00
2004-2005	916,404.00	1,663,544.00	-
2005-2006	2,801,165.00	1,608,396.00	255,000.00
2006-2007	4,812,239.00	2,282,909.00	255,000.00
2007-2008	3,226,907.00	2,335,328.00	255,000.00
2008-2009	23,661,339.00	2728094	1,785,000.00
2009-2010	9,771,508.00	2472121	510,000.00
2010-2011	50,897,882.00	14,820,814.00	1,020,000.00
2011-2012	37,363,731.00	6,119,558.00	1,020,000.00
2012-2013	68,062,715.00	14,545,295.00	5,000,000.00
2013-2014	87,535,564.00	31,253,053.00	6,485,496.00
2014-2015	115,146,869.00	40,301,404.00	7,484,546.00
2015-2016	104,816,174.00	36,685,660.00	6,813,051.00
2016-2017	103,018,045.00	36,056,316.00	510,000.00
2017-2018	115,020,985.00	40,257,344.00	765,000.00
2018-2019	130,342,155.00	45,619,754.00	765,000.00
2019-2020	148,062,610.00	48,120,348.00	765,000.00
2020-2021	70,902,436.00	21,270,731.00	765,000.00
2021-2022	20,292,7564.00	55,805,080.00	1,020,000.00
Total	1,358,628,417.00	453,157,398.00	35,473,093.00

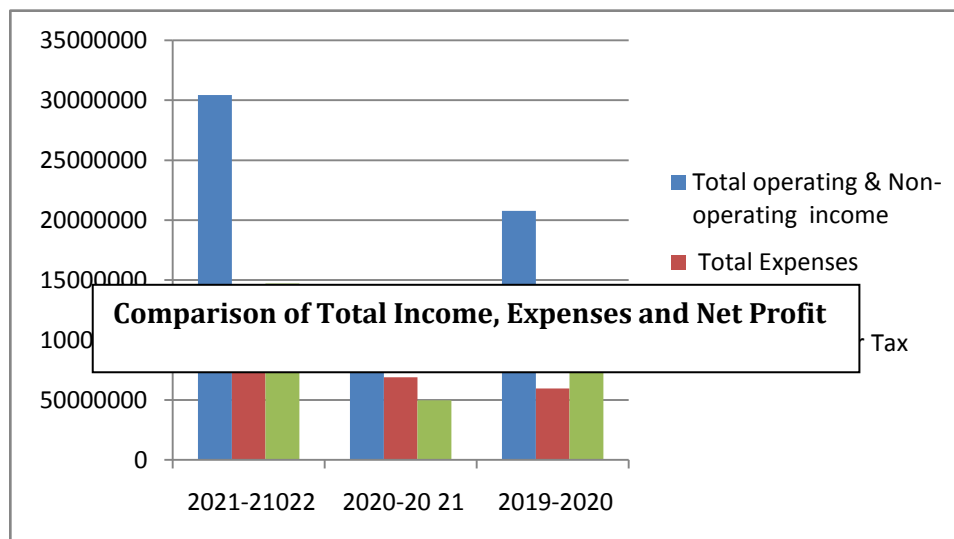
**Annual General Meeting (AGM) has not been held yet.*

5.4 Comparison of Major Parameters of Financial Statements for Last Three Years

Particulars	2021-2022	2020-2021	2019-2020
Total Assets	80,83,54,189.00	66,92,41,304.00	62,58,72,493.00
Total Expenses	10,12,95,727.00	6,90,04,023.00	5,96,39,610.00
Total operating & Non-operating income	30,42,23,291.00	13,99,06,458.00	20,77,02,220.00
Net Profit Before Tax	20,29,27,564.00	7,09,02,436.00	14,80,62,610.00
Net profit After Tax	14,71,22,484.00	4,96,31,705.00	9,99,42,262.00



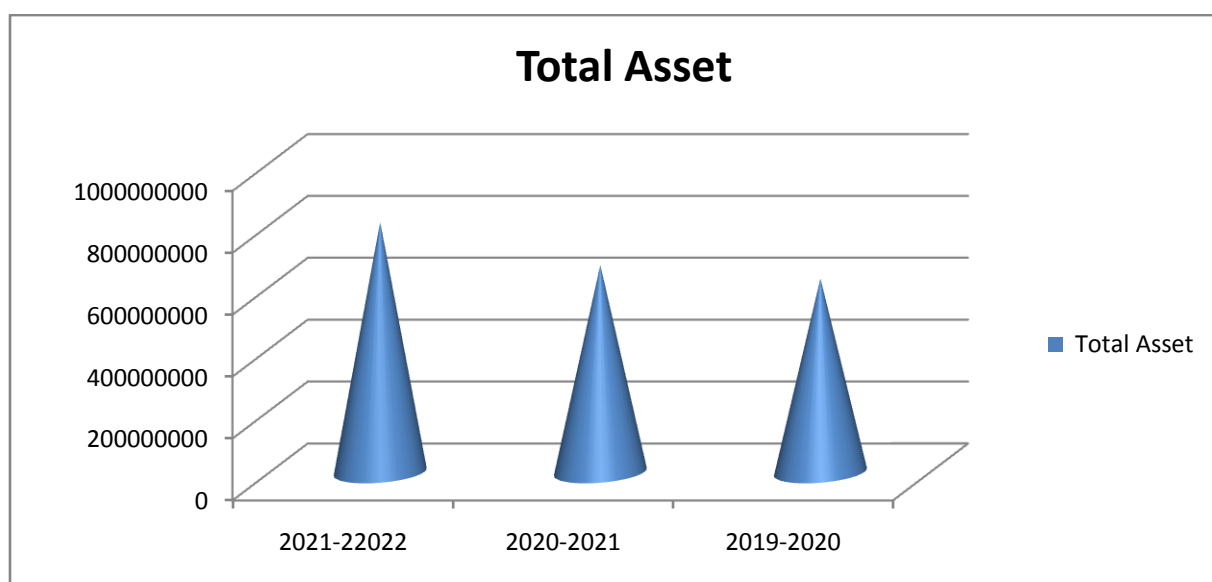
Comparison of Total Income, Expenses and Net Profit			
Particulars	2021-2022	2020-2021	2019-2020
Total operating & Non-operating income	30,42,23,291.00	13,99,06,458.00	20,77,02,220.00
Total Expenses	10,12,95,727.00	6,90,04,023.00	5,96,39,610.00
Net profit After Tax	14,71,22,484.00	4,96,31,705.00	9,99,42,262.00

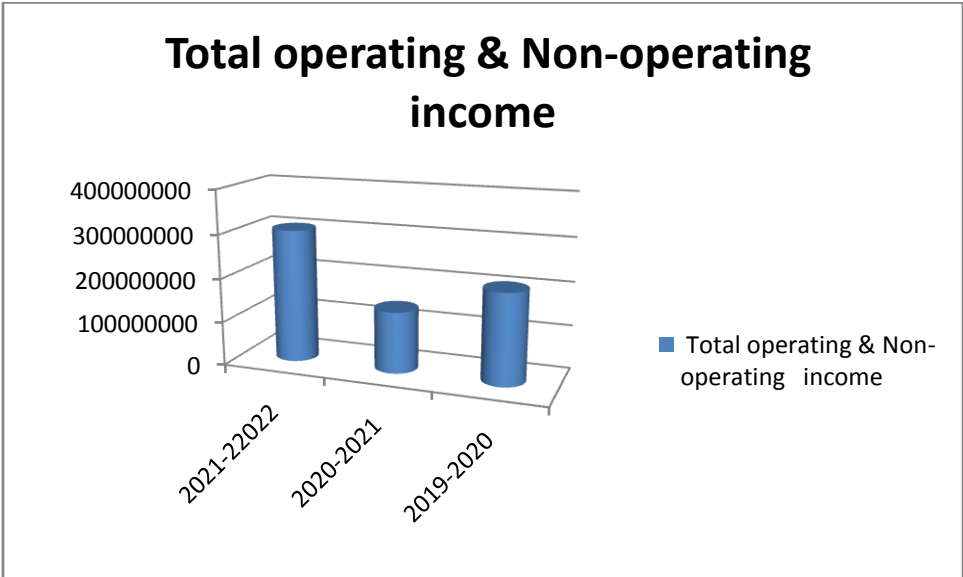
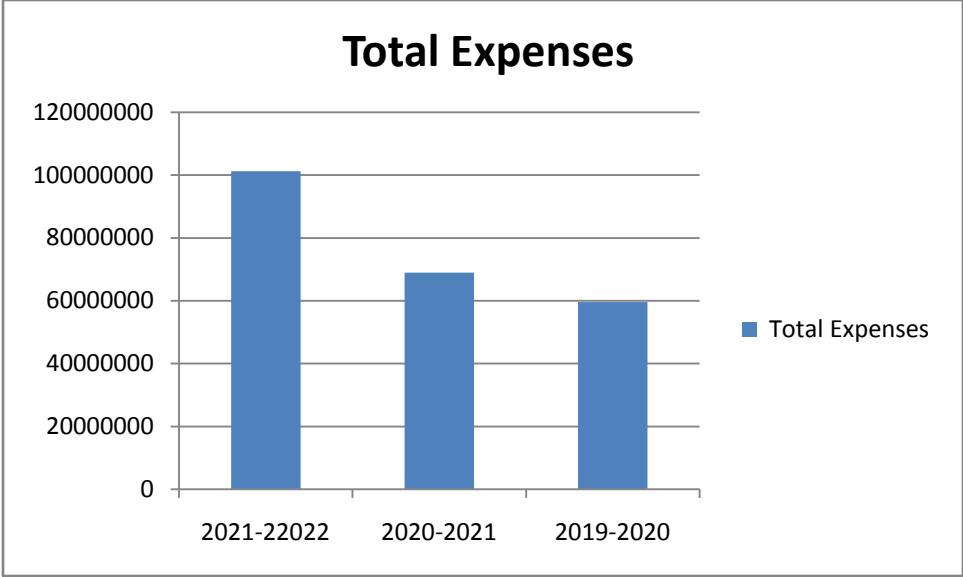


5.5 Comparison of Major Components of Financial Statements separately for the Last

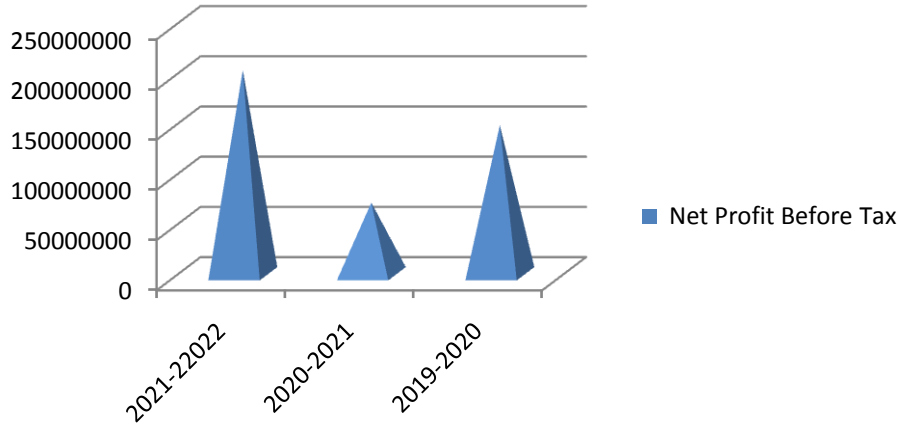
5.5 Comparison of Major Components of Financial Statements separately for the Last Three Years			
Particulars	2021-2022	2020-2021	2019-2020
Total Asset	80,83,54,189.00	66,92,41,304.00	62,58,72,493.00
Total Expenses	10,12,95,727.00	6,90,04,023.00	5,96,39,610.00
Total operating & Non-operating income	30,42,23,291.00	13,99,06,458.00	20,77,02,220.00
Net Profit Before Tax	20,29,27,564.00	7,09,02,436.00	14,80,62,610.00
Net profit After Tax	14,71,22,484.00	4,96,31,705.00	9,99,42,262.00

Three Years

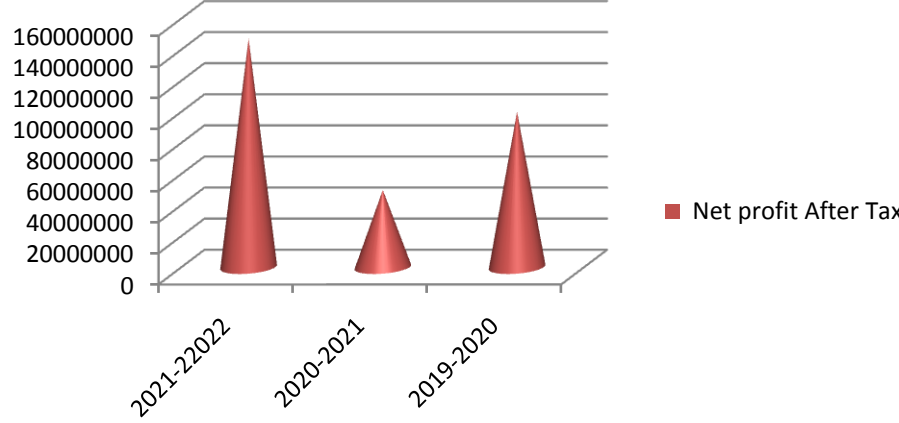




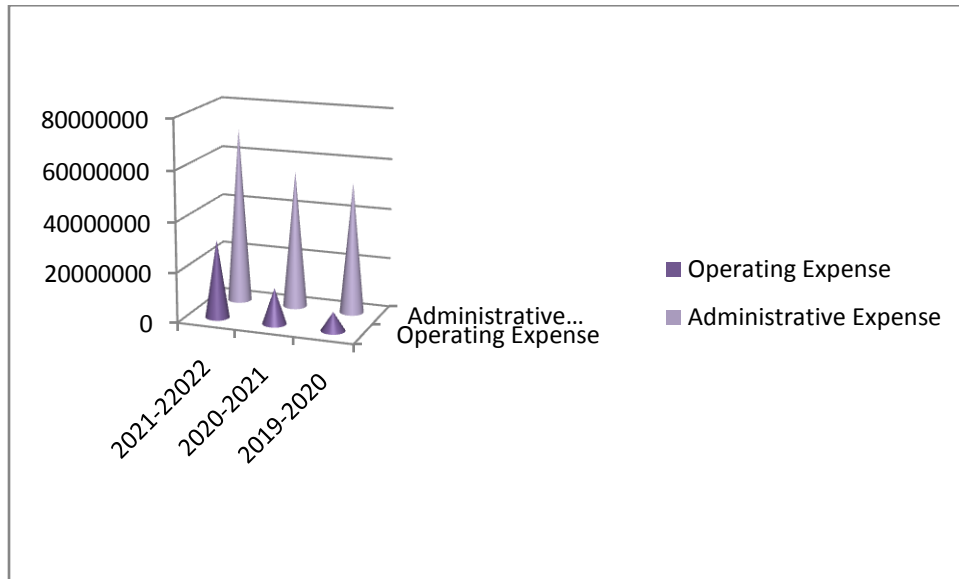
Net Profit Before Tax



Net profit After Tax



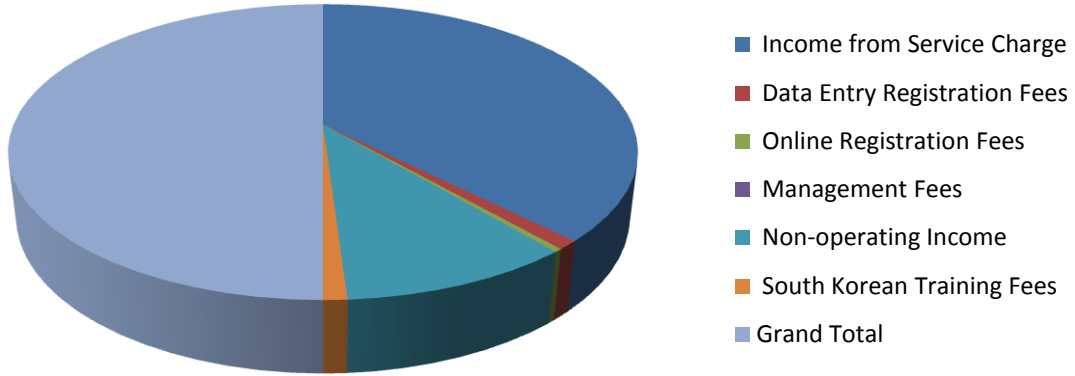
Total Expenses



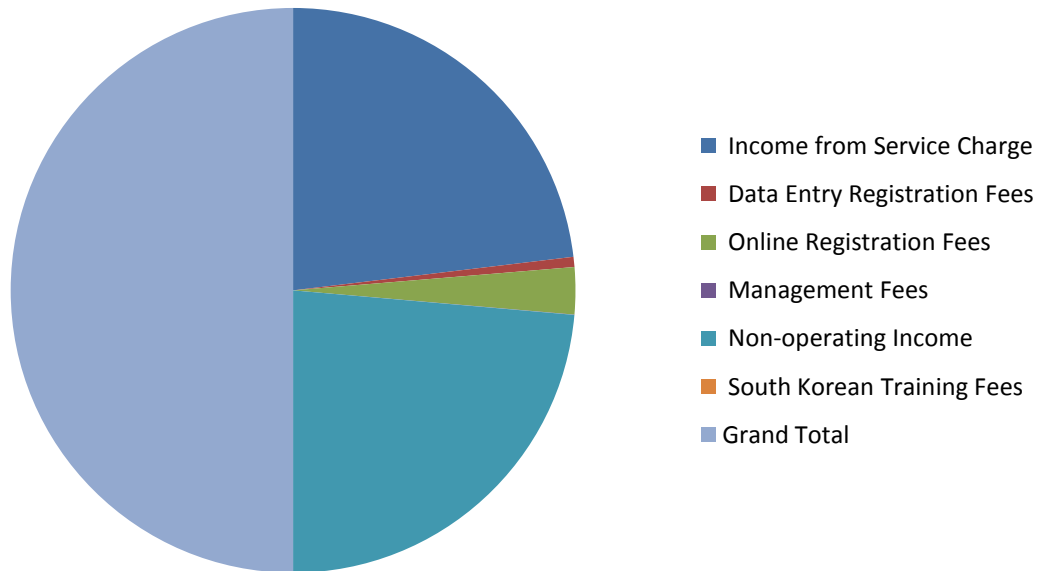
5.6 Comparison of sources of income for the last three years

Particulars	2021-2022	2020-2021	2019-2020
Income from Service Charge	22,84,96,205.00	6,46,47,236.00	10,96,23,104.00
Data Entry Registration Fees	58,27,150.00	16,18,700.00	25,02,050.00
Online Registration Fees	21,91,117.00	75,19,426.00	3,86,20,865.00
Management Fees	0	44,919.00	1,00,645.00
Non-operating Income	6,14,28,619.00	6,60,76,177.00	5,68,55,556.00
South Korean Training Fees	62,80,200.00	0	0
Grand Total	30,42,23,291.00	13,99,06,458.00	20,77,02,220.00

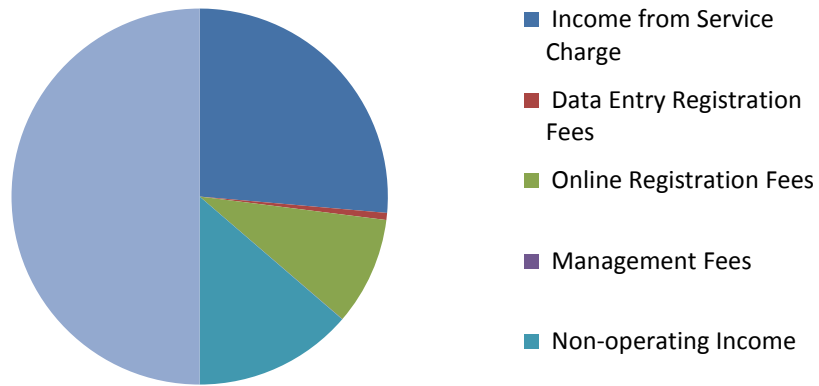
Comparison of sources of income for the last three years (2021-2022)



Comparison of sources of income for the last three years (2020-2021)



Comparison of sources of income for the last three years (2019-2020)



The above chart stated that the key source of income of BOESL is income from service charge. However, Non-operating income also has a significant impact on total income though this portion is little bit smaller than service charge. In the FY 2021-2022, South Korea language and training fees are included as source of income.

5.7 Yearly comparison of major components

Particulars	2021-2022	2020-21	2019-20
Net profit	14,71,22,484.00	4,96,31,705.00	9,99,42,262.00
Equity	80,83,54,189.00	66,92,41,304.00	62,58,72,494.00
Assets	80,83,54,189.00	66,92,41,304.00	62,58,72,494.00
Total operating & Non-Operating income	30,42,23,291.00	13,99,06,458.00	20,77,02,220.00

From the above table, we can see the total assets and equity of BOESL for the last three years are in increasing trend whereas net profits and total operating & non-operating income have increased in the last two financial years.

5.8 Yearly Growth (FY 2021-22)

20.8%	Total Asset	
	2021-22	2020-21
	80,83,54,189.00	66,92,41,304.00

Net profit

196.4%	2021-22	2020-21
	14,71,22,484.00	4,96,31,705.00

46.8%	Total Expenses	
	2021-22	2020-21
	10,12,95,727.00	6,90,04,023.00

117.45%	Total Income (Operating & Non-Operating)	
	2021-22	2020-21
	30,42,23,291.00	13,99,06,458.00

Total assets of BOESL for the financial year 2021-22 has increased to Tk. 80,83,54,189/- which was Tk. 66,92,41,304/- for the financial year 2020-21 (i.e. 20.8% growth). Net profit and total income (operating & non-operating) have increased to 196.4% and 117.45% respectively and the total expenses increase to 46.8% comparing the previous year.

5.9 DuPont Analysis:

Particulars	2021-22	2020-21	2019-20
ROE	18%	7%	16%
Profit Margin	48%	60%	60%
Asset Turnover	0.60	0.22	0.48
Financial Leverage	1	1	1

ROE =	Net Income	*	Revenue	*	Asset
	Revenue		Asset		Equity

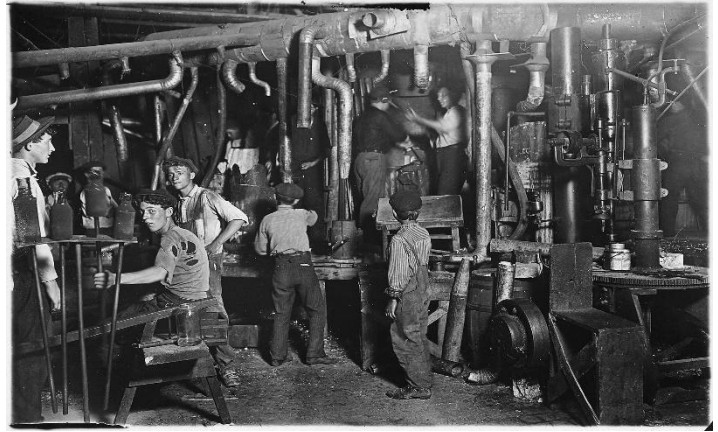
DuPont equation is an expression which breaks return on equity down into three parts. Under DuPont analysis, return on equity is equal to the profit margin multiplied by asset turnover multiplied by financial leverage. Higher value of DuPont analysis has higher positive impact on return on equity.

Profit margin is a measure of profitability. It is an indicator of a company's pricing strategies and how well the company controls costs. Profit margin is calculated by finding the net profit as a percentage of the total revenue. Asset turnover is a financial ratio that measures how efficiently a company uses its assets to generate revenue for the company. The equity multiplier is calculations of how much of a company's assets are financed by equity rather than debt.

Chapter 06

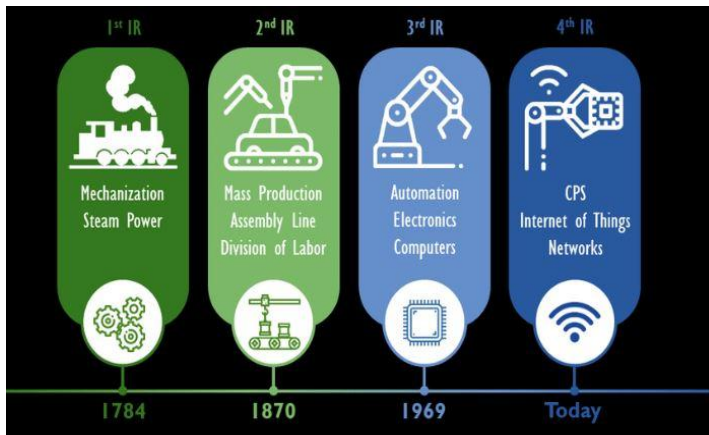
FOURTH INDUSTRIAL REVOLUTION (4IR) AND BOESL PREPARATION

The Industrial Revolution was a period of scientific and technological development in the 18th century that transformed largely rural, agrarian societies especially in Europe and North America into industrialized, urban ones. Goods that had once been painstakingly crafted by hand started to be produced in mass quantities by machines in factories. Through this revolution a new era of quick, efficient and mass production took place of slow and less production. The human being across the world welcomed and adopted this social reformation wholeheartedly.



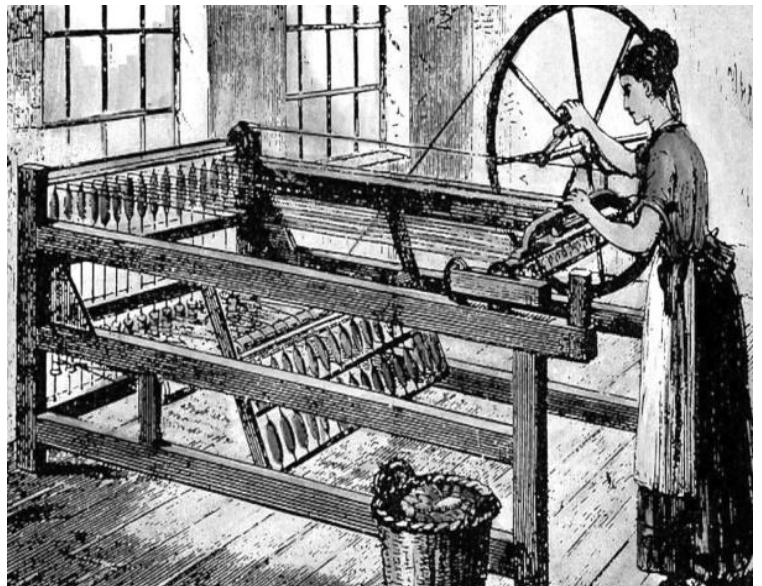
Background and History

Though a few innovations were developed as early as the 1700s, the Industrial Revolution began in earnest by the 1830s and 1840s in Britain and soon spread to the rest of the world, including the United States. Modern historians often refer to this period as the First Industrial Revolution to set it apart from a second period of industrialization that took place from the late 19th to early 20th centuries and saw rapid advances in the steel, electric and automobile industries.



Spinning Jenny

Britain had a long history of producing textiles like wool, linen and cotton. But prior to the Industrial Revolution, the British textile business was a true cottage industry, with individual spinners, weavers and dyers. Starting in the mid-18th century, innovations like the spinning jenny (a wooden frame with multiple spindles), the flying shuttle, the water frame and the power loom made weaving cloth and spinning yarn and thread much easier. Producing cloth became faster and required less time and far less human labor. More efficient, mechanized production meant Britain's new textile factories could meet the growing demand for cloth both at home and abroad, where the British Empire's many overseas colonies provided a captive market for its goods. In addition to textiles, the British iron industry also adopted new innovations. The new technique was the smelting of iron with coke (a material made by heating coal) instead of the traditional charcoal. This method was both cheaper and produced higher-quality material.



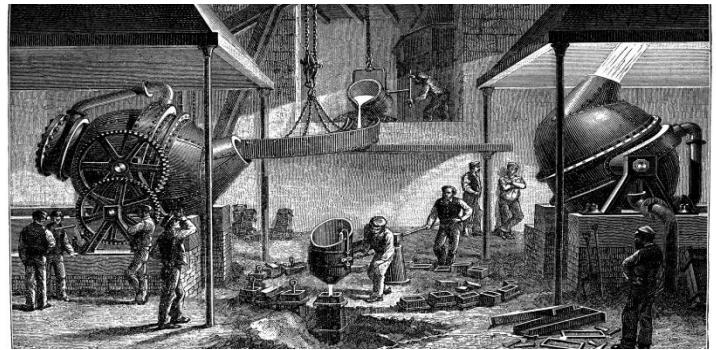


Steam Power (First IR)

An icon of the Industrial Revolution broke onto the scene in the early 1700s, when Thomas Newcomen designed the prototype for the first modern steam engine. Called the atmospheric steam engine. In the 1760s Scottish engineer James Watt began tinkering with one of Newcomen's models adding a separate water condenser that made it far more efficient. Watt later collaborated with Matthew Boulton to invent a steam engine with a rotary motion. A key innovation that would allow steam power to spread across British industries, including flour, paper, and cotton mills, iron works, distilleries, waterworks and canals. Just as steam engines needed coal, steam power allowed miners to go deeper and extract more of this relatively cheap energy source.

Second IR

The Second Industrial Revolution was a period when advances in steel production, electricity and petroleum caused a series of innovations that changed society. With the production of cost effective steel, railroads were expanded and more industrial machines were built. Inventions in the Second Industrial Revolution include the telephone, the modern light bulb and an increase in electrical power, airplanes, automobile, assembly line, air brakes, petroleum refining, the telegraph, the modern typewriter, and the tractor, and the first skyscraper in Chicago, Illinois.



Third IR

The Third Industrial Revolution or Digital Revolution began in the late 1900s and is characterized by the spread of automation and digitization through the use of electronics and computers, the invention of the Internet, and the discovery of nuclear energy. Rise of electronics with the transistor and microprocessor but also the rise of telecommunications and computers and biotechnology. Two major inventions: automations and programmable logic controllers (PLCs)



Four IR

The Fourth Industrial Revolution is a way of describing the blurring of boundaries between the physical, digital, and biological worlds. It's a fusion of advances in artificial intelligence (AI), robotics, the Internet of Things (IoT), 3D printing, genetic engineering, quantum computing, and other technologies.

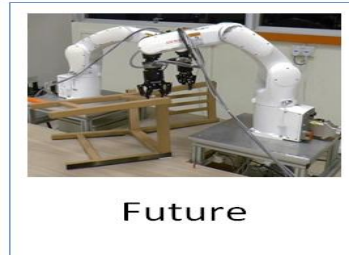
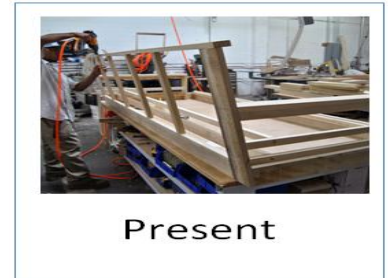
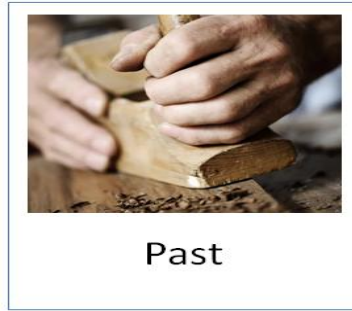


BOESL Preparation

“Ensure simplified transfer of technology at low cost and equip Bangladeshi people technologically so that they can secure jobs in the changed situation.”

-Hon’ble Prime Minister Sheikh Hasina
in WEF plenary session at UN headquarters

Bangladesh is a developing country with a population of 160 million and its labor force is 54 million including Professional, skill and semi-skill manpower. Therefore Bangladesh is a unique reservoir of all categories human resources for migration. Since 1976 Bangladesh has started sending workers after establishing Bureau of Manpower, Employment and Training (BMET). Bangladesh Overseas Employment and Services Limited (BOESL) is the only state-owned manpower sending company established in 1984 to ensure safe and low-cost migration. BOESL’s main objective is to provide “Right person for Right job” to valued foreign Employer. BOESL realizes service charge from the selected workers as “No loss less profit” basis. The main purpose of establishing this company is to provide honest, efficient and quick services to the valued foreign employers for overseas employment with their full satisfaction.

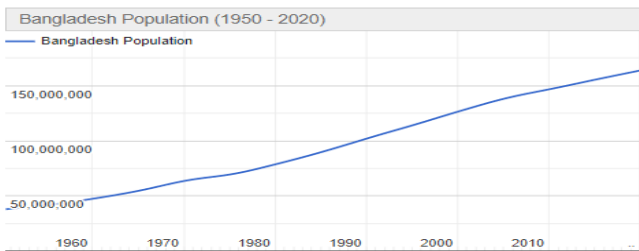


Human Resources of Bangladesh

Bangladesh is the eighth most populated country which density of population is one of the highest around 2.2% of the worlds population. And the middle age group is 60% (15-54 YRS).Bangladesh started sending manpower worldwide from 1976. Bangladesh has Unique labor force and huge human resources for migration.

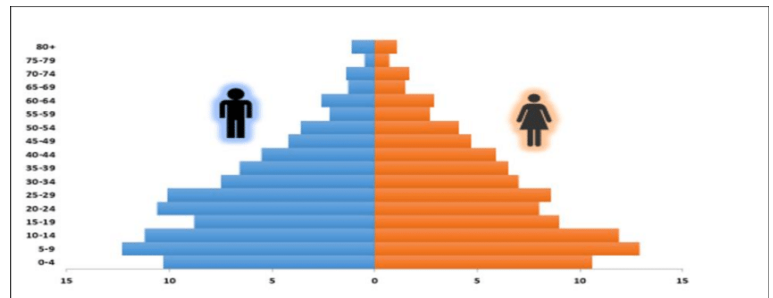
W / Population / World / Asia / Southern Asia / Bangladesh

Bangladesh Population (LIVE)
167,919,385



Demographic Dividend of Bangladesh

Bangladesh enjoys a wonderful demographic dividend at present. The population of age 15-64 years is 106.1 million and the potential economic benefit offered by workable age population. The demographic dividend for Bangladesh starts in 1980 and it will continue for a period of 60 years up to 2040. For this benefit we have huge human resources in local labor market and opportunities of sending labor forces for overseas employment.





Overseas Employment Opportunity from BOESL

- Garments Worker for Jordan/ Bulgaria
- EPS worker for South Korea
- Technical Intern for Japan
- Ship Building/ Navigation Workers for Russia/ S. Korea
- Nurse and Medical Technologist for Kuwait/Qatar
- Construction Worker for Croatia
- ICT personals for Australia and KSA
- Domestic Helper for Hong Kong
- Agricultural Worker for Malaysia



Digitalization of BOESL to combat 4IR challenges

BOESL is starting with multiple functions to drive the institution in forward. Officers and staffs of all departments are bringing together to move the business in right direction. Therefore the company has made the workplace digital that forced all to work together to achieve the goals of the organization and for preparation of 4IR. Accordingly, setup of many digital tools have made the collaboration quicker with employers and job seekers and smoothed the implementation to send employees in the destination countries. Now the institutional environment is more enjoyable and possible of handling more customers in

Importance of Up-Scaling Skills

To overcome the challenge of 4IR the only solution is Up Scaling. Demographic dividend created a large working-age population. Overseas job market is demanding high skill category jobs every year. To reduce inland unemployment and stabilize economy we should focus on training and skill. Foreign employers always look for better skills and post COVID period needs high skills to tackle economic crisis. And to enhance remittance flow there is no way of trade base training.



LOW COST

SAFE AND SECURE

New Job opportunity for 4IR

BOESL is working closely to tackle the challenges of 4IR. Recently the garments workers, Industrial workers, caregivers are the main source of employment but due to 4IR most of the manual jobs will be replaced by new and advance profession and BOESL is also take necessary steps for provide skill manpower's for that jobs. Some of the professions are given below:

- Heavy equipment/vehicles
- Driving,
- Shipbuilding,
- Agro Technology,
- ICT
- Care Giver
- Hospitality and Tourism

- e-Filing
- Increasing Efficiency in Public Service Delivery
- Improving accountability and Transparency
- National Web Portal (www.boesl.gov.bd)
- Digital K3 Reading Wall Temperature Scanner
- Automatic hand sanitizer dispenser
- Digital online registration system for South Korea
- Mobile App
- Human Resource Management Software
- Digital display Board
- Digital Attendance Machine
- SMS Gateway
- Clouding Mail Server

a short time that was never before imaginable. BOESL is also following all instructions and guidelines raised by Cabinet Division and Ministry of Exptarites Welfare and Overseas Employment regarding APA and 4IR related activities. BOESL also initialized 4IR workplan, 4IR Policy etc.

- Broadband Internet, Internet Server and Wi-Fi
- Social Media Page (Facebook and YouTube)
- My GoV Portal

Chapter 7

Milestones of BOESL

BOESL has come a long way since its inception and established itself as a role model by maintaining the Best Practices in manpower exporting sector. BOESL has achieved trust of the foreign employers and aspirant migrant workers of Bangladesh. We desire to keep up with the good faith of our esteemed stakeholders.

7.1 ISO Certificate

BOESL is an ISO certified state-owned company. We are maintaining international quality management system (QMS). Regular training and development progress are being implemented for the employers of BOESL to cope them in the changing demand the customers. Customers are getting in time services from us.



BOESL is the only Recruitment organization in Bangladesh having ISO Certification.

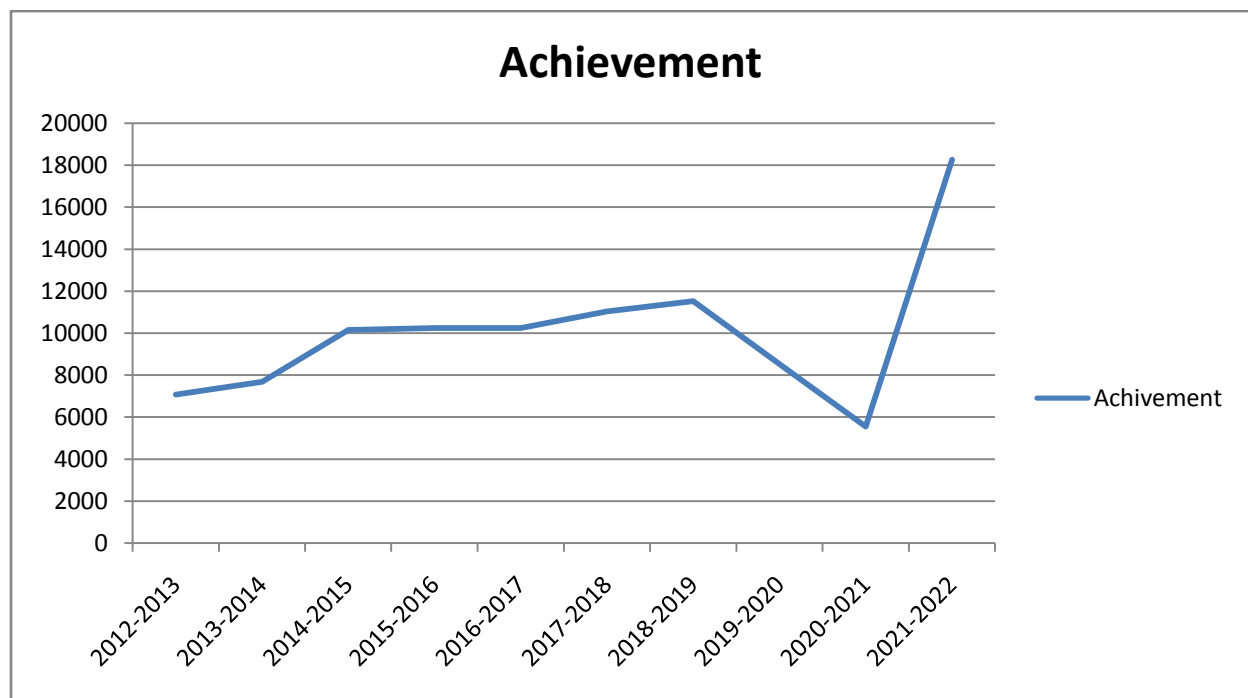
7.2 Overseas Employment

BOESL started its journey by sending 42 workers in the year 1984. In fiscal year 2021-22 we have sent 18,254 though there was a huge impact of Covid-19 which shows the commitment of BOESL to the nation. So far we have sent 1, 29,323 people who have got overseas employment through BOESL and changed their lives since 1984.

Fiscal Year wise Migration statistics of BOESL

Fiscal Year	Number of Total Migrants	Fiscal Year	Number of Total Migrants
1983-1984	42	2005-2006	792
1984-1985	1952	2006-2007	784
1985-1986	2004	2007-2008	796
1986-1987	616	2008-2009	2182
1987-1988	197	2009-2010	1306
1988-1989	773	2010-2011	6469
1989-1990	508	2011-2012	5002
1990-1991	357	2012-2013	7081

Fiscal Year	Number of Total Migrants	Fiscal Year	Number of Total Migrants
1991-1992	413	2013-2014	7680
1992-1993	387	2014-2015	10152
1993-1994	361	2015-2016	10238
1994-1995	340	2016-2017	10243
1995-1996	579	2017-2018	11033
1996-1997	394	2018-2019	11519
1997-1998	343	2019-2020	8525
1998-1999	486	2020-2021	5556
1999-2000	162	2021-2022	18,254
2000-2001	541		
2001-2002	147		
2002-2003	325		
2003-2004	365		
2004-2005	419		
Total			1,29,323
Grand Total			



Last ten-year Migration trends of BOESL

7.3 Transformation of BOESL

BOESL has taken the following steps to make it more dynamic and to ensure prompt and transparent service delivery.

- ☞ Under the auspices of new organogram, manpower of BOESL has been increased from 52 to 76.

- ☞ BOESL added a new digital service for its clients called “Short Message Service (SMS)” gateway.
- ☞ In addition to Broad Band internet connection, BOESL office is fully under Wi-Fi zone.
- ☞ Accounting software has been installed to digitized BOESL.
- ☞ To provide quick information to the people one reception desk has been established and communication has been interlinked with reception desk to all sections of BOESL through PABX and LAN.
- ☞ Access Control Machine has been setup to ensure timely attendance of its staffs to the office.
- ☞ CCTV has been set up for monitoring daily activities of BOESL.
- ☞ A Finger-Print Machine has been installed in the office to ensure employees’ attendance on time.
- ☞ Digital Door Lock has been set up to ensure security and to prohibit the entrance of any broker/dalal.
- ☞ Digital Display has been set up for promotion daily activities of BOESL.
- ☞ Website of BOESL is being updated regularly.
- ☞ Establishment of a Job Bank for BOESL is under process.
- ☞ Human Resource Management software has been deployed.
- ☞ Mobile Apps has been prepared for interested job seekers and overseas job holders.
- ☞ BOESL official Facebook and YouTube page is created for a wide range of activities.
- ☞ TVC has been made for mass promotion.
- ☞ BOESL made the implementation of settling any issue with E-filing compulsory for every official.

7.4 Remarkable Activities

- ☞ Recruited new officials and staffs for overcoming the gaps of human, resource needed.
- ☞ Employment of female worker increased at 15,621.
- ☞ Setting up an online registration system to smoothen the EPS recruitment process for South Korea.
- ☞ 60-hour compulsory training is organized for all officials and staffs of BOESL.
- ☞ Japan started to select technical intern through BOESL.
- ☞ Two staffs have got promotion to Assistant Manager.
- ☞ A mobile app updated regularly to disseminate and collect relevant information of foreign employees.
- ☞ A one stop service center for EPS (Employment Permit System) workers is established and set up a digitized notice board for foreign workers.

☞ Systems of collection of service charge, passport collection, passport return, refund of security deposit are simplified to ensure safe migration.

☞ HRM software is developed to manage office personnel of BOESL.

☞ Strengthened online registration of Republic of Korea under EPS.

2019

☞ Introduced HRM software.

☞ Introduced 24 hours language and culture training session for South Korea going workers under EPS.

☞ Introduced pre-departure briefing especially for Jordan going female workers.

2020

☞ Prepared Government approved accounting code-based Budget for the year 2020-2021;

☞ Increased accounts management software from Single user to three users;

☞ Update BOESL HRM software;

☞ An initiative has taken to increase headcount of BOESL;

☞ A group of experts from CSE, BRTC (Bureau of Research, Testing and Consultation), BUET sets up software to improve the jobseeker's applications receive system for South Korea. The system improves efficiencies to handle huge number of applicants and eliminated unnecessary paper work. It has maximizes participation of applicants in the registration process. It helps to maintain social distancing during registration in COVID-19 pandemic.

2021

☞ BOESL successfully executed more than 15 Chattered flights to Jordan and one in South Korea during this period of Pandemics;

☞ We have already made an agreement with one Employment agency in Croatia to send Bangladeshi workers to Croatia.

☞ We are in close contact with Australia and Germany employment agency to send Bangladeshi worker in first world countries through BOESL.

☞ So far we have conducted 10 Job Fairs in ten different districts.

☞ Established two billboards in two different TTCs

☞ A well decorated micro-bus visited all over the countries with a slogan of Ethical and Safe and Low Cost migration.

☞ Established Language Lab (English, Arabic, Korean and Japanese) for overseas job seeker.

☞ With the help of HRD Korea free language learning class already started during the period of pandemic.

2022

☞ BOESL successfully sent 18,254 workers to eight destinations which include Japan, Korea, Hong Kong, Kuwait, Jordan, Mauritius, Seychelles and Croatia.

☞ Since its inception this is the remarkable year in perspective of sending workers and has achieved new high which is 18,254.

☞ In this year we have arranged 12 Job Fair in 12 district.

☞ BOESL send 100 freedom fighters son and grandson to Jordan and South Korea with Zero Migration cost. BOESL also compensate their passport making cost and local transportations cost amounting 10,000/- for each of 100 migrants.

☞ BOESL start it's working with some first world countries' like Australia, Germany, Slovenia, Fiji etc.

☞ BOESL revised it service role this year after 1991.

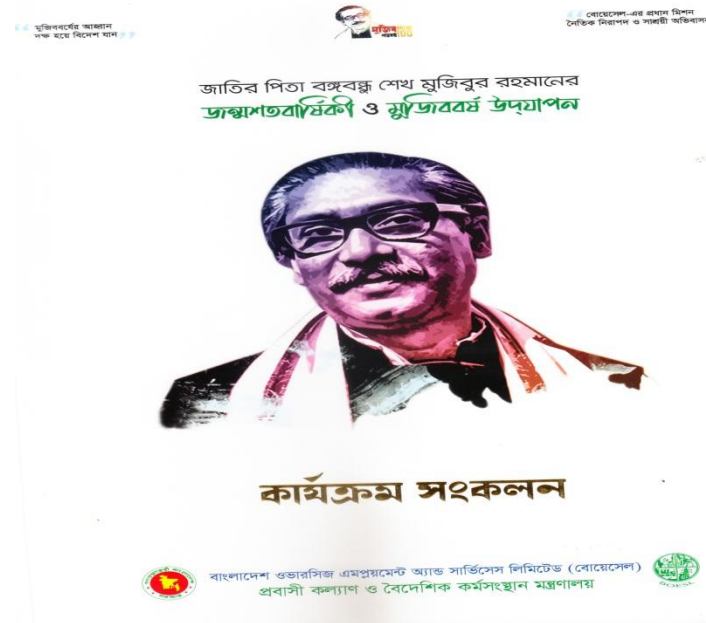
☞ BOESL have branded its own car which visited 64 district of Bangladesh.



☞ BOESL Established six billboards in six strategic locations.



BOESL Published Publication in honor of 100 years celebration of our founder of the nation Bangabandhu Sheikh Mujibur Rahman.



7.5 Achieved first place for APA

BOESL stood 1st place under the Ministry of Expatriates' Welfare and Overseas Employment for APA 2019-2020 & APA 2021-2022.

7.6 Milestone of sending Skill Migration to Kuwait

BOESL is the only organization in Bangladesh sending Nurses to Kuwait so far we have sent more than 100 nurses to Kuwait (through City Group General Trading Company) who will be deployed in Government hospital in Kuwait. Another 46 Nurse is ready to join Kuwait. 484 Nurses selection is completed (Advanced Technology Company and City Group General Trading Company, Kuwait) and they are waiting to get their Visa.

We are expecting this Kuwait market will be the next permanent Job market for BOESL by which we can sent more skill workers to Kuwait.

7.7 BOESL is the Pioneer of sending worker to European market through formal channel

BOESL already sent 10 workers to Croatia which is the first formal step taken by any agency in Bangladesh for sending Bangladeshi workers to Europe. We are expecting it to be more in the coming days along with some other European countries. We are also trying our best to establish our footprint in Australian market too.

Chapter 08

Business Promotion

8.1 Activities of Business Promotion

8.1.1 Necessity of business promotion

Business promotion helps an organization to access market intelligence on a local, regional and global scale, make realistic plans and ensure effective implementation to reach the targeted goal. It also helps the business enterprise in identification of opportunities and threats. Conducting Market research is a key part of developing global market strategy. Overseas employment promotional activities is essential to establish to improve the country's socio-economic condition by ensuring the overall welfare and equal opportunities for the expatriate Bangladeshis, exploring new labor market, creating skilled labor force by providing training according to the demand of the market, reducing unemployment through foreign employment and increasing remittance inflow. Bangladesh now confronts the challenge of achieving Sustainable Development Goals (SDGs). Only increased supply of skilled manpower, creating new employment opportunities and income earnings capacity can achieve such goals.



Fig: Business promotional activities.

8.1.2 Employment opportunity for the youth



Fig: Numbers of unemployed youth

Bangladesh is an over populated country belonging higher number of youth. The youth unemployment rate currently stands at 10.6 per cent in Bangladesh, which is more than twice the overall national unemployment rate of 4.2 per cent, according to an ILO report. The government of Bangladesh boosting employment for young people through skills training and industrial apprenticeships, as well as promoting entrepreneurship and skilled labor migration. The gender gap, which is a little sign of closing over the past two decades, is largest in lower-middle-income countries, at 17.3 percentage points, and smallest in high-income countries, at 2.3 points. The recovery in youth unemployment is projected to diverge between low- and middle-income countries on the one hand and high-income countries on the other. Overseas employment will play an important role in the socio-economic growth and development of a workers sending country like in the post-pandemic world. As the traditional labor market is getting squeezed due to various reasons, we need to explore alternative overseas job markets in order to sustain our remittance in-flow. We need to focus more intensely on skills development and ensure quality migrant.

8.1.3 Why we are exploring new market?



Fig: Exploring global opportunity

To increase new demand in the global market on overseas employment opportunities for Bangladeshi workers for ethical, safe and low cost migration and implementation of right person for right job according to their skill and employer demand. To ensure safe and dignified employment opportunities abroad while migrants' welfare must be guaranteed for their contribution to the national economy, including increase in foreign exchange reserves. Diversification of labor markets requires well thought-out measures both at home and abroad. It demands policy coherence. Capacities need to be developed to examine the labor demands in the context of development plans and demographic changes in the labor-receiving countries. As skilled migration leads to better protection and increases income of migrants, promoting skilled migration for decent work has to be an important policy priority for the government.










8.1.4 What we are doing?



Fig: Team work

To explore new employment opportunity in the global market and to negotiate and sign agreements and MOUs with migration related International Organizations, foreign governments and other international organizations associated with manpower export and training, BOESL authority has prepared and designed an Action Plan due to COVID 19 pandemic situation. Total 23 (Twenty Three) potential manpower recruiting countries are included in the Action Plan and more countries will be added for future. There are five team consist of 18 (Eighteen) senior officers to do the job properly and Managing Director of BOESL is the innovator and charismatic leader to monitor the team works.

8.1.5 Business Promotional Team of BOESL:

S/N	Photo	Name & Designation	Assigned Countries
Team-1		Mr. Md. MahabuburRahaman (Team Leader), Executive Director(Joint Secretary)	Romania , Republic of Korea, Brunei, UAE
		Mr. Nurul Islam (AGM/IT) Ms. Rifat Tasnim(Manager IT) Mr. Mohammad Faisaluddin	
Team-2		Banani Biswas (Team Leader) General Manager(Deputy Secretary)	Uzbekistan, Singapore, Japan, Seychelles
		Mr. Samar Kumar Rony (Manager , OE-1) Mr. Sayeed Ahmed Saleheen(Deputy Manager, OE-2)	
Team-3		Mr. Md. Abdus Sobhan(Team Leader), Company Secretary (Senior Assistant Secretary)	Jordan, Australia, Albania, Bolivia
		Mr. Noman Choudhury Assistant General Manager (AGM/BP) Mohammad Ahasnullah (Deputy Manager (Admin & HR)	
Team-4		Mr. Md. Abdus Sobhan(Team Leader), Company Secretary (Senior Assistant Secretary)	Saudi Arabia , Malaysia, Italy
		Mr. Noor Ahmed (Deputy General Manager) (Admin, HR, Finance) Mr. Md. MasudAlam sharif (Manager, OE-2) Ms. Mahmuda Poly (Manager,OE)	
Team-5		Mr. Mohammad Alam Hossain (Team Leader) Deputy General Manager (Business Promotion)	Qatar, Hong Kong, Mauritius, Croatia, Lebanon, Kuwait, Bulgaria and Maldives
		Mr. Md. MahbubulAlam ,Manager (PS to MD) Md. Habibullah Khan ,Manager (Protocol) Mr. Mir Md. Sohel , Manager(Admin)	

8.1.6 Sample Action Plan:

Sample Action Plan for Expanding Overseas Employment in Croatia					
Improvement areas/Objectives	Activities to be undertaken	Assigned line Manager & Resources required	Expected results (Quality and Quantity)	Completion Date	Additional Remarks
To expand the overseas employment market in Croatia	1.1. Country Profile (Facts & figures)	Assigned manager:	1.1. Articulate and well described country profile will be prepared.	25.07.2021	Communication with various Manpower agencies of our country those are friendly to BOESL. Fortnightly
	1.2. To communicate with	Resources: Office	1.2. Good feedback from	10.10.2021	

Sample Action Plan for Expanding Overseas Employment in Croatia

Improvement areas/Objectives	Activities to be undertaken	Assigned line Manager & Resources required	Expected results (Quality and Quantity)	Completion Date	Additional Remarks
	respective Labor counsellor.	Environment & Logistics: Smart Mobile, Master Card, Internet & Laptop	respective labor counsellor.		monitoring by ED.
	1.3. To collect employers list of respective country.		1.3. Minimum 03 employers list will be collected.	20.10.2021	
	1.4. To communicate with employers to know their demands & their rules and regulations.		1.4. Good feedback from respective Employer.	30.10.2021	
	1.5. If they are positive then invite them to visit our country or trying to get invitation letter from them to visit their country.		1.5. Good feedback from respective Employer.	30.12.2021	
	1.6. If everything is ok then arranging MoU signing ceremony.		1.6. Minimum 01 MoU signing ceremony will be arranged.	30.01.2022	
	1.7. Collection of the Demand Letter or Agency Agreement.		1.7. Collection of minimum 01 Demand Letter.	30.03.2022	
	1.8. Execution of the Demand (Sending required workers).		1.8. According to the Demand Letter.	18.05.2022	

8.1.7 Communication Process to Overseas Employer

- Searching new market and to remind the old Employers of BOESL by official letters.
- Electronic mail communication with the target employers and Internet based marketing.
- Receive feedback and keep in touch with the Employers

- Sharing information with Labor Wings in Foreign Mission regarding new market exploration.
- Report to top management of BOESL
- Continue the process and follow up.

8.1.8 Names of countries that we have communicated to different companies

S.N.	Name of Country	S.N.	Name of Country
1	KSA	14	Hong Kong
2	Qatar	15	Japan
3	UAE	16	Brunei
4	Bahrain	17	Serbia
5	Jordan	18	Bolivia
6	Mauritius	19	Kuwait
7	Oman	20	South Korea
8	Singapore	21	Maldives
9	Poland	22	Seychelles
10	Germany	23	Iraq
11	Canada	24	Malaysia
12	Croatia	25	Bosnia and Herzegovina
13	Uzbekistan	26	Romania
		27	Australia

8.1.9 Outcomes

1. We received demand from Croatia, 8(eight) construction workers and 2(two) foreman entered in Croatia.
2. BOESL received demand letter of 6000 (six thousands) Female Domestic Helper from Hong Kong. Recruitment is continued.
3. We got demand letter from Mauritius of 50 (fifty) bakery workers. 19(nineteen) workers entered in Mauritius and others are under process.

(d) MOU signed with Human Capital NTS Management Agent of Malaysia and AgensiPekerjaanWarisanJuaraSdnBhd (APWJ).

(e) MOU signed with Sterning Group, Australia for information technology professional and recruitment is continued.

(f) MOU signed with Association for the promotion of Spreading International Person, Japan. 5 (five) technical intern joined in Japan.

(g) MOU is under process with Korea Offshore & Shipbuilding Association (KOSHIPA), Republic of Korea.

(h) We received demand from Kuwait healthcare professional such as nurse and recruitment is continues.

(i) MOU signed with Zrezda Shipbuilding Complex, Russia for shipbuilding professional recruitment.

8.2 Internal Labor Market Promotion

8.2.1 Objective

To make people aware about the process of safe, ethical and low cost migration and make them interested in safe foreign employment.

8.2.2 Core Activities

- To do promotional activities for the internal labor market like TVC, digital board, leaflet books etc.
- To keep constant connection with the customer through YouTube, Facebook, website and phone.
- To do job fair and awareness meeting regularly in different district to address the root level skilled workers.
- To make people aware about the process of ethical migration of BOESL to save them from the harassment of middleman.



Ex-Managing Director of BOESL Mr. Md. Billal Hossain (Additional Secretary) delivering his speech at Gopalganj district Deputy Commissioner office in presence of Honorable Secretary Dr. Ahmed Munirus Saleheen, MEWOE.



Ex-Managing Director of BOESL Mr. Md. Billal Hossain (Additional Secretary) delivering his speech at Madaripur district Deputy Commissioner office.



Executive Director of BOESL Mr. Md. Mahabubur Rahman (Joint Secretary) delivering his speech at Officers Club, Sariatpur district.



Ex-Managing Director of BOESL Mr. Md. Billal Hossain (Additional Secretary) delivering his speech at Rangamati District Deputy Commissioner office.



Ex-Managing Director of BOESL Mr. Md. Billal Hossain (Additional Secretary) delivering his speech at Shariatpur District Deputy Commissioner office.



Executive Director of BOESL Mr. Md. Mahabubur Rahman (Joint Secretary) delivering his speech at Bandarban TTC job fair for Hong Kong bound workers.

গণপ্রজাতন্ত্রী বাংলাদেশ সরকার
বাংলাদেশ ওভারসিজ এমপ্লয়মেন্ট অ্যান্ড সার্ভিসেস লিমিটেড (বোয়েসেল)
 প্রবেশী কল্যাণ ও বৈদেশিক কর্মসূচীর মন্ত্রণালয়
 গি-১২, ইন্ডাস্ট্রি পার্ক, রাসা, ঢাকা-১০০০

বিদেশে চাকরি সংক্রান্ত গণবিজ্ঞপ্তি

গণপ্রজাতন্ত্রী বাংলাদেশ সরকারের স্বরাষ্ট্র মন্ত্রণালয়ের নিম্নলিখিত রেজমেন্ট প্রকল্পে বোয়েসেল। ১৯৮৪ সালে প্রতিষ্ঠার পর হতে বিশ্বের বিস্তৃত দেশে বৈদেশিক কর্মসূচীর পাশে এ প্রতিষ্ঠান অধিবাসন প্রকল্পের জন্য দক্ষতা ও যোগ্যতাসম্পন্নদের সন্ধান করে আসছে। এ দেশের স্বয়ংস্বাক্ষর, দক্ষ ও পেশাজীবী শ্রমিকদের অভিজ্ঞতাসমূহকে কাজে লাগানোর সুযোগ বিস্তারিত করে সুদূরবর্তী দেশে সফলভাবে কর্মসূচীর মাধ্যমে বোয়েসেল জাতীয় স্বার্থসাধনকে ত্বরান্বিত করে। এ কার্যক্রমের ব্যয়ভাড়া বহনকারী বোয়েসেল-এর মাধ্যমে জরুরি অবস্থায় অস্থায়ী পাসপোর্ট কব্জী, হকিং-এ ফিন্যান্স ডিমেটিক বেলপার এবং দক্ষ কর্মীদের জন্য পাসপোর্ট সিস্টেম (ইপিএস) কর্মসূচির আওতায় কর্মী নিয়োগ করা হচ্ছে।

সরকারিভাবে জরুরি অবস্থায় মতিলা পাসপোর্টস অ্যাপারেন্ট নিয়োগ

- জরুরি সময়ের ক্ষেত্রে নিম্নলিখিত কর্মীদের নিয়োগ করা হবে; যারা ও প্রাথমিক ডিফেন্স সুবিধাদি পেয়ে থাকে।
- নিয়োগকর্তার নির্দেশিত কর্মীদের যোগ্যতাসমূহের বিধান জার্মানি ও অ্যান্ডারস পিচ বহন করে থাকে।
- পাসপোর্টসের মূল্য প্রত্যেক কর্মীর \$২,০০০-২৫,০০০ টাকা।
- প্রার্থীর বয়স ১৮-৩৯ বছরের মধ্যে হতে হবে।
- বোয়েসেল প্রতি বছরের সকাল ৮:০০ ঘটিকা হতে সন্ধ্যাকাল ৩টা ছুটো কব্জী বাছাই করে:
 - ১। দেশে অস্থায়ীভাবে মুক্তি মতিলা কারিগরি প্রশিক্ষণ কেন্দ্রে, দারুল-সলামে, মিশুর-১, ঢাকা।
 - ২। বাংলাদেশ কোরিয়া টেকনিক্যাল ট্রেনিং সেন্টার, মারকাস-সালাম, মিশুর-১, ঢাকা।
 - ৩। বাংলাদেশ জার্মান টেকনিক্যাল ট্রেনিং সেন্টার, মিশুর-২, ঢাকা।

সরকারিভাবে হকিং-এ ফিন্যান্স ডিমেটিক বেলপার নিয়োগ

- বয়স ২০-৩৫ বছর এর মধ্যে হতে হবে।
- কিন্দার পোস্টিং মাসিক \$৫০০/মাস (কমপক্ষে) হতে হবে।
- নিয়োগকর্তার নির্দেশিত কর্মীদের নিয়োগ করা হবে।
- সর্বোচ্চ বৃত্তান্ত বেলপার \$৩,০০০ (বাস \$১,০০০/টাকা)।
- পাসপোর্ট না থাকলেও আবেদন করা যাবে, তবে নির্দেশিত প্রার্থীদের পরে নিম্ন দায়িত্বে পাসপোর্ট করা হবে।
- বিমানভাড়া ও অন্যান্য ব্যয় প্রত্যেক কর্মীর \$৩৫,০০০/- (এক লাখ পঞ্চাশ হাজার) টাকা হতে পারে।

দক্ষ কোরিয়া এমপ্লয়মেন্ট পাসপোর্ট সিস্টেম (ইপিএস) কর্মসূচির আওতায় কর্মী নিয়োগ

- পাসপোর্ট হার সাপেক্ষে প্রার্থীদের বোয়েসেলের প্রকল্পের নিয়োগক্রমে নিয়োগ করা হবে।
- প্রার্থীর বয়স ১৮-৩৯ বছর এর মধ্যে হতে হবে।
- শিক্ষার স্তর স্নাতক স্তর পর্যন্ত হতে হবে।
- কোরিয়ার জার্মান পাসপোর্ট, ভিসা ও কোরিয়ার কোয়ালিফিকেশন প্রার্থীদের পাসপোর্ট মাধ্যমে প্রাথমিকভাবে নির্বাচন করা হয়। কেবল পাসপোর্টে উল্লিখিত প্রার্থীদের কোরিয়ার কর্মসূচির মাধ্যমে কোরিয়ারে কর্মী নিয়োগ করা হয়।

বিদেশে প্রতিষ্ঠায় বোয়েসেল-এ কোন একক, সার-এজেন্ট বা প্রতিনিধি নেই।
 বিস্তারিত জানতে গুগল সার্চ (www.boesl.gov.bd) পরিদর্শন করা যেতে পারে।
 যোগাযোগের জন্য: ০২-৫৮০১১৮৩৮, ০২-৪৮০১১৯২৫, ০২-৪৮০১২৫১৫, ০২৬৫৪১১৬৫৩

বাহুস্বাস্থ্য পরিচালক
বোয়েসেল

Public Notice for Overseas Recruitment



Well-equipped Car for publicity of Overseas Recruitment

8.2.3 LIST OF OUR VALUED FOREIGN EMPLOYERS

S.L.	Country	Name of the Company
1	Kingdom of Saudi Arabia	Ministry of Health
2		Saline Water Conversion Corporation
3		Zamil Group
4		Almana General Hospital
5		Batterjee Pharmaceutical Factory

6		All Intercontinental Hotels in K.S.A.
7		Electricity Corporation, Riyadh
8		Arabian Metal Industries, Jeddah
9		Detecon Al-Saudia Co. Ltd., Riyadh
10		Eastern Province Cement Co., Dammam
11		Delta-Stesa Electro-Mechanic TV Project
12		United International Transportation Co. Ltd (UNITRANS)
13		A. A. Turki Group of Companies
14		DallahAlbaraka
15		Saudi YanbuPetrochemcial Co.
16		Al-Yamamah Hospital Director
17		Kuwait Shipbuilding
18		Arabian Bemco Contracting Co. Ltd
19		Al-AhsaInter Continental Hotel
20		Ali Reza Group
21		Vita Food Company
22		Saudi Technical Engineering Systems Associated (STESA)
23		Al-Hammam Company
24		Yusuf Bin Ahmed Kanoo
25		Saudi Cement Co.
26		Kanoo Travel,
27		Al Rushaid Investment CO.
28		Sait Group
29	Kuwait	Kuwait Shipbuilding & Repair Yard Co.(SAK)
30		Al-Ahleia Switchgear Co.
31		Kuwait Sewage Treatment Plant
32		Kuwait Municipality
33		Ministry of Electricity & Water (MEW)
34		Ministry of Public Health
35		Kuwait & Gulf Link Transport Co.
36		Kuwait Oil Co.
37		National Housing Authority
38		Fawaz Refrigeration & Air Conditioning Co.
39		Kuwait National Petroleum Co. (KNPC)
40		Kuwait Cotton Products
41		Kuwait Aviation Services Co.
42		Kuwait Control Co.
43		Al-MahaliyaReadymix Concrete Co. W.L.L.
44		Crown Plaza Hotel
45		United Arab Emirates

46		Voltas Limited
47		Asmacs general trading & cont. Est.
48		Al Buhooth Contracting & Gen. Maint. Est.
49		Derby Textile Factory
50		ASMACS
51		Dubai Intercontinental Hotel
52		Royal Group
53		Al-Ghurair Centre, Dubai
54		Adnh Compass Middle East LLC
55		United Engineering & Trading Co
56		Wade Adams Contracting L.L.C
57		Abdulla A. Al ghurair group of companies
58		Mechwatt Electromechanical Works LLC
59		Control & Applications Emirates (CAE)
60		Bridgeway Electromechanical & Decoration LLC
61		Al-Habtoor Engineering Enterprises
62		Emirates Telecommunications Corporation (ETISALAT)
63		Al Nasr Irrigation & Contracting Co.
64		Associated Constructions & Investments (LLC)
65		National Petroleum Construction Company
66		Al JaberEst
67		Sharjah Municipality
68		Al-Ain Municipality
69		Al Jaber Energy Services
70		Dubai Electricity & Water Authrity, Dubai
71		Water & Electricity Department, Abu Dhabi
72		Paper Chase International Inc.
73		Trans Gulf Electro-Mechanical L.L.C
74		Emirates Trading Agency
75		New Age Company LLC
76		Abu Dhabi Gas Liquefaction Co. Ltd.
77		77. Al Ahlia Gulf Line Gen. Trading Co. (Pvt) Ltd
78		Intergulf General Contracting LLC
79		Abu Dhabi Polymers Co. Ltd.
80		United Arab Shipping Marine Workshop L.L.C.
81		Abu Dhabi Municipality
82		Emirates Float Glass LLC
83		OTIS L.L.C.
84		Cristal Garments
85	Qatar	Mesaieed Power Co. Ltd. (M-POWER)

86		Qatar Fertilizer Co., (Qafco)
87		RasGirtas Power Co.
88		Qatar Steel Company
89		Qatar Fuel Additives Co. LTD
90		Qatar Navigation
91		Ministry of Education
92		Qatar Building Engineering Co. (QBEC)
93		Hamad& Mohammed Al-Futtaim
94		Qatar Municipality
95		Compass Catering Services WLL (EUREST)
96		MOWASALAT
97		Darwish Engineering Co.
98		Water & Electricity Co. (QWEC)
99		Qatar National Navigation & Transport Co. (QNNTC)
100		ASMACS, Doha Office
101	Oman	Ministry of Health
102		Oman Aviation Services
103		Ghadeer Brothers
104		Mir work Limited
105		Excellent Garment
106		106. Eleganty Garments
107		Galfar Engineering & Contracting SAOG
108		Oman National Electric Co.
109		Fashion Apparels LLC
110	Bahrain	M.R.S. Fashions, W.L.L
111		Kooheji Contractors,
112		Haji Hassan Group W.L.L
113		Comsip Al A' Ali WLL
114		Mohammad Jalal Contracting
115		Alkomed Engineering Service Co. W.L.L.
116		Al-Noor Textiles
117		Bahrain Airport Service
118		Awal Plastics
119		Arab Shipbuilding & Repair Yard Co.
120		Bahrain Municipality
121		AA Zaiany& Sons Co.
122		Cora Engineering Co.
123	Japan	Seikitokkyo Kogyo Co. Ltd. (Japan)
124		ZenkokuJinzai Shien Jigyo Kyodo Kumiai
125		Maebashi Kokusai Shien Kyoudu Kumiai

126		The Juridical Foundation For International Personnel Management (I.P.M)
127		Kakamigahara Chamber Of Commerce & Industry
128		Kyodokumiai Accumulation
129	Jordan	Classic Fashion App. Industry Ltd Co
130		Tusker Apparel Ltd, Jordan
131		Jerash Garments Mfg Co Ltd, Jordan
132		Sidney Apparels LLC, Jordan
133		Needle Craft For Clothing Industry, Jordan
134		EAM Maliban Textile Pvt Ltd
135		Pine Tree Company For Text Mfg (PSC), Jordan
136		Rich Pine International Group Limited, Jordan
137		Century Miracle Co Ltd, Jordan
138		United Creation, Jordan
139		Hi-Tech Textile, Jordan
140		Atlanta Garments manufacturing Ltd, Jordan
141		Aseel Universal Garments, Jordan
142		HY Apparel, Jordan
143		Galaxy Apparel Industry Ltd. Co, Jordan
144		Indo Jordan Clothing Company, Jordan
145		M & K and Prestige Garments Ltd., Jordan
146		Atateks Foreign Trade
147		Mas Active Al Safi, Jordan
148		Ivory Garments, Jordan
149		Southern Garments Manufacturing co Ltd LLC
150		Victoria Apparels, Jordan
151		New Century
152		Musa Company For Mfg Ready Garments, Jordan
153		Rainbow Textiles L.L.C, Jordan
154		Fashion Curve
155		Straight Line For Apparel Co, Jordan
156		Third Dimension
157		Business Faith
158		Haifa Apparel Ltd, Jordan
159		El-Zay Ready Garments, Jordan
160		International Elegance Garments, Jordan
161		Classic Fashion App. Industry Ltd Co
162		Tusker Apparel Ltd, Jordan
163		Jerash Garments Mfg Co Ltd, Jordan
164		Sidney Apparels LLC, Jordan

165		Needle Craft For Clothing Industry, Jordan
166		EAM Maliban Textile Pvt Ltd
167	South Korea	Human Resources Department-Korea (HRD-Korea)
168		Sheeba International Garments Co.
169	Egypt	Jade Apparels Ltd.
170		E. L. Petra
171	Poland	Promoman Limited
172	Botswana	Ministry of Roads & Highway
173		Ministry of Health
174	Nigeria	Ministry of Health
175		United Cement Co. of (NIG.) Ltd.
176	Iran	Ministry of Health
177		Islamic Republic of Iran Shipping Lines
178		Ministry of Light Industries
179		Ministry of Land Transport
180		Ministry of Heavy Industries
181	Iraq	State Company of Building & Construction
182		Ministry of Petroleum
183		Baghdad Municipality
184		Ministry of Health
185		Ministry of Health
186	Libya	Marsha Al Khir
187	Turkey	Ministry of Education
188		Deenam Garments (Pvt.) Ltd.
189	Maldives	Ministry of Health
190	Mauritius	Steel Co. Ltd.
		Esquel (Mauritius) Ltd
191		Around 750 Factories
192		12 Tea Gardens
193	Malaysia	15 Palm & Rubber Gardens
194		Ministry of Health,
195	Singapore	Ministry of Shipyard
196		Public Service Commission
197	Brunei	Public Service Commission
198	Zimbabwe	Ministry of Housing
199	Zambia	Export Import Corporation
200	Malawi	K.K. Millars
201	Fiji	Ministry of Health
202		FabcraftClothers Ltd.

Chapter-9

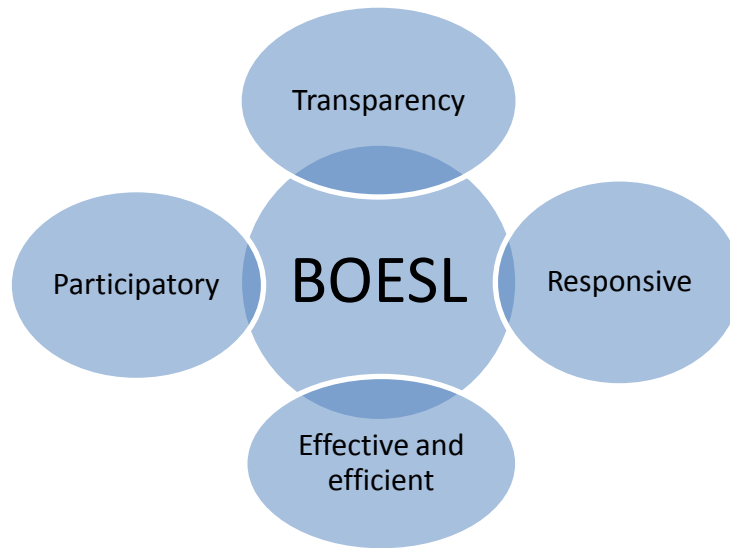
Good Governance

Self-reliance of any country requires establishing democratic and citizen-centered governance based on its rule of law. Good governance is almost imperative for the socioeconomic development of our country. Bangladesh integrates participation, inclusion, transparency, and accountability in the administrative process to support good governance in the country. While measuring good governance, it considers some significant factors, but not limited to, participation, rule of law, transparency, responsiveness, consensus oriented, equity and inclusiveness, effectiveness and efficiency, and accountability, as inscribed in the following diagram.



Good governance assures that corruption is minimized, the views of minorities are taken into account and that the voices of the most vulnerable in society are heard in decision-making. It is also responsive to the present and future needs of society.

Since its inception, BOESL is responsible for creating overseas employment for economic development and has been operating its management effectively in a manner that is open, transparent, accountable and equitable to realize these programs properly. BOESL is the only state-owned manpower sending organization in Bangladesh who is responsible for ethical safe and orderly migration. So far, we have established this and we are known as role model of ethical, safe, orderly and low-cost migration in Bangladesh.



BOESL Good Governance

Good Governance Strategy:

BOESL has adopted the following good governance strategies to prevent corruption and establish integrity in different phases of its activities.

1. Annual Performance Agreement (APA)
2. National Integrity Strategy (NIS)
3. Grievance Redress System (GRS)
4. Right to Information (RTI)



9.1. Annual Performance Agreement (APA)

Annual Performance Agreement (APA), first introduced in the country in 2015, is an innovative approach to increase accountability, increase performance, and use resources

properly in an organization. It is an agreement between a government and a public agency that establishes general goals for the agency, sets targets for measuring performance, and provides incentives for achieving these targets.

This approach provides a summary of the most important results that an organization expects to achieve during the financial year. It also serves as a useful vehicle to bring results-oriented performance information into the executive's performance evaluation to determine ratings and continuity of program goals.

BOESL achieved 1st place in the Annual Performance Agreement (APA) 2021-22 among all organizations under the Ministry of Expatriates' Welfare & Overseas Employment.

9.2. National Integrity Strategy (NIS)

NIS is a government's comprehensive strategy to promote good governance, achieve a corruption-free State and Society, and improve national integrity in all spheres of life. It has adopted a holistic approach to promoting good governance, looking at the entire range of relevant institutions, including non-state institutions, while focusing on relationships among them to promote equality regardless of race, culture, religion, language, civilization, interest, or even class and sector. It also visualizes the nation as one in the perspective and judgment of other countries internationally.

BOESL practices NIS and has made NIS a practice. It has formed an Ethics Committee to formulate and monitor an action plan to promote integrity and good governance among employees and employers. The committee has prepared a list of best practices for service simplification. BOESL envisages providing training to staff and officers for competence development so that they can demonstrate their professionalism at service. All relevant information about BOESL is publicly available on the user-friendly official website. Stakeholders and service recipients have easy access to all information and can also easily download relevant documents without any cost.

9.3. Right to Information (RTI)

In 2009, Bangladesh enacted "The Right to Information Act, 2009" to ensure the free flow of information to the citizens. The right to information is an integral part of the right to freedom of thought, conscience, and expression. It empowers every citizen to seek any information from the Government, inspect any Government documents and seek certified photocopies thereof. It also empowers citizens to officially inspect any Government work or to take a sample of material used in any work. BOESL provides information on overseas employment proactively to its valued clients. To this end, BOESL published the 'Proactive Information Disclosure Guideline' in 2021 on the official website. Apart from this, BOESL always provides its clients free access to information and includes their opinions and suggestions in the decision-making. Which ultimately helps BOESL in the transformation of governance into good governance.

9.4. Grievance Redress System (GRS)

The Grievance Redress System led by the Cabinet Division is an online system for submission and redress of both public and official grievances. This web-based online system offers end-to-end tracking of grievances which anyone can post as registered or

anonymous user. It offers a dedicated control panel for both citizens and designated officials who handle grievance redress on behalf of their respective offices. This system has a provision for sending acknowledgments and alerts to citizens by email. The role of GRS is very important in making administration accountable to citizens, improve the quality of services and strengthening good governance. BOESL focuses on the development and promotion of systems to curb corruption and establish good governance. BOESL has a procedure in place to address the grievance of the clients.

From the above discussion it should be clear that good governance is an ideal which is difficult to achieve in its totality. Very few countries and societies have come close to achieving good governance in its totality. However, to ensure sustainable human development, actions must be taken to work towards this ideal with the aim of making it a reality.

Chapter 10

Achievement of BOESL in 2021-2022

Fulfilment of SDG 10.7.1 (Reduce Inequality) through ethical, safe and low cost Migration:

Country	Semi-Skilled	Skilled	Professional	Total
Jordan	0	15,735	0	15,735
Seychelles	0	24	0	24
HongKong	0	3	0	3
Japan	0	2	0	2
South Korea	0	0	2368	2368
Kuwait	23	70	0	93
Mauritus	0	19	0	19
Croasia	0	10	0	10
Total	23	15863	2368	18254

Female Empowerment through Overseas Employment according to SDG Goal no. 1 No Poverty and 5 Gender Equality:

Number of Female Employee	Destination Country	Total
15,646	Jordan	15,710
10	South Korea	
51	Kuwait	
03	Hong Kong	

According to SDG goal no. 8 decent work and economic growth, BOESL contribute 133 crore taka for economic growth through Remittance in 2021-2022 only:

Country	Job	Salary per Month (BDT)	Total Remittance (C*12)*B
A	B	C	D
Jordan	15,735	20,000/-	
Seychelles	24	42,000/-	
HongKong	3	51,000/-	
Japan	2	1,30,000-1,50,000/-	
South Korea	2368	1,57,250/-	
Kuwait	70	90,000-1,00,000/-	
Mauritus	19	25,000-35,000/-	
Croasia	10	70,000-80,000/-	
Total		-	

Other Achievement during the year 2021-2022

- Prepared Government approved accounting code-based Budget for the year 2022-2023;
- Increased accounts management software from Single user to three users;
- Update BOESL HRM software;
- Creating new job opportunities for 01 officers and staffs.
- A group of experts from CSE, BRTC (Bureau of Research, Testing and Consultation), BUET sets up software to improve the jobseeker's applications receive system for South Korea. The system improves efficiencies to handle huge number of applicants and eliminated unnecessary paper work. It has maximizes participation of applicants in the registration process.
- Increased the board member numbers from 7 to 9 with the aim of including the Managing Director, BOESL and the Director General, Wage Earners Welfare Board in the BOESL Board of Directors.
- Preparation and publication of annual report for the financial year 2021-2022.
- Arranging chartered flights to send almost 2800 EPS workers to South Korea.
- Send record heights 15000 skilled garments workers to Jordan.
- BOESL overcome Covid-19 pandemic challenges by treating it as new normal.
- BOESL and HRD Korea has launched 84 hours Korean language education for Korea bound workers.
- Language tests have been taken for South Korea going EPS worker during the
- We have already made an agreement with one Employment agency in Croatia to send Bangladeshi workers to Croatia.
- We are in close contact with Australia and Germany employment agency to send Bangladeshi worker in first world countries through BOESL.
- Established Language Lab (English, Arabic, Korean and Japanese) for overseas job seeker.

A digital foreign language training and motivation center has been set up in BOESL to enhance English, Arabic and Korean language skills for those traveling abroad.

- To establish Training and Selection center in Eight Divisional Cities.
- To ensure Overseas Employment opportunity up to 20,000 per year.

- To decentralize selection activities out of Dhaka.

BOESL wants to go by 2030:

- To establish eight divisional training and selection center in Bangladesh.
- To establish Overseas Employment Liaison office outside of Bangladesh.
- To approve BOESL new organogram to meet workforce demand.
- To start sending 4IR base skilled and professionals to abroad.

N.B. The above activities will be implemented subject to approval of the Board of Directors.

Chapter 11

Goals of BOESL

Our vision is to become one of the best overseas recruitment organizations in Bangladesh by providing fast, efficient and effective service to our clients and make more contribution to the national economy to sustain its growth.

Next year's (2022-2023) Goal:

- To create Overseas Employment for 9,500 Bangladeshi Aspirant Migrants.
- To ensure new destination for overseas employment is Croatia, Brunei, Malaysia and Poland.
- To renovate BOESL Conference Room.
- To arrange Job Fair in 12 important districts around the country.
- To conduct a special training program to develop Financial and Administrative Skill of BOESL Employees.
- To purchase Land in Dhaka city for BOESL.

Next 5 years' (2022-2026) Goal:

- To establish BOESL Bhaban for one stop recruitment service.
- To establish Training and Selection center in Eight Divisional Cities.
- To ensure Overseas Employment opportunity up to 20,000 per year.
- To decentralize selection activities out of Dhaka.

BOESL's Goal by 2030:

- To establish eight divisional training and selection center in Bangladesh.
- To establish Overseas Employment Liaison office outside of Bangladesh.
- To approve BOESL new organogram to meet workforce demand.
- To start sending 4IR base skilled and professionals to abroad.

N.B. The above activities will be implemented subject to approval of the Board of Directors.

Chapter-12

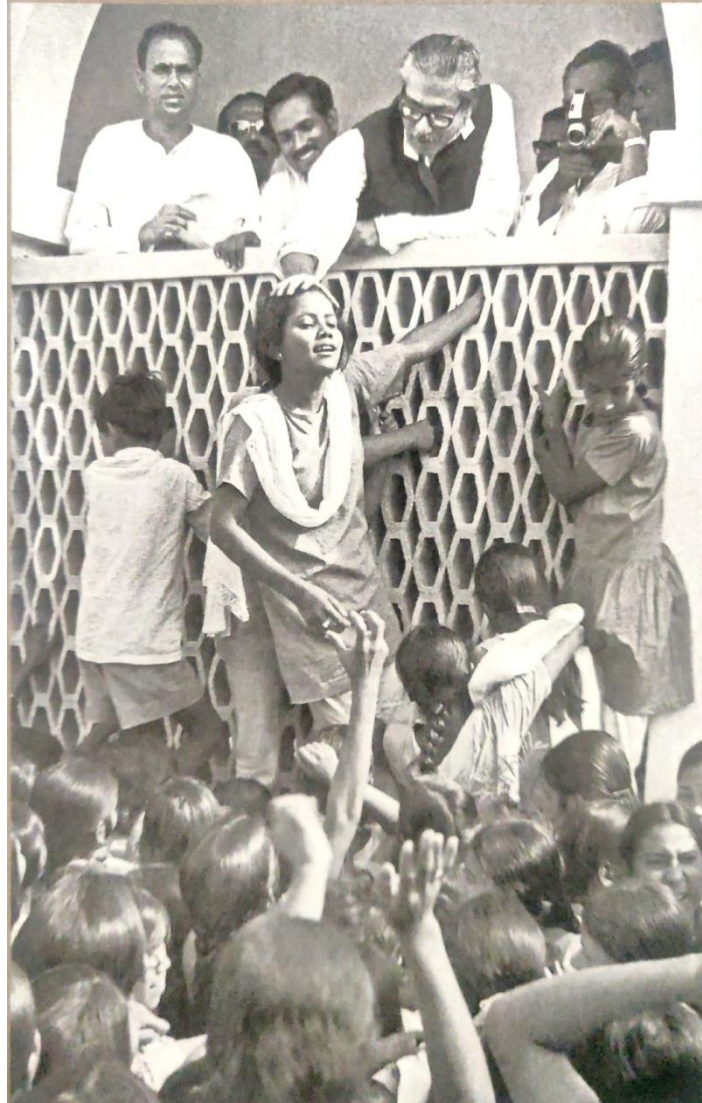
Sheikh Mujib in The Spirit

Sheikh Mujibur Rahman is an immortal name of the history. He is an exceptional leader. As many political qualities were in him, perhaps no great leader in the world politics can be seen with such a combination of qualities. In the history of a hundred years of ups and downs, Cuba's legendary leader Fidel Castro rightly said, "I have not seen the Himalayas, but I have seen Sheikh Mujib. This man is equal to the Himalayas in personality and courage. Thus, I got the experience of seeing the Himalayas".



Bangabandhu Sheikh Mujibur Rahman at a Tete-a-tete with Cuban Leader Fidel Castro.

Sheikh Mujib's popularity increased from 1966 onwards. He was accepted as the greatest leader by the Bengalis. Because they knew that he was the only one who could make their dreams come true. Under his leadership, the Awami League became known as a party protecting the interests of Bengalis.



Bangabandhu Sheikh Mujibur Rahman blesses a young student, Jennifer Eli, Of the Rangpur Girls School at the Rangpur Circuit House (May 11, 1972).

Bangabandhu Sheikh Mujibur Rahman's historic speech on March 7, 1971 was only 19 minutes long. During this time he presented the keynote speech. He simultaneously negotiated compromises, raised demands and declared independence. He called upon the people to build forts into every house, and if necessary, to fight the enemy with whatever they had. He also feared that he might be arrested. So he said, "You must fight the enemy with whatever you have if I cannot give orders."

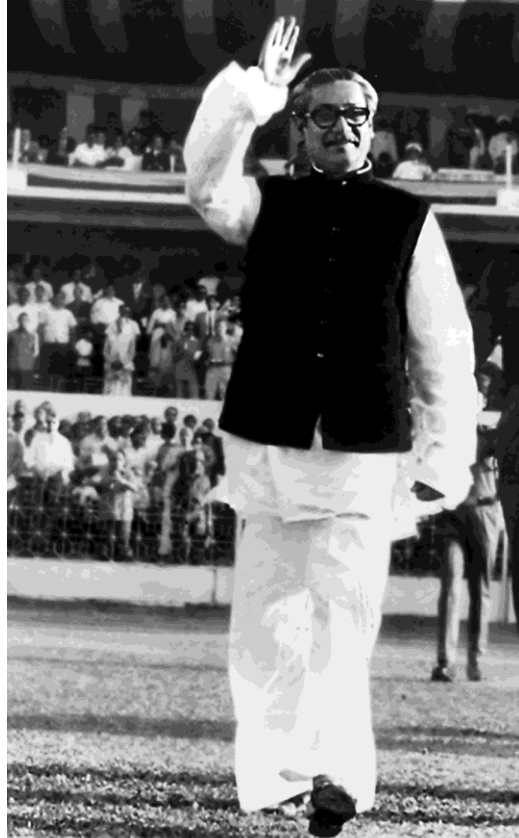


The historic speech of 7th march 1971

He ended the speech with the original words, “You cannot suppress seven crore people. Remember, since we have already had to shed blood, we’ll shed more of it; by the Grace of God, however, we’ll be able to liberate the people of this land. The struggle this time is a struggle for freedom-the struggle this time is */a struggle for emancipation. Long live Bengal!”

As long as human beings exist in this world, as long as the Bengali nation lives, the name of Sheikh Mujib will be spoken with reverence. The fact that Bangladesh became independent under the leadership of Sheikh Mujib, he is Mujib who completed the historic task of creating Bangladesh by breaking Pakistan, is a part of world history today. That is why Annadashank Roy, the famous poet of Bengal, rightly said, -

‘As long as Padma, Jamuna, Gauri, Meghna flows
Until then the glory is yours Sheikh Mujibur Rahman’



Bangabandhu Sheikh Mujibur Rahman: The poet of politics

Pakistan, from whose claws we got independence, is watching the progress of Bangladesh with surprised eyes. Henry Kissinger's 'bottomless basket' is now a -strong chest. Emerging Economies of South Asia. In some indicators, it has surpassed many countries in the world. Bangladesh has seen unprecedented development in all indicators in the last decade.



Bangabandhu Sheikh Mujibur Rahman with his daughter Sheikh Hasina
Bangladesh has implemented large projects like Padma Bridge without any foreign aid. After conquering poverty, Bangladesh is a role model for development in 50 years. Bangladesh, which started its journey with a budget of 786 crores, today is five lakh 68 thousand crores.



Honorable Prime Minister Sheikh Hasina inaugurating the Padma Multipurpose Bridge

The most glorious thing is that before entering the golden jubilee of independence, Bangladesh received the UN Charter of Transition to Developing Country. We want to assume that Prime Minister Sheikh Hasina, the daughter of Father of the Nation Bangabandhu Sheikh Mujibur Rahman's dream of a developed country by 2041, is only a matter of time.



Honorable Prime Minister Sheikh Hasina launching the logo of Mujib 100 Year

Today we are enjoying the benefits of Bangabandhu's independence of Bangladesh. Bangladesh is on the highway of development. All government institutions, organizations, offices, educational institutions are all dedicated to the work of nation building today. BOESL is the only state-owned agency of the People's Republic of Bangladesh to send manpower abroad. Since its establishment in 1984, this organization has been working

with efficiency and credibility for the aspirants of immigration for the purpose of foreign employment in different countries of the world. BOESL has made a significant contribution to the national economy by ensuring ethical, safe and low-cost foreign employment for millions of low-skilled, skilled and professional migrant workers in this country and generating valuable remittances. In line with this, BOESL is currently sending female garment workers to Jordan, female domestic helpers to Hong Kong and South Korea under the Employment Permit System (EPS) program. BOESL is working shoulder to shoulder in building the golden Bengal that Bangabandhu dreamt of.

BOESL is celebrating the birth centenary and Mujib year of Father of the Nation Bangabandhu Sheikh Mujibur Rahman with great interest and enthusiasm. Activities done by BOESL to celebrate the Mujib year are:

- Initiatives to send workers to European countries through BOESL.
- Launch of a branch office of BOESL in Dubai/Malaysia in UAE.
- Organization of overseas job fair in 12 districts including 8 divisional headquarters in 12 (twelve) months.
- To send interested candidates from various ethnic groups of Chittagong Hill Tracts including Chakma, Marma and Tripura communities as domestic helpers to Hong Kong.



Mr. Md. Billal Hossain (Additional Secretary), Ex- MD of BOESL at providing financial support program to children/dependents of brave freedom fighters.

- Sending at least 100 (one hundred) children or dependents of Freedom Fighters free of charge on the occasion of Mujib year celebrations.
- Installation of promotional digital display boards of BOESL in District Manpower and Employment Offices and Technical Training Centers.
- Organized pre-departure briefing for 50 workers going to South Korea on January 10, 2020 in the presence of Hon'ble Minister and Secretary of Ministry of Expatriate Welfare and Foreign Employment.
- Produced and aired a new promotional TVC for BOESL.
- Organized reunion with 100 (one hundred) workers and their families who have gone abroad successfully through BOESL.
- No service charge for children of great freedom fighters.

- Installation of promotional billboards of BOESL at various entrances of Dhaka metropolis such as Gazipur, Savar, Kanchpur Bridge, Sadarghat, Mohakhali.
- Campaigning from March 17, 2020 in 64 districts by a well-equipped microbus carrying BOESL's advertisement.
- Creating a database of workers already sent abroad through BOESL and promoting it on social media.

The Ministry of Expatriates' Welfare and Overseas Employment brought an amendment proposal in the meeting on October 5, 2021 to celebrate the birth centenary of Father of the Nation Bangabandhu Sheikh Mujibur Rahman 'Mujib Year'. The ministry said in the proposal, "If the children of the freedom fighters are found, on priority basis and if not, the commitment of sending them abroad without charge from the poor and backward areas should be implemented."

In the context of this announcement of the ministry, the Managing Director of BOESL, Mr. Md. Billal Hossain (Additional Secretary) went to various districts to exchange views on sending children/dependents of freedom fighters abroad without charge. He constituted the following committees regarding this matter.



মুজিব
কর্ম
100

ISO 9001 : 2015

বাংলাদেশ ওভারসিজ এমপ্লয়মেন্ট অ্যান্ড সার্ভিসেস লিমিটেড (বোয়েসেল)
(প্রবাসী কল্যাণ ও বৈদেশিক কর্মসংস্থান মন্ত্রণালয়)
স্থাপিত-১৯৮৪



নম্বর: ৪৯.০২.০০০০.০০০.৩১.০০২.২১-২০(১২)

তারিখ: ০৫/০১/২০২২ খ্রি.

অফিস আদেশ

মুজিববর্ষ উপলক্ষে বোয়েসেল ১০০ জন বীর মুক্তিযোদ্ধার সন্তান/পোষ্যদের বিনা অভিবাসন ব্যয়ে বিদেশে প্রেরণের কর্মসূচী গ্রহণ করেছিল। কিন্তু মার্চ ২০২০ হতে কোভিড অতিমারির কারণে বোয়েসেল কেবল জর্ডানে মহিলা গার্মেন্টস মেশিন অপারেটর প্রেরণ করতে পেরেছে। উল্লেখ্য, এ উপলক্ষে বীর মুক্তিযোদ্ধার সন্তান/পোষ্যদের বোয়েসেল কর্তৃক ৯১৬২ (নয় হাজার একশত বাষট্টি) জনের যে তালিকা প্রণয়ন করা হয়েছে, তাতে মাত্র ৩২০ মেয়ে সন্তান/পোষ্যদের নাম অন্তর্ভুক্ত রয়েছে। বর্তমানে দক্ষিণ কোরিয়ায় ইপিএস কর্মীসহ কতিপয় দেশে বিভিন্ন ট্রেডে পুরুষ কর্মীদের বোয়েসেল-এর মাধ্যমে প্রেরণ করার সুযোগ সৃষ্টি। তদুপরি, আগামীদের মালয়েশিয়া, বুনাই ও লিবিয়াসহ বিভিন্ন দেশে বাংলাদেশী কর্মী প্রেরণের সম্ভবনা রয়েছে।

এমতাবস্থায়, দেশের বিভিন্ন জেলা-উপজেলা হতে তালিকাভুক্ত বীর মুক্তিযোদ্ধা সন্তান/পোষ্যদের সাথে মতবিনিময় করে বিনা অভিবাসন ব্যয়ে বিদেশ গমনের বিষয়ে উদ্ধৃদ্ধকরণের লক্ষ্যে নিম্নরূপ কমিটি গঠন করা হলো:

টীমের নাম	টীমের সদস্যদের নাম, পদবী	দায়িত্বপ্রাপ্ত এলাকা/বিভাগ
বীরশ্রেষ্ঠ মতিউর রহমান	১। জনাব বনানী বিশ্বাস, মহাব্যবস্থাপক (বৈ.নি.), বোয়েসেল ২। জনাব সমর কুমার রনি, ব্যবস্থাপক (বৈ.নি.-২), বোয়েসেল	ময়মনসিংহ
বীরশ্রেষ্ঠ রুহুল আমিন	১। জনাব নূর আহমেদ, উপমহাব্যবস্থাপক, (প্রশাসন ও অর্থ), বোয়েসেল। ২। জনাব সাঈদ আহমেদ সালেহীন, উপব্যবস্থাপক (বৈ.নি.-২), বোয়েসেল।	চট্টগ্রাম/কুমিল্লা/ফেনী
বীরশ্রেষ্ঠ মুন্সি আন্দুর রউফ	১। জনাব মোহাম্মদ আলম স্কেন, উপমহাব্যবস্থাপক (ব্যব. উন্নয়ন), বোয়েসেল। ২। জনাব হাবীবুল্লাহ খান, ব্যবস্থাপক (প্রটোকল)।	রংপুর/দিনাজপুর
বীরশ্রেষ্ঠ হামিদুর রহমান	১। জনাব নোমান চৌধুরী, সহকারী মহাব্যবস্থাপক, (ব্যব. উন্নয়ন), বোয়েসেল। ২। জনাব মো: মাহবুবুল আলম, ব্যবস্থাপক, বোয়েসেল।	খুলনা বিভাগ

কর্মপরিধি:

- টীমসমূহ দায়িত্বপ্রাপ্ত বিভাগ/অঞ্চলের জেলাসমূহ বিশেষ করে সীমান্তবর্তী এলাকার উপজেলাসমূহের তালিকাভুক্ত বীর মুক্তিযোদ্ধা সন্তান/অভিবাসকদের সাথে সরেজমিনে নিকটস্থ কারিগরী প্রশিক্ষণ কেন্দ্র (টিটিসি) অথবা সুবিধাজনক স্থানে মতবিনিময় ও উদ্ধৃদ্ধকরণ সভা অনুষ্ঠিত করবেন;
- উক্ত সভা অনুষ্ঠানের পূর্বে সংযুক্ত তালিকার তথ্য হতে প্রয়োজনীয় কার্যকর যোগাযোগ করে নিতে হবে;
- বোয়েসেল-এর মাধ্যমে পরবর্তী বাছাই কার্যক্রমে তাদের নির্বাচনক্রমে শূন্য অভিবাসন ব্যয়ে বিদেশ গমন নিশ্চিত করতে হবে;
- উল্লিখিত দায়িত্বাবলি আগামী ৩০ জানুয়ারী ২০২২ তারিখের মধ্যে সম্পন্ন করে গৃহীত কার্যক্রম ও ফলাফলের উপর নিম্নস্বাক্ষরকারীর নিকট প্রতিবেদন দাখিল করবেন।

বিষয়টি অতীব জরুরী।

সংযুক্ত: সংশ্লিষ্ট অঞ্চল/বিভাগের তালিকা - - - - -পাতা।

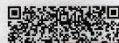
(স্বাক্ষর)

মো: বিল্লাল হোসেন
(অতিরিক্ত সচিব)
ব্যবস্থাপনা পরিচালক।

অ:পু:দ্র:

অফিস ঠিকানা :

প্রবাসী কল্যাণ ভবন (০২ তলা)



যোগাযোগ নম্বর :

ফোন : +৮৮-০২-৯৩৩৬৫০৮- ৪৮৩১৯১২৫ ও ৪৮৩১৭৫১৫ (পিএবিএক্স)

Celebrating the birth centenary and Mujib year of the father of the nation Bangabandhu Sheikh Mujibur Rahman is a historical milestone. We are fortunate to have had such a program in our career. All the programs undertaken on the occasion of the birth centenary and Mujib year celebration of Father of the Nation Bangabandhu Sheikh Mujibur Rahman have been able to be completed with utmost sincerity, respect and love. On April 19, 2022, BOESL officially brought the 'Mujib year' to a successful end with a grand ceremony. The officers and employees at all levels of BOESL were devoted to the duties assigned to them.



Ex-Managing Director of BOESL Mr. Billal Hossain (Additional Secretary) speaking at the implementation review meeting of Father of the Nation Bangabandhu Sheikh Mujibur Rahman's birth centenary and Mujib year celebration program.

Bangabandhu Sheikh Mujibur Rahman is not just a name, he is a history, a flag, a country. He is the 'Poet of politics'. He is alive forever in every Bangladeshi's heart.

‘তোমারকীর্তিরচেয়েতুমিযেমহং

তাইতবজীবনেররথ

পশ্চাতেফেলিয়াযায়কীর্তিরেতোমার-----।’

=====

Chapter-13
Samples of Necessary Documents
Sample of Demand Letter

Date:-----

Bangladesh Overseas Employment and Services Ltd (BOESL)
ProbashiKallyan Bhavan (4th Floor)
71-72 Eskaton Garden, Ramna
Dhaka-1000

SUBJECT: DEMAND LETTER FOR RECRUITMENT OFEMPLOYEES FROM BANGLADESH.

Dear Sir

Based on the approval granted by Ministry of Labor in, we do hereby appoint your company to recruit Bangladesh garment workers for employment in at and to liaise with relevant authorities in Bangladesh concerning this recruitment.

Items	Job Category	No. of Requirement	Gender	Basic Salary	After Probation

OUR RECRUITMENT TERMS AND CONDITIONS ARE AS FOLLOW:-

1. Age :
2. Estimate Overtime :
3. Increment :
4. Allowances :
5. Period of Contract :
6. Accommodation :
7. Food :
8. Medical Facilities :
9. Annual Medical Examination :
10. Air Passage :
11. Leave and Holiday :
12. Normal Working Hours :
13. Overtime Allowance :
14. Payment of Insurance premium :
15. Transport :
16. Death compensation :

Kindly arrange to recruit the above-mentioned categories at the earliest and inform us so that we can send officials for final selection.

Thank you,

Yours faithfully,

Sample of Agency Agreement

Date:-----

CONTRACT AGREEMENT

This agreement is made and entered on the date ----- between -----
(hereinafter referred to as The first party) and -----
Bangladesh Overseas Employment and Services Ltd (BOESL), ProbashiKallyan Bhavan (4th Floor),
71-72, Eskaton Garden, Ramna, Dhaka-1000. Phone: +88 02 48312796 (hereinafter referred to as
the second party) whereby , it is mutually agreed as follows :

1. The first party hereby agrees to appoint the second party as their associated and lawful representative for the purposes of recruiting manpower from Bangladesh for employment in ----- as per specification given by the first party.
2. In acceptance the first party will provide with DEMAND LETTER for prompt execution of such order to schedule.
3. The second party upon receipt of the confirmed DEMAND LETTER shall initiate recruitment and send the necessary documents in respect of selected candidates to the first party to conformity with the given specifications and arrange for the first party to conduct interviews.
4. The persons or persons recruited shall be for the post or posts as per the DEMAND LETTER and salaries and allowances will be accordance with LETTER OF APPOINTMENT.
5. The first party will provide FREE AIR TICKET for both ways (DAC/AMM and AMM/DAC) when the candidates finish the contract.
6. The duration of the contract shall be for a period of ----- and renewable by MUTUAL AGREEMENT, after obtaining necessary authority from the authorities concern in -----.
7. The second party shall arrange to send the selected workers as required by the first party within ----- of the receipt of the visas from the first party.
8. The second party agrees to supply experienced workers in their particular profession according to specifications of the first party. In the event of the selected workers, found to be unsuitable for the Job function involved for which he/she is selected, such person will be repatriated.
9. The first party agrees to assure the safety of workers during the contract period and the event of death or accident undertakes to notify the second party and arrange to send the remaining /disabled to Bangladesh at the cost of the first party.
10. The first party shall ensure that the personnel life and accident insurance for the employee or

employees to be provided for work connected illness/injuries or death in accordance with the pertinent laws of the -----.

11. The first party shall ensure that the employee will be provided with free food (or food allowance) free accommodation, medicine and all other amenities according to employer/employee agreement entered into the time of employment.
12. The first party shall be bound to settle all complaints made by the employee or employees and their relations regarding the employee/employees and working conditions as soon as possible.
13. The visa charges and Agreement charges will be paid by first party.
14. All other terms and conditions shall be governed by the pertinent laws of the -----.
15. This agreement having being entered into between the aforesaid parties and have been executed on terms and conditions in this article and shall be valid for all purposes relating to recruitment or manpower from Bangladesh.
16. The second party will not charge any money from the candidates except of the official government charge of Bangladesh.

We, the company-----, is hereby giving an undertaking that no salary deduction will be made from the salaries of the workers at any circumstances being expense incurred by the local agencies in Bangladesh before their deployment in Bangladesh.

First Party

Signature & Stamp

Second Party

BOESL
Signature & Stamp

Sample of Power of Attorney

POWER OF ATTORNEY

We,-----, do hereby Authorize and Appoint -----,Bangladesh Overseas Employment and Services Ltd(BOESL) ProbashiKallyan Bhavan (4th Floor) 71-72 Eskaton Garden, Ramna, Dhaka-1000. Phone: +88 02 48312796 to be our true and lawful attorney in Bangladeshi for the purpose of handling all affairs associated with the recruitment of Bangladeshi workers for employment in our factory, in selecting workers etc. for our company and to sign all necessary documents and employment contracts required by the law and regulations of Bangladeshi and to arrange for passport and necessary visa endorsement with related authorities in home and abroad and to make arrangements for the workers' passage to the job site.

This power of attorney shall remain valid till all the workers arrive in ----- according to the Demand Letter, dated -----.

This power of attorney is non-transferable and is irrevocable.

In witness whereof, we have executed this document on -----.

জামানত ফেরত ফরম
(বৈধচাকরিকালসম্পন্নকরাইপিএসকর্মীর জন্য)

(পরিশিষ্ট-ক)

১ (এক) কপি ছবি

বরাবর
ব্যবস্থাপনাপরিচালক
বোয়েসেল, ঢাকা।

বিষয় : ইপিএস-এর আওতায় দক্ষিণ কোরিয়াগমনের পর বৈধচাকরিকালসম্পন্নকরাইপিএসকর্মীর জন্য এসেজামানতের অর্থ ফেরতপাওয়ারআবেদন।

জনাব,

আমি নিম্নস্বাক্ষরকারী নাম: , পিতা/স্বামীরনাম:
....., জন্ম তারিখ: , পাসপোর্ট নং:
....., (কপি সংযুক্ত), বোয়েসেলেরপ্রদত্ত রেফারেন্স নং:..... , বোয়েসেলেজমাকৃত জামানতের অর্থ:.....
টাকাপে-অর্ডার নং: (কপি সংযুক্ত), দক্ষিণ কোরিয়াগওয়ার তারিখ: ও দক্ষিণ কোরিয়া থেকে আসারতারিখ:
..... (কপি সংযুক্ত), জমাকৃত অর্থ ফেরতপ্রদানের জন্য ব্যাংকহিসাবনং:.....
ব্যাংকেরনাম:..... শাখা:
....., জমাকৃত অর্থ ফেরতচাওয়ারকারণ: .দক্ষিণ কোরিয়াতে বৈধচাকরিকালসঠিকভাবেসম্পন্নকরি।উল্লেখ্য যে, বোয়েসেলেজমাকৃত
জামানতইতোপূর্বে গ্রহণবাউত্তোলনকরিনাই। বিধিমোতাবেকআমারজমাকৃত টাকারজামানত ফেরতপ্রদানেরবিষয়ে
পদক্ষেপগ্রহণের জন্য অনুরোধকরাহলো।

স্বাক্ষর ও তারিখ :
মোবাইল নম্বর :

নীচের অংশ বোয়েসেলপূরণকরবে

হিসাবশাখারমন্তব্য:

জামানতের রেজিস্টার এর পৃষ্ঠা নম্বর..... , ক্রমিক নং ,
মোতাবেকআবেদনকারীরজমাকৃত জামানত এক/তিনলক্ষটাকাজমাআছে যাইং তারিখেব্যাংকেজমাকরাহয়েছে।
তিনিইতোপূর্বে বোয়েসেল থেকে জমাকৃত এক/তিনলক্ষটাকারজামানত ফেরত নেন নাই।

সহকারীমহাব্যবস্থাপক/ ব্যবস্থাপক (হিসাব ও অর্থ)

আবেদনকারীরবর্ণনামোতাবেকনিম্নবর্ণিতডকুমেন্টঅবশ্যই সংযুক্ত করতেহবে:

- ১। পাসপোর্ট-এর ফটোকপি
- ২। জমাকৃত জামানত-এর পে-অর্ডারেরমুড়ির অংশ/কপি
- ৩। দক্ষিণ কোরিয়া থেকে আসারপাসপোর্টেরডিপার্চারসহসকল তথ্যেরকপি।
- ৪। জাতীয়পরিচয়পত্রেরকপি।
- ৫। ইপিএসকর্মীরব্যাংক হিসাবের বিবৃতি (ইধহশ বাঃধঃবসবহঃ ডভ অপপড়হঃ)-এরকপি।

জামানত ফেরত ফরম

(বৈধচাকরিকালসম্পন্নকারাইপিএসকর্মীর জন্য)

বরাবর
ব্যবস্থাপনাপরিচালক
বোয়েসেল, ঢাকা।

ইপিএসকর্মীর
১ (এক) কপি ছবি

বিষয় : ইপিএস-এর আওতায় দক্ষিণ কোরিয়াগমনের পর বৈধচাকরিকালসম্পন্নকারেবাংলাদেশে এসেজামানতের অর্থ ফেরতপাওয়ারআবেদন।

জনাব,

আমিনিম্নস্বাক্ষরকারীনাম: ,পিতা/স্বামীরনাম:
..... , জন্ম তারিখ: , পাসপোর্ট নং: ,
(কপি সংযুক্ত), বোয়েসেলেরপ্রদত্ত রেফারেন্স নং:..... , বোয়েসেলেজমাকৃত জামানতের অর্থ:..... টাকাপে-
অর্ডার নং: (কপি সংযুক্ত), দক্ষিণ কোরিয়াগোয়ারতারিখ: ও দক্ষিণ কোরিয়া থেকে আসারতারিখ:
..... (কপি সংযুক্ত), জমাকৃত অর্থ ফেরতপ্রদানের জন্য ব্যাংকহিসাবনং:.....
ব্যাংকেরনাম:..... শাখা:
..... , জমাকৃত অর্থ ফেরতচাওয়ারকারণ:
.....
.....উল্লেখ্য যে, বোয়েসেলেজমাকৃত জামানতইতোপূর্বে গ্রহণবাউত্তোলনকরিনাই। বিধিমোতাবেকআমারজমাকৃত
টাকারজামানত ফেরতপ্রদানেরবিষয়ে পদক্ষেপগ্রহণের জন্য অনুরোধকরাহলো।

স্বাক্ষর ও তারিখ :
মোবাইল নম্বর :

নীচের অংশ বোয়েসেলপূরণকরবে

হিসাবশাখারমন্তব্য:

জামানতের রেজিস্টার এর পৃষ্ঠা নম্বর..... ,ক্রমিক নং ,
মোতাবেকআবেদনকারীরজমাকৃত জামানত এক/তিনলক্ষটাকাজমাআছে যাইং তারিখেব্যাংকেজমাকরাহয়েছে।
তিনিইতোপূর্বে বোয়েসেল থেকে জমাকৃত এক/তিনলক্ষটাকারজামানত ফেরত নেন নাই।

সহকারীমহাব্যবস্থাপক/ ব্যবস্থাপক (হিসাব ও অর্থ)

আবেদনকারীরবর্ণনামোতাবেকনিম্নবর্ণিতডকুমেন্টঅবশ্যই সংযুক্ত করতেহবে:

- ১। পাসপোর্ট-এর ফটোকপি
- ২। জমাকৃত জামানত-এর পে-অর্ডারেরমুড়ির অংশ/কপি
- ৩। দক্ষিণ কোরিয়া থেকে আসারপাসপোর্টেরডিপার্চারসহসকল তথ্যেরকপি।
- ৪। জাতীয়পরিচয়পত্রেরকপি।
- ৫। এইচআরডি কোরিয়ারপ্রতয়নপত্র।
- ৬। ইপিএসকর্মীরব্যাংকহিসাবের বিবৃতি (ইধহশ বাঃধঃবসবহঃ ডুড অপপডুহঃ)-এরকপি।

(পরিশিষ্ট-গ)

এইচ আর ডি কোরিয়ার প্রত্যয়নপত্র
(বৈধচাকরিকালসম্পন্নাকরাইপিএসকর্মীর জন্য)

বরাবর
এইচ আর ডি কোরিয়া ইপিএস সেন্টার ইন বাংলাদেশ
কোরিয়া দূতাবাস, ঢাকা।

ইপিএসকর্মীর

১ (এক) কপি ছবি

বিষয় : ইপিএস-এর আওতায় দক্ষিণ কোরিয়াগমনের পর বৈধচাকরিকালসম্পন্নাকরেবাংলাদেশে ফেরতআসা প্রসঙ্গে ।

জনাব,

আমিনিম্নস্বাক্ষরকারী নাম: , পিতা/স্বামীর নাম:
..... , জন্ম তারিখ: , পাসপোর্ট নং: , রেজিস্ট্রেশন
নং: , টপিকআইডি নং: বোয়েসেলের প্রদত্ত রেফারেন্স নং:
দক্ষিণ কোরিয়া যাওয়ার তারিখ: ও দক্ষিণ কোরিয়া থেকে আসার তারিখ: দক্ষিণ কোরিয়া থেকে
আসার কারণ:
.....

বোয়েসেল-এজমাকৃত জামানত ফেরত পাওয়ার জন্য জামানত ফেরত নীতিমালা অনুযায়ী আমিকিকারণে দক্ষিণ কোরিয়া থেকে
বৈধচাকরিকালসম্পন্নাকরেবাংলাদেশে এসেছি তা এইচআরডি কোরিয়াইপিএস সেন্টার ইন বাংলাদেশ কর্তৃক মন্তব্য প্রয়োজন।

এমতাবস্থায়, নিম্নবর্ণিত ফরমেটে এইচআরডি কোরিয়াইপিএস সেন্টার ইন বাংলাদেশ এর মন্তব্য প্রদান করে সিল ও স্বাক্ষর সহ বোয়েসেল-
এর ইমেইলে অবহিত করে আমার প্রদত্ত ইমেইল-এ প্রেরণ করার জন্য এইচআরডি কোরিয়াইপিএস সেন্টার ইন বাংলাদেশ কর্তৃপক্ষকে বিনীত অনুরোধ করা হলো।
এইচআরডি কোরিয়াইপিএস সেন্টার ইন বাংলাদেশ-এর মন্তব্য প্রাপ্তিসাপেক্ষে আমি বোয়েসেল-এজামানত ফেরত পাওয়ার জন্য
নির্ধারিত ফরমেটে আবেদন জমা করিব।

আবেদনকারীর নাম ও স্বাক্ষর:

ইমেইল:

এইচআরডি কোরিয়াইপিএস সেন্টার ইন বাংলাদেশ এর মন্তব্য:

জামানত ফেরত ফরম
(মৃত ইপিএস কর্মীর বৈধ অভিভাবকের জন্য)

(পরিশিষ্ট-ঘ)

বরাবর
ব্যবস্থাপনাপরিচালক
বোয়েসেল, ঢাকা।

মৃত ইপিএস কর্মীর
১ (এক) কপি ছবি

অভিভাবকের ১
(এক) কপি ছবি

বিষয় : মৃত ইপিএস কর্মী ... এর জমাকৃত জামানতের অর্থ
ফেরতপাওয়ার আবেদন।

জনাব,

আমিনিম্নস্বাক্ষরকারী মৃত ইপিএস কর্মীর বৈধ অভিভাবক নাম:
....., পিতা/স্বামীর নাম: , জন্ম তারিখ:
....., মৃত ইপিএস কর্মীর নাম: , পিতা/স্বামীর নাম:
....., জন্ম তারিখ: , পাসপোর্ট নং: ,
(কপি সংযুক্ত), বোয়েসেলের প্রদত্ত রেফারেন্স নং: , বোয়েসেলে জমাকৃত জামানতের অর্থ: টাকাপে-অর্ডার
নং: (কপি সংযুক্ত), দক্ষিণ কোরিয়া পাওয়ার তারিখ: ও দক্ষিণ কোরিয়াতে মৃত্যুর তারিখ:
(কপি সংযুক্ত), জমাকৃত অর্থ ফেরত পাওয়ার জন্য অভিভাবকের ব্যাংক হিসাব নং:
ব্যাংকের নাম: শাখা:
....., জমাকৃত অর্থ ফেরত পাওয়ার কারণ: দক্ষিণ কোরিয়াতে আমার
..... মৃত্যুবরণ করায়। উল্লেখ্য যে, বোয়েসেলে জমাকৃত জামানত ইতোপূর্বে অভিভাবক হিসেবে গ্রহণ বা উত্তোলন করা হয়নি। বিধি মোতাবেক মৃত ইপিএস কর্মীর জমাকৃত
..... টাকার জামানত ফেরত প্রদানের বিষয়ে পদক্ষেপ গ্রহণের জন্য অনুরোধ করা হলো।

স্বাক্ষর ও তারিখ :
মোবাইল নম্বর :

নীচের অংশ বোয়েসেল পূরণ করবে

হিসাব শাখার মন্তব্য:

জামানতের রেজিস্টার এর পৃষ্ঠা নম্বর , ক্রমিক নং ,
মোতাবেক আবেদনকারীর জমাকৃত জামানত এক/তিন লক্ষ টাকা জমা আছে যা ইং তারিখে ব্যাংকে জমা করা হয়েছে।
তিনি ইতোপূর্বে বোয়েসেল থেকে জমাকৃত এক/তিন লক্ষ টাকার জামানত ফেরত নেন নাই।

সহকারী মহাব্যবস্থাপক/ব্যবস্থাপক (হিসাব ও অর্থ)

আবেদনকারীর বর্ণনামোতাবেক নিম্নবর্ণিত ডকুমেন্ট অবশ্যই সংযুক্ত করতে হবে:

- ১। মৃত ইপিএস কর্মীর পাসপোর্ট-এর ফটোকপি
- ২। জমাকৃত জামানত-এর পে-অর্ডারের মুড়ির অংশ/কপি
- ৩। দক্ষিণ কোরিয়াতে মৃত্যুর সনদের কপি।
- ৪। চেয়ারম্যান/কমিশনার কর্তৃক বৈধ অভিভাবকের সনদের কপি।
- ৫। বৈধ অভিভাবকের জাতীয় পরিচয়পত্রের কপি।
- ৬। বৈধ অভিভাবকের ব্যাংক হিসাবের বিবৃতি (ইধহশ ঝঃধঃবসবহঃ ড়ভ অপপড়্হঃ)-এর কপি।

কল্যাণতহবিল ফরম
(মৃত ইপিএস কর্মীর বৈধ অভিভাবকের জন্য)

(পরিশিষ্ট-৬)

বরাবর
ব্যবস্থাপনাপরিচালক
বোয়েসেল, ঢাকা।

মৃত ইপিএস কর্মীর
১ (এক) কপি ছবি

অভিভাবকের ১
(এক) কপি ছবি

বিষয় : মৃতইপিএসকর্মী ... এর দক্ষিণ কোরিয়ায় থেকে লাশআনয়নের
জন্য নির্ধারিত ৫০০ মার্কিনডলারসমপরিমাণ অর্থ পাওয়ারআবেদন।

জনাব,

আমিনিম্নস্বাক্ষরকারীমৃতইপিএসকর্মীর বৈধঅভিভাবকনাম:
.....,পিতা/স্বামীরনাম: , জন্ম তারিখ:
....., মৃতইপিএসকর্মীরনাম: পিতা/স্বামীরনাম:
....., জন্ম তারিখ: , পাসপোর্ট নং:
(কপি সংযুক্ত), বোয়েসেলেরপ্রদত্ত রেফারেন্স নং:..... , দক্ষিণ কোরিয়াগমনেরতারিখ: ও দক্ষিণ
কোরিয়াতেমৃত্যুরতারিখ: (কপি সংযুক্ত),দক্ষিণ কোরিয়া থেকে লাশআনয়নেরনির্ধারিত অর্থ পাওয়ার জন্য অভিভাবকেরব্যংকহিসাব
নং:..... ব্যংকেরনাম:.....
..... শাখা: ।

বিধিমোতাবেকমৃতইপিএসকর্মীরলাশআনয়ন বাবদ নির্ধারিত অর্থ পাওয়ারপ্রয়োজনীয় পদক্ষেপগ্রহণের জন্য বোয়েসেলকেঅনুরোধকরাহলো।

স্বাক্ষর ও তারিখ :
মোবাইল নম্বর :

নীচের অংশ বোয়েসেলপুরণকরবে

হিসাবশাখারমন্তব্য:

জামানতের রেজিস্টার এর পৃষ্ঠা নম্বর..... , ক্রমিক নং ,
মোতাবেকআবেদনকারীরজমাকৃত জামানত এক/তিনলক্ষটাকাজমাআছে। তিনিইতোপূর্বে বোয়েসেল থেকে জমাকৃত এক/তিনলক্ষটাকারজামানত ফেরত নেন
নাই। উক্ত কর্মীরপক্ষে অদ্যাবধি কোনোধরণেরকল্যাণতহবিলগ্রহণকরেননাই। ইতোমধ্যে কল্যাণতহবিল বাবদ টাকার অর্থ
গ্রহণকরাহয়েছে, তারিখ: ।

সহকারীমহাব্যবস্থাপক/ ব্যবস্থাপক (হিসাব ও অর্থ)

আবেদনকারীরবর্ণনামোতাবেকনিম্নবর্ণিতডকুমেন্টঅবশ্যই সংযুক্ত করতেহবে:

- ১। মৃতইপিএসকর্মীরপাসপোর্ট-এর ফটোকপি
- ২। দক্ষিণ কোরিয়াতেমৃত্যুর সনদেরকপি।
- ৩। চেয়ারম্যান/কমিশনার কর্তৃকবৈধঅভিভাবকের সনদেরকপি।
- ৪। বৈধঅভিভাবকেরজাতীয়পরিচয়পত্রেরকপি।
- ৫। বৈধঅভিভাবকেরব্যংক হিসাবের বিবৃতি (ইদহশ ঝঃধঃবসবহঃ ডড অপপড়হঃ)-এরকপি।

পাসপোর্ট / সার্ভিসচার্জ / জামানত ফেরৎপাওয়ারফরম

বরাবর
ব্যবস্থাপনাপরিচালক
বোয়েসেল, ঢাকা।

বিষয় : পাসপোর্ট / সার্ভিসচার্জ / জামানত ফেরৎপাওয়ার জন্য আবেদন।

প্রার্থীর নাম : -----

পিতা/স্বামীরনাম : -----

নিয়োগকারী কোম্পানিরনাম ও দেশের নাম : -----, জর্ডান।

সিরিয়াল নম্বর : -----

পাসপোর্ট নম্বর : -----

পে-অর্ডার নম্বর ও ব্যাংকেরনামঃ -----

নির্বাচিত পদেরনাম : অপারেটর/ কিউসি/ সুপারভাইজার/

আমারপাসপোর্ট / সার্ভিসচার্জ / জামানতআপনারঅফিসেজমাআছে। আমারজমাকৃত পাসপোর্ট / সার্ভিসচার্জ / জামানত ফেরৎপ্রদানের জন্য
মহোদয়কেবিনীতঅনুরোধকরছি।

নিবেদক,

স্বাক্ষর : -----

ঠিকানা : -----

মোবাইল নম্বরঃ -----

অফিসেরমন্তব্য/ সুপারিশ : প্রার্থী ----- গার্মেন্টস, জর্ডান এ নির্বাচিতহয়েছিল। কিন্তু
কোম্পানিহতেভিসাআসতে দেরি / কোম্পানিহতেভিসাবাতিল / তারপারিবারিকসমস্যা / পাসপোর্টের মেয়াদ না থাকারকারনে সে তার পাসপোর্ট / সার্ভিসচার্জ
/ জামানত ফেরৎচাহিয়াআবেদনকরেছেন। পাসপোর্ট / সার্ভিসচার্জ / জামানত ফেরৎপ্রদানেরবিষয়বিবেচনাকরা যেতেপারে।

ফাইলঅফিসার

এজিএম/ডিজিএম/কোম্পানিসচিব/জিএম

বিদেশহতেকর্মী ফেরতআনারফরম

বরাবর
ব্যবস্থাপনাপরিচালক
বোয়েসেল, ঢাকা।

বিষয় : বিদেশহতেকর্মী ফেরতআনাগ্রসংগে।

মহোদয়,

বিনীতনিবেদন এই যে, আমি নিম্নস্বাক্ষরকারীজর্ডানহতেআমার স্ত্রী / মেয়ে / বোন / মা / স্বামী / ছেলে কে বাংলাদেশে ফেরতআনার জন্য আবেদনকরিছি।

আবেদনকারীরনাম : -----
পিতারনাম : -----
যে কর্মী ফেরৎআসবেতারনাম : -----
কর্মীরপিতারনাম : -----
পাসপোর্ট নম্বর : -----
বোয়েসেলেরসিরিয়াল নম্বর : -----
কোম্পানিরনাম : -----
কোম্পানিরআইডি নম্বর : -----

ফেরতআনারকারণঃবাচ্চা, স্বামী, পিতা, মাতা অসুস্থ/ বাচ্চালালনপালনেসমস্যা/ পারিবারিকসমস্যা / কর্মীনিজে অসুস্থ।

অতএব, মহোদয়আমার স্ত্রী/ মেয়ে/ বোন/ মা/ স্বামী / ছেলে কে ফেরতআনারব্যবস্থা করলেআপনারনিকট কৃতজ্ঞ থাকব।

বিনীতনিবেদক,

স্বাক্ষর : -----

ঠিকানাঃ-----

মোবাইল নম্বরঃ -----

Chapter-14

“BOESL Family”



S/N	Name	Position	Photo
1.	Dr. Mallick Anwar Hossain	Managing Director (Additional Secretary) Email:md@boesl.gov.bd Tel:+88-0248312796 PS (pabx-101)	
2.	Mr. Md. MahabuburRahaman	Executive Director (Joint Secretary) Email: edirectorboesl@gmail.com mahabub6400@gmail.com Tel: +88-48316088 (PABX 102)	
3.	Banani Biswas	General Manager (Overseas Employment) (Deputy Secretary) Email: gmoeboesl@gmail.com Mobile: +8801776497228	
4.	Mr. S M Shafi Kamal	Company Secretary (Deputy Secretary) Email:cosecretary@boesl.gov.bd Mobile: +88-01717123106	
5.	Mr. Masud Rana	Deputy General Manager (Overseas Employment) (Senior Assistant Secretary) Email:dgmfeboesl@gmail.com Mobile: +88-01719233160	

S/N	Name	Position	Photo
6.	Mr. Noor Ahmed	Deputy General Manager (Admin, HR & Finance) Email: dgmad147@gmail.com Mobile: +88-01977123053	
7.	Mr. Mohammad Alam Hossain	Deputy General Manager (Business Promotion) Email: dgmbp147@gmail.com Mobile: +88-01816523509	
8.	JesminRokhsana	Assistant General Manager (Admin, HR & Training) Email: agmad147@gmail.com Mobile: +88-01715428649	
9.	Mr. Md. Nurul Islam	Assistant General Manager (IT and Maintenance) Email: kiron0176@gmail.com Mobile: +88-01716035673	
10.	Mr. Noman Chowdhury	Assistant General Manager (Business promotion) Email: agmbp147@gmail.com Mobile: +8801711506905	
11.	Mr. Md. Wahidur Rahman	Assistant General Manager (Accounts , Finance & Audit) Email: agmacc147@gmail.com Mobile: +88-01712753464	

S/N	Name	Position	Photo
12.	Mr. Md. MahbubulAlam	Manager (PS to MD) Email: mahbubulboesl147@gmail.com Mobile: +88 01712962710	
13.	Mr. Md. MasudAlam Sharif	Manager (Accounts and Finance) Email: sharifboesl147@gmail.com Mobile: +88-01552349520	
14.	Mr. Md. Habibullah Khan	Manager (Overseas Employment-2) Email: manageroe2@gmail.com Mobile: +8801722525657	
15.	Rifat Tasnim	Manager (IT and Maintenance) Email: rifat.moe.boesl@gmail.com Mobile: +8801740109304	
16.	Mr. Samar Kumar Rony	Manager (Protocol) Email: mprotocol.boesl@gmail.com Mobile: +8801723085049	
17.	Mr. Mir Md Sohel	Manager (Overseas Employment-1) Email: manageroe1@gmail.com Mobile: +88-01614517621	




S/N	Name	Position	Photo
18.	Mr. Mohammad Faisaluddin	Manager (Database) Email: managerdb147@gmail.com Mobile: +88-01677327754	
19.	Mahmuda Poly	Manager (Admin, HR & Training) Email: manager.ad.boesl147@gmail.com Mobile: +8801928085169	
20.	Mr. Rashidul Hasan	Manager (Attached in Overseas Employment) Email: moe.boesl@gmail.com Mobile: +8801737676085	
21.	Mr. Mohammad Ahsanullah	Deputy Manager (Admin, HR & Training)) Email: ahsanullahboesl@gmail.com Mobile: +8801671501852	
22.	Mr. Md. Al Amin	Deputy Manager (Accounts & Finance) Email: alamin.boesl@gmail.com Mobile: +8801671436427	
23.	Mr. Sayeed Ahmed Saleheen	Deputy Manager (Overseas Employment-2) Email: dm.oe.boesl147@gmail.com Mobile: 01711041332	

S/N	Name	Position	Photo
24.	Mr. Rasedul Islam	Deputy Manager (PA to Executive Director) Email: dm.pa2ed147@gmail.com Mobile: +8801676771218	
25.	Mr. Md. Masbahul Islam	Deputy Manager (Overseas Employment-1) Email: mahbahul.boesl@gmail.com Mobile: +8801711053388	
26.	Mr. Md. Kamal Chowdhury	Assistant Manager (PA to GM) Email: kamalboesl147@gmail.com Mobile: +8801912153005	
27.	Mr. Omar Faruque	Assistant Manager (PA to CS) Email: faruque.boesl@gmail.com Mobile: +8801716273092	
28.	ShahanazPervin	Assistant Manager (Protocol) Email: shahanazboesl@gmail.com Mobile: +8801913476163	

S/N	Name	Position	Photo
29.	Mr. Md. Mainul Islam	Assistant Manager (Overseas Employment) Email: mainulboesl147@gmail.com Mobile:+88 01736534915	
30.	Mr. Md. Sayem	Assistant Manager (Accounts and Finance) Mobile: 01740804668	
31.	Mr. Md. Fazlul Karim	Assistant Manager Mobile: 01623892996 Email:karimbdcd@gmail.com	
32.	Mr. Myeen Uddin Khondoker	Assistant Manager (Admin) Email:kondoker.boesl@gmail.com Mobile: +8801632321215	
33.	Mr. Noor Mohammad	Assistant Manager (Database) Email:noorboesl147@gmail.com Mobile: 01720901711	

S/N	Name	Position	Photo
34.	Mst. Tania Haq	Assistant Manager (Overseas Employment) Email:taniaboesh@gmail.com Mobile:+88 01775965676	
35.	Mr. Md. Amran UddowlaPahlowan	Computer Operator Mobile: +8801735366850	
36.	Mr. Fardous Mohammad Emran	Computer Operator Mobile: +8801712922418	
37.	Mr. Subrata Kumar Bhoumick	Computer Operator Mobile:+88 01771344524	
38.	Mr. Md Parvez Miah	Computer Operator Mobile: 01946876458	
39.	Mr. Mohammad Hasan Goura	Computer Operator Mobile: 01921607145	



S/N	Name	Position	Photo
40.	KonokAker	Computer Operator Mobile: 01304908152	
41.	Mr. .Jahidul Islam	Receptionist Mobile: 01778598341	
42.	Mr. Abdullah IbneMasud	Electrician Mobile: 01759805307	
43.	Md. Sabuj Khan	Computer Operator Mobile: +8801794760617	
44.	Md. Arshad Miah	Computer Operator Mobile: +8801930839778	
45.	Md. FarhadHossen	Computer Operator Mobile: +8801789289402	

S/N	Name	Position	Photo
46.	Sri Harendra ChandraBhoumick	Driver Mobile: 01730965128	
47.	Md. Mokhlesur Rahman	Driver Mobile: 01682074772	
48.	Md. Abu Tarek Liton	Driver Mobile: 01711958442	
49.	BakiBillah	Driver Mobile: 01916180380	
50.	Md. Mahbub Alam	Driver Mobile: 01716437245	
51.	Abdullah Al Mamun	Driver Mobile: 01915092225	

S/N	Name	Position	Photo
52.	RummonKurmi	Driver Mobile: 01743081940	
53.	Md. Jasim Uddin	Driver Mobile: 01791792579	
54.	Md. Saydul Islam	M.L.S.S. Mobile: 01719964054	
55.	Alam Hossain	M.L.S.S. Mobile:016254822465	
56.	Md. Ali Hossain	M.L.S.S. Mobile: 01615269084	

S/N	Name	Position	Photo
57.	Md. Omar Faruq	M.L.S.S. Mobile: 01794321462	
58.	Md. Faruq Hossain	M.L.S.S. Mobile: 01611320380	
59.	Mr. Torikul Islam Sabu	M.L.S.S. Mobile: 01991352630	
60.	Md. Obaydur Rahman	M.L.S.S. Mobile: 01749064407	
61.	KhorshadAlam	Tea Boy Mobile: 01720676158	

S/N	Name	Position	Photo
62.	Md. Sorowar Hosen	Tea Boy Mobile: 01756903062	
63.	Md. Abul Kalam	Security Guard Mobile: 01942909406	
64.	Md. Mojibur Rahman	Security Guard Mobile: 01955909331	
65.	Abdul Hamid	Security Guard Mobile: 01717220635	
66.	Suruj Khan	Security Guard Mobile: 01921730066	
67.	Md. Nazrul Islam	Security Guard Mobile: 01792872761	

S/N	Name	Position	Photo
68.	Paki Rani Malakar	Cleaner Mobile: 01829018598	 A portrait photograph of a woman with dark hair, wearing a pink and white headscarf and a yellow top, set against a blue background.
69.	Md. Ismail	Cleaner Mobile: 01675056860	 A portrait photograph of a man with dark hair, wearing a light blue and white striped shirt, set against a white background.

Chapter 16
Recollection



Dr. Mallick Anwar Hossain, Managing Director (Additional Secretary), BOESL



Discussion Meeting on foreign employment of freedom fighter's children/pets in Meherpur District



Information meeting on foreign employment of freedom fighter's children/pets in Nilphamari District



Discussion Meeting on foreign employment of freedom fighter's children/pets in Thakurgaon District



Encouraging and exchanging views on overseas employment of children/pets of freedom fighter's of Feni District



Discussion meeting on foreign employment of children/pets of freedom fighters at Haluaghat, Mymensingh District



The upazila executive officer of Sylhet sadarupazila is speaking at the discussion meeting about children/pets of freedom fighters



Notification and job fair related to BOESL in Narayanganj District



Job fair by BOESL in Narayanganj District



Job fair organized by BOESL in Rangamati District



Job fair organized by BOESL in Madaripur District



Notification and job fair related to BOESL in Shariatpur District



গোপালগঞ্জ জেলার অভিবাসন প্রত্যাশীদের বৈদেশিক কর্মসংস্থান বিষয়ক মতবিনিময় অনুষ্ঠান

প্রধান অতিথিঃ ড. আহমেদ মুনিরুছ সালেহীন
মাননীয় সচিব, প্রবাসী কল্যাণ ও বৈদেশিক কর্মসংস্থান মন্ত্রণালয়।

সম্মানিত অতিথিঃ জনাব মাহাবুব আলী খান, সাধারণ সম্পাদক, জেলা আওয়ামীলীগ, গোপালগঞ্জ।
জনাব লুৎফার রহমান বাচ্চু, চেয়ারম্যান, গোপালগঞ্জ সদর উপজেলা পরিষদ।
জনাব কাজী দিয়াব আলী, মেয়র, গোপালগঞ্জ পৌরসভা।

অতিথিঃ জনাব মোঃ শহীদুল আলম (এনডিসি), অতিরিক্ত সচিব, মহাপরিচালক, জনশক্তি, কর্মসংস্থান ও প্রশিক্ষণ ব্যুরো (বিএমইটি)।
জনাব মোঃ বিল্লাল হোসেন, অতিরিক্ত সচিব, ব্যবস্থাপনা পরিচালক, বাংলাদেশ ওভারসিজ এমপ্লয়মেন্ট অ্যান্ড সার্ভিসেস লিমিটেড (বোয়েসেল)।

সভাপতিঃ জনাব শাহিদা সুলতানা
জেলা প্রশাসক, গোপালগঞ্জ।

আয়োজকঃ জেলা প্রশাসন, গোপালগঞ্জ এবং প্রবাসী কল্যাণ ও বৈদেশিক কর্মসংস্থান মন্ত্রণালয়।

Notification and job fair related to BOESL in Gopalganj District



Motivational meeting and job fair organized by Nilphamari District



Notification and job fair related to BOESL in Rangpur District



Notification and job fair related to BOESL in Meherpur District



Notification and job fair related to BOESL in Khagrachari District



Notification and job fair related to BOESL in Rajshahi District



At the end of the job fair, the managing director of BOESL visited various traves of garments



Notification and job fair related to BOESL in Chapainawabganj District



Notification and job fair related to BOESL in Feni District



Welcoming the Honorable Secretary, Department of Health Education and Family Welfare at BOESL in-house training session



Land Secretary Honorable Md. Mostafizur Rahman is giving in-house training to BOESL



Observing the Birth centenary and National Children's Day 2022



Honorable Minister Mr. Imran Ahmad MP at the Annual Dinner Party 2021 of BOESL



Annual General Meeting 2021 of BOESL



Honorable Minister Mr. Imran Ahmad MP Airport visit with South Korean Ambassador and Director of HRD Korea



Meeting of the BOESL Board of Directors



Ex-Managing Director giving briefing to the Candidate going to Croatia



Honorable Executive Director giving briefing to the Candidate going to Jordan



Zero Migration Cost for Freedom Fighter's Children



Meeting with the Director HRD Korea



Observing the National Women's Day 2022



Welcoming Malaysian delegate



Exchanging meeting with stakeholders on the occasion of International Migration Day 2021



Annual Performance Agreement Signing and National Purity Award Ceremony



Exchange of greeting after the holy Eid-ul-Azha 2022



Bangabandhu Wage Earners Center



Exchange of greetings with the Bangladeshi Ambassador in South Korea



Honorable Minister Mr. Imran Ahmad, MP welcoming Japanese Ambassador



Honorable Minister Mr. Imran Ahmad, MP Providing scholarship to meritorius children of expatriate workers



Observing the National Mourning Day 2022



Discussion and Prayer Ceremony on the occasion of National Mourning Day



On behalf of the Ministry of Expatriate Welfare and Foreign Employment, the farewell reception of the Managing Director of BOESL.



Farewell reception for recently departed BOESL Managing Director Mr. MD. Billal Hossain.



The Executive Director is handing over the gifts to the outgoing Managing Director of BOESL.



Welcoming the new Managing Director of BOESL With flowers



Exchange meeting with the delegates of the United Plantation Company of Malatysia with the MD of BOESL



The MD give various directions to the representative of United Plantaion regarding the selection of workers going on Malaysia.



Pre-departure Briefing for Jerash Garments, Jordan going female Workers



Recruiting Garments Workers to Jordan at German Technical Training Center



The General Manager of Jerash Garments, Jordan Exchanged greetings with the Honorable Minister Mr. Imran Ahmad MP



Jerash garments, Jordan observing Victory Day



Exchange of greetings with Mr. Ramdas, CEO of Classic Fashion Apparel bt the BOESL team.



Classic Fashion Apperal visit by BOESL's executive director.



Zia Apperal visit by BOESL's General Manager.



Exchange of views by the Executive Director and General Manager of BOESL with the Honorable Ambassador of Bangladesh Embassy, Jordan.