



Annual Report 22-23



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



Message

The publication of the Annual Report 2022-23 by Bangladesh Overseas Employment and Services Ltd. (BOESL) is undoubtedly a moment of joy and celebration. It serves as a valuable testament to the dedication, hard work and accomplishments of the company in the past year.

The dream of providing employment opportunities for all the youth of Bangladesh, as envisioned by the Father of the Nation, Bangabandhu Sheikh Mujibur Rahman, has been an important goal for the country. Overseas employment has been recognized as a crucial avenue to make this dream a reality. As the sole state-owned manpower recruiting company, BOESL holds a significant responsibility in rebuilding the labor migration sector of Bangladesh and create a positive image and demand for Bangladeshi workers worldwide.

As Bangladesh is moving towards a "Smart Bangladesh" under the insightful leadership of Honorable Prime Minister Sheikh Hasina, it is crucial for entities like BOESL to align with this vision and contribute to the country's progress through digital transformation. In the era of the Fourth Industrial Revolution, where skills are paramount, BOESL should focus on maintaining high standards and adapting to the changing landscape of labor migration. By constantly searching new job market, they have to ensure that Bangladeshi workers find legitimate and beneficial opportunities abroad and that the country maximizes the potential benefits of overseas employment.

While the path ahead may hold obstacles and challenges, my assurance that under the efficient and visionary leadership of Honorable Prime Minister Sheikh Hasina, BOESL will emerge victorious by remaining steadfast in the pursuit of excellence.

My best wishes to BOESL.

Joy Bangla, Joy Bangabandhu
May Bangladesh live forever.

Imran Ahmad, MP



Message

I am deeply proud of the unwavering commitment of the Bangladesh Overseas Employment and Services Ltd. (BOESL) to its vision of ensuring safe, ethical and low-cost migration for Bangladeshi workers. From its inception, BOESL has strived to set high standards and become a role model for "Best Practices" in the overseas employment sector in Bangladesh. The publication of the Annual Report is another testament to the BOESL practice of transparency and accountability. Such openness fosters trust among stakeholders and sets the stage for further achievement and growth.

The achievements of BOESL in employment of a significant number of migrant workers worldwide, even amidst the challenges posed by the global recession, are truly praiseworthy. The expansion of their reach to various countries like Malaysia, Russia, Kuwait, Romania, Fiji, Croatia along with exploring new sectors in South Korea, demonstrates the organization's resilience and adaptability in navigating through challenging times.

The pursuit of a "Smart Bangladesh" aligns BOESL's efforts with the vision of the Honorable Prime Minister Sheikh Hasina to leverage technology and innovation for good governance and sustainable development. BOESL's commitment to safe and low-cost migration, combined with a focus on skilled migration ensures that Bangladeshi workers are equipped with the necessary capabilities to excel in the global job market and fosters a positive image of the country in the international stage.

I express my heartfelt gratitude to Mr. Imran Ahmad, MP, Honorable Minister, Ministry of Expatriates' Welfare & Overseas Employment for his guidance and commitment which have been instrumental in shaping BOESL's path towards success.

I would also like to extend my appreciation to all BOESL officials and employees, as well as esteemed stakeholders, for their dedication and hard work in accomplishing BOESL's objectives. With the support and collaboration of all stakeholders, I am confident that BOESL will achieve even greater milestones in future.

Dr. Ahmed Munirus Saleheen



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



Message

Bangladesh Overseas Employment and Services Limited (BOESL) as the state-owned company is going to complete its journey of nearly four decades maintaining the norms of safe and ethical migration in a transparent way. On the eve of current fiscal year, the company is going to publish its annual report to demonstrate overall activities and financial progress of BOESL in light with the spirit of having the responsibility of establishing the 'Best Practices' in the migration sector.

The present government under the visionary leadership of Honorable Prime Minister Sheikh Hasina is committed to transform Bangladesh into a high-income country, as enshrined in the vision 2041. By creating job opportunities for the skilled and professional workforce in 32 destination countries BOESL expedites achieving the visions of the government. BOESL also facilitates orderly, safe, regular and responsible migration and mobility of people, through the implementation of planned and well managed migration policies. Moreover, it ensures continuous endeavor of transforming into a skilled and smart citizen centric organization to meet the demand of equipping the aspirant migrant workers of Bangladesh. We have stepped our first footprint in Malaysia, Russia, Fiji, Romania and Bulgaria in the year of 2022-23. Some other new destinations like Brunei Darussalam and Australia are under the immediate process of bilateral understanding.





Achieving progress in overseas employment services requires a strong collective effort. In this connection, BOESL expresses its sincere gratitude to the Honorable Minister Mr. Imran Ahmad, MP and the Respected Senior Secretary Dr. Ahmed Munirus Saleheen for their valuable guidance and dynamic leadership. I would like to extend my sincere thanks to respectable members of BOESL Board of Directors and esteemed stakeholders-HRD Korea, employers of Jordan and UP Plantation, Malaysia for their generous contribution. I would also like to convey my heart-felt thanks to the Embassies and High Commissions especially the labour wings for rendering their whole hearted support. I express my sincere gratitude to the government of the Republic of South Korea, Jordan, Kuwait, Malaysia, Fiji, Hongkong, Bulgaria, Rumania, Russia and Croatia for giving the opportunities of our devoted workers in the destination countries. I also explicit my thanks to the members of my team for their spirit of dedication, loyalty and high degree of commitment to make the organization fruitful.

We envision a world where migration is a pathway to dignified employment opportunities. BOESL is at the forefront of pioneering ethical practices, safeguarding human rights and shaping the future of workforce as orderly, safe, regular and responsible migration.

Dr. Mallick Anwar Hossain

Board of Directors

No	Photo	Name	Designation
1.		Dr. Ahmed Munirus Saleheen	Senior Secretary Ministry of Expatriates' Welfare & Overseas Employment & Chairman of the Board of Directors, BOESL.
2.		Saleh Ahmed Mozaffor	Director General (Additional Secretary) Bureau of Manpower, Employment & Training & Director of the Board of Directors, BOESL.
3.		Mr. Md. Hamidur Rahman	Director General (Additional Secretary) Wage Earners Welfare Board & Director of the Board of Directors, BOESL.
4.		Md. Saiful Islam	Additional Secretary (Security and Immigration Wing), Security Services Division, Ministry of Home Affairs & Director of the Board of Directors, BOESL.
5.		Saima Yunus, NDC	Additional Secretary, Administration and Finance Wing, Ministry of Expatriates' Welfare and Overseas Employment & Director of the Board of Directors, BOESL.

No	Photo	Name	Designation
6.		Dr. Mallick Anwar Hossain	Managing Director (Additional Secretary) BOESL & Director of the Board of Directors, BOESL.
7.		Mohammad Manzarul Mannan	Additional Secretary (Admin & Coordination) Finance Division, Ministry of Finance & Director of the Board of Directors, BOESL.
8.		Muhammad Ashraf Ali Faruk	Additional Secretary (Biman & CA) Ministry of Civil Aviation and Tourism & Director of the Board of Directors, BOESL.
9.		Mr. Faiyaz Murshid Kazi	Director General (MEA) Ministry of Foreign Affairs & Director of the Board of Directors, BOESL.

Annual Report 2022-23, BOESL

Chief Patron

Dr. Ahmed Munirus Saleheen
Chairman, Board of Directors, BOESL
&
Senior Secretary, Ministry of Expatriates' Welfare and Overseas Employment

Editorial Board

Editor-in-Chief

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

Convener

Md. Mahabubur Rahman
Executive Director (Additional Secretary), BOESL

Members

1. A.B.M. Abdul Halim
General Manager (Deputy Secretary), BOESL
2. S. M. Shafi Kamal
Company Secretary (Deputy Secretary), BOESL
3. Md. Mostafijur Rahman
Deputy General Manager (Overseas Employment), BOESL
4. Noor Ahmed
Deputy General Manager (Admin, HR and Finance), BOESL
5. Mohammad Alam Hossain
Deputy General Manager (Business Promotion), BOESL
6. Rifat Tasnim
Manager (Overseas Employment-02), BOESL

Publication

Bangladesh Overseas Employment and Services Ltd (BOESL)

Date of Publication

October 2023

Acknowledgement

In the eve of Publishing the Annual Report 2022-2023, we express our sincere thanks and gratitude to Almighty Allah for enabling us to perform our duties of upholding the safe, ethical and skilled migration for the aspirant migrants of Bangladesh. We, then, pay tribute to all stakeholders who have honorably took part in BOESL's operations in many ways. Particularly, we always acknowledge the generous guardianship of Honorable Minister Mr. Imran Ahmad, MP and respected Senior Secretary Dr. Ahmed Munirus Saleheen of the Ministry of Expatriates' Welfare and Overseas Employment. Our heart-felt thanks to the Ministries of Home Affairs, Foreign Affairs, Finance (Finance Division) and Civil Aviation & Tourism for their continuous generous support.

We would like to extend our sincere thanks to the Embassy of Republic of Korea, Dhaka, HRD Korea in Bangladesh, High Commission of Malaysia, Dhaka, The Jordan Garments Accessories & Textiles Exporters Association (JGATE), Jordan, High Commission of Brunei Darussalam, Dhaka, Embassy of Hongkong, Dhaka, Embassy of Kuwait, Dhaka, Embassy of UAE, Dhaka, Embassy of Qatar, Dhaka, The Royal Embassy of Saudi Arabia, Dhaka, Australian High Commission, Dhaka, Embassy of the Republic of Maldives, Dhaka, Embassy of the Sultanate of Oman, Dhaka, Embassy of the Russian Federation, Dhaka, Embassy of Mauritius, Dhaka, Embassy of Japan, Dhaka, All Bangladesh Missions in Abroad, All Labor Attache's of Bangladesh Mission in Abroad, International Labor Organization (ILO) and International Organization for Migration (IOM) for accelerating the ongoing journey of BOESL.

Our heartiest appreciation goes to Bureau of Manpower, Employment & Training (BMET), Wage Earners' Welfare Board (WEWB), Probashi Kallyan Bank (PKB), Department of Immigration and Passport (DIP), Director General of Health Services (DSHS)/s, Civil Aviation Authority of Bangladesh (CAAB), Immigration Authority of Hazrat Shahjalal Int. Airport, All Deputy Commissioners (OC), All Superintendent of Polices (SP) and All Upazila Nirbahi Officers (UNO), All BMET Technical Training Centers (TTCs), Expatriates' Welfare Desk, Hazrat Shahjalal Int. Airport, Expatriates' Welfare Desk, Chittagong Int. Airport, Expatriates' Welfare Desk, Sylhet Int. Airport, Officer in Charge, Ramna Model Thana, Mirpur Thana, Darus Salam (Mirpur)Thana, DMP, Dhaka, BOESL enlisted all Medical Centers and thanks to our all valued clients, suppliers, stakeholders and concerned NGOs-CSOs for continuous engagement and generous support.

Executive Summary

Bangladesh Overseas Employment and Services Limited (BOESL) is ensuring safe, ethical and low-cost migration as the sole state-owned and ISO certified enterprise engaged in overseas employment. It was established in 1984 with the vision of extending support to the destination countries, in their development process by engaging skilled, and professional human resources from Bangladesh. BOESL ensures fair and equal opportunities of overseas employment for the potential migrant workers based on their skills, experience and expectations. Providing right person for the right job is the core value of BOESL.

BOESL has been governed by the Board of Directors consist of nine members from different ministries/divisions, department and organization. The board is chaired by Dr. Ahmed Munir Saleheen, Senior Secretary of the Ministry of Expatriates' Welfare & Overseas Employment. Dr. Mallick Anwar Hossain (Additional Secretary) is the Managing Director of BOESL who is the chief executive of the company. Under his dynamic leadership BOESL's functional wings are being operated in a systematic manner to achieve the organizational goal. The existing organogram has been updated to extend its operations towards the migrant workers in the divisional levels and it covers as many as 90 personnel in different capacities. In line with this revised organogram existing service rule has also been updated.

BOESL has recruited 15,294 (fifteen thousand two hundred ninety-four) Bangladeshi workforce in 2022-23 FY. It has gained the trust of the overseas employers by ensuring orderly, safe, transparent and systematic recruitment process. BOESL promotes Employer's Pay Model through implementing 'Zero-Migration Cost' in a number of destination countries. Mission -100 Hour multi-task training for the EPS workers, Pre-Exit Processing and Training (PEPT), motivational and behavior shaping training, training on cultural and legal issues of the destination countries for the migrant workers, one-stop services for medical test, fingerprint, visa-processing, emigration clearance, air-ticketing and airport-assistance are some of the unique features that differentiate BOESL from the others. BOESL strives to be the pioneer of best practices in labor migration sector of Bangladesh.

BOESL continuously maintains its operations as one of the fast growing, profit generating companies of the Government. In the financial year 2022-23 its total income is BDT 69,63,18,225/- (Sixty-Nine Crore Sixty-Three Lac Eighteen Thousand Two Hundred Twenty-Five) Taka which is 128.88% more than the previous year. BOESL's total expenditure in this fiscal year is BDT 26,45,91,975/- (twenty-six crores forty-five lac ninety-one thousand nine hundred seventy-five) and Profit (before tax) is BDT 43,17,26,250/- (Forty-three crore seventeen lac twenty-six thousand two hundred fifty). BOESL has paid the Government BDT 11,87,24,719 (Eleven crore eighty-seven lac twenty-four thousand seven hundred nineteen) as taxes and BDT 10,20,000 (ten lacs twenty thousand) as dividends this year.

In line with the commitment of Honorable Prime Minister Sheikh Hasina of ensuring skilled and professional labor migration in different destination countries, BOESL has taken time-bound initiatives all the year round expediting the safe, ethical and responsible low-cost labor migration. Labor Market Research, new market exploration, arranging job fairs and mass awareness campaigns in divisional and district headquarters, stakeholder's consultation create newer avenues contributing directly in the area of SDG no: 1,2,5,8 and 10. To face the upcoming challenges of 4IR and establishing 'Smart Bangladesh', BOESL is focusing on continuous engagement of transformation.

To explore new business scopes under the provisions of the Companies Act-1994, BOESL has been incepted as a Travel Agent by obtaining the license from the Ministry of Civil Aviation & Tourism and membership from IATA. Apart from this, BOESL is trying to establish its own office and training center to facilitate the migrant workers with integrated services. Moreover, upholding the international norms and policies of labor migration, BOESL is going to engage with IOM, Bangladesh to ensure mutual cooperation in safe, ethical and orderly labor migration.

Under the business promotion initiatives in this fiscal year, BOESL has unlocked European market and sent construction workers in Croatia, RMG workers in Romania and Bulgaria. BOESL has also sent Diploma and B.Sc. nurses in Kuwait, Manufacturing and Plantation workers in Malaysia, Skilled workforce in Fiji and shipbuilding workers in Russia. The regular markets of Jordan in RMG sectors, Employment opportunities under EPS in South Korea, sending Technical Interns in Japan and Domestic Helpers in Hong Kong are contributing enormously fulfilling the desire of the aspirant migrant workers of Bangladesh. In addition, BOESL is striving hard to open new job opportunities in Australia, Brunei Darussalam, Lebanon and other prospective destinations all over the globe.

The upward trend of annual turnover and profit, new avenues in the overseas labor markets, massive initiatives for upskilling the remittance warriors are the outcome of effective leadership, firm dedication and commitment of BOESL team. BOESL will continue its forward journey with the zeal of this team spirit.

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Chapter 01

Introduction

Bangladesh Overseas Employment and Services Limited (BOESL) is the only state-owned manpower-sending company established in 1984 to ensure safe, ethical and low-cost migration. BOESL's main objective is to provide the "Right person for the Right job" to valued foreign Employers. BOESL realizes the service charge from the selected workers on a "No loss less profit" basis.

1.1 Vision, Mission, Objectives, Laws and Rules

Vision:

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

Mission:

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

Objectives:

- To establish "Best Practices" in the labor migration sector.
- To assist foreign employers in recruiting the right person for the right job.
- To build a positive image of Bangladeshi workers in the world labor market by sending skilled, semi-skilled and professional workers.
- To improve the socio-economic condition of the country by earning remittance.
- To contribute directly to SDG and GDP.
- Overseas employment with customer care.
- For achieving financial sustainability and goodwill of the company.
- To Strengthen social values and undertake corporate social responsibility.
- To take an all-out effort to achieve national growth and economic prosperity.

Laws and Rules of BOESL

BOESL 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. It is a government-owned manpower recruitment and service-providing organization under the Ministry of Expatriates' Welfare and Overseas Employment. BOESL was established 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.

1.2 BOESL at a glance

1.2.1. Established: 1984

1.2.2. Core Activities:

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

1.2.3. Area covered of SDG: Our goals covered 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

1.2.4. Authority: Board of Directors

1.2.5. Chairman of Board of Directors

Dr. Ahmed Munirus Saleheen
Senior Secretary
Ministry of Expatriates' Welfare and Overseas Employment
&
Chairman
Board of Directors
Bangladesh Overseas Employment and Services Limited (BOESL)

1.2.6. Head of the Organization:

Dr. Mallick Anwar Hossain
Managing Director (Additional Secretary)
Bangladesh Overseas Employment and Services Limited (BOESL)

1.2.7. Total employees of BOESL: 90

- Officers -26
- Staffs 64

1.2.8. Total Overseas employment: 1,44,617

- **Male:** 49,957

- **Female:** 94,660

1.2.9. Employer Countries:

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

1.2.10. New Job Market: Russia, Fiji, Romania, Croatia, Bulgaria, and Kuwait.

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

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

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

1.2.14. Hotline number: +8801765411653

1.2.15. Probash Bandhu Call Center: 16135

1.2.16. Address: Probashi Kallyan Bhaban (4th floor), 71-72 Eskaton Garden, Ramna, Dhaka-1000, Bangladesh.

Chapter 2

Directors' Evaluation

Dear Distinguished Shareholders

As Directors of Bangladesh Overseas Employment and Services Limited (BOESL), we are delighted to welcome you all to the 39th Annual General Meeting (AGM) and submit the audit report for the financial year 2022-23.

The requirement for Directors' Evaluation arose out of a general move for greater terms in corporate governance. It helps shareholders to find out issues such as the company's financial condition, market potential and structural capacity of the business to expand into new opportunities, etc. The Directors' Review provides minimum essential information about the company and thereby helps shareholders to make informed decisions while casting their votes at annual or other meetings.

At the outset of the meeting, we would like to remember the contribution of our previous board members who helped to improve the financial position of the company by their successful leadership and direction.

2.1 Responsibilities of the Board

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

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

The Board of Directors provides proper guidance that BOESL can work to create ethical, safe, and low-cost migration opportunities for Bangladeshi workers worldwide.

2.2 Overseas Employment and Services: Country Report

The Government of Bangladesh has been formulating and adopting national laws and policies to govern the labor migration process. The government has also adopted national policies addressing workers' skills development. The Ministry of Expatriates' Welfare and Overseas Employment (MoEWOE) and its executive arm BOESL have mobilized available resources in collaboration with a range of stakeholders to enhance the skills of the workers.

Bangladesh is enjoying the demographic dividend, and the number of young foreign job seekers is increasing day by day. It is evident from the statistics of job applications in recent years. The employment data of overseas employment shows that this year BOESL has recruited a good number of candidates in 11 (eleven) countries such as Jordan, South Korea, Malaysia, Kuwait, Rumania, Rasia, Hong Kong, Mauritius, Fiji, Japan, and Seychelles. In 2022-23, a total of 15,294 (Fifteen thousand two hundred ninety-four) job seekers received foreign employment through BOESL. The management of the BOESL applied various attractive and innovative

approaches like reducing service charges, arranging job fairs countrywide, etc. Service charge reduction attracted many companies to recruit more professionals through BOESL. Many new companies have signed MoU with BOESL for manpower recruitment at low migration costs and in an ethical way. The board has decided to bring changes to the present organogram of BOESL to improve the administrative and business promotional activities. We also plan to open Divisional offices to provide quality service at the periphery level.

2.3 Precis of BOESL's Performance

In the shrinking overseas employment markets of the post-pandemic world, BOESL has demonstrated good advancement in deploying the Bangladeshi workforce in the following countries. Table 1 reflects the overseas employment scenario in 2022-2023.

Table 1: Overseas Employment in the Fiscal Year 2022-2023

Month	Name of the Countries										Grand Total
	Jorden	South Korea	Malaysia	Kuwait	Rumania	Rasia	Hong Kong	Mauritius	Fiji	Others	
July	793	337	--	125		--	1	--	--	3	1259
August	802	576	--	48	--	--	--	--	--	--	1426
September	846	272	--	40	--	--	1	14	--	--	1173
October	594	391	--	132	--	--	--	--	--	--	1117
November	161	913	90	84	--	--	--	--	--	--	1248
December	110	1145	239	87	12	--	1	--	--	2	1596
January	79	444	154	14	88	--	1	2	1	--	783
February	526	475	81	32	10	--	1	--	7	3	1135
March	1022	622	33	4	29	--	1	--	9	--	1720
April	509	451	41	11	--	--	1	--	6	--	1019
May	918	763	82	--	--	--	--	--	--	--	1763
June	618	360	34	1	1	32	2	--	7	--	1055
TOTAL	6978	6749	754	578	140	32	9	16	30	8	15294

BOESL has achieved a unique identity in the international labor market by providing ethical, safe, and low-cost overseas employment for Bangladesh's skilled or semi-skilled workers. This trend continued in the last financial year 2022-23. Various initiatives of different labor wings of Bangladesh missions abroad helped a lot in recruiting the workers. In compliance with the Migrants Act of Bangladesh, BOESL is confirming all the conditions of employers and benefits of the employees. A formal contract is signed between employers and employees where all conditions and benefits are stated clearly. Diagram 1 shows the progress of overseas employment.

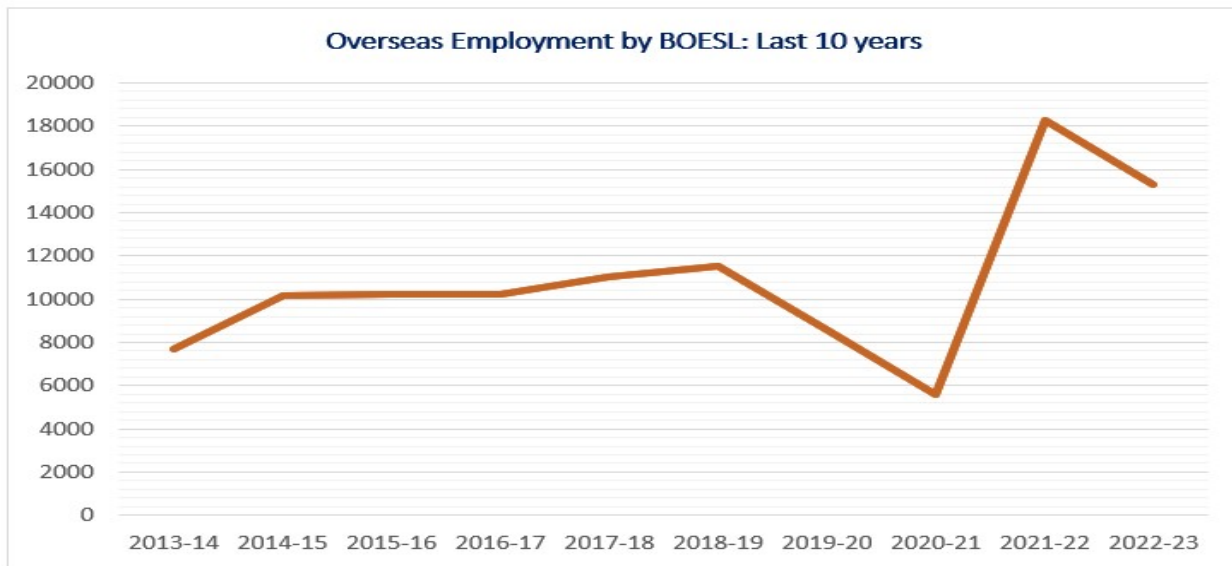


Figure: Last ten-year Migration trend of BOESL

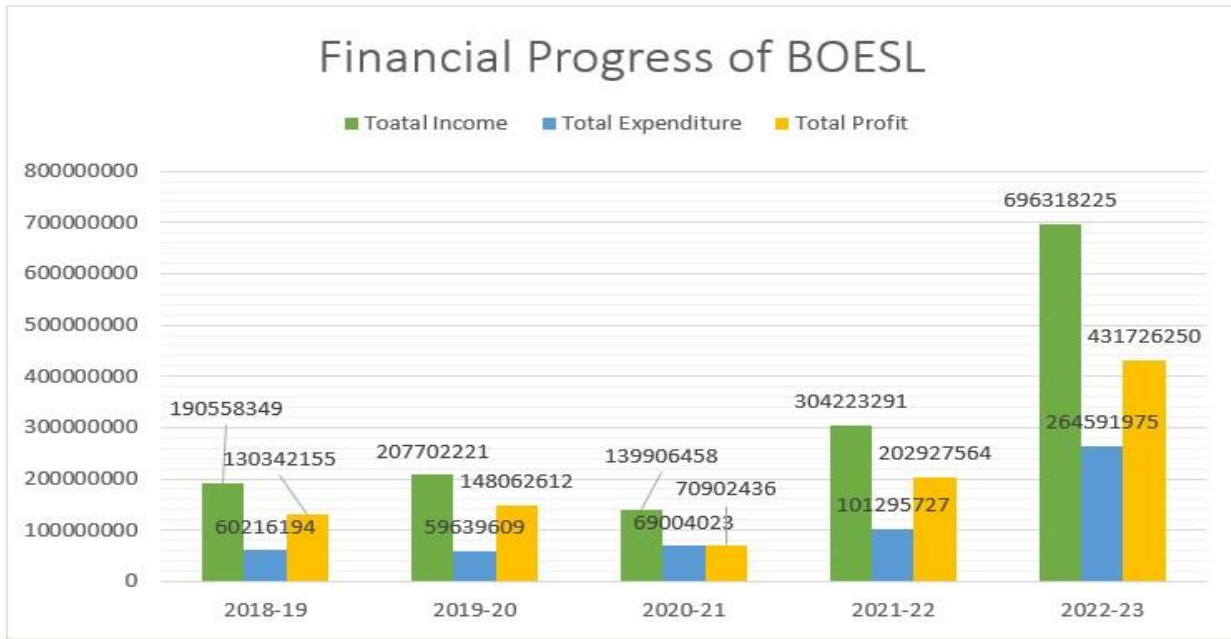
2.4 Financial Progress of the Last Decade

The economic growth of BOESL is satisfactory due to the dedication and sincerity of the officers and employees of BOESL, which has played a helpful role in increasing the remittances of Bangladesh. In the last financial year, 2022-23 the officers and employees of BOESL worked day and night to send 15,294 workers and earned a record profit of BDT 43,17,26,250.00 (Forty-three Crore seventeen Lakh twenty-six Thousand Tow Hundred Fifty).

Financial Progress of BOESL in the Last Ten Years

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	139,906,458.00	69,004,023.00	70,902,436.00
2021-2022	304,223,291.00	101,295,727.00	202,927,564.00
2022-2023	696,318,225.00	264,591,975.00	431,726,250.00

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



2.5 Declaration and payment of Dividend

According to the audit report in the financial year 2022-23, the total profit earned by BOESL Tk. 43,17,26,250.00 (Forty-three crores seventeen lakhs twenty-six thousand and two hundred fifty) income tax paid to the Government Tk. 11,87,24,719.00 (Eleven crores eighty-seven lakhs twenty-four thousand seven hundred and nineteen). After paying income tax, the net profit is Tk. 31,30,01,531.00 (Thirty-one crores thirty lakhs one thousand and five hundred thirty-one).

Declaration and Payment of Dividends last four years:

Serial No.	Fiscal year	Net Profit	Percentage of dividend	Declared Dividend
1	2018-19	8,47,22,400.00	15%	7,65,000.00
2	2019-20	9,99,42,262.00	15%	7,65,000.00
3	2020-21	4,96,31,705.00	15%	7,65,000.00
4	2021-22	14,71,22,484.00	20%	10,20,000.00
5	2022-23	31,30,01,531.00	25%	12,75,000.00 (Proposed)

As per the recommendation of the 301st Board meeting and after approval of the 39th Annual General Meeting (AGM), against the paid-up capital of Tk. 51,00,000.00 (Fifty-one lakh) as 25% of the total Tk. 12,75,000.00 (Ten lakh and twenty thousand) Dividends will be paid to the Government.

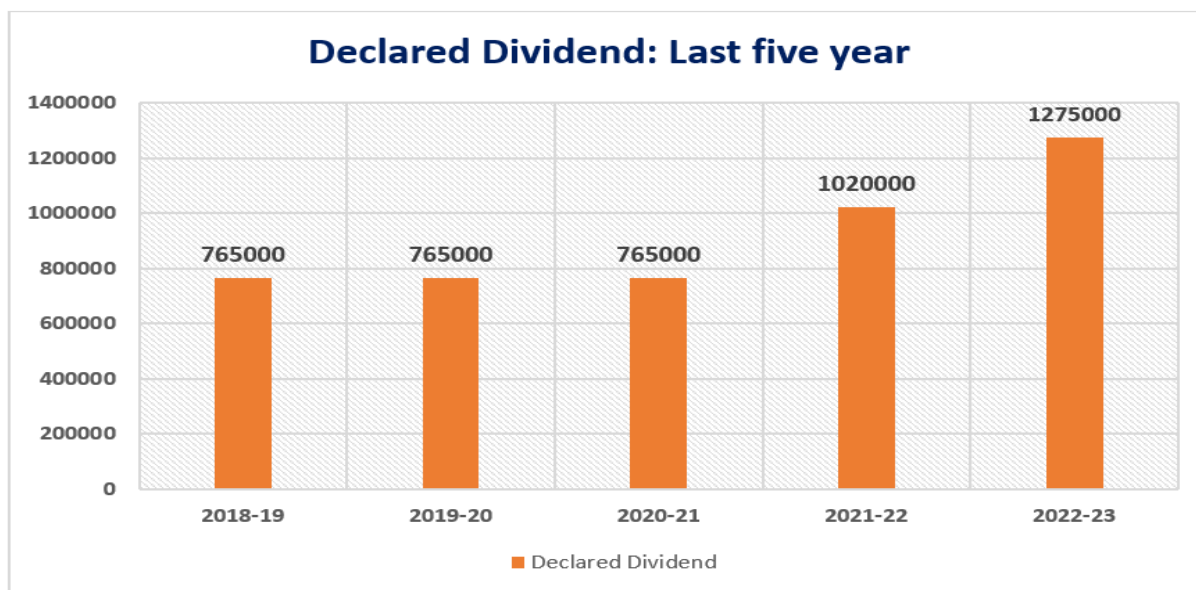


Figure: Declared Dividend by BOESL

2.6 Financial Status of BOESL

Following the guidelines of the Board of Directors of BOESL, the management of the company appointed an audit company named “Mahfel Huq & Co. Chartered Accountants” to review the financial position of BOESL. The audit team reviewed the financial status from 01 July 2022 to 30 June 2023. The report of the audit team has ensured that the company fully complies with the accounting policies, principles, and financial rules & regulations. The team has made an appraisal of the performance of the internal audit and control system. Moreover, the team also reviewed the risks associated with the company’s operations. BOESL’s internal audit control committee headed by the Company Secretary is regularly supervised by the committee and guided by the board.

The audit report explained that the company is free from material misstatement as a whole. The financial position is reflected here under the Report of 30 June 2023.

1.	Fixed Asset: BDT -	2,10,33,448.00
2.	Current Asset: BDT-	304,85,34,932.00
3.	Current Liabilities: BDT-	194,82,12,659.00
4.	Net Current Asset: BDT-	110,03,22,273.00
5.	Total Net Asset: BDT-	112,13,55,722.00
6.	Total Income: BDT-	69,63,18,225.00
7.	Expenditure: BDT-	26,45,91,975.00
8.	Profit Before Tax: BDT-	43,17,26,250.00

A detailed report is attached to 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 MoEWOE, BOESL has developed a training calendar for each employee which is designed to meet at least sixty hours of training on different topics around the year.

2.7.2 Customer Care

BOESL provides pre-departure orientation (PDO) to the workers. Language, culture and lifestyle of the destination country, types of work to be done, terms and conditions of service, safety and security, etc. are described in that orientation.

BOESL has introduced "Behavioral Change Motivational Training" to prevent illegal stays in the Republic of Korea. Resource persons from different fields like psychologists, doctors, police officers, lawyers, Efficient EPS workers, delegates from HRD Korea and experienced government officials are invited to 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 Conduct.
- Counseling and Psychotherapy on Self Understanding.
- Korean Language and Culture.

Before the departure of EPS workers, 100 hours of "Korean Language and Culture Training" named Mission-100 is arranged by BOESL on a regular basis in cooperation with HRD Korea. This training is increasing the functional level of Korean language proficiency in workplaces and traveling to Korea.

2.8 Welfare of Employees

2.8.1 Contributory Provident Fund (CPF)

The Company operates a contributory provident fund scheme for all contractual employees. The Provident Fund is administered by a Trustee Board and is funded by contributions equally from the employees and the company at 10% of the basic salary. The balance amount as of 30 June 2023 is BDT 2,42,66,007 (Two crores forty-two lac sixty-six thousand seven).

2.8.2 Gratuity

The Company operates an unfunded gratuity scheme for all regular employees. Employees are entitled to gratuity benefits after completion of a minimum of 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 year of service.

2.8.3 Group Insurance

BOESL and Jibon Bima Corporation signed a contract in 1997 to provide protection under a group insurance scheme to BOESL's employees. In 2015-2016 and 2021-2022, BOESL settled 03 claims of Group Insurance with the help of Jibon Bima.

2.8.4 Profit Bonus

BOESL's revenue and profits have been steadily growing over the years. In the financial year 2022-23, BOESL has managed to earn a total profit of BDT 43,17,26,250.00 (Forty-three crores seventeen lac twenty-six thousand two hundred fifty). A portion of its profit is distributed to all the employees of BOESL as a profit bonus for their better performance. BOESL is always focusing on ethical growth with reasonable service charges and strong performance.

2.8.5 NIS (National Integrity Strategy)

In line with the National Integrity Strategy (NIS), BOESL has formed an Ethics committee for the implementation of the NIS arrangement. The committee formulated an action plan for 2022-23 to promote good governance in this company. The action plan of NIS has initiated a list of best practices of BOESL under which it envisaged to train staff and officers. All information is published and upgraded on the website of BOESL. All activities of BOESL are online based.

2.8.6 E-governance and Innovation Projects

An innovation committee has been formed according to the APA. It is involved in undertaking various innovative measures to improve the service delivery of the company. The main innovative measures in 2022-23 are:

- Online registration
- Online Training
- Mobile app
- E-file
- Cloud Mail Server
- 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
- Regular Service Simplification
- Job Fairs at the 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 high migration costs in the recruitment and selection process. Representatives of employers regularly attend the interview and skill test program. The company does not receive any service charge in cash from any candidate. All recruitment-related transactions are done through the banks. In most cases, employers pay the service charge to BOESL. No hidden fees are being charged to the workers. The employers provide all necessary expenses for female workers in Jordan.

- Terms and conditions of the employers are explained to the employees in the pre-departure orientation training.
- Employment opportunities are published regularly on the website and newspaper.
- Billboard, notice board, leaflet, special announcement, and citizen charter are given to inform the prospective candidates.
- Television commercial (TVC) is aired on Bangladesh Television to inform about different foreign employment processes and to raise awareness in the mass community.

2.10 In-house Training for Employees

Employees of BOESL receive 60 hours of training every year. The company has introduced a mandatory training program for all employees to increase their efficiency. In 2022-23, a special training manual has been developed which focuses on the following 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- Workshops: For continuous improvements of employees, in 2022-23 special workshops have been held on SDG, APA, NIS, GRS, Meeting Minute, MoU, MoC, and Audit objection.

Specialized and renowned resource Persons provide training on the above topics. The professionalism of the employees has improved. Continuous training and workshops for the officials and staff will help to improve the company's financial position. Regular training and workshops program enhances the morale of the employees in their job and their loyalty to the company.

2.11 Observance of International Migrants Day

On 18 December every year, BOESL organizes various programs to celebrate International Migrants Day. Debate competitions on topics of migrant-related issues, essay competitions for various age groups of participants, drawing competitions for children, video conference programs for migrant workers, etc. are arranged on this day. These programs make people more aware of safe migration.

2.12 Recruitment of female workers through BOESL:

BOESL recruited above 50% of female workers of its total overseas employment this year. In 2006, the Jordan Government stopped the employment of male workers from Bangladesh. Thereafter, with the persuasion of the Bangladesh government, the Jordan Government has especially allowed the recruitment of female garment workers from Bangladesh through BOESL since 2010. This valor step of the Ministry of Expatriates' Welfare & Overseas Employment and the Embassy of Bangladesh in Jordan is commendable. Under the supervision of the MoEWOE, BOESL has taken a special initiative to ensure the safe and zero-cost migration of female garment workers to Jordan. The special features of the recruitment are:

- The representatives of Jordanian garment companies come regularly (every week) to Dhaka to select skilled female garment workers through practical tests.
- BOESL's maximum service charge for sending a female worker to Jordan is only BDT 18240 which is borne by the employer company.
- Each female worker earns at least BDT 25,000-30,000 per month while the company provides free accommodation, food, and primary medical treatment facilities.
- BOESL does not engage any *dalal*/ middleman/ agent/ sub-agent in its recruitment process. Female workers can go to Jordan directly through BOESL without any harassment.
- A total number of 94,692 female garment workers have received employment in Jordan through BOESL from 2010 to June 2023.

2.13 Recruitment of Technical Intern in Japan

As a sending agency BOESL was enlisted on 19 March 2018 to send Technical Interns to Japan. After the enlistment, BOESL signed a total of thirteen MoCs (Memorandum of Cooperation) with the following supervising organizations of Japan.

- Maebashi Kokusai Shien Kyoudo Kumiai.
- Japan Human Support Cooperative Organization (ZenkokuJinzaiShienJigyo 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,
- Koudo Sangyou Gijutsu Sinkou Kyyoudou Kumiai.

Up to 2022-2023 FY, BOESL has sent a Total 10 Technical interns in the Construction, Automobile and Caregiver Sectors. Besides this BOESL received another 20 new demand letters. Among the demand 11 candidates for the Automobile sector, 06 candidates for the garments sector and 03 candidates for the construction sector. According to the new demand letter the Job Circular and candidate's selection procedures are completed. All candidates' flights will be completed within the next financial year.

2.14 Migration to The Republic of Korea: Employment Permit System (EPS)

The Employment Permit System (EPS) is an innovative temporary labor migration scheme for low-skilled workers from 16 countries including Bangladesh with which Korea has signed a Memorandum of Understanding (MOU). This is a government-to-government (G2G) system. A Memorandum of Understanding (MoU) was signed between the Ministry of Expatriates' Welfare and Overseas Employment (MoEWOE) and the Ministry of Employment & Labor (MoEL) of The Republic of Korea in 2007. The main eligibility to be selected as an EPS worker is proficiency in the Korean language of the applicant. Any Bangladeshi applicant who has proficiency in reading, writing and understanding the Korean language is eligible to apply. The candidates must have a qualifying number in the Korean language test. A total of 31,050 Bangladeshi workers were employed in The Republic of Korea from 2008 to June 2023.

2.15 Exploring New Job Markets

Romania: Europe is the challenging destination continent for Bangladeshi job seekers. Most of the European countries require highly skilled workers and professionals. We have unlocked European countries. A tripartite agreement has been signed between Romania's Sonoma Sports Wear, Europa Fashion Bangladesh, and BOESL to send workers. We have received 312 workers' demands attested by the Bangladesh Embassy, Romania. Europa Fashion Bangladesh and Sonoma Sports Wear in Romania representatives have selected highly skilled professionals in garment manufacturing. Salary for various posts from a minimum of 400 USD to a maximum of 5000 USD. Accommodation, food, and medical will be borne by the company. So far 140 workers have entered Romania with jobs and another 182 workers are in the process of visa interviews at the Romanian Embassy, in New Delhi, India.

Russia: We have explored for the first time the Russian job market. MoU was signed between BOESL and Russian Zvezda Shipbuilding Complex, SSC, LLC on 25.05.2022. A delegation team of the company visited BOESL and they also visited the Institute of Marine Technology (Narayanganj), Anando Shipyard, and Western Marine Shipyard (Chittagong). A demand letter of 88 skilled workers for various positions in the shipbuilding industry was received with the cooperation of the Bangladesh Embassy in Russia. The company representatives have selected the workers through interviews 47 workers and 32 workers have entered in Russia with jobs. The service charge of BOESL is TK 41,250. Monthly salary TK 70000-80000/- and accommodation, food, and air ticket are all expenses provided by the employer.

Fiji: We have received 234 workers' demands at various stages for recruitment in Fiji attested by Bangladesh High Commission Canberra, Australia. The company representatives have selected the workers through online interviews 147 workers and 32 workers have entered Fiji with jobs. The job post is Chef, Carpenter, Driver, Welder, Mechanics, Machine Operator, Auto Electrician, Technician, Pump Technician, etc. The monthly salary is tk. 50,000. Accommodation and food expenses are also provided by the employer. Recruiting is ongoing.

Croatia: Male workers were sent to Crotal d.o.o. in the construction sector in the European country of Croatia through BOESL in January 2022. The employee's monthly basic salary is USD 700-800. Accommodation, meals, first aid and transportation to the workplace will be borne by the employing company. Employment period 1 year (renewable every year).

Bulgaria: Bulgaria is a very new market for BOESL. MoU has been signed between BOESL and Mizi 96 AD Garment Company with the cooperation of the Bangladesh Embassy in Romania. We have received 53 garment workers' demand for the post of Sewing Machine Operator. The employer has selected the worker through an online interview. Accommodation, food, medical, and airfare will be borne by the company, as an employment contract of 3 years, salary of 450-500 USD.

Kuwait: BOESL has sent nurse professionals to the healthcare sector in Kuwait. We have signed a MoU with Advanced Technology Company and City Group General Trading Company in this regard. 855 workers were finally selected through application scrutiny and written, and oral tests conducted by the Ministry of Health, Kuwait, and company representatives. A total of 670 nurses have already successfully gone to Kuwait with jobs. The monthly salary is BDT 90, 000/- to BDT 100,000/- and airfare, accommodation, meals, transportation to the workplace and first aid are covered by the company.

Malaysia: BOESL achieved significant success in sending workers to Malaysia in the financial year 2022-2023. The Ministry of Expatriate Welfare and Overseas Employment of Bangladesh, and the Ministry of Foreign Affairs and Human Resources of Malaysia have adopted a new system called “Special One-Off Recruitment Project”. Under this project, workers have been sent from Bangladesh to Malaysia to the plantation, construction, and manufacturing sectors through BOESL. Only 55,000/- (Fifty-Five Thousand) migration cost for sending workers through BOESL under “Special One-off Recruitment Project”. The employer bears the migration cost, so it is called zero-cost migration. BOESL has already deployed 754 workers to Malaysia total of 6 companies under this project.

Hong Kong: BOESL has concluded an agreement with Hong Kong's Graceful Worker Employment Agency (GWEA) to send female domestic helpers to Hong Kong. Applicants are pre-selected through interviews with the GWEA representatives. After a 3-month training in Cantonese language and housekeeping by GWEA's resource person, an online interview is arranged by the employer in Hong Kong. Job contracts and visas are processed through GWEA for those selected. Employer will bear accommodation, food, employment contract 2 years, monthly salary HK\$ 4630 (Tk. 51000/- approx.). So far 14 workers have gone to Hong Kong.

2.16 Launching of BOESL Travel Agency

As per the decision of the 290th meeting of the Board of Directors of BOESL, we applied for BOESL's own Travel Agency License. Accordingly, by applying to the Ministry of Civil Aviation and Tourism, we got a Travel Agency License under the name BOESL. Certificate of Accreditation is also received from the International Air Transport Association (IATA). The journey of BOESL Travel Agency started by arranging special flights to Korea for EPS workers with the help of Jin Air Co. Ltd of Vuelo Aviation in Korea. This is a new milestone in BOESL's journey. As BOESL is a company and its main business is to send employees abroad, the quality of service and scope of the company's business has increased by getting its own travel agent license.

2.17 Acknowledgement

Finally, I would like to share that BOESL plays an important role in the employment of the youth of this country in the international labor market by maintaining international standards, which is important to solve the unemployment problem of this country as well as to earn foreign currency. BOESL is grateful to all the stakeholders for their sincere cooperation. Moreover, we are very much grateful to our foreign partners for selecting Bangladeshi jobseekers for various positions as per their skills and thus enabling them to play a significant role in the development of respective destination countries. We have regular interaction with all our foreign partners. Based on our commitment to become a model ethical recruiter of manpower for overseas employment, BOESL is striving for excellence in service delivery as well as the promotion of the interest of our candidates. In line with the Bangladesh Government's commitment to ensuring safe, orderly, and regular work migration, we remain steadfast in achieving our vision and mission.

As BOESL provides client-oriented services, it is high time we concentrated on quality migration to sustain its growth. This company maintains the trust and confidence of all stakeholders through a relentless pursuit of knowledge and understanding. Thus, the company is now contributing to changing the lives of many Bangladeshis including its stakeholders, partners, and office clients.

On behalf of the Board of Directors,

Dr. Ahmed Munirus Saleheen

Senior Secretary

Ministry of Expatriates' Welfare & Overseas Employment

and

Chairman

Board of Directors, BOESL

Chapter 03

Overseas Employment

3.1 Overseas Employment

Bangladesh Overseas Employment and Services Limited (BOESL) is the only state-owned manpower exporting company in Bangladesh. Since its inception in 1984, BOESL is playing a pivotal role in ensuring the employment of skilled, low-skilled, and professional workers abroad in a regular, safe and ethical migration process and successfully implementing all policies and goals related to foreign employment of the government.

BOESL has over 36 years of practical experience in overseas employment. It has successfully sent expatriate workers to 32 countries around the world. In the financial year 2022-23, BOESL successfully secured overseas employment of 15,294 workers in several destination countries worldwide at low or zero cost of migration. Besides this, in this long journey of around four decades, BOESL has achieved some milestones which established this organization as a unique one in the respective sector. Such as-

- Since its establishment in 1984 till June 2023, a total of 1,44,617 workers have been sent to 32 countries.
- A total of 94,238 female RMG workers were sent to Jordan from 2010 till June 2023.
- Up to 33,374 professional and skilled workers have been sent to different countries around the globe from 2010 till June 2023.
- In addition, at the beginning of its establishment, BOESL sent 10,000 workers to Iraq under the G to G protocol in 1986.

3.2 Migration trend wave (1984-2023)

From 1984 to 2009, a total of 17,965 people migrated with employment through BOESL. On the other hand, from 2020-11 to 2022-23 financial year, a total of 1,27,612 workers have migrated to different destinations.

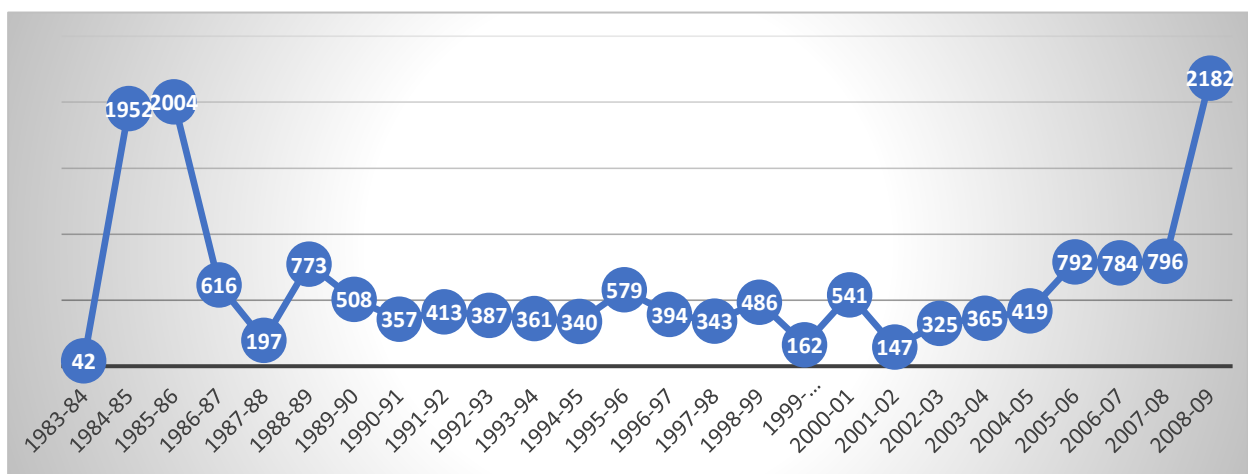


Figure-01: Migration trend wave to various destination countries through BOESL (1984-2009)

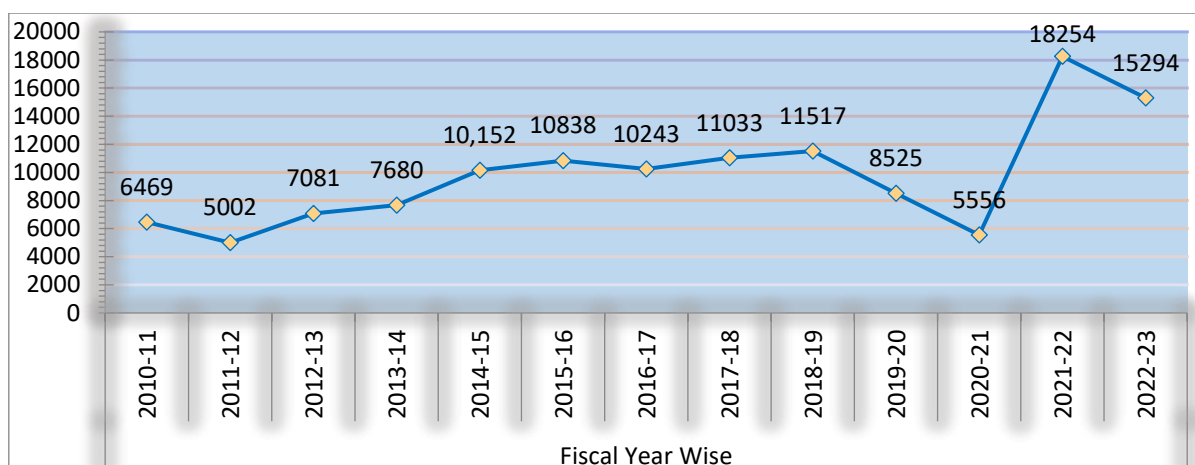


Figure-02: Migration trend wave to various destination countries through BOSEL (2010-2023)

(Due to the Corona epidemic, the dispatching of workers in the financial year 2020-2021 is interrupted)

3.3 Country-wise Labour Migration

Country	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	Total
Jordan	3539	3206	5256	5329	7800	7283	8354	8765	9494	7463	5549	15735	6978	94751
South Korea	2886	1405	1428	2013	1927	2477	1565	2215	2012	983	-	2368	6749	28028
Bahrain	7	200	265	330	402	332	-	-	-	-	-	-	-	1536
Oman	-	125	15	7	5	739	200	-	-	-	-	-	-	1091
Malaysia	-	-	-	-	-	-	-	-	-	-	-	-	754	754
Kuwait	-	-	-	-	-	-	-	-	-	-	-	93	578	671
Qatar	29	4	2	1	-	-	121	5	-	-	-	-	-	162
Egypt	-	54	94	-	-	-	-	-	-	-	-	-	-	148
Mauritius	-	-	-	-	-	-	-	-	-	72	-	19	16	107
Romania	-	-	-	-	-	-	-	-	-	-	-	-	140	140
Maldives	-	-	-	-	18	7	3	48	8	-	-	-	-	84
UAE	7	8	21	-	-	-	-	-	-	-	-	-	-	36
Seychelles	-	-	-	-	-	-	-	-	-	7	5	24	5	41
Russia	-	-	-	-	-	-	-	-	-	-	-	-	-	32
Fiji	-	-	-	-	-	-	-	-	-	-	-	-	30	30
Hong Kong	-	-	-	-	-	-	-	-	-	-	2	3	9	14
Croatia	-	-	-	-	-	-	-	-	-	-	-	10	-	10
Japan	-	-	-	-	-	-	-	-	3	-	-	2	3	8
Botswana	1	-	-	-	-	-	-	-	-	-	-	-	-	1
Total	6469	5002	7081	7680	10,152	10838	10243	11033	11517	8525	5556	18254	15262	127,644

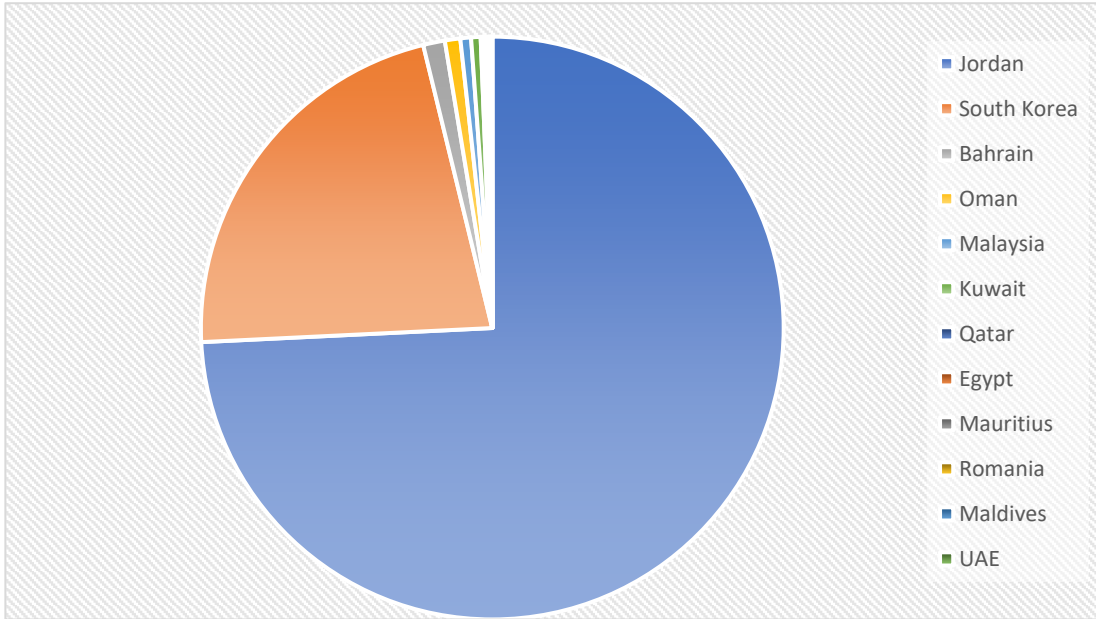


Figure-03: Remarkable destination countries

3.4 Remarkable Destination Countries

3.4.1 Jordan

BOESL started providing RMG workers to Jordan in 2010 by sending machine operators to 1 (one) garment factory. Currently, 42 garment companies in Jordan are taking garment workers through BOESL at a monthly salary of around Tk 25,000-35,000. Most of the companies in Jordan follow the Employer Pay Model which means workers are going to Jordan with Zero Migration Cost. A total of 94,751 (ninety-four seven hundred and fifty-one) workers have been sent so far.



<p>Dr. Ahmed Munirus Saleheen, Senior Secretary, MoEWOE and H.E. Nahida Sobhan, Ambassador, Bangladesh Embassy, Jordan and Dr. Mallick Anwar Hossain, MD, BOESL during the signing of MoU with Jerash Garments Manufacturing Company, Jordan.</p>	<p>Jordan going Bangladeshi female garment workers during their departure at Shahjalal International Airport</p>
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Honorable Managing Director Dr. Mallick Anwar Hossain observed the working environment of Bangladeshi female workers in Jordan.



Honorable Managing Director Dr. Mallick Anwar Hossain briefing in the session for the selected female RMG workers after interview

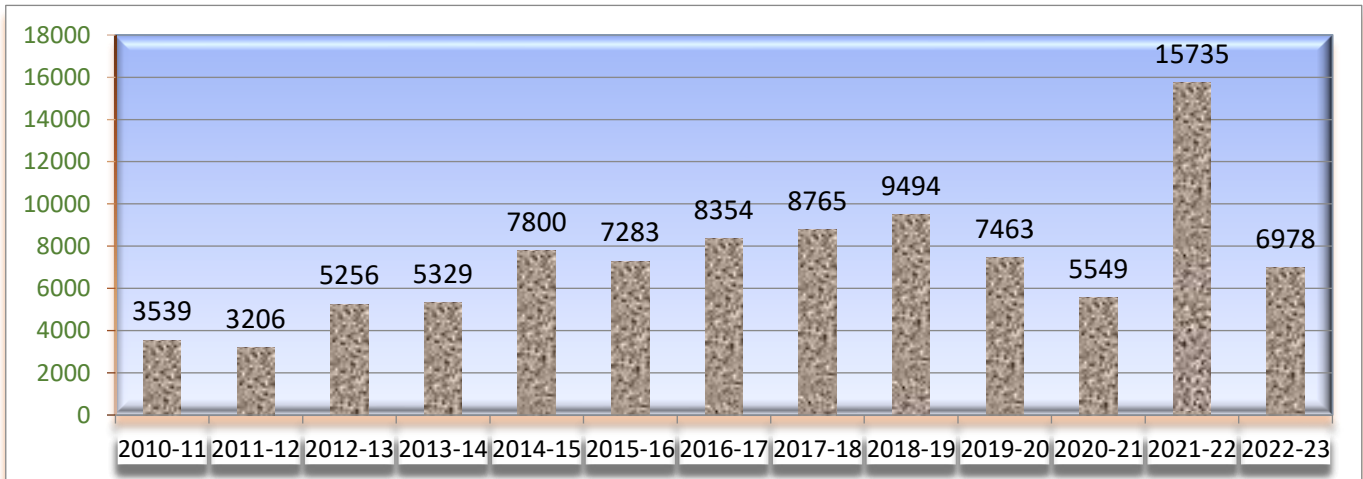


Figure-04: Statistics of workers sent to Jordan (2010-2023)

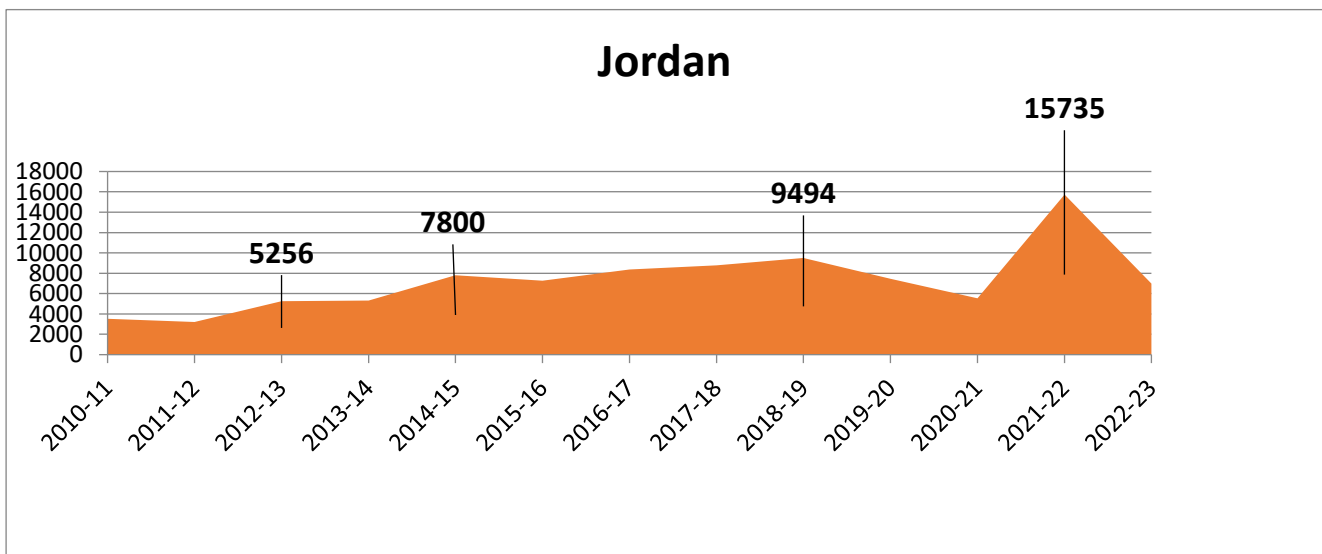


Figure-05: Trends in sending workers in Jordan through BOESL (2010-2023)

3.4.2 Labor Migration to South Korea under EPS

Since 2008, Bangladeshi workers have been successfully recruited in South Korea under the Employment Permit System (EPS) through BOESL. According to the Memorandum of Understanding between the Government of Bangladesh and the Government of South Korea, Bangladesh Overseas Employment and Services Limited (BOESL) on behalf of the Government of Bangladesh and Human Resources Development Service of Korea (HRD Korea) on behalf of the Government of South Korea accomplish the migration process. From July 2008 to July 2023 total 31,249 workers migrated to South Korea under EPS at low cost and high salary.

Employment quotas are implemented by small and medium enterprises (SMEs) based on their annual evaluations of EPS workers from 16 countries. If the annual assessment improves, the annual quota of that country automatically increases and if it deteriorates, the annual quota of that country decreases. According to the agreement between the two governments, the foreign workers return to their respective countries after completing 4 years and 10 months of service in South Korea. Workers going to South Korea for the first time have the opportunity to re-enter South Korea for the second time after serving the stipulated period of their job contract.



Honorable Minister Mr. Imran Ahmad, MP and Senior Secretary, Dr. Ahmed Munirus Saleheen, Ministry of Expatriate Welfare and Overseas Employment with H. E Ambassador of South Korea are in the farewell reception at the airport.

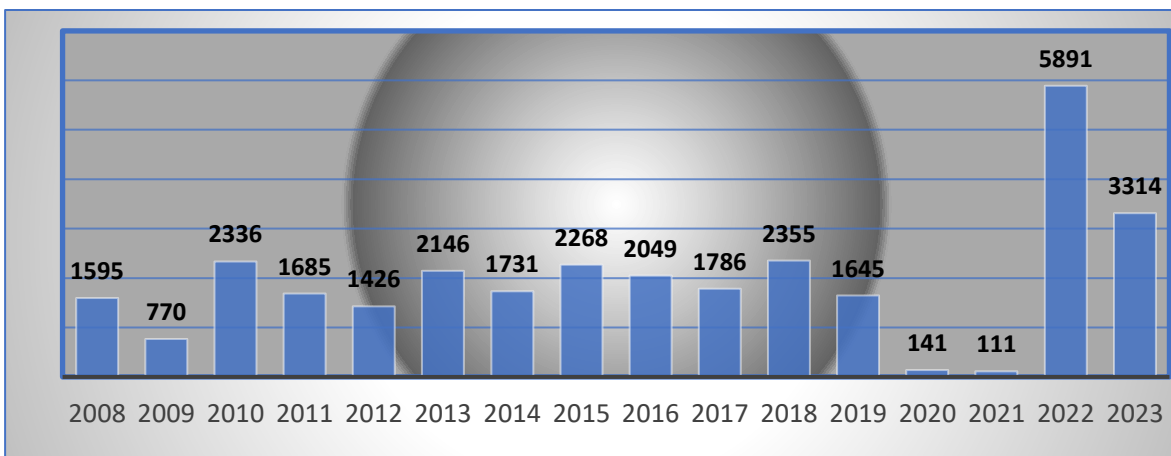


Figure-06: Employment of workers to South Korea under EPS (2008-2023)

Flow Chart of recruiting process for South Korea under EPS



N. B:

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

3.4.3 Kuwait

BOESL has started sending skilled manpower in Kuwait from Bangladesh. Till now, 671 skilled diploma and BSc nurses were recruited in two companies approved by the Ministry of Health in Kuwait with a monthly salary between Tk 90,000/- to Tk 1,00,000/-.



PEPT for the Kuwait going nurses



H. E. Ambassador welcomed Bangladeshi nurses at Kuwait airport

3.4.4 Fiji

Fiji is known as the island nation of the continent of Australia. Bangladesh High Commission Canberra, Australia is working relentlessly to recruit manpower from Bangladesh to various companies in Fiji through BOSEL. Against receiving the demand letter, recruitment activities are ongoing in various trades including chef, bus driver, technician, diesel mechanics, auto electrician, pump technician whose monthly salary is minimum 50,000/- (fifty thousand) BDT. So far, a total of 72 workers have migrated to Fiji in various trades.



PEPT for the Fiji going workers



During the arrival of Bangladeshi workers at Nadi Airport, Fiji

3.4.5 Croatia

BOESL entered the European labor market by sending 10 (ten) male workers to the construction sector in January 2022 in Croatia. Workers traveled to Croatia under a 01-year (renewable) employment contract with basic salary of USD 700-800 per month including accommodation, food, first aid and transportation provided by the hiring company.



Exchange of views with Croatia going workers

3.4.6 Russia

Russia, one of the world's economic superpowers, is a new labor market for Bangladeshi migrants and for the first time in this labor market, a demand letter of 88 people has been received from one of the world's largest shipbuilding companies in Russia with the aim of sending manpower from Bangladesh officially through BOSEL. A total 47 candidates were finally selected based on the requirement. As visas were issued in favor of 32 candidates out of 47 candidates, they left Dhaka for Russia on June, 2023.



Honorable Minister Mr. Imran Ahmad, MP, Senior Secretary Dr. Ahmed Munirus Saleheen of Ministry of Expatriate Welfare and Oversea Employment and Dr. Mallick Anwar Hossain, MD, BOESL along with delegates from Russia

3.4.7 Malaysia

Malaysia is a popular labor market for Bangladeshi migration aspirants. The Ministry of Expatriate Welfare and Overseas Employment of the Government of Bangladesh and the Ministry of Foreign Affairs and Ministry of Human Resources of the Government of Malaysia have adopted a new system called “Special One-Off Recruitment Project”. Till now, a total of 1295 workers have been sent to 6 companies in Malaysia through BOESL. Workers registered on “Ami Prabashi” apps are selected through interview by the nominated representative of the hiring company. As many as 885 workers have been selected and traveled to Malaysia with zero migration cost.



Farewell reception at the airport for workers going to Malaysia

Providing training to workers going to Malaysia

3.4.8 Romania

Romania, another migrant friendly country under the European Union has a huge demand for garment workers. Workers have been appointed in various positions including sewing machine operator, cutting operator, factory manager, and textile engineer with a minimum salary of 400 USD to a maximum of 500 USD under a tripartite agreement. So far, 133 male and 07 female workers have been employed in Romania. Visa processing for another 182 more workers is in process.



Honorable Minister and Senior Secretary, Ministry of Expatriate Welfare and Foreign Employment along with the workers going to Romania.

3.4.9 Bulgaria

Bulgaria is a flourishing labor market and desirable destination for Bangladeshi workers. As many as 31 workers have already been sent to Bulgaria against the demand of 53 garment workers for the position of Sewing Machine Operator in Mizi 96 AD Garment Company. Work permits of another 22 are under process.



RPL training for Bulgaria-bound workers

3.4.10 Hong Kong

As there is a huge demand for domestic helpers in Hong Kong, BOESL is conducting a program to send female workers as domestic helpers with attractive salaries (Tk. 51,000/- per month) and other facilities providing language and professional training. BOESL provides domestic helpers based on demand from employers in Hong Kong. Through a representative organization named “Graceful Workers”, an initiative has been taken to launch a training program at Raujan TTC in Chittagong with the aim of bringing more mobility to the labor market involving the citizens of minority ethnic groups in the hilly districts of Bangladesh.



Honorable Managing Director Dr. Mallick Anwar Hossain at the training session for domestic helpers at Comilla TTC

3.4.11 Japan

In Japan, the demand for technical interns and caregivers is at its highest peak due to the demographic status of the country. To meet the rising demand, BOESL is sending technical interns and caregivers to

various sectors and trades in Japan through several supervising organizations. Till now, 21 technical interns have been sent to Japan.



Virtual Interview sessions for technical interns in Japan	Selected technical interns for Japan
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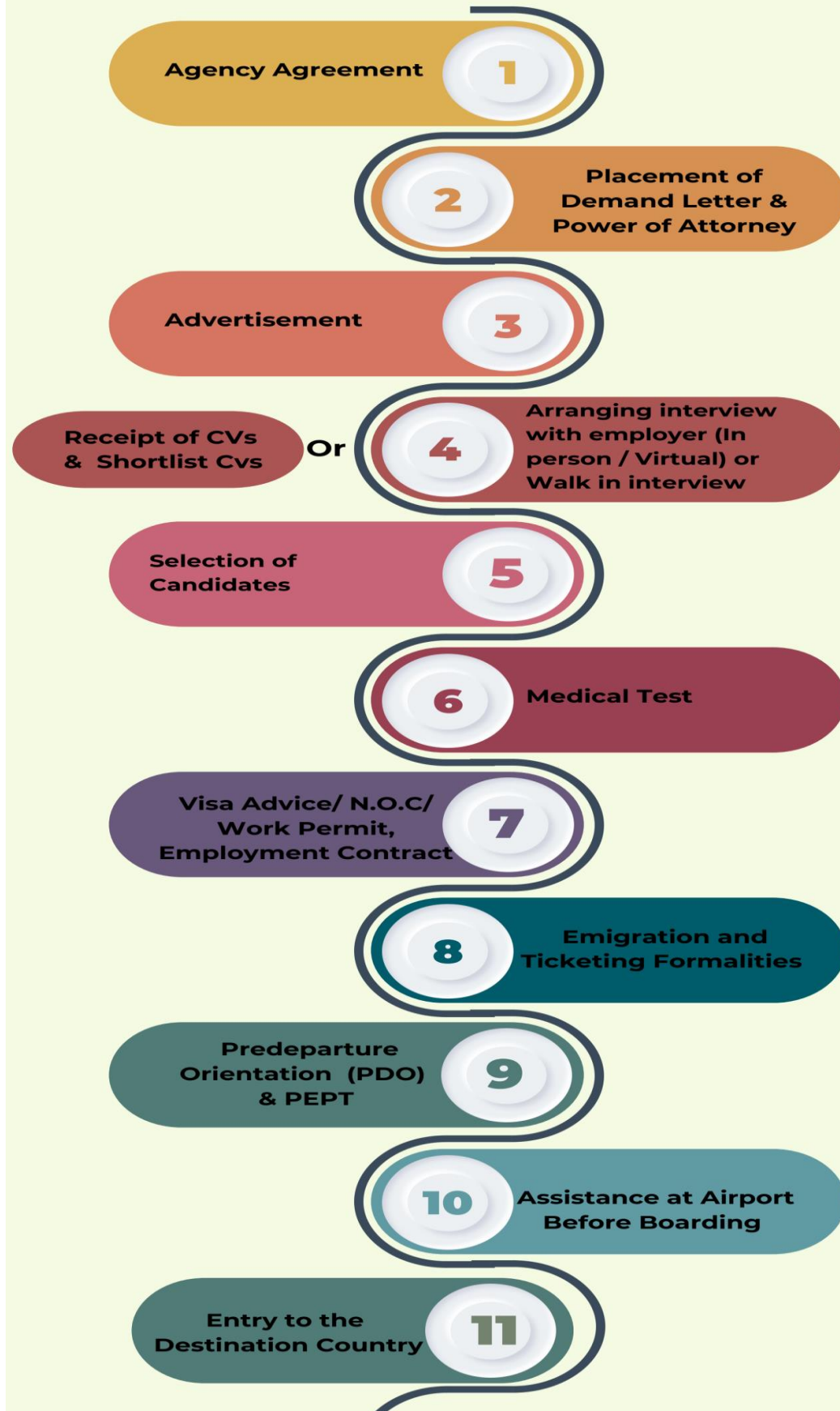
BOESL is implementing multi-faceted activities with the aim of creating continuous opportunities for foreign employment for the aspiring migrant workers of Bangladesh. Empowering women, contributing in remittance flow, and reducing poverty and unemployment through safe, ethical, and low-cost migration is the motto of BOESL.

3.5 Recruitment Procedure

Bangladesh Overseas Employment and Services Ltd (BOESL) is the only government-owned manpower exporting agency among around 2000 agencies in Bangladesh. We have developed a transparent and effective overseas recruitment process over the years. Our recruitment process is mostly online based. One can do his registration for an interview in any country by sitting in his home just using a smartphone. It saves the TCV (time, visit, and cost) and lessens the interruption of the middleman.

Overseas employment procedures of the migrant workers through BOESL are totally fair and transparent. We have no hidden charge. The selection process is closely supervised by BOESL authority to ensure equal participation of every suitable candidate. Employers can directly take the interview and choose workers as per their requirements. We also arrange customized interview sessions as per employers' demand.

BOESL RECRUITMENT PROCESS



3.5.1 MoU/ MoC/ Agency Agreement and Demand Letter:

The recruitment process starts with the MoU/ MoC/ Agency Agreement between BOESL and the manpower-receiving organization or country. Then the employer has to place an attested demand letter along with the power of attorney to recruit manpower through BOESL by the Bangladesh Embassy/ High Commission of the host country. All the requirements of the employer for the particular job have to be mentioned in the demand letter like age, experience, gender, educational qualification, etc. along with the salary, working hours, overtime, leave, food, accommodation, duration of the job contract, medical facilities, airfare etc.

DEMAND LETTER

Date: September 28, 2023

To: S. M. Shafi Kamal, Company Secretary, BOESL Bangladesh Overseas Employment and Services Limited (BOESL)

Probashi Kallyan Bhaban, 71 - 72, Eskaton, (4th Floor)

Dhaka-1000, Bangladesh.



Subject: Demand Letter

Dear S. M. Shafi Kamal, Company Secretary, BOESL

We hereby place the following demands for dispatch of manpower to work with our organization under the following terms and conditions:

#	Category/ Job Title	Industry	Key skills/ Job Responsibilities	Quantity	Duration of employment	Salary per month, RUB	Language	Notes
1.	Storekeeper, sorter	warehousing logistics	Sorting of goods using PDCT (portable data collection terminal), loading and unloading operations;	60	One year+	52 000,00 rub+	Russian/ English/	Night shifts

Terms & Conditions of Employment

- (1) Duration of service contract : 01(One) years and renewable
- (2) Probation period :03(Three) months
- (3) Air Ticket: Air ticket shall be borne by the Employer company. Air ticket costs will be withhold from the worker's salary.
- (4) Accommodation : Provided by the company (hostel)
- (5) Food : Provided by the company Once per day
- (6) Working Hours: 12 hours shift; 6 days per week
- (7) Over time allowance : As per the company policy
- (8) Medical: Primary Medicare provided by the company alongside Injury on duty and rehabilitation of the worker is the sole responsibility of the company.
- (9) Holiday :1 day in a week
- (10) Working conditions : heated warehouse, warm locker rooms
- (11) Transportation: transportation from house to job sites and job site tom house is provided by company.

Other terms and conditions of service will be as per Labor Laws of our country.

Thanking you.
Yours faithfully,

General Director Mikhail Medvedev




ATTESTED

Md. Mazdur Rahman Sarker
06-10-2023

Md. Mazdur Rahman Sarker
First Secretary (Labour Welfare)
Embassy of Bangladesh
Moscow, Russian Federation

3.5.2 Advertisement:


BOESL prepares an advertisement based on the demand letter and publishes it on the official website of BOESL. We mention a Google link in the advertisement to apply for a job. Interested candidates have to do the online registration for an interview. Without online registration, no candidate is allowed to participate in the interview session.



“বোয়েসেল নৈতিক, নিরাপদ ও সাধারণী অভিবাসন নিশ্চিত করে” ISO 9001 : 2015

বাংলাদেশ ওভারসিজ এমপ্লয়েমেন্ট অ্যান্ড সার্ভিসেস লিমিটেড (বোয়েসেল)
(প্রবাসী কল্যাণ ও বৈদেশিক কর্মসংস্থান মন্ত্রণালয়)

স্থাপিত - ১৯৮৪



স্বল্প খরচে সরকারিভাবে জর্ডানে গার্মেন্টস এ দক্ষ কর্মী নিয়োগে সরাসরি সাক্ষাৎকার

বিজ্ঞপ্তি নং-৪৯.০২.০০০০.০০০.১১.০০২.২২/৮৮-৯ তারিখ: ৩০.০৮.২০২৩ খ্রিস্টাব্দ

বোয়েসেলের মাধ্যমে জর্ডানের Needle Craft গার্মেন্টস-এর অধীনে নিম্নবর্ণিত পদে দক্ষ কর্মী নিয়োগ করা হবে:

ক্র. নং	পদের নাম	লিঙ্গ	পদের সংখ্যা (জন)	মাসিক মূলবেতন	আবেদনের মাধ্যম
১.	মেশিন অপারেটর	মহিলা	১০০	১২৫ জেডি	নিম্নে উল্লিখিত Google Link: https://forms.gle/bWqCTvVYh1wLwVCRA

প্রার্থীদের সংশ্লিষ্ট কাজে বাস্তব অভিজ্ঞতা এবং বয়স ২০-৩৫ এর মধ্যে হতে হবে। পাঁচ বছরের কম বয়সী শিশুর মায়েদের নির্বাচন করা হবেনা। অনলাইনে আবেদনকারী ব্যক্তিত্ব প্রার্থীদের ইন্টারভিউ নেয়া হবেনা। অনলাইনে আবেদনকারী প্রার্থীদের এসএমএস-এর মাধ্যমে পরীক্ষার স্থান জানানো হবে। সুদান প্রত্যাপ্ত কর্মীদের সংশ্লিষ্ট কাজে যোগ্যতা ও দক্ষতার ভিত্তিতে অগ্রাধিকার দেয়া হবে।

চাকরির শর্তাবলি:

- (১) দৈনিক ৮ (আট) ঘণ্টা ডিউটি, সপ্তাহে ৬ (ছয়) দিন এবং ওভারটাইম (দৈনিক ২-৪ ঘণ্টা);
- (২) চাকরির চুক্তি ৩ (তিন) বৎসর (নবায়নযোগ্য);
- (৩) নিয়োগকর্তা কর্তৃক থাকার, খাওয়ার ও প্রাথমিক চিকিৎসা এবং পরিবহনের ব্যবস্থা করা হবে;
- (৪) চাকরিতে যোগদানের বিমান ভাড়া এবং তিন বছর চাকরি শেষে দেশে ফেরত আসার বিমান ভাড়া নিয়োগকর্তা বহন করবে;
- (৫) অন্যান্য শর্ত জর্ডানের শ্রম আইন অনুযায়ী প্রযোজ্য হবে;
- (৬) যাদের বিরুদ্ধে দেশে বা জর্ডানে কোনো মামলা আছে, তারা নিয়োগের অযোগ্য হবে;

বোয়েসেলের সার্ভিস চার্জ ও অন্যান্য খরচ:

নির্বাচিত কর্মীদের সকল খরচ কোম্পানি বহন করবে। শুধু মাত্র মেডিক্যাল ফি বাবদ ১,০০০/- (এক হাজার) টাকা এবং ফিঙ্গার প্রিন্ট বাবদ ২২০/- (দুইশত বিশ) টাকা খরচ হবে যা কোম্পানিতে যাওয়ার পর ফেরত দেয়া হবে।

সাক্ষাৎকারের সময় বা অবশ্যই সঙ্গে আনতে হবে:

- (১) ৪ (চার) কপি পাসপোর্ট সাইজ রঙিন ছবি
- (২) মূল পাসপোর্ট ও মূল পাসপোর্টের ছবিযুক্ত অংশের ০১ (এক) সেট রঙিন ও চার সেট সাদাকালো ফটোকপি
- (৩) একাধিক পাসপোর্ট থাকলে অবশ্যই সাথে আনতে হবে।

আমরাই প্রার্থীদের উল্লিখিত কাগজপত্রসহ সাক্ষাৎকার/প্র্যাকটিক্যাল টেস্ট প্রদানের জন্য নিম্নবর্ণিত স্থান ও সময়ে উপস্থিত থাকতে অনুরোধ করা হলো:

তারিখ ও বার	স্থান	সময়
০১ সেপ্টেম্বর ২০২৩ খ্রি. শুক্রবার	শেখ ফজিলাতুন্নেসা মুজিব মহিলা কারিগরি প্রশিক্ষণ কেন্দ্র দারুস-সালাম রোড, মিরপুর, ঢাকা	সকাল ৮.০০ টায়
০৮ সেপ্টেম্বর ২০২৩ খ্রি. শুক্রবার		
১৫ সেপ্টেম্বর ২০২৩ খ্রি. শুক্রবার		
২২ সেপ্টেম্বর ২০২৩ খ্রি. শুক্রবার		
২৯ সেপ্টেম্বর ২০২৩ খ্রি. শুক্রবার		

এ সংক্রান্ত যে কোনো তথ্যের জন্য ০২-৪৮৩১৯১২৫ ও ০২-৪৮৩১৭৫১৫ টেলিফোন নম্বরে যোগাযোগ করা যেতে পারে। উল্লেখ্য যে, প্রার্থীদের কোনো Bio-data (জীবন বৃত্তান্ত) সঙ্গে আনার প্রয়োজন নেই।

বি.দ্র.: অনলাইনে আবেদন ইন্টারভিউ প্রদানের নিশ্চয়তা বহন করে চাকরি প্রাপ্তির নিশ্চয়তা নয়। চাকরির জন্য অবশ্যই আপনাকে ট্রেড টেস্ট/ পরীক্ষায় উত্তীর্ণ হতে হবে।

কর্মী নির্বাচনে বোয়েসেল- এর কোন এজেন্ট বা সাব এজেন্ট নেই। বোয়েসেল কর্মী নির্বাচনে নিজে সিদ্ধান্ত নেয়।


চূড়ান্তভাবে কর্মী নির্বাচন না হওয়া পর্যন্ত বোয়েসেল-কে কোন প্রকার ফি প্রদান করতে হয় না।

অফিস ঠিকানা:
প্রবাসী কল্যাণ বডন (৫ম তলা)
৫৬-৭২ ইন্টারন্যাশনাল গার্ডেন
ধমনী, ঢাকা-১০০০, বাংলাদেশ।

৩০:৪:২৩
নোমান চৌধুরী
সহকারী মহাব্যবস্থা
বোয়েসেল, ঢাকা

যোগাযোগ নম্বর:

ফোন : +৮৮-০২-৫৮৩১১৮৩৮, ৪৮৩১৯১২৫, ৪৮৩১৭৫১৫ (পিএক্সবক্স)
ফ্যাক্স : +৮৮-০২-৫৮৩১-৬৫৭৭, +৮৮-০২-৯৩৩০৬৫২
ইমেইল : info@boesl.gov.bd, md@boesl.gov.bd
ওয়েব : www.boesl.gov.bd



Sample of Advertisement

3.5.3 Interview:

The interview is arranged as per the requirements of the employers. BOESL facilitates both direct and online interviews. We also customized the interview session for different clients as per their needs. For example, we provide language and skill test facilities for EPS workers of South Korea, written exams for the nurses of Kuwait, practical test for the RMG workers in Jordan etc.



Honorable Managing Director Dr. Mallick Anwar Hossain visiting the Interview Center of Jordan going RMG Workers

3.5.4 Medical Test

After the selection, the candidates have to go through a mandatory medical test. We have our own enlisted medical centers where candidates can do all the necessary medical tests as per the requirement of the host country with minimum cost. Only the medically fit candidates get the final selection.

3.5.5 BOESL Service Charge

BOESL realizes the lowest service charge and migration cost in Bangladesh. As a government agency, we always prioritize the well-being of the migrant workers over profit. The service charge is determined by the Governing Board of BOESL and it varies with destination country. We take service charge only after the final selection. All the financial transaction has been done through banking to ensure transparency.

“Zero Migration Cost” is the unique feature of BOESL where all the migration cost is borne by the employer and the worker has to pay nothing. We provide this “Zero Migration Cost” service to Jordan and Malaysia-going workers. Then the visa process starts as per the host country’s law.

3.5.6 Employment Contract

After the visa, the employer and employee enter into an employment contract. The standard form of employment contract in English should be sent to BOESL in which the following conditions are to be clearly stated:

- Salary
- Working hours
- Overtime allowance
- Food & accommodation
- Medical facilities
- Weekly & annual holidays
- Travelling expense
- Insurance
- Other conditions according to the labor laws of the host country



United Creations L.L.C.

P.O.BOX 54, POST CODE 13136, PLOT NO 614, BLOCK NO-5, AD-DULAYL INDUSTRIAL PARK(QIZ), AD-DULAYL - JORDAN.
TEL: 962-5-3825656, FAX: 962-5-3825655, EMAIL: united@ucjordan.com

READ BELOW POINTS CAREFULLY AND SIGN, IF YOU AGREE WITH THIS TERMS

- Your Basic Salary in Jordan is JD 125/- per month for 8 Hours.
- Overtime (if any) is voluntary. If the worker agrees to work overtime, Overtime will be paid as per Jordan Labor Law.
- Your air ticket from Bangladesh to Amman & visa expenses are paid by united creations company.
- Accommodation & Food is provided free by the company
- Your contract is for 3 years
- 16.5/-JD monthly for Social Security will be deducted from above mention salary as per Jordan Law. Also note SS Department will refund this deducted amount after completion of contract.
- Income Tax (if applicable) will be deducted from above mention salary as per Jordan Law.
- I am aware that I should not pay any unauthorized fees or recruitment charges and Government fees, all government fees paid by the company.
- Other terms & conditions as per Jordan labor law.

নীচে পয়েন্টগুলি সাবধানে পড়ুন এবং স্বাক্ষর করুন, যদি আপনি এই শর্তাদি সাথে সম্মত হন

- জর্ডানে আপনার বিনিয়াদি বেতন প্রতি ঘণ্টায় জেডি 125 / - হয়।
- ওভারটাইম (যদি থাকে) স্বৈচ্ছাসেবী। যদি শ্রমিক অতিরিক্ত সময় কাজ করতে রাজি হন, জর্ডান শ্রম আইন অনুযায়ী ওভারটাইম প্রদান করা হবে।
- বাংলাদেশ থেকে আসামনে আপনার বিমানের টিকিট এবং ভিসার ব্যয় সংযুক্ত ক্রিয়েশন সংস্থার দ্বারা প্রদান করা হয়।
- আবাসন এবং খাদ্য সংস্থাটি বিনামূল্যে সরবরাহ করে
- আপনার চুক্তিটি 3 বছরের জন্য
- জর্ডান আইন অনুসারে উপরোক্ত উল্লিখিত বেতন থেকে সামাজিক সুরক্ষার জন্য 16.5 /-জেডি মাসিক কেটে নেওয়া হবে। এছাড়াও নোট করুন এসএস বিভাগ চুক্তি শেষ হওয়ার পরে এই কাটা পরিমাণ ফেরত দেবে সামাজিক
- জর্ডান আইন অনুসারে উপরোক্ত উল্লিখিত বেতন থেকে আয়কর (প্রযোজ্য ক্ষেত্রে) কেটে নেওয়া হবে।
- আমি সচেতন যে আমি কোন অননুমোদিত ফি বা নিয়োগের চার্জ এবং সরকারী ফি, কোম্পানি কর্তৃক প্রদত্ত সমস্ত সরকারী ফি প্রদান করা উচিত নয়
- জর্ডান শ্রম আইন অনুযায়ী অন্যান্য শর্তাদি।

Sample of Employment Agreement

3.5.7 Pre-Exit Processing and Training (PEPT)

BOESL arranges 3 days of mandatory Pre-Exit Processing and Training (PEPT) sessions for all the migrant workers who are taking the services of BOESL. In these sessions, we educate our migrant workers about the destination country's laws, culture, food habits, company rules and regulations, travel etiquette, risk factors, etc. We also arrange customized training sessions for different countries like South Korea, Hong Kong, and Japan. We provide 100 hours of language skill and motivational training for South Korea, and special skill development training for Hong Kong and Japan.



Snapshots of PEPT Sessions of BOESL

3.5.8 Departure:

Airfare is borne both by the employer and employee as per the agency agreement. We provide assistance at the airport during the departure of migrant workers and keep communication with them till they reach the destination country and meet the employer there. We also provide written documents mentioning all the travel details like the name of the airways, when to reach the airport, transition period, luggage allowance, etc. We also mention all the necessary phone numbers like Probash Bandhu call center number, labour wings number of the destination, company's representative numbers etc to assure quick service in case of any emergency.



Send-off Ceremony by BOESL at the Hazrat Shahjalal International Airport, Dhaka

BOESL ensures transparency in every step of the recruitment process. The whole recruitment procedure usually doesn't take more than 45 working days.

Safe, ethical, and low-cost migration is the main mission of BOESL. As a government organization BOESL never looks for high profit rather, we focus more on the welfare of the workers. So, we provide service in the lowest possible migration cost.

Chapter 04

Administrative Structure

The Bangladesh Overseas Employment and Services Limited (BOESL) operates through a well-structured organogram consisting of various wings that synergistically move the organization towards its objectives. Under the guidance of the Managing Director and overseen by the Executive Director, each wing collaborates to ensure the smooth functioning of BOESL.

The digital transformation of the workplace has not only aligned BOESL with Sustainable Development Goal (SDG) indicators and government plans and programs but has also set the organization on a path to becoming a SMART entity. Through the integration of AI capabilities and other components of the Fourth Industrial Revolution (4IR), BOESL has facilitated faster collaboration between employers and job seekers.

According to the approved organizational structure, BOESL currently employs a workforce of 90 individuals, consisting of 25 officers and 65 staff members. BOESL's workforce is experienced and efficient. They are actively engaged in carrying out their respective job responsibilities to achieve the goal and objectives of this company.

The Chief Executive Officer of the BOESL management team is the Managing Director. Under his direction, the Executive Director guides and coordinates all wings to get things done. The Executive Director manages these actions with the help of two General Managers, a Company Secretary, and three Deputy General Managers. The Deputy General Manager supervises the tasks of Assistant General Managers and Managers of BOESL.

According to BOESL organization structure, it has eight distinct functional wings, each serving a unique purpose. These are:

- a. Administration;
- b. Budget, Finance and Accounts;
- c. Audit and Reconciliation;
- d. Information Technology;
- e. Training & Divisional Office;
- f. Overseas Employment;
- g. Research and Development
- h. Office of Company Secretary

4.1: Office of Company Secretary

The post and position of company secretary is a new addition of BOESL organogram. It was incorporated in 2016. The responsibilities of a Company Secretary are given below;

- * Ensuring that the company complies with all relevant laws and regulations, including strategic requirements, labour laws, and regulations related to overseas employment.
- * Assisting the board of directors in adhering to best practices of strategic governance, This includes organizing board meetings, preparing agendas, and keeping accurate records of board meetings;
- * Keeping legal documents and circulars;
- * Ensuring that the company's financial statements are prepared in accordance with relevant accounting standards and that they accurately represent the company's financial position;

* Promoting ethical conduct within the organization and ensuring that the company operates in an ethical and responsible manner.

4.2: Administration

The administration wing deals with general administrative tasks within BOESL. This includes managing office facilities, logistics, human resources, and other administrative functions necessary for the smooth operation of the organization.

4.3: Budget, Finance, and Accounts

This wing is responsible for managing the financial aspects of BOESL. It handles budget preparation, financial planning, Annual Procurement Plan (APP) and accounting activities. It ensures that funds are allocated appropriately for various operations and that financial records are maintained accurately.

4.4: Audit and Reconciliation

This wing is in charge of conducting internal audits and reconciling financial transactions. Operating FCAD account and other foreign transactions of BOESL. It ensures that financial practices and transactions comply with Delegation of the Financial Power (DOFP), Public Procurement Rules (PPR), related government policy and the instructions of the Board of Directors. Regular audits help maintain transparency and prevent financial irregularities.

4.5: Information Technology (IT)

This wing oversees the technology infrastructure and IT-related services within the BOESL. This wing is responsible for regular maintenance of the Electro-Mechanical tools and equipment of BOESL. It manages computer systems, networks, CCTV, PABX, Servers, Multi-Media systems in the classroom, software applications, and other IT resources to support the organization's operation. Additionally, it will handle data security, developing the required software and IT support for staff.

4.6a: Training

The training wing deals with two target groups of people. One is internal (BOESL staff) and the other is external (overseas workers). This wing is responsible for preparing the Annual Training Plan in-house and abroad and responsible for providing language, skill development, motivation and other training programs to the selected overseas workers of BOESL. It ensures that workers are adequately prepared for the job/trade or employer demands in connection of language proficiency, job-specific skills, and cultural awareness.

4.6b: Divisional Office

BOESL has a long-term plan to establish a divisional office in 8 divisional headquarters around Bangladesh. These offices serve as regional branches, Interview and Training Centers according to the requirements of the valued employers. Liaison with BOESL Dhaka office and implementing the instruction is another core function of these offices. It helps to coordinate and facilitate the recruitment and deployment of workers from specific regions to overseas job markets.

4.7: Overseas Employment

This is one of the core wings of BOESL. It manages the process of sending Bangladeshi-eligible workers to various countries around the world for employment. It ensures ethical, safe, and skilled migration. Basically, this wing deals with existing overseas markets. Collecting demand, arranging selection tests, medical, manpower and immigration clearance to ensure flights are the several functions of this wing. This includes liaising with foreign employers, ensuring compliance with Migration and Migrants Acts and coordinating the deployment of workers and stakeholders.

4.8: Research and Development

This wing is a very important wing of BOESL. It not only deals with BOESL's Strategic Goals and activities but also focuses on exploring opportunities for expanding overseas employment markets, improving the recruitment process, and staying updated on global labour market trends. It conducts research to enhance BOESL's operations and services.

4.09 Chairman of the Board of Directors and their tenure:

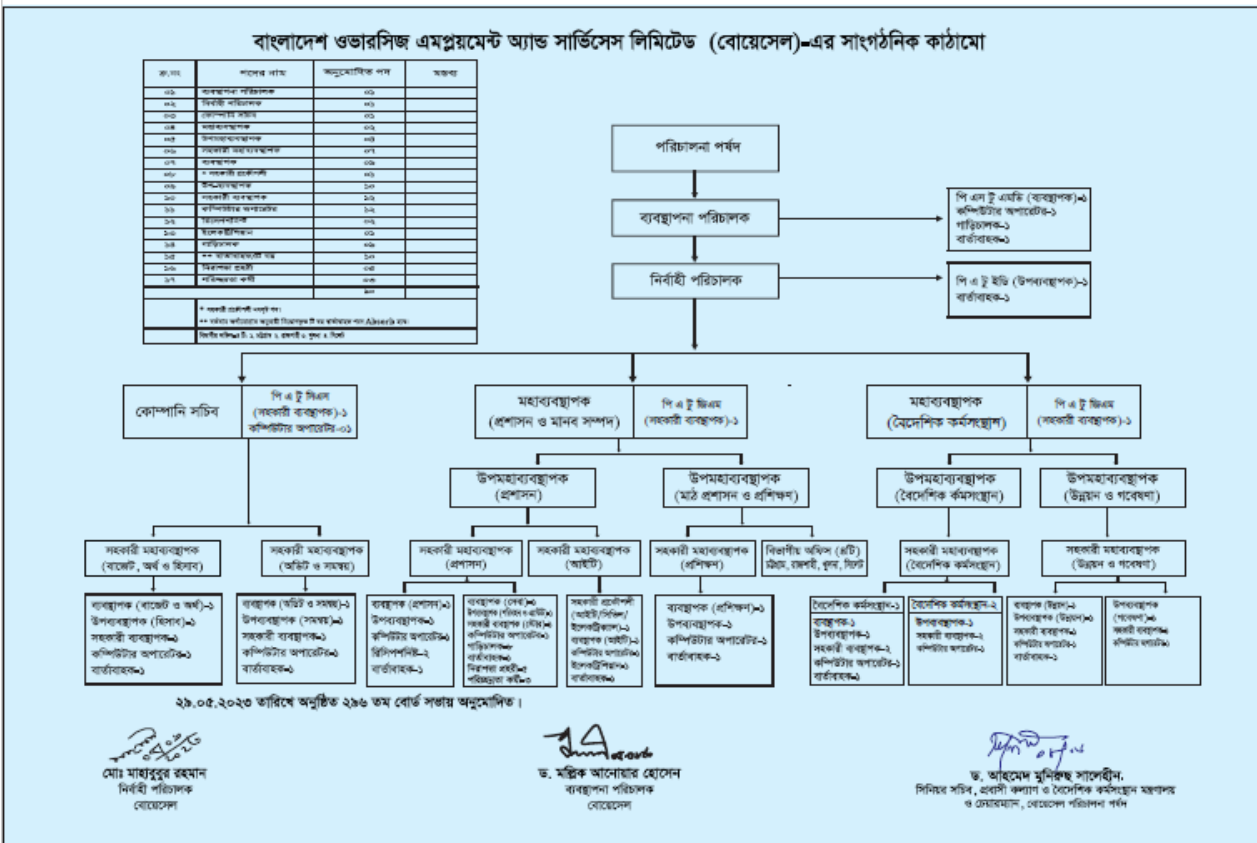
Sl.	Name of Chairman	Designation	From	To
1	Mr. Md. Sirajul Islam	Secretary	27-12-2001	14-01-2002
2	Mr. Md. Helal Uddin Khan	“	15-01-2002	25-06-2002
3	Mr. Md. Daliluddin Mondal	“	26-06-2002	08-022005
4	Mr. Abul Kalam Md. Shamsuddin	“	09-02-2005	30-11-2005
5	Mr. Ashfaq Hamid	“	01-12-2005	31-10-2006
6	Mr. 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	31.12.2022
19	Dr. Ahmed Munirus Saleheen	Senior Secretary	01.01.2023	Till date

4.10 Managing Directors and their Tenure:

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. Momtazudding 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. Mohammad 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. Mallick Anwar Hossain	08-09-2022	Till date

4:11 The Organizational Structure



Chapter 05

Financial Status

In Financial Year 2022-23, 15,294 workers have been sent to different countries for employment through BOESL. The total income of BOESL in the financial year 2022-23 is BDT 69,63,18,225/- (Sixty Nine Crore Sixty Three Lac Eighteen Thousand Two Hundred Twenty Five) Taka which is 129% more than the previous year. The sources of operating income are service charge which is BDT 26,83,63,246/- (Twenty Six Crore Eighty Three Lac Sixty Three Thousand Two Hundred Forty Six) Taka, Data entry registration fees which amount is BDT 34,48,150/- (Thirty Four Lac Forty Eight Thousand One Hundred Fifty) Taka, Online registration & CBT fees which is BDT 29,14,10,724/- (Twenty Nine Crore Fourteen lac Ten Thousand Seven Hundred Twenty Four) Taka, South Korean training fees which is BDT 2,02,52,120/- (Two Crore Two Lac Fifty Two Thousand One Hundred Twenty) Taka, Management Fee (Japan) which is BDT 44,322/- (Forty Four Thousand Three Hundred Twenty Two) Taka and the sources of Non-operating income are interest on FDR which is BDT 9,45,71,624/- (Nine Crore Forty Five Lac Seventy One Thousand Six Hundred Twenty Four) Taka, Interest on STD account which is BDT 1,02,70,550/- (One Crore Two Lac Seventy Thousand Five Hundred Fifty) Taka and Miscellaneous income is BDT 79,57,489/- (Seventy Nine Lac Fifty Seven Thousand Four Hundred Eighty Nine) Taka only.

Summary of Income, Expenditure & Profit for the Financial Year 2022-23

Income		Total	Total	Net Profit
Key Sources of Income	Amount (BDT)	Income (BDT)	Expenditure (BDT)	BDT (Before Tax)
Service Charge	26,83,63,246/-	69,63,18,225/-	26,45,91,975/-	43,17,26,250/-
Data Entry Reg.	34,48,150/-			
Online Registration & CBT Fee	29,14,10,724/-			
South Korea Training Fee	2,02,52,120/-			
Interest on FDR	9,45,71,624/-			
Interest on STD Accounts	1,02,70,550/-			
Miscellaneous Income	79,57,489/-			

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 2023

	Notes	Amount in Taka	
		30 June 2023	30 June 2022
Assets			
Non-Current Assets:			
Property, Plant & Equipment	3.00	21,033,448	22,332,764
Current Assets			
Stock of Stationary	4.00	177,370	178,702
Account Receivables	5.00	(5,102,168)	(16,210,064)
Advance, Deposit & Pre-payments	6.00	72,133,202	41,748,843
Investment in FDR	7.00	2,633,652,377	1,640,532,650
Cash and Cash Equivalents	8.00	347,674,150	81,126,471
Total Assets		3,069,568,381	1,769,709,366
Shareholder's Equity & Liabilities			
Shareholders' Equity:			
Share Capital		5,100,000	5,100,000
Reserved Fund		200,000,000	200,000,000
Retained Earnings		916,255,722	603,254,189
Current Liabilities			
Liabilities for Other Finance	9.00	1,948,075,658	953,126,453
Liabilities for Expenses	10.00	137,001	8,228,724
Total Shareholder's Equity & Liabilities		3,069,568,381	1,769,709,366

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

Managing Director

Chairman

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

Md. Mahmudul Ambia, FCA

ICAB Enrolment No. 1067

For and on behalf of

Mahfel Huq & Co.

Chartered Accountants

DVC:

Place: Dhaka

Dated: 14 September 2023

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 2023

Particulars	Notes	Amount in Taka	
		30 June 2023	30 June 2022
A Operating Income:	13.00		
South Korea Registration Fee		144,340,000	89,500
CBT Fee		147,070,724	2,101,617
Management Fee		44,322	-
S.Korea Lang & Skill Training		20,252,120	6,280,200
Income from Service Charge		268,363,246	228,496,205
Data Entry Registration Fee		3,448,150	5,827,150
Total		583,518,562	242,794,672
B Operating Expenses:			
Operating Expenses:	14.01	177,813,263	31,197,413
Administrative Expenses	14.02	86,778,711	70,098,314
Total		264,591,975	101,295,727
C Operating Profit (A-B)		318,926,587	141,498,945
D Non Operating Income	15.00	112,799,663	61,428,619
E Net Profit Before Tax (C+D)		431,726,250	202,927,564
F Provision for Income Tax		118,724,719	55,805,080
G Net Profit After Tax (E-F)		313,001,531	147,122,484
H Retained Earning Brought Forward		-	-
I Income Available for Appropriation		313,001,531	147,122,484
J Appropriation			
Dividend Payable to Govt. 2022-2023		-	(1,020,000)
Provision for Profit Bonus		-	(6,989,599)
Retained Earning Transferred to B/S		313,001,531	139,112,885

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

Managing Director

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

Chairman

Md. Mahmudul Ambia, FCA

ICAB Enrolment No. 1067

For and on behalf of

Mahfel Huq & Co.

Chartered Accountants

DVC:

Place: Dhaka

Dated: 14 September 2023

Statement of Comprehensive Income & Expenditure

Financial Year	Income (BDT)	Expenditure (BDT)
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
2022-2023	69,63,18,225.00	26,45,91,975.00

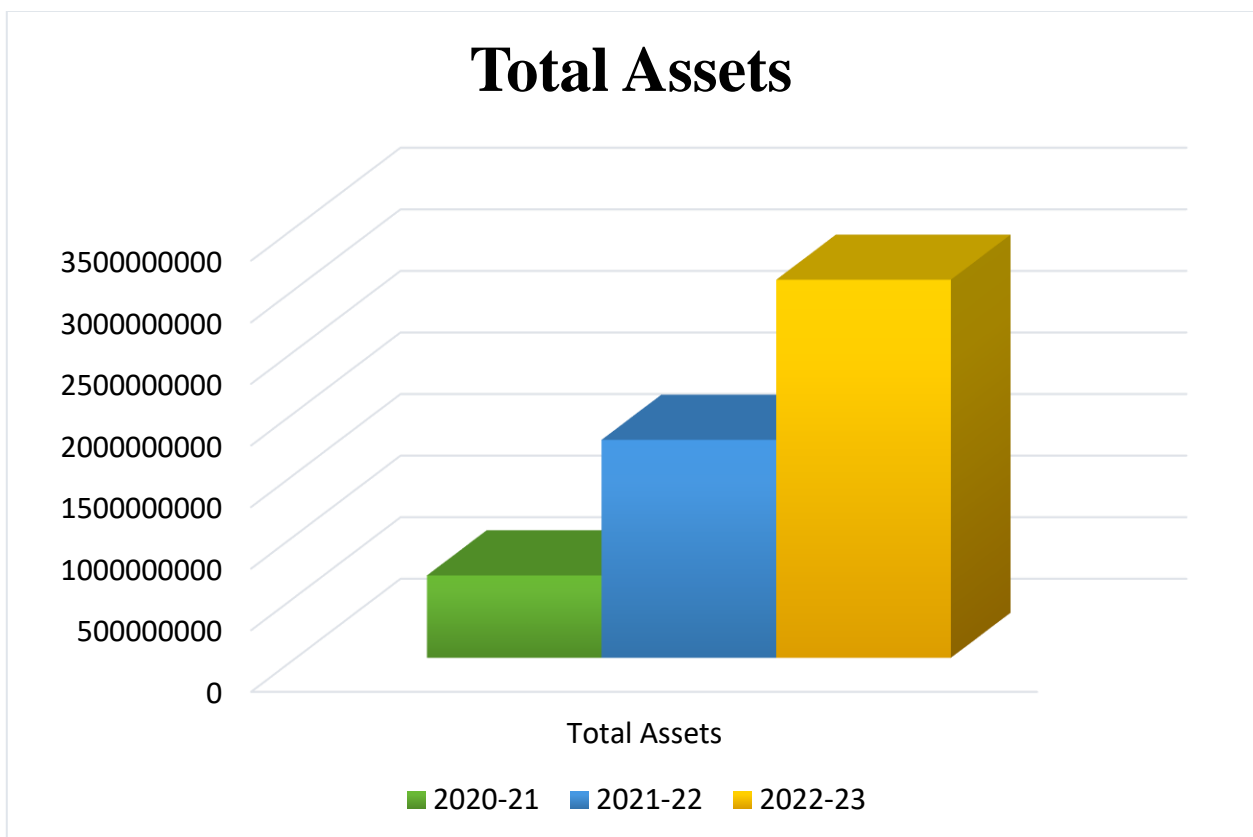
Statement of Profit-Loss, Tax & Dividend

Financial Year	Profit & Loss (BDT)	Tax Paid (BDT)	Dividend (BDT)
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	2728094.00	1,785,000.00
2009-2010	9,771,508.00	2472121.00	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	20,29,27,564.00	55,805,080.00	1,020,000.00
2022-2023	43,17,26,250.00	11,87,24,719.00	12,75,000.00
			(Proposed)

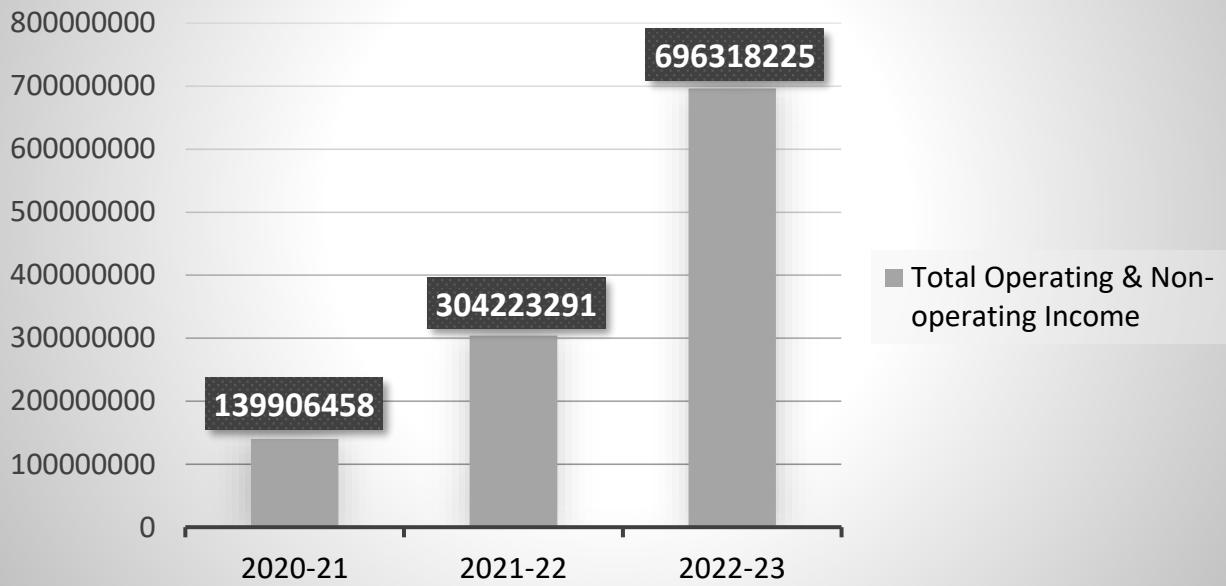
**Annual General Meeting (AGM) has not been held yet.*

Comparison of Major Parameters of Financial Statements for Last Three Years

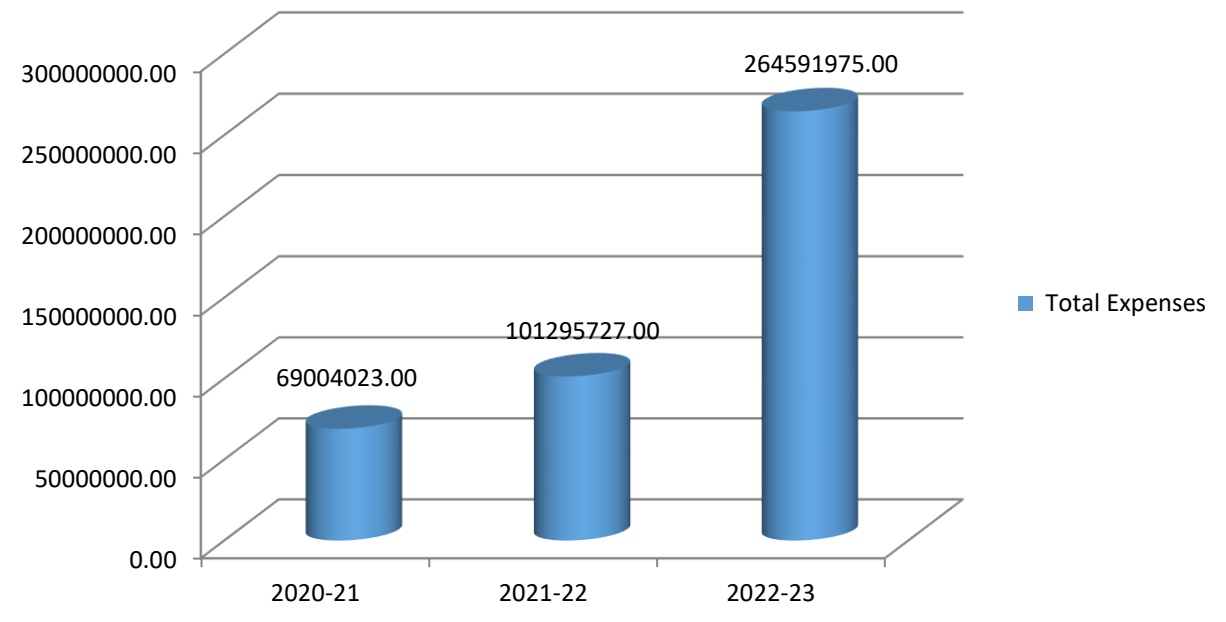
Particulars	2020-2021	2021-2022	2022-2023
Total Assets	66,92,41,304.00	176,97,09,366.00	306,95,68,381.00
Total operating & Non-operating income	13,99,06,458.00	30,42,23,291.00	69,63,18,225.00
Total Expenses	6,90,04,023.00	10,12,95,727.00	26,45,91,975.00
Net profit After Tax	4,96,31,705.00	14,71,22,484.00	31,30,01,531.00

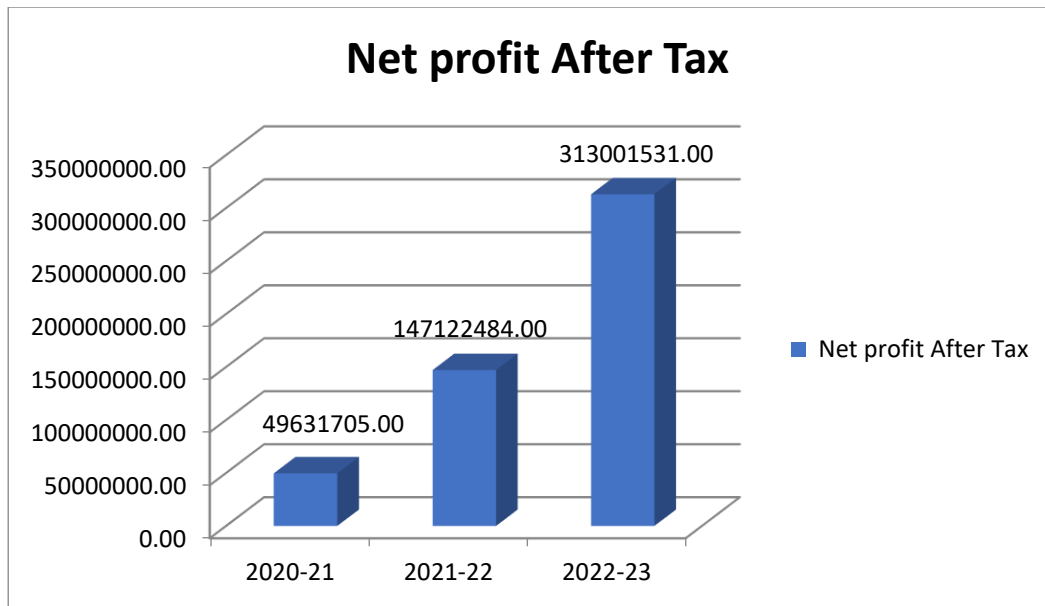


Total Operating & Non-operating Income



Total Expenses





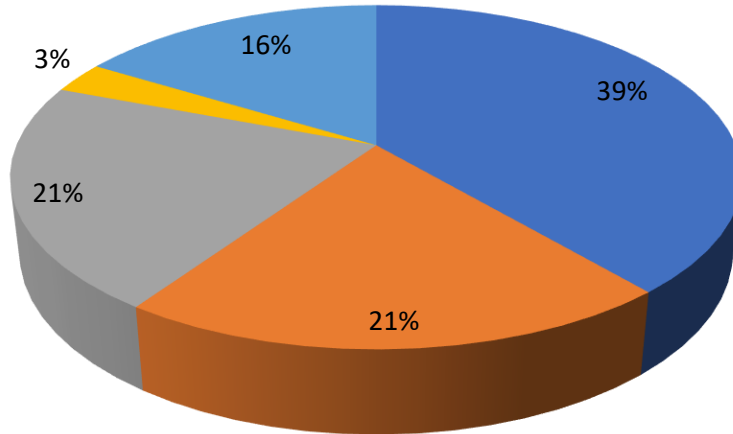
The above chart shows that the total assets, income, expenses & net profit after tax are higher than the two previous financial years. This indicates that the financial conditions of the company are becoming stronger rapidly.

5.5 Key Sources of Income for FY 2022-23

Income from Service Charge	26,83,63,246.00
South Korea Registration fee	14,43,40,000.00
CBT Fee	14,70,70,724.00
South Korea Language & Skill Training	2,02,52,120.00
Non-operating Income	11,27,99,663.00

Key Sources of Income for FY 2022-23

- Income from Service Charge
- South Korea Registration fee
- CBT Fee
- South Korea Language & Skill Training
- Non-operating Income



The above chart states that the key source of income of BOESL is income from service charge. However, South Korea Registration fee, CBT fee & Non-operating income also have a significant impact on total income though these elements are little bit smaller than service charge. On the contrary, South Korea language and training fee is another minor source of income.

Yearly Growth

73%	Total Assets	
	2021-22	2022-23
	176,97,09,366.00	306,95,68,381.00

129%	Total Income (Operating & Non-Operating)	
	2021-22	2022-23
	30,42,23,291.00	69,63,18,225.00

161%	Total Expenses	
	2021-22	2022-23
	10,12,95,727.00	26,45,91,975.00

113%	Net Profit After Tax	
	2021-22	2022-23
	14,71,22,484.00	31,30,01,531.00

Total assets of BOESL for the financial year 2022-23 have increased to Tk. 306,95,68,381/- which was Tk. 176,97,09,366/- for the financial year 2021-22 (i.e., 73% growth). Total income (operating & non-operating) and net profit have increased to 129% and 113% respectively and the total expenses have increased to 161% compared to the previous year.

Key Performance Indicators (KPI)

for the year ended 30 June 2023

S. L	Particulars	2022-23		2021-22	Comments
		Amount	Ratio	Ratio	
1	Current Ratio:				The current Ratio is better than the previous Financial Year (A smaller value is better)
	Current Assets	304,85,34,932	1.56:1	1.83:1	
	Current Liabilities	194,80,12,659			
2	Quick/Acid Test Ratio:				The quick/Acid Test Ratio of the previous Financial Year was better than the current Financial Year (A larger value is better)
	Quick Assets	3,048,357,562	1.56:1	1.83:1	
	Current Liabilities	194,80,12,659			
3	Profit Margin (PM):				The profit Margin (PM) of the previous Financial Year was better than the current Financial Year (A larger value is better)
	Net Income × 100	$31,30,01,531 \times 100$	54%	61%	
	Sales revenue	583,518,562			
4	Asset Turnover Ratio:				Asset Turnover Ratio is better than the previous Financial Year (A larger value is better)
	Sales Revenue	583,518,562	0.19	0.14	
	Total Assets	3,069,568,381			
5	Debt-Equity Ratio:				The debt-equity Ratio of the previous Financial Year was better than the current Financial Year (A smaller value is better)
	Total Debt	194,80,75,658	1.74	1.18	
	Total Equity	112,13,55,722			

** Quick Assets = Current Assets – Stock of Inventory

DuPont Analysis:

Particulars	Formula	2021-22	2022-23	Comment
-------------	---------	---------	---------	---------

ROE=	Net Income	14,71,22,484	31,30,01,531	Return on Equity is better than the previous Financial Year (A larger value is better)
	Total Equity	80,83,54,189	112,13,55,722	
		18%	28%	

ROE =	Net Income	×	Revenue	×	Total Assets
	Revenue		Total Assets		Total Equity

DuPont equation is an expression that 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. A higher value of DuPont analysis has a 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 the calculation of how much of a company's assets are financed by equity rather than debt.

Chapter 06

Business Promotion

Remittance is a significant aspect of the growing economy of Bangladesh. To achieve its overall benefits, BOESL has strengthened its activities to expand existing labor markets and explore new labor markets, prioritizing the issue of making the labor migration process transparent, secure and versatile. We are implementing multi-faceted activities with the aim of creating continuous opportunities for foreign employment for the aspiring population of Bangladesh. We are not only exploring new job markets but also creating awareness among the native workers through various promotional programs like job fairs, awareness meetings, seminars etc. We are also using different digital and social platforms like websites, Facebook, and YouTube to promote our activities. Basically, BOESL is doing business promotion in 2 ways which are:

- Exploring New Overseas Job Markets
- Domestic Business Promotion

6.1 Exploring New Overseas Job Markets

Bangladesh is going through a demographic transition and is experiencing a once-in-a-lifetime demographic dividend. It is not possible to employ all of them within the country. To reduce unemployment and poverty overseas employment is necessary. But the orthodox labor market is shrinking day by day. So, its high time we explore new overseas job opportunities for Bangladeshi youth and invest them as our national asset in the international economy.

BOESL is trying to be more innovative in terms of exploring alternative overseas job markets besides the existing market. BOESL has established a new wing only for exploring new job opportunities through Research and Development. This research and development wing has been doing its activities on:

- Diversification of Employment Opportunities;
- Increasing remittance flow;
- Reduce unemployment;
- Advise for tailor-made skill development;

BOESL's research and development wing has already been engaged and succeeded in searching for new job markets and sending workers to Russia, Fiji, Romania, Bulgaria and Malaysia.

6.1.1 Process of Exploring New Overseas Job Markets

The first step of exploring a new overseas job market is doing proper research on the targeted country. We also keep close contact with the nearest labor wing of Bangladeshi Mission there and collect primary information. Then we contact with the employer or agent through e-mail and do direct or Zoom meetings to make an agreement or MoU with them regarding the migration of Bangladeshi workers with decent job opportunities. This fiscal year, BOESL has done research work on three countries for the first time which are:

1. “Job Opportunities Under Employment Permit System (EPS) in The Republic of Korea: Bangladesh Perspective”.

2. “Prospects of Exploring Overseas Employment in Tourism & Hospitality Sector for Bangladeshi Workforce: In the Perspective of Maldives”.
3. “Ethical Recruitment of Bangladeshi Workers in Malaysia Through BOESL: Opportunities, Challenges and Way Forward”.

Negotiation with foreign employers is the most crucial part of exploring a new job market. Without ensuring a safe work environment with decent salaries and other facilities, BOESL never migrates any worker abroad. Usually, BOESL investigates the employers through the labor wings of Bangladeshi missions or visits the company directly. BOESL always promotes the “Employer’s Pay Model” and tries to persuade employers to follow this. This fiscal year, BOESL has succeeded in entering the Malaysian market and sending 1295 workers with “Zero Migration Cost”. We have also sent 671 nurses to Kuwait, 72 workers to Fiji, 10 workers to Croatia, 32 candidates to Russia, 140 workers to Romania, and 31 workers to Bulgaria which is a remarkable success and a new milestone for BOESL.

6.1.2 Success in Exploring New Job Market in 2022-23

BOESL has successfully entered into 5 (Five) new job markets besides the existing markets and created new record in this fiscal year (22-23). The new markets are:

- Russia
- Fiji
- Malaysia
- Bulgaria
- Romania



Russia

We have explored for the first time Russian job market. MoU have been signed between BOESL and Russian Zvezda Shipbuilding Complex, SSC, LLC on 25.05.2022. A delegation team of the company visited BOESL and they also visited the Institute of Marine Technology (Narayanganj), Anando Shipyard and Western Marine Shipyard (Chittagong). During the visit, the delegation discussed with the Hon'ble Minister and Senior Secretary of the Ministry of Expatriate Welfare and Overseas Employment for the employment of workers in the Russian labor market.



Honorable Managing Director of BOESL with Russian Delegate

A demand letter of 88 skilled workers for various positions in the shipbuilding industry was received with the cooperation of the Bangladesh Embassy in Russia. The company representatives have selected the workers through interviews 47 workers and 32 workers have entered in Russia with jobs. The service charge of BOESL is Tk. 41,250. Monthly salary Tk.70000-80000/- and accommodation, food, and air ticket are all expenses provided by the employer.

Fiji

Bangladesh High Commission Canberra, Australia is working tirelessly to recruit manpower from Bangladesh to various companies in Fiji through BOESL. MoU have been signed between BOESL and Blueharbour Recruitment Company in Fiji for deployment of manpower. The post of job is Chef, Carpenter, Driver, Welder, Mechanic, Machine Operator, Auto Electrician, Technician, Pump Technician etc.

We have received 234 workers' demands at various stages for recruitment in Fiji attested by Bangladesh High Commission Canberra, Australia. The company representatives have selected the workers through online interviews 147 workers and 32 workers have entered in Fiji with jobs. Monthly salary Tk. 50,000 and accommodation and food expenses are provided by the employer. Air ticket is provided by the employee. Recruiting is ongoing.



Honorable Managing Director Dr. Mallick Anwar Hossain with BOESL officials and delegates from Fiji

Malaysia

BOESL achieved significant success in sending workers to Malaysia in the financial year 2022-2023. The Ministry of Expatriate Welfare and Overseas Employment of Bangladesh, and the Ministry of Foreign Affairs and Human Resources of Malaysia have adopted a new system called “Special One-Off Recruitment Project”. Under this project, workers have been sent from Bangladesh to Malaysia in the plantation, construction, and manufacturing sectors through BOESL.

Only 55,000/- (Fifty-Five Thousand) migration cost for sending workers through BOESL under “Special One-off Recruitment Project”. The employer has borne the migration cost, so it is called zero-cost migration. BOESL has already deployed 754 workers to Malaysia total of 6 companies under this project, United Plantation (UP), one of Malaysia's largest plantation companies. The representative from Malaysia Company has selected the workers from the BMET database. The salary of workers is 1500 Malaysian ringgit and accommodation, food, and air ticket is provided by the employer. Recruiting is ongoing on a demand basis.



Honorable Managing Director welcoming delegate of UP Plantation, Mr. Mathews



Honorable Managing Director Giving Pre-Departure Briefing to the Workers Going to Malaysia

Bulgaria

Bulgaria is a very new market for BOESL. MoU has been signed between BOESL and Mizi 96 AD Garment Company with the cooperation of the Bangladesh Embassy in Romania. We have received 53 garment workers' demand for the post of Sewing Machine Operator. The employer has selected the worker through an online interview. Selected candidates have to pass on the Recognition of Prior Learning (RPL) test under Bangladesh Technical Education Board in Bangladesh Korea Technical Training Center, Dhaka.

The service charge of BOESL Taka 52,750. Accommodation, food, medical, and airfare will be borne by the company, as an employment contract for 3 (three) years, salary 450-500 USD. The worker has to visit the Bulgarian Embassy, in New Delhi, India in person for the visa. 31 workers received visas.



Managing Director of BOESL Dr. Mallick Anwar Hossain in Zoom meeting with Bulgarian Team

Romania

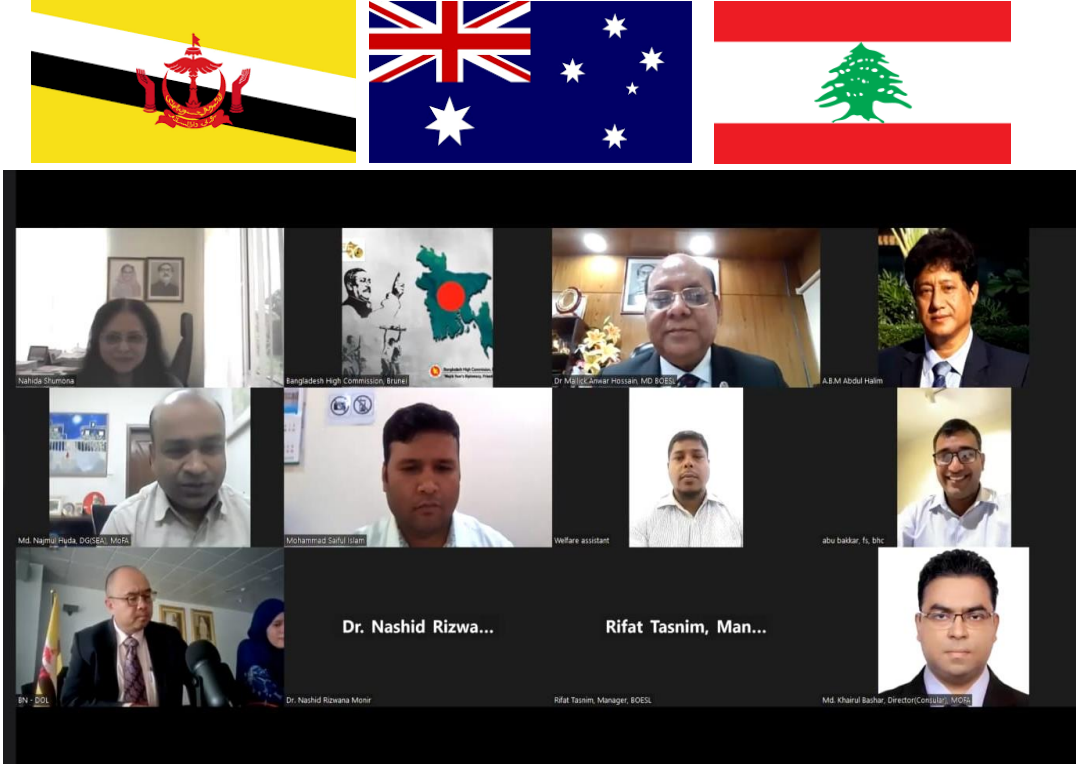
Europe is the challenging destination continent for Bangladeshi job seekers. Most of the European countries require highly skilled workers and professionals. We have unlocked the European labour market in this fiscal year. A tripartite agreement has been signed between Romania's Sonoma Sports Wear, Europa Fashion Bangladesh, and BOESL to send workers. We have received a demand of 312 workers attested by the Bangladesh Embassy, Romania. “Europa Fashion Bangladesh” and “Sonoma Sports Wear” in Romania representative have selected highly skilled professionals on garments manufacturing like Sewing Machine Operator, Cutting Operator, Factory Managers, and Textile Engineer. Salary for various posts from a minimum of 400 USD to a maximum of 500 USD. Accommodation, food, and medical will be borne by the company, employment contract 2 years, Airfare, a service charge of Europa Fashion, and a service charge of BOESL (Tk.18,240/-) including visa arrangements from India total cost is 2,31,240/- Tk which will be borne by the employee. So far 140 workers have entered to Romania with the job and another 182 workers are in the process for visa interviews in Romanian Embassy, New Delhi, India.



Mr. Imran Ahmad MP, Honorable Minister, Ministry of Expatriates' Welfare and Overseas Employment and Dr. Ahmed Munirus Saleheen, Senior Secretary, MEWOE with Romania going worker in the Pre-departure briefing session

6.1.3 Future Job Market

Our negotiation is ongoing with Brunei Darussalam, Australia, and Lebanon. There is a huge demand for caregivers, nurses, construction workers, garment workers etc. in these countries. We have done our primary research and meetings with respective organizations and agencies along with the labour wings of these countries. We hope BOESL will be able to send workers in these countries in the upcoming year. Also, we are trying to enter into KSA, Qatar, UAE, Bahrain, Oman, Singapore, Germany, Uzbekistan, Serbia, Maldives, Iraq etc in the near future.



Zoom meeting among Home Ministry of Brunei, Bangladesh High Commission, Brunei, MoFA, MoEWOE and BOESL for finalizing the Agency Agreement in order to send Bangladesh workers in Brunei Darussalam



Welcoming the Honorable Minister of Foreign Affairs and Trade of Brunei

6.2 Domestic Business Promotion

BOESL has its only office in Dhaka, and we have no other branch. To reach the rural people of Bangladesh and introduce them to BOESL's activities we do several promotional works like job fairs, seminars, awareness meetings etc. The main purpose of these promotional activities is to make people aware about the process of safe, ethical and low-cost migration and to make them interested in overseas employment through BOESL.

6.2.1 Core Activities of Domestic Business Promotion

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

6.2.2 Job Fair, Awareness Meetings & Seminars within the Country

This fiscal year we have done job fairs, Awareness Meetings and seminars in 13 (thirteen) districts which are Sylhet, Bagerhat, Pabna, Madaripur, Maimensingh, Shariatpur, Sherpur, Jamalpur, Barishal, Jhalokathi, Potuakhali, Chhattagram and Rangamati.



Managing Director of BOESL Dr. Mallick Anwar Hossain (Additional Secretary) delivering his speech at Barisal District Deputy Commissioner office in presence of Honorable Sr. Secretary Dr. Ahmed Munirus Saleheen, MoEWOE



Managing Director of BOESL Dr. Mallick Anwar Hossain (Additional Secretary) delivering his speech at Sylhet District Deputy Commissioner office in presence of Honorable Sr. Secretary Mr. Dr. Ahmed Munirus Saleheen, MoEWOE



Awareness Workshops and Job Fair in Mymensingh District



Workers Selection and Notification Meeting at Division Level



Awareness Workshops in Sherpur District



Notification and Job fair Related to BOESL in Jessore District



Job Fair on Overseas Employment



Notification and Job fair Related to BOESL in Jessore District



Job Fair in Patuakhali District



Workshop on Foreign Employment



Notification and job Fair related to BOESL Madaripur District

BOESL has taken several initiatives like market research, skill development, transparent recruitment, brand building, collaboration, and continuous evaluation for expanding business. These initiatives and the commitment to the welfare of expatriate workers reflect a positive approach by BOESL to enhance the opportunities and experiences of Bangladeshi migrant workers while also contributing to the development of the country's image in the international labor market.

Chapter 07

Achievements and Milestones

7.1 2022-23 A Year with Success

Bangladesh Overseas Employment and Services Ltd (BOESL) is a profit-generating organization of the government and it has never suffered for loss in its nearly four decades of journey. This fiscal year is no different. BOESL has achieved multi-dimensional indicators of success during this fiscal year. We have earned a total income is BDT 69,63,18,225/- (Sixty-Nine Crore Sixty-Three Lac Eighteen Thousand Two Hundred Twenty-Five) BDT which is 128.88% more than the previous year and created a new milestone. BOESL has paid the Government BDT 11,87,24,719 (Eleven crores eighty-seven lac twenty-four thousand seven hundred nineteen) as taxes and BDT 10,20,000 (ten lacs twenty thousand) as dividends this year which is remarkable. This continuous journey towards success has been possible with the guidance and cooperation of the esteemed Governing Board of BOESL under the dynamic leadership of Honorable Senior Secretary Dr. Ahmed Munirus Saleheen, Ministry of Expatriates' Welfare and Overseas Employment along with the dedication and relentless hard of the BOESL management and officials.

7.1.1. Overseas Employment and Market Expansion

Overseas Employment and market expansion is the main agenda of BOESL. In this fiscal year, BOESL has opened 5 new job markets (Malaysia, Russia, Fiji, Bulgaria & Romania) for Bangladeshi aspirant migrant workers which is a huge achievement for us. Along with this BOESL's other remarkable achievements in this sector are as follows:

- ☞ With the aim of market expansion and business development, BOESL has signed a Memorandum of Understanding (MoU) with the Employer or Overseas Employment Agent of Australia, Bulgaria, Croatia, Brunei, Japan, South Korea, Qatar, Mauritius, Seychelles, Germany, Malaysia, United Arab Emirates in the last fiscal year with the aim of labor market expansion and business development;
- ☞ BOESL has sent workers to Malaysia under the Special One-Off Recruitment Scheme;
- ☞ With the aim of business expansion, BOESL launched a Travel Agency as its new enterprise;
- ☞ For the first time, BOESL Issued chartered flight tickets to South Korea-bound workers;
- ☞ BOESL has sent 15,294 workers to various destinations including Russia and European countries;
- ☞ BOESL has sent 31,050 workers to South Korea since 2009;
- ☞ BOESL has sent a total of 94,751 garment workers to Jordan since 2010;
- ☞ For the first time, BOESL has sent a total of 733 workers to Malaysia;
- ☞ BOESL has sent 584 professional and skilled nurses to Kuwait;
- ☞ 6749 EPS worker has been sent to South Korea till June 30, 2023;
- ☞ A total number of 1,44,617 workers have been posted to various destinations since BOESL's inception till June 30, 2023.
- ☞ Sent 139 workers to the European labor market in Romania;
- ☞ Providing Pre-Exit Processing and Training (PEPT) to the workers;
- ☞ Conducting 100 hours of intensive training on Korean language and culture;
- ☞ Online training during the mandatory quarantine period is being conducted for South Korea-bound workers;
- ☞ A 20-hour language training course of 3 days duration has been introduced to improve the skills of South Korea-bound workers.

7.1.2 Administrative and Financial Achievement Towards Economic Growth in 2022-2023

BOESL has gone through an amazing administrative reform and has been able to expand its scope of work. The esteemed Governing Board has taken initiatives for the welfare of BOESL officials along with the welfare of migrant workers. BOESL's achievements in this sector are mentioned below:

- ☞ BOESL gained highest highest-ever profit of Tk 31,30,01,531.00 in 2022-23;
- ☞ Increased the number of members of the Board of Directors from 7 to 9;
- ☞ Formulation and approval of BOESL Employment Rules 2022;
- ☞ Designing and approving the new organizational structure of BOESL. Under the auspices of the new organogram, the manpower of BOESL has been increased from 76 to 90.
- ☞ BOESL is an ISO 9001-2015 certified State-owned Enterprise.
- ☞ BOESL Employee Welfare Fund Guidelines 2023;
- ☞ Approval of land purchase process for BOESL;
- ☞ Formulation of home loan guidelines and disbursement of loans for BOESL employees;
- ☞ Observed 48th National Mourning Day of the Father of the Nation Bangabandhu Sheikh Mujibur Rahman;
- ☞ Publication and distribution of Collection Book on BOESL activities on the eve of observing the birth centenary of the Father of the Nation Bangabandhu Sheikh Mujibur Rahman;
- ☞ Modernization of conference rooms and renaming of "Ovibashi Sommilon Hall";
- ☞ Expansion of BOESL office on the 7th floor of Probashi Kallyan Bhaban along with the 5th and M floors;
- ☞ The NIS Award was given to 4 officers/employees of BOESL in the fiscal year 2022-23;
- ☞ Signed the Annual Performance Agreement (APA) for the fiscal year 2023-24;
- ☞ Achieving 98% target of Annual Performance Agreement 2022-23;
- ☞ Job fairs and Information dissemination meetings were held in 13 districts;
- ☞ Publication of the Annual Report for the financial year 2021-22;
- ☞ Formulation and approval of revised budget for 2022-23 and budget for 2023-24;
- ☞ Formulating and approving the budget for the fiscal year 2023-24;

BOESL has traveled a long way since its inception and established itself as a role model by maintaining the "Best Practices" in migrating human resources abroad. It is now well known to all that "BOESL practice" is "Ethical Practice".

7.2 UNIQUE BOESL

BOESL has designed a unique migration process that is quick, effective and hassle-free. We ensure premium service to the clients and stakeholders. Every action is closely supervised by the higher authority. Moreover, we use all the good governing indicators of the government like GRS, RTI etc. to ensure quality service to the Bangladeshi migrant workers.

For upskilling the migrant workers, BOESL provides functional training and orientation sessions on language, culture, migration-related rules and regulations, how to work in a multi-cultural work environment etc. which enhances the overall experience and outcomes of the workers while contributing to the development of Bangladesh through remittances and executing the skills and knowledge.

All these initiatives have been taken to create a smart image and brand value for BOESL in the field of overseas employment. BOESL ensures 3Qs of services: Quality Service, Quantifiable Service and Quick service.

7.2.1 Quality Service:

BOESL smart migration's first component emphasizes providing high-quality services to Bangladeshi aspirant migrant workers. We ensure that-

- the workers are well-prepared for their overseas employment;
- their rights and welfare are protected and
- they receive fair treatment abroad.

7.2.2 Quantifiable Service:

The second component focuses on making the migration process measurable and transparent. It means that-

- BOESL has prepared a flow chart of sending workers from selection to flight for every destination. It helps to make the migration process smooth and flawless.
- BOESL prepares clear and quantifiable metrics to assess the effectiveness of overseas employment services that are provided by its workforce.

7.2.3 Quick Service: The third component implies that BOESL is committed to providing efficient and prompt service to migrant workers. BOESL has to prove itself best among its competitors around the world. For example, BOESL has been sending workers to South Korea on behalf of Bangladesh. There are 15 more countries doing the same. BOESL has to compete with all of them to get more quotas by ensuring quality, quantifiable and quick service. It includes-

- streamlining the administrative process,
- reducing bureaucratic delays and
- ensuring workers' access to overseas job opportunities in time.

7.3 : 1,44,617 in 34 Destinations



PEPT for Croatia-bound workers

BOESL started its journey by sending 42 workers in the year 1984. In fiscal year 2022-23, we have sent 15,294 workers to a different destination. Since 1984, we have sent 1,44,617 Bangladeshi people who have got overseas employment through BOESL and changed their lives.

7.4 : 15,294 Professional and Skilled Migration



PEPT for Bulgaria going female RMG workers



Malaysia going workers at the airport

During this year BOESL has sent 15,294 professional nurses, construction workers, RMG machine operators and EPS workers with language proficiency which is way higher than our APA target. All the workers get a standard salary, accommodation, and medical facilities along with other job benefits.

7.5 : 6,749 with \$2000+ Salary



South Korea going workers under EPS

This is the country's most demanding overseas job opportunity for Bangladeshi nationals. BOESL has sent the highest number of fortunate workers to South Korea during 2022-2023 under the Employment Permit System (EPS) which is a new record. The quota for Bangladeshi workers has been increased also.

7.6 : Upskilling 5,381:





Training sessions for EPS workers by BOESL

BOESL is committed to providing quality training to its selected workers according to the desire of employers. Since 2021, BOESL has started significant initiatives in skill development. During 2022-2023 BOESL has trained 5,381 workers on language, self-presentation and motivation on multi-cultural work environment.

7.7 : 11 Countries in a Year



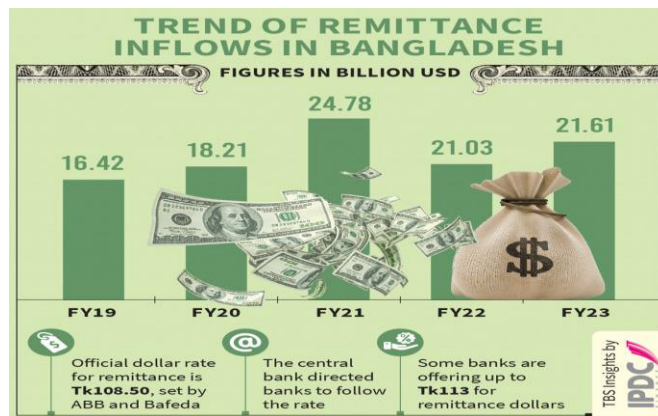
BOESL has sent 6,749 professionals and 8,545 skilled workers to 11 destinations in Aisa and Europe during 2022-2023. These are Jordan, South Korea, Malaysia, Kuwait, Romania, Seychelles, Hong Kong, Japan, Mauritius, Fiji, and Russia.

7.8 : Contribute to achieve Sustainable Development Goals



BOESL is directly contributing in the area of SDG no: 1,2,5,8 and 10 by providing decent job opportunities. We provide the right people for the right job and ensure everyone’s equal and fair participation. 80% of our workers are women. We have set an example in empowering women through safe migration. BOESL has sent 5,853 female workers among 04 destinations during 2022-2023. These are Jordan, South Korea, Kuwait, and Hong Kong.

7.9 : Remittance Flow



BOESL contributes more than 2000 crore taka as remittance to the country’s economic growth in 2022-2023. We educate our workers about safe money transactions and banking. No workers can go abroad without having a bank account through BOESL. We help them to open their bank account also.

7.10 : Digital Transformation of BOESL



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

☞ BOESL added a new digital service for its clients called the “Short Message Service (SMS)” gateway.

- ☞ In addition to Broad Band internet connection, BOESL office is fully under a Wi-Fi zone.
- ☞ Accounting software has been installed to digitize BOESL.
- ☞ To provide quick information to the people one reception desk has been established and communication has been interlinked with the reception desk to all sections of BOESL through PABX and LAN.
- ☞ Access Control Machine has been set up to ensure the timely attendance of its staff to the office.
- ☞ CCTV has been set up to monitor the daily activities of BOESL.
- ☞ A Finger-Print Machine has been installed in the office to ensure employees' attendance on time.
- ☞ A digital Door Lock has been set up to ensure security and to prohibit the entrance of any broker or dalal.
- ☞ A digital display has been set up for the promotion of the daily activities of BOESL.
- ☞ The 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 have been prepared for interested job seekers and overseas job holders.
- ☞ BOESL's official Facebook and YouTube page was 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.

7.11 : Vision 2030 of BOESL



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

N.B. The implementation of the above activities is subject to the approval of the BOESL Governing Board.

Chapter 8

Contribution of Father of the Nation and Overseas Employment

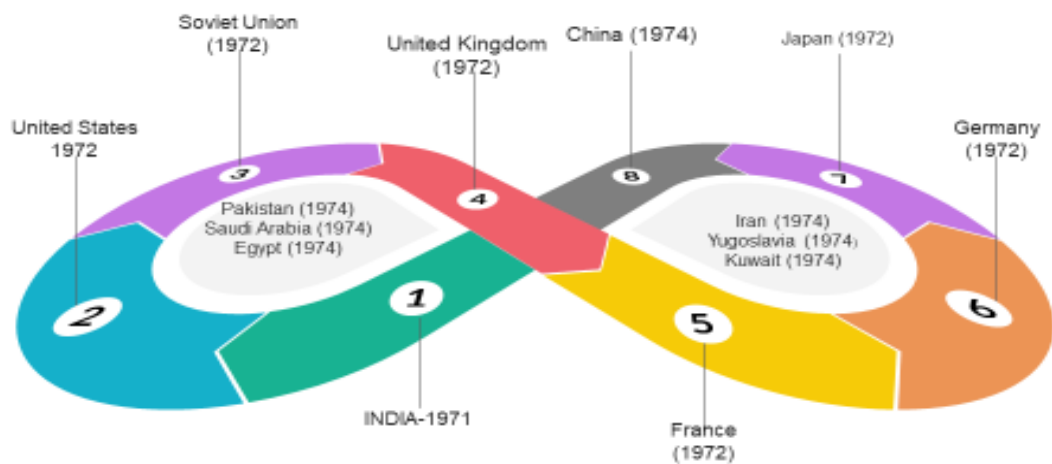
8.1 The Father of the Nation: Our Spirit and Future Direction

Sheikh Mujibur Rahman was born on March 17, 1920, at night in Tungipara village on the bank of Baigar River in Patgati union of Gopalganj subdivision of Faridpur district under the Bengal Presidency of British India at that time. As an intelligent politician, he was mature enough to smell the emerging **rut** of his own land through exploitation.

Bangabandhu realized his goal of leading his nation to independence. He had to cross many invincible hurdles laid out by the Pakistan Army. But in the end, all those tricks failed, and the international humanitarian forces stood by Bangabandhu. He was able to establish Bangladesh as a sovereign and independent country in the eyes of the world.

From the declaration of independence to 15 August 1975, Bangabandhu Sheikh Mujibur Rahman visited foreign countries 13 times. He visited 14 countries of the world on his foreign tour and preached the message of independence of Bangladesh, the liberation war, and the development of Bangladesh in his foreign tours. He secured the recognition of Bangladesh's independence from many countries, including India, the United States, and the Soviet Union.

Bangabandhu Sheikh Mujibur Rahman's foreign visits were as follows:



The Agreements Signed by Bangabandhu Sheikh Mujibur Rahman During his Foreign Tours:



8.2 Bangabandhu Sheikh Mujibur Rahman: Visiting different locations and countries.



Young student leaders Sheikh Mujibur Rahman (standing back) and Hussain Shaheed Suhrawardy (1947) at Mahatma Gandhi's protest against Hindu-Muslim communal riots in Calcutta.



Hussain Shaheed Suhrawardy and Sheikh Mujibur Rahman going to election campaign in Rajshahi by boat (1954).



United Front Government Chief Minister Aaur Rahman Khan and Minister Sheikh Mujibur Rahman



Bangabandhu Sheikh Mujibur Rahman was arrested and taken to West Pakistan on March 25, 1971.

on a state visit with Indian President Rajendra Prasad in New Delhi (1957)



Bangabandhu Sheikh Mujibur Rahman faces the world media at a press conference at Clergy's Hotel in London on January 8, 1972.

Bangabandhu Sheikh Mujibur Rahman with world renowned film director Satyajit Roy, music artist Shyamal Mitra and others at the Prime Minister's residence in Dhaka on February, 1972.



Bangladesh Prime Minister Bangabandhu Sheikh Mujibur Rahman taking salute at the farewell parade of the Indian Army stationed in Bangladesh on March 12, 1972

After the declaration of independence on 26 March 1971, he visited India on 12 April 1971 and thanked Indian Prime Minister Sreemati Indira Gandhi for her support in the War of Independence



Bangabandhu Sheikh Mujibur Rahman speaking in the Kremlin of the Soviet Union on March, 1972.



Bangabandhu Sheikh Mujibur Rahman and his family along with Indian Army officer Major Ashok Kumar Tara who freed Bangabandhu's family from the captivity of the Pakistani occupation forces.



Bangabandhu Sheikh Mujibur Rahman with Cuban revolutionary leader Fidel Castro at the Non-Aligned Conference in Algeria on September, 1973.





Bangabandhu Sheikh Mujibur Rahman hugging Egyptian President Anwar Sa'adat (1973).



Prime Minister Bangabandhu Sheikh Mujibur Rahman with Saudi King Faisal.



Bangabandhu Sheikh Mujibur Rahman is receiving guard of honor during his state visit to Japan on October, 1973.

	
<p>Bangabandhu Sheikh Mujibur Rahman in talks with Saddam Hussein and the Revolutionary Command Council of Iraq on October 1974.</p>	<p>Historic Mujib-Indira Agreement on 16th May 1974.</p>
<p>Picture Courtesy: https://mujib100.gov.bd/</p>	

8.3 Speeches of Bangabandhu Sheikh Mujibur Rahman toward government employees

Bangabandhu Sheikh Mujibur Rahman, the founding father of Bangladesh, was a great leader who fought for the independence of his country. He was also a great statesman who worked tirelessly to build a new and prosperous Bangladesh after the war.

One of Bangabandhu's most important speeches was his speech to government employees on March 23, 1972. In this speech, he outlined his vision for a new Bangladesh and called on government employees to play a leading role in its construction.

Some of the key points of Bangabandhu's Speech to Government Employees:

- The new Bangladesh will be a country based on the principles of democracy, secularism, and socialism.
- Government employees will have a responsibility to uphold these principles and to work for the welfare of the people.
- Government employees should be honest, efficient, and dedicated to their work.
- Government employees should be servants of the people and should work to improve the lives of all Bangladeshis.

Father of the Nation Bangabandhu Sheikh Mujibur Rahman addressed a large public meeting on 26 July 1972 at Race Course Maidan (now Suhrawardy Uddan) in Dhaka. In this speech, he said to the government employees as below:

"You are the wealth of the country. The future of the country depends on you. The development of the country depends on your honesty, devotion and efficiency. So you all have to devote yourself to the service of the country. You all have to take the country forward."

Some of the best quotes of Bangabandhu Sheikh Mujibur Rahman:

- a) If you love people, people also love you. If you make a small sacrifice, people may even give their lives for you.

- b) My biggest strength is loving the people of my country, and my biggest weakness is I love them too much.
- c) I have no desire to be the Prime Minister. Prime Ministers come and go. But, I will remember the love and respect the countrymen have given me for the rest of my life.
- d) The world is divided into two camps – the exploiters and the exploited. I am for the exploited.
- e) In this free country, when people can eat their fill, they will have a dignified life; only then will the souls of these lakhs of martyrs be satisfied.
- f) If he does his duty where he is, there can be no chaos in the country.
- g) Government servants should mingle with the people. They are servants, brothers of the people. They are fathers of the people, sons of the people, and children of the people. They have to work with this attitude.
- h) I request all government employees to serve those whose money lives on.
- i) Without Bengali nationalism, our freedom will be in jeopardy.

8.4 Overseas Migration from Bangladesh

Migration has become an important livelihood strategy for the people of Bangladesh. It has a remarkable positive impact on social development and empowerment through skill transfer and by fostering many community development initiatives. Bangladesh has a long history of international migration. During British rule, some people migrated to the UK and the USA for trade and higher study. After the independence of Bangladesh in 1971, the flow of migration also increased. During the mid-1970s due to oil exploration of Middle East countries, there was tremendous demand for skilled and unskilled workers. The higher income of the migrated person not only changes his destiny, but has also improved the lives of his family in the home country.

After the independence of the country under the leadership of father of the Nation Bangabandhu Sheikh Mujibur Rahman, an agreement was reached with the countries of the Middle East on foreign employment and sending workers through diplomatic activities aimed at reviving the economy of War-torn Bangladesh.

Overseas employment from Bangladesh started officially in 1976 with a modest number (6,078) of workers. Presently about 7.5m Bangladeshi migrants are working all over the world. Yearly migration from Bangladesh is about 0.3-0.4m. Bangladeshi workers are mainly engaged in many countries of the world and about 90% of the migration takes place in the Middle East and Malaysia. Libya, Qatar Saudi Arabia, UAE, Kuwait, Oman, Malaysia and Singapore are some of the major countries of destination.

Currently, two types of international migration occur from Bangladesh. One takes place mostly in the industrialized west and the other in Middle Eastern and Southeast Asian countries. Voluntary migration to the industrialized west includes permanent residents, immigrants, work permit holders and professionals. They are usually perceived as long-term or permanent migrants. Migration to the Middle East and Southeast Asia are usually for the short term and migrants return home after finishing their contracts of employment in the host countries. Bangladesh has classified the temporary migrant population into four categories. These are professional, skilled, semi-skilled, and unskilled.

Chapter 9

Smart Bangladesh and Government Initiatives

The government aims to elevate the economy to the next level by introducing the 'Smart Bangladesh' concept. The objective is to move beyond digitalization and use technology to improve the standard of living and foster sustainable development. Building on the foundation of the Digital Bangladesh initiative, Smart Bangladesh envisions the development of smart cities, smart agriculture, smart healthcare, smart education, smart energy, smart governance, and smart institutions with the ultimate goal of creating a more prosperous, equitable, and sustainable future.

The dreams of "Smart Bangladesh" will be realized based on four main pillars: smart citizen, smart government, smart society, and smart economy.

Smart Citizens

Tech-savvy, information-rich, environmentally conscious, civic-minded, empathetic, and adaptable, adaptable, lifelong learners, and problem-solvers, etc.

Smart Society

Civic participation, digital inclusion, sustainable practices, efficient urban planning, technologically connected infrastructure, quality education and health systems, equitable, inclusive social services, willingness to volunteer and adapt to continuous change, etc.

Smart Economy

Technological excellence, knowledge-based skilled workforce, e-commerce, digital payments, 4th industrial revolution and automation, digital economic inclusion, global economy connectivity and global competitiveness, sustainability, intellectual property protection and public-private partnerships, etc.

Smart Governance

Citizen-centric, digital transformation-enabled, e-governance, information-based decision-making, innovation-driven, participatory governance, smart cities, disaster preparedness, preparedness for cyber-security risks, digital identity and authentication of citizens, private sector and NGO collaborative and efficient and Continuous improvement etc.

9.1 GOVERNMENT INITIATIVES

1. Guidance on the implementation of advanced IT;
2. Guidance in formulating and implementing time-bound plans to transform education, health, agriculture, and financial sectors into smart systems;
3. Instructions for launching Bangabandhu Satellite-02;
4. Providing direction for the establishment of the Agency for Knowledge on Aeronautical and Space Horizon (AKASH);
5. Formulation of Made in Bangladesh policy to achieve the desired export target;
6. Adopting short, medium, and long-term plans and providing direction for implementation of Smart Bangladesh 2041.

9.2 ACHIEVING MILESTONES BY GOVERNMENT



Achieving milestone by Government



Honorable Prime Minister Sheikh Hasina's speech about Bangladesh:

“Smart Bangladesh is tomorrow of Bangladesh;
Bangladesh is developed and prosperous;
No child in Bangladesh will be deprived of the light of education;
No people will be landless and homeless and be plagued by the scourge of poverty;
I will develop this country by fulfilling the basic needs of every human being;
I want to say in the words of the poet Sukanta

As long as there is life in the body
I will remove the garbage of the world with vigor
I will make this world habitable for children
This is my promise to the newborn.”



Hossainpur village in Tewariganj union of Lakshmpur sadar upazila has become the country's first 'Smart Village' and Shibchar upazila upazila has become the country's first 'Smart Upazila'

Smart Bangladesh will be implemented through a “Task Force”. To become a Developed Nation by 2041 this Task Force is running Under the Supervision of Hon’ble Prime Minister Sheikh Hasina & Guidance of the Hon’ble Adviser to the Hon’ble Prime Minister Sajeeb Wazed Joy.

9.3 Smart Bangladesh and BOESL Initiatives:

Smart Citizen: Smart Citizen includes all the people and employees of a country and organization respectively. To make BOESL employees' smart, lots of initiative has been taken according to the Annual Performance Agreement (APA). All employees of BOESL are completing necessary training, joining workshops and seminars so that they can update themselves with modern world and all the tasks completed by BOESL is always citizen centric. To track the BOESL employee performance a modern Human Resource Management (HRM) software has been initiated.



Smart Society: Development of Country fully depend on the smartness of all stockholders. BOESL always prioritize its stockholders like ILO, IOM, NGO, and Embassies. They are all requested to be more efficient in ethical, safe, and orderly migration which is the vision and mission of BOESL activities.



Smart Governance: As a part of smart governance BOESL has updated its organogram with necessary changes including divisional office branches. To become a smart and citizen centric office BOESL initiated the national portal (www.boesl.gov.bd), D-Nothi System. BOESL Board of Governors approved to purchase a land for BOESL building and the purchasing process is ongoing. It is a huge achievement after the establishment of BOESL in 1984.



9.4 Some initiatives of Smart BOESL:

1. Candidate Identification Using Artificial Intelligence Technology in Korean Language Examination of EPS Worker;
2. Official mail/data storage using cloud computing technology;
3. Examination of overseas employment through online interview;
4. Issuance of PDOs to Korean-bound employees through Zoom Conferencing;
5. Signing of virtual MoU with foreign recruitment agency/recruiting representative;
6. Exchange of information with aspirants through BOESL's Facebook page and Website;
7. Receiving and sorting applications using through online system;
8. To establish a welding lab in BKTTC for the development of skilled workers in the welding trade for employment in the shipbuilding sector in Korea.
9. Launching a Korean Language Training Centre to enhance the proficiency in the Korean language for EPS workers.
10. Communication with the Labor counselor of the Bangladesh Embassy/ High Commission in abroad to create a new job market and enhancement of overseas employment by virtual platform and black and white.

9.5 Smart Bangladesh in global context significant challenges:

1. Bridging the digital divide;
2. Capacity building and skill development;
3. Localization of technology and creation of digital content in Bengali language;
4. Cyber Security, Information Security and Privacy;
5. Legal Framework;
6. Investments and Financing;
7. Continuity of political will and adopted policies.

Annexure

Samples of Necessary Documents

Sample of Demand Letter

Date:-----

Bangladesh Overseas Employment and Services Ltd (BOESL)
Probashi Kallyan 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), Probashi Kallyan 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) Probashi Kallyan 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
(বৈধ চাকরিকাল সম্পন্ন করা ইপিএস কর্মীর জন্য)

১ (এক) কপি ছবি

বরাবর
ব্যবস্থাপনা পরিচালক
বোয়েসেল, ঢাকা।

বিষয় : ইপিএস-এর আওতায় দক্ষিণ কোরিয়া গমনের পর বৈধ চাকরিকাল সম্পন্ন করে বাংলাদেশে এসে জামানতের অর্থ ফেরত পাওয়ার আবেদন।

জনাব,

আমি নিম্নস্বাক্ষরকারী 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 যাওয়ার তারিখ:
..... ও দক্ষিণ কোরিয়া থেকে আসার তারিখ: (কপি সংযুক্ত), জমাকৃত অর্থ ফেরত প্রদানের জন্য ব্যাংক হিসাব
নং: ব্যাংকের নাম:
..... শাখা: , জমাকৃত অর্থ ফেরত চাওয়ার
কারণ: দক্ষিণ কোরিয়াতে বৈধ চাকরিকাল সঠিকভাবে সম্পন্ন করি। উল্লেখ্য যে, বোয়েসেলে জমাকৃত জামানত ইতোপূর্বে গ্রহণ বা উত্তোলন করি
নাই। বিধিমোতাবেক আমার 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। পাসপোর্ট-এর ফটো কপি
- ২। জমাকৃত জামানত-এর পে-অর্ডারের মুড়ির অংশ/কপি
- ৩। দক্ষিণ কোরিয়া থেকে আসার পাসপোর্টের ডিপারচারসহ সকল তথ্যের কপি।
- ৪। জাতীয় পরিচয়পত্রের কপি।
- ৫। ইপিএস কর্মীর ব্যাংক হিসাবের বিবৃতি (Bank Statement of Account)-এর কপি।

জামানত ফেরত ফরম
(বৈধ চাকরিকাল সম্পন্ন না করা ইপিএস কর্মীর জন্য)

ইপিএসকর্মীর

১ (এক) কপি ছবি

বরাবর
ব্যবস্থাপনা পরিচালক
বোয়েসেল, ঢাকা।

বিষয় : ইপিএস-এর আওতায় দক্ষিণ কোরিয়া গমনের পর বৈধ চাকরিকাল সম্পন্ন না করে বাংলাদেশে এসে জামানতের অর্থ ফেরত পাওয়ার আবেদন।

জনাব,

আমি নিম্নস্বাক্ষরকারী 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 যাওয়ার তারিখ:
..... ও দক্ষিণ কোরিয়া থেকে আসার তারিখ: (কপি সংযুক্ত), জমাকৃত অর্থ ফেরত প্রদানের জন্য ব্যাংক হিসাব
নং: ব্যাংকের নাম:
..... শাখা: , জমাকৃত অর্থ ফেরত চাওয়ার
কারণ:
..... উল্লেখ্য যে, বোয়েসেলে
জমাকৃত জামানত ইতোপূর্বে গ্রহণ বা উত্তোলন করি নাই। বিধিমোতাবেক আমার 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। পাসপোর্ট-এর ফটো কপি
- ২। জমাকৃত জামানত-এর পে-অর্ডারের মুড়ির অংশ/কপি
- ৩। দক্ষিণ কোরিয়া থেকে আসার পাসপোর্টের ডিপার্চারসহ সকল তথ্যের কপি।
- ৪। জাতীয় পরিচয়পত্রের কপি।
- ৫। এইচআরডি কোরিয়ার প্রত্যয়নপত্র।
- ৬। ইপিএস কর্মীর ব্যাংক হিসাবের বিবৃতি (Bank Statement of Account)-এর কপি।

এইচ আর ডি কোরিয়ার প্রত্যয়নপত্র
(বৈধ চাকরিকাল সম্পন্ন না করা ইপিএস কর্মীর জন্য)

ইপিএসকর্মীর

১ (এক) কপি ছবি

বরাবর

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

বিষয় : ইপিএস-এর আওতায় দক্ষিণ কোরিয়া গমনের পর বৈধ চাকরিকাল সম্পন্ন না করে বাংলাদেশে ফেরত আসা প্রসঙ্গে।

জনাব,

আমি নিম্নস্বাক্ষরকারী নাম: , পিতা/স্বামীর নাম:
..... , জন্ম তারিখ: , পাসপোর্ট নং:
..... , রেজিস্ট্রেশন নং: , টপিক আইডি নং: বোয়েসেলের
প্রদত্ত রেফারেন্স নং: , দক্ষিণ কোরিয়া যাওয়ার তারিখ: ও দক্ষিণ কোরিয়া থেকে আসার তারিখ:
..... দক্ষিণ কোরিয়া থেকে আসার কারণ:
.....
.....

বোয়েসেল-এ জমাকৃত জামানত ফেরত পাওয়ার জন্য জামানত ফেরত নীতিমালা অনুযায়ী আমি কি কারণে দক্ষিণ কোরিয়া থেকে বৈধ
চাকরিকাল সম্পন্ন না করে বাংলাদেশে এসেছি তা এইচআরডি কোরিয়া ইপিএস সেন্টার ইন বাংলাদেশ কর্তৃক মন্তব্য প্রয়োজন।

এমতাবস্থায়, নিম্নবর্ণিত ফরমেটে এইচআরডি কোরিয়া ইপিএস সেন্টার ইন বাংলাদেশ এর মন্তব্য প্রদান করে সিল ও স্বাক্ষরসহ
বোয়েসেল-এর ইমেইলে অবহিত করে আমার প্রদত্ত ইমেইল-এ প্রেরণ করার জন্য এইচআরডি কোরিয়া ইপিএস সেন্টার ইন বাংলাদেশ কর্তৃপক্ষকে
বিনীত অনুরোধ করা হলো। এইচআরডি কোরিয়া ইপিএস সেন্টার ইন বাংলাদেশ-এর মন্তব্য প্রাপ্তি সাপেক্ষে আমি বোয়েসেল-এ জামানত ফেরত
পাওয়ার জন্য নির্ধারিত ফরমে আবেদন জমা করিব।

আবেদনকারীর নাম ও স্বাক্ষর:

ইমেইল:

এইচআরডি কোরিয়া ইপিএস সেন্টার ইন বাংলাদেশ এর মন্তব্য:

জামানত ফেরত ফরম

(মৃত ইপিএস কর্মীর বৈধ অভিভাবকের জন্য)

বরাবর
ব্যবস্থাপনা পরিচালক
বোয়েসেল, ঢাকা।

মৃত ইপিএস কর্মীর
১ (এক) কপি ছবি

অভিভাবকের ১
(এক) কপি ছবি

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

জনাব,

আমি নিম্নস্বাক্ষরকারী 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 যাওয়ার তারিখ:
..... ও দক্ষিণ কোরিয়াতে মৃত্যুর তারিখ: (কপি সংযুক্ত), জমাকৃত অর্থ ফেরত পাওয়ার জন্য অভিভাবকের ব্যাংক
হিসাব নং: ব্যাংকের নাম:
..... শাখা: , জমাকৃত অর্থ ফেরত
চাওয়ার কারণ: দক্ষিণ কোরিয়াতে আমার মৃত্যুবরণ করায় উল্লেখ্য যে,
বোয়েসেলে জমাকৃত জামানত ইতোপূর্বে অভিভাবক হিসেবে গ্রহণ বা উত্তোলন করি নাই। বিধিমোতাবেক 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 কর্তৃকবৈধ অভিভাবকের সনদের কপি।
- ৫। বৈধ অভিভাবকের জাতীয় পরিচয়পত্রের কপি।
- ৬। বৈধ অভিভাবকের ব্যাংক হিসাবের বিবৃতি (Bank Statement of Account)-এর কপি।

কল্যাণ তহবিল ফরম
(মৃত ইপিএস কর্মীর বৈধ অভিভাবকের জন্য)

বরাবর
ব্যবস্থাপনা পরিচালক
বোয়েসেল, ঢাকা।

মৃত ইপিএস কর্মীর
১ (এক) কপি ছবি

অভিভাবকের ১
(এক) কপি ছবি

বিষয় : মৃত ইপিএস কর্মী ... এর দক্ষিণ কোরিয়ায় থেকে লাশ
আনয়নের জন্য নির্ধারিত ৫০০ মার্কিন ডলার সমপরিমাণ অর্থ পাওয়ার আবেদন।

জনাব,

আমি নিম্নস্বাক্ষরকারী 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:....., দক্ষিণ কোরিয়া গমনের তারিখ:
..... ও দক্ষিণ কোরিয়াতে মৃত্যুর তারিখ: (কপি সংযুক্ত), দক্ষিণ কোরিয়া থেকে লাশ আনয়নের নির্ধারিত অর্থ
পাওয়ার জন্য অভিভাবকের ব্যাংক হিসাব নং:..... ব্যাংকের নাম:.....
..... শাখা:
.....।

বিধিমোতাবেক মৃত ইপিএস কর্মীর লাশ আনয়ন বাবদ নির্ধারিত অর্থ পাওয়ার প্রয়োজনীয় পদক্ষেপ গ্রহণের জন্য বোয়েসেলকে 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। তিনি ইতোপূর্বে বোয়েসেল থেকে জমাকৃত এক/তিন লক্ষ টাকার জামানত
ফেরত নেন নাই। উক্ত কর্মীর পক্ষে অদ্যাবধি কোনো ধরনের কল্যাণ তহবিল গ্রহণ করেন নাই। ইতোমধ্যে কল্যাণ তহবিল বাবদ
..... টাকার অর্থ গ্রহণ করা হয়েছে, তারিখ:।

সহকারী মহাব্যবস্থাপক/ ব্যবস্থাপক (হিসাব ও অর্থ)

আবেদনকারীর বর্ণনামোতাবেক নিম্নবর্ণিত ডকুমেন্ট অবশ্যই সংযুক্ত করতে হবে:

- ১। মৃত ইপিএস কর্মীর পাসপোর্ট-এর ফটোকপি
- ২। দক্ষিণ কোরিয়াতে মৃত্যুর সনদের কপি।
- ৩। চেয়ারম্যান/কমিশনার কর্তৃক বৈধ অভিভাবকের সনদের কপি।
- ৪। বৈধ অভিভাবকের জাতীয় পরিচয়পত্রের কপি।
- ৫। বৈধ অভিভাবকের ব্যাংক হিসাবের বিবৃতি (Bank Statement of Account)-এর কপি।

পাসপোর্ট / সার্ভিস চার্জ / জামানত ফেরৎ পাওয়ার ফরম

বরাবর
ব্যবস্থাপনা পরিচালক
বোয়েসেল, ঢাকা।

বিষয় : পাসপোর্ট / সার্ভিস চার্জ / জামানত ফেরৎ পাওয়ার জন্য আবেদন।

প্রার্থীর নাম : -----

পিতা/স্বামীর নাম : -----

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

সিরিয়াল নম্বর : -----

পাসপোর্ট নম্বর : -----

পে-অর্ডার নম্বর ও ব্যাংকের নাম : -----
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নির্বাচিত পদের নাম : অপারেটর/ কিউসি/ সুপারভাইজার/

আমার পাসপোর্ট / সার্ভিস চার্জ / জামানত আপনার অফিসে জমা আছে। আমার জমাকৃত পাসপোর্ট / সার্ভিস চার্জ / জামানত ফেরৎ প্রদানের জন্য মহোদয়কে বিনীত অনুরোধ করছি।

নিবেদক,

স্বাক্ষর : -----

ঠিকানা : -----

মোবাইল নম্বর : -----

অফিসের মন্তব্য/ সুপারিশ : প্রার্থী ----- গার্মেন্টস, জর্ডান এ নির্বাচিত হয়েছিল। কিন্তু কোম্পানি হতে ভিসা আসতে দেরি / কোম্পানি হতে ভিসা বাতিল / তার পারিবারিক সমস্যা / পাসপোর্টের মেয়াদ না থাকার কারণে সে তার পাসপোর্ট / সার্ভিস চার্জ / জামানত ফেরৎ চাহিয়া আবেদন করেছেন। পাসপোর্ট / সার্ভিস চার্জ / জামানত ফেরৎ প্রদানের বিষয় বিবেচনা করা যেতে পারে।

বিদেশ হতে কর্মী ফেরত আনার ফরম

বরাবর
ব্যবস্থাপনা পরিচালক
বোয়েসেল, ঢাকা।

বিষয় : বিদেশ হতে কর্মী ফেরত আনা প্রসংগে।

মহোদয়,

বিনীত নিবেদন এই যে, আমি নিম্নস্বাক্ষরকারী জর্ডান হতে আমার স্ত্রী / মেয়ে / বোন / মা / স্বামী / ছেলে কে বাংলাদেশে ফেরত আনার জন্য আবেদন করছি।

আবেদনকারীর নাম : -----

পিতার নাম : -----

যে কর্মী ফেরৎ আসবে তার নাম : -----

কর্মীর পিতার নাম : -----

পাসপোর্ট নম্বর : -----

বোয়েসেলের সিরিয়াল নম্বর : -----

কোম্পানির নাম : -----

কোম্পানির আইডি নম্বর : -----

ফেরত আনার কারণঃ বাচ্চা, স্বামী, পিতা, মাতা অসুস্থ/ বাচ্চা লালন পালনে সমস্যা/ পারিবারিক সমস্যা / কর্মী নিজে অসুস্থ।

অতএব, মহোদয় আমার স্ত্রী/ মেয়ে/ বোন/ মা/ স্বামী / ছেলে কে ফেরত আনার ব্যবস্থা করলে আপনার নিকট কৃতজ্ঞ থাকব।

বিনীত নিবেদক,

স্বাক্ষর : -----

ঠিকানাঃ-----

মোবাইল নম্বরঃ-----

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

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

129.		Kakamigahara Chamber Of Commerce & Industry
130.		Kyodokumiai Accumulation
131.		Global Cooperative
132.		Association for the promotion of Spreading International Personnel(APSIP)
133.		IFTO
134.	Jordan	Classic Fashion App. Industry Ltd Co
135.		Tusker Apparel Ltd, Jordan
136.		Jerash Garments Mfg Co Ltd, Jordan
137.		Sidney Apparels LLC, Jordan
138.		Needle Craft For Clothing Industry, Jordan
139.		EAM Maliban Textile Pvt Ltd
140.		Pine Tree Company For Text Mfg (PSC), Jordan
141.		Rich Pine International Group Limited, Jordan
142.		Century Miracle Co Ltd, Jordan
143.		United Creation, Jordan
144.		Hi-Tech Textile, Jordan
145.		Atlanta Garments manufacturing Ltd, Jordan
146.		Aseel Universal Garments, Jordan
147.		HY Apparel, Jordan
148.		Galaxy Apparel Industry Ltd. Co, Jordan
149.		Indo Jordan Clothing Company, Jordan
150.		M & K and Prestige Garments Ltd., Jordan
151.		Atateks Foreign Trade
152.		Mas Active Al Safi, Jordan
153.		Ivory Garments, Jordan
154.		Southern Garments Manufacturing co Ltd LLC
155.		Victoria Apparels, Jordan
156.		New Century
157.		Musa Company For Mfg Ready Garments, Jordan
158.		Rainbow Textiles L.L.C, Jordan
159.		Fashion Curve
160.		Straight Line For Apparel Co, Jordan
161.		Third Dimension
162.		Business Faith
163.		Haifa Apparel Ltd, Jordan
164.		El-Zay Ready Garments, Jordan
165.		International Elegance Garments, Jordan
166.		GIA Apparel Industry, Jordan
167.		Friends Apparels LLC
168.		Nour AL Islam
169.	South Korea	Human Resources Department-Korea (HRD-Korea)
170.	Egypt	Sheeba International Garments Co.

171.		Jade Apparels Ltd.
172.		E. L. Petra
173.	Poland	Promoman Limited
174.	Botswana	Ministry of Roads & Highway
175.		Ministry of Health
176.	Nigeria	Ministry of Health
177.		United Cement Co. of (NIG.) Ltd.
178.	Iran	Ministry of Health
179.		Islamic Republic of Iran Shipping Lines
180.	Iraq	Ministry of Light Industries
181.		Ministry of Land Transport
182.		Ministry of Heavy Industries
183.		State Company of Building & Construction
184.		Ministry of Petroleum
185.		Baghdad Municipality
186.		Ministry of Health
187.		Libya
188.	Marsha Al Khir	
189.	Turkey	Ministry of Education
190.	Maldives	Deenam Garments (Pvt.) Ltd.
191.		Ministry of Health
192.	Mauritius	Steel Co. Ltd.
193.		Esquel (Mauritius) Ltd
194.		Seven Seven Company Ltd
195.		Around 750 Factories
196.	Malaysia	12 Tea Gardens
197.		15 Palm & Rubber Gardens
198.		Ministry of Health,
199.		United Plantations Berhad
200.		BOH Plantations Sdn. Bhd.
201.		EF Furniture
202.		Ladang Tai Tak
203.		South East
204.		MEWAH Oils
205.		Pahang Oils
206.	Singapore	Ministry of Shipyard
207.		Public Service Commission
208.	Brunei	Public Service Commission
209.	Zimbabwe	Ministry of Housing
210.	Zambia	Export Import Corporation
211.	Malawi	K.K. Millars
212.		Ministry of Health

213.	Fiji	FabcraftClothers Ltd.
214.		Blue Harbour Recruitment Pte Ltd.
215.	Hong Kong	Gracefull Worker Employment Agency
216.	Croatia	Crotal d.o.o
217.	Seychelles	Geffory's Farm
218.		Butcher with Pascalo Fisheres
219.		Constance Lemuria Resort
220.		O Nivo Construction
221.		Sylvview Deleons Builders
222.		Sullivans Motors
223.		Smart Building
224.		KDC Construction
225.	Romania	Sonoma Sportswear S.R.L
226.	Russia	Zvezda Shipbuilding Complex

Photos of BOESL Officials

S/N.	Name	Position	Photo
1.	Dr. Mallick Anwar Hossain	Managing Director (Additional Secretary)	
2.	Mr. Md. Mahabubur Rahaman	Executive Director (Additional Secretary)	
3.	Mr. A.B.M. Abdul Halim	General Manager (Overseas Employment) (Deputy Secretary)	
4.	Mr. S. M. Shafi Kamal	Company Secretary (Deputy Secretary)	
5.	Mr. Md. Mostafijur Rahman	Deputy General Manager (Overseas Employment)	
6.	Mr. Noor Ahmed	Deputy General Manager (Admin, HR and Finance)	

S/N.	Name	Position	Photo
7.	Mr. Mohammad Alam Hossain	Deputy General Manager (Business Promotion)	
8.	Ms. Jesmin Rokhsana	Assistant General Manager (Admin, HR & Training)	
9.	Mr. Md. Nurul Islam	Assistant General Manager (IT and Maintenance)	
10.	Mr. Noman Chowdhury	Assistant General Manager (Business promotion)	
11.	Mr. Md. Wahidur Rahman	Assistant General Manager (Accounts , Finance & Audit)	
12.	Mr. Md. Mahbubul Alam	Manager (PS to MD)	

S/N.	Name	Position	Photo
13.	Mr. Md. Masud Alam Sharif	Manager (Accounts and Finance)	
14.	Mr. Md. Habibullah Khan	Manager (Protocol)	
15.	Ms. Rifat Tasnim	Manager (Overseas Employment-2)	
16.	Mr. Samar Kumar Rony	Manager (IT and Maintenance)	
17.	Mr. Mir Md Sohel	Manager (Overseas Employment-1)	
18.	Mr. Mohammad Faisaluddin	Manager (Database)	

S/N.	Name	Position	Photo
19.	Ms. Mahmuda Poly	Manager (Audit)	
20.	Mr. Rashidul Hasan	Manager (Admin, HR & Training)	
21.	Mr. Mohammad Ahsanullah	Deputy Manager (Database)	
22.	Mr. Md. Al Amin	Deputy Manager (Accounts & Finance)	
23.	Mr. Sayeed Ahmed Saleheen	Deputy Manager (Overseas Employment- 2)	
24.	Mr. Rasedul Islam	Deputy Manager (PA to Executive Director)	

S/N.	Name	Position	Photo
25.	Mr. Md. Masbahul Islam	Deputy Manager (Admin, HR & Training)	
26.	Mr. Md. Kamal Chowdhury	Assistant Manager (Business Promotion)	
27.	Mr. Omar Faruque	Assistant Manager (PA to CS)	
28.	Mr. Md. Mainul Islam	Assistant Manager (Overseas Employment)	
29.	Mr. Md. Sayem	Assistant Manager (Accounts and Finance)	

S/N.	Name	Position	Photo
30.	Mr. Md. Fazlul Karim	Assistant Manager	
31.	Mr. Myeen Uddin Khondoker	Assistant Manager (Admin)	
32.	Mr. Noor Mohammad	Assistant Manager (Database)	
33.	Ms. Mst. Tania Haq	Assistant Manager (Admin)	
34.	Mr. Md. Amran Uddowla Pahlowan	Computer Operator	
35.	Mr. Fardous Mohammad Emran	Computer Operator	


S/N.	Name	Position	Photo
36.	Mr. Subrata Kumar Bhoumick	Computer Operator	
37.	Mr. Md Parvez Miah	Computer Operator	
38.	Mr. Mohammad Hasan Goura	Computer Operator	
39.	Ms. Konok Akter	Computer Operator	
40.	Md. Sabuj Khan	Computer Operator	
41.	Md. Arshad Miah	Computer Operator	

S/N.	Name	Position	Photo
42.	Md. Farhad Hossen	Computer Operator	 A portrait of a man with short black hair, wearing a dark blue suit jacket, a light-colored patterned shirt, and a dark tie.
43.	Mr. Jahidul Islam	Receptionist	 A portrait of a man with short black hair, wearing a dark suit jacket, a light blue shirt, and a dark tie.
44.	Mr. Al Amin Shuvo	Receptionist	 A portrait of a man with short black hair and a beard, wearing a dark suit jacket, a checkered shirt, and a dark tie.
45.	Mr. Abdullah Ibne Masud	Electrician	 A portrait of a man with short black hair and a beard, wearing a white button-down shirt, against a blue background.
46.	Md. Mokhlesur Rahman	Driver	 A portrait of a man with short black hair, wearing a red polo shirt with a white collar.
47.	Md. Abu Tarek Liton	Driver	 A portrait of a man with short black hair, wearing a red and white checkered shirt.

S/N.	Name	Position	Photo
48.	Baki Billah	Driver	
49.	Md. Mahbub Alam	Driver	
50.	Abdullah Al Mamun	Driver	
51.	Rummon Kurmi	Driver	
52.	Md. Jasim Uddin	Driver	
53.	Md. Saydul Islam	Messenger	

S/N.	Name	Position	Photo
54.	Alam Hossain	Messenger	
55.	Md. Ali Hossain	Messenger	
56.	Md. Omar Faruq	Messenger	
57.	Md. Faruq Hossain	Messenger	
58.	Mr. Torikul Islam Sabu	Messenger	
59.	Khorshad Alam	Messenger	

S/N.	Name	Position	Photo
60.	Md. Abul Kalam	Security Guard	
61.	Md. Mojibur Rahman	Security Guard	
62.	Abdul Hamid	Security Guard	
63.	Suruj Khan	Security Guard	
64.	Md. Nazrul Islam	Security Guard	
65.	Paki Rani Malakar	Cleaner	

S/N.	Name	Position	Photo
66.	Md. Ismail	Cleaner	 A portrait photograph of a man with dark hair, wearing a light-colored, vertically striped button-down shirt. He is looking directly at the camera with a neutral expression.

Memory Lane



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



Honorable Managing Director of BOESL Welcoming Russian Delegate



Honorable Managing Director of BOESL Exchange of Greetings with Russian Delegate



Honorable Managing Director of BOESL Welcoming Romanian Delegate



Meeting with the Honorable Minister of Foreign Affairs and Trade of Brunei



Honorable Managing Director of BOESL Exchange of greetings with the Bangladeshi Ambassador in South Korea



Honorable Managing Director of BOESL Signing MoU with Jerash Garments, Jordan



Signing MoU with Jerash Garments, Jordan



Honorable Managing Director of BOESL with Japanese Delegate



Welcoming Classic Fashion and Zia Apparel's Chairman Mr. Sanal Kumar



Honorable Managing Director of BOESL Exchange of Greetings with Fiji's Delegate



Honorable Minister Mr. Imran Ahmad MP Visiting BOESL's Mujib Corner



Board of Directors



Annual Performance Agreement Signing and National Purity Award Ceremony



Annual Performance Agreement Signing and National Purity Award Ceremony



Annual General Meeting 2022 of BOESL



Honorable Minister Mr. Imran Ahmad MP at the Annual Dinner Party 2022 of BOESL



Stakeholders Meeting Organized on the Occasion of International Migrant Day 2022



Stakeholders Meeting Organized on the Occasion of International Migrants Day 2022



BOESL Service Exhibition and Job Fair on the Occasion of International Migrants Day 2022



Celebrating International Migrants Day 2022



Celebrating International Migrants Day 2022



Honorable Senior Secretary in the Training of EPS Workers



Honorable Managing Director Giving in-House Training to BOESL Employees



Land Secretary Honorable Md. Mostafizur Rahman on Workshop on Actions to Cope with the Fourth Industrial



Welcoming Dr Dewan M Humayun Kabir, Project Director A2I



Sanjeebani Training at Khulna Mohila



Pre-departure Briefing to the Workers Going to Romania



Send-Off Ceremony for EPS Workers



Honorable Managing Director Giving Pre-departure Briefing to the Workers Going to Croatia



Observing the 7th March



Observing the National Mourning Day 2023



Discussion and Prayer Ceremony on the Occasion of National Mourning



Celebrating Sheikh Fazilatunnesa Mujib's Birthday



Drawing Competition Organized on the Occasion of International Migrants Day 2022



Celebrating National Children's Day. 2023



Honorable Minister Mr. Imran Ahmad, MP on BOESL's Iftar-2023



BOESL's Iftar-2023



Farewell reception for recently departed BOESL Ex- Deputy General Manager Mr. Masud Rana.



Prize Distribution of Debate Competition Organized on the Occasion of International Migrants Day



Honorable Managing Director in a talk show on Nexus TV