

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

I am delighted to know that Bangladesh Overseas Employment and Services Ltd. (BOESL) is publishing the Annual Report 2020-2021. This memento will be an assessment of their activities and achievements in year 1 of the pandemic.

As a state-owned company, BOESL has a bigger responsibility now, especially in the post-pandemic world. They have to ensure ethical, safe and low-cost migration for the rightful job seekers. From application to the appointment, they have to make sure that the whole process is fair and transparent and thus uphold the image of our country to the whole world.

Under the leadership of our visionary Honorable Prime Minister Sheikh Hasina, our resurgent economy is emerging as a power to be reckoned with. I am fully confident that BOESL will find new sectors where we can send more skilled migrant workers. It will enable us to fulfill our promise to achieve the sustainable development goal and vision 2041. I am sure the performance of BOESL will make us all proud. Best of luck.

Joy Bangla, Joy Bangabandhu
May Bangladesh Live Forever.

Imran Ahmad, MP



DR. AHMED MUNIRUS SALEHEEN

Secretary

Ministry of Expatriates' Welfare and Overseas Employment
Government of the People's Republic of Bangladesh
and

Chairman

Board of Directors

Bangladesh Overseas Employment and Services Ltd. (BOESL)

MESSAGE

The main mission of Bangladesh Overseas Employment and Services Ltd. (BOESL), the state-owned manpower recruiting agency, is to ensure safe, ethical and orderly and low cost migration. As the global pandemic COVID-19 has put the migrant workers to a variety of new vulnerabilities, the role of BOESL as a model ethical recruiting agency has become more important than ever before.

Overseas employment will play an important role in the socio-economic growth and development of a workers sending country like in the post-pandemic world. In this new challenging post pandemic scenario, safe, orderly and ethical migration at a reasonable cost is one of the topmost priorities of our Government.

As the traditional labor market is getting squeezed due to various reasons, we need to explore alternative overseas job markets in order to sustain our remittance in-flow. We need to focus more intensely on skills development and ensure quality migration. Market responsive skill-sets along with integrity in the whole process of recruitment can ensure better employability of our workers as well as face the upcoming challenge of the 4th Industrial Revolution. I hope that BOESL will take the challenge and strengthen itself to send more workers to other new countries. With arrangements of competitive salary and benefits for our migrant workers and lowest migration cost, BOESL should strive to become the benchmark for recruiting agencies.

On behalf of BOESL's Board of Directors, I would like to thank our Honorable Minister, Mr. Imran Ahmad M.P. Ministry of Expatriates' Welfare and Overseas Employment for his invaluable guidance. Kudos to the BOESL officials and employees for making an impact. My gratitude to all the esteemed stakeholders for their trust in BOESL. Particularly I thank the BOESL management for bringing out its Annual Report which will further ensure the transparency and accountability of the organization.

Dr. Ahmed Munirus Saleheen



MD. BILLAL HOSSAIN

Managing Director

(Additional Secretary)

Bangladesh Overseas Employment and Services Limited
Ministry of Expatriates' Welfare and Overseas Employment

MESSAGE

I am exuberant to be a part of Bangladesh Overseas Employment and Services Ltd. (BOESL), the only state-owned manpower recruiting company of Bangladesh. It's working relentlessly to ensure safe, ethical and low-cost migration.

The recruitment process thoroughly disrupted by the COVID-19 pandemic, BOESL is continuously working to support Bangladeshi overseas job seekers and meet the demands of employers worldwide. We are committed to ensure quality employment and job security, especially for female migrant workers.

Bangladeshi workers have received career guidance and motivational training through BOESL. They have found profitable foreign employment opportunities as per their skills. BOESL is working incessantly to explore and expand new job markets across the world and has succeeded to enter into EU and other valuable market. The global market demand is changing slowly but gradually according to the 4th Industrial Revolution. BOESL has already taken initiatives like market research, job demand analysis etc to confront the upcoming challenges of 4IR. This is high time that we focus on skill development to create quality workers as per the International demand with demographic dividend.

BOESL is ever grateful to the Honorable Minister Mr. Imran Ahmad MP and Respected Secretary Dr. Ahmed Munirus Saleheen for their continuous support, cooperation and collaboration. I am confident that BOESL will set a role model in safe and ethical migration in the country.

Md. Billal Hossain

GRATITUDE...



Our gratitude goes to the following Ministries, Organizations and Institutions for their continuous support and cooperation.

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

Executive Summary



Bangladesh Overseas Employment and Services Limited (BOESL), under the Ministry of Expatriates' Welfare and Overseas Employment, is the only state-owned manpower sending company in Bangladesh. It is established in 1984 within the Company Act, 1913. According to the Memorandum and Articles of Association of Bangladesh Overseas Employment and Services Limited (BOESL) is doing the business of recruiting for overseas employment of Bangladeshi manpower to any part of the world where the company gets scope either by way of individual efforts, negotiation or by the agent of any foreign company, government agency or employer and projects the image of Bangladesh as a reliable source of potential manpower by means of regular publicity and promotional activities .

The purpose of this company is to avail foreign employment opportunities for the Bangladeshi workforce as per their skills and experience. BOESL believes in low-cost, ethical migration so that every potential Bangladeshi has his/ her fair chance of foreign employment. The main Purpose of this Company is to provide honest, efficient and quick services to the valued foreign employers for overseas employment with their full satisfaction.

A Seven members' Board of Directors is the authority in charge of the formation of any operational guidelines for BOESL. The Chairman of the Board of Directors is Dr. Ahmed Munirus Saleheen, Secretary to the Ministry of Expatriates' Welfare and Overseas Employment. Total manpower of BOESL is 76.

The corona virus disease (COVID-19) pandemic has caught almost every country off-guard requiring painful adjustments to the new reality. Bangladesh is also not an exception. However, Bangladesh has relatively well- managed the acuteness of the pandemic & its impacts on economy and society are less severe than many other economies including developed ones in north America and Europe & other neighboring countries in South Asia. Even amidst the turmoil of the pandemic, BOESL has managed to ensure foreign employment to 5,556 Bangladeshis in 2020-21. BOESL arranged chartered flight to send skilled female garment workers during COVID-19 pandemic situation.

BOESL is one of the most steadfast, profits generating companies of the Government. The Profit before tax of BOESL in this fiscal year (2020-21) is BDT 7, 05, 89,874 (seven core five lac eighty nine thousand eight hundred seventy four) . In the last fiscal year (2019-20) profit before tax was BDT 14, 80, 62,610 (fourteen core eighty lac sixty two thousand six hundred ten). Comparatively profit before tax is

decreased in fiscal year 2020-21 significantly due to COVID-19 pandemic situation. BOESL has paid the Government BDT 2, 11, 76,962 (two core eleven lac seventy six thousand nine hundred sixty two) as taxes and BDT 7, 65,000 (seven lac sixty five thousand) as dividends this year.

BOESL has made the workplace digital that forced all to work together to achieve the goals of the organization. BOESL has installed digital k3 reading wall temperature scanner, access control machine, digital display board, digital online registration system for the Republic of Korea, mobile app, human resource management software, website, e-filing, automation of EPS help desk, CCTV, SMS gateway, mail server Clouding, Broadband Internet, Wi-Fi Zone, PABX, LAN, TVC, Facebook page, YouTube Channel, Multimedia Projector, BOESL in My Gov Portal and Hotline in BOESL. Now the institutional environment is more enjoyable and possible of handling more customers in a short time that was never before imaginable. The above mentioned digital communication setup has brought up huge change to offer services to foreign clients, local customers and all stakeholders.

The Sustainable Development Goals (SDGs), known as the Global Goals, were adopted by all United Nations Member States adopted by 193 Countries in 2015 as a universal call to action to end poverty, protect the planet and ensure that all people enjoy and prosperity by 2030. BOESL has successfully covered the area of SDG number 1,2,5,8 and 10 by providing overseas employment to 1, 11,069 (one lac eleven thousand sixty nine) Bangladeshi workers in 29 countries. We have sent more than 70,000 female skilled garments workers with 'Zero Migration Cost' in Jordan.

BOESL has developed an action plan to expand its business area and commencing research to explore new overseas job markets in the post COVID world. We formed five committees consisting five members of each group to explore the overseas market. We have arranged Job Fair in 10 important districts and also installed 02 Bill boards in two TTCs in Dhaka. We are working on buying our own land for making office building and training centers to provide one stop solution for every possible challenges to Bangladeshi migrant workers.

All the members of the BOESL family are firmly committed to carrying out his/her responsibilities with honesty and impartiality. We believe that our integrity will lead us to build the "Sonar Bangla" as envisioned by The Father of the Nation Bangabandhu Sheikh Mujibur Rahman. In honour of "Mujib 100 years", BOESL has decided to provide overseas employment without service charge for the 100 people among the freedom fighters/distressed people/orphans. Already we have sent 8(eight) freedom fighters' children with 'Zero Migration Cost'. We have conducted job fairs, meetings and other promotional activities countrywide to serve more overseas employment to the right person.

BOESL has always proved its worthiness and come out profitable with all the hard work and dedication even in this pandemic situation. This executive summary aims to showcase BOESL's overall performance in this fiscal year.

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Glimpse of BOESL



1. **Name of the organization:** Bangladesh Overseas Employment and Services Limited (BOESL)
2. **Name of Ministry:** Ministry of Expatriates' Welfare and Overseas Employment
3. **Established:** 1984
4. **Core Activities:**
 - Ensuring ethical, safe and low cost migration
 - Ensuring equal participation of all people in the overseas employment
 - Evaluating people on their talents and skills
 - Empowering jobseekers to build their career across the world
 - Ensuring transparency in selection process
 - Establishing direct relationship with employers and employees without middleman
 - Providing jobseekers exciting new job opportunities
 - Ensuring governance in labor mobility in regular pathways to decent work.
5. **Area covered of SDG:** Our goals in SDG are 1,2,5, 8 and 10.
 - GOAL 1: No Poverty.
 - GOAL 2: Zero Hunger.
 - GOAL 5: Gender Equality.
 - GOAL 8: Decent Work and Economic Growth.
 - GOAL 10: Reduced Inequality
6. **Authority:** Board of Directors
7. **Chairman of Board of Directors:**

Dr. Ahmed Munirus Saleheen
Secretary
Ministry of Expatriates' Welfare and Overseas Employment
Government of the People's Republic of Bangladesh
and
Chairman
Board of Directors
Bangladesh Overseas Employment and Services Limited (BOESL)
8. **Head of the Organization:**

Md. Billal Hossain
Managing Director (Additional Secretary)

Bangladesh Overseas Employment and Services Limited (BOESL)

9. Total employee of BOESL: 74

10. Total Overseas employment: 1,11,069

- Male: 44,912
- Female: 66,157

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

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

13. Related acts & Rules:

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

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

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

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

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

18 Hotline number: +8801765411653

Landmarks of BOESL



- 1984:** Started sending workers in Dubai Municipality
- 1985:** Started sending Doctor in KSA
- 1986:** Nurse and Technician sending in KSA.
- 1987:** Started sending Doctors in Iran.
- 1988:** Started sending workers in Iraq.
- 1989:** Started sending Technician and Engineers in Dubai Electricity and water authority.
- 1993:** Started sending Engineers in KSA.
- 1994:** Started sending catering worker in KSA.
- 2002:** Started sending Doctors and Technician in KSA
- 2007:** Signed MOU with the Government of Republic of Korea and Bangladesh to recruit Bangladeshi workers under EPS (Employment Permit System).
- 2010:** Government of Jordan allowed recruitment of female garments workers from Bangladesh through BOESL from the month of September 2010.
- 2011:** Started digitalization of BOESL
- 2015:**
- Starting SMS gateway service to all customers under service innovation.
 - Publishing internal training manual.
 - Introducing compulsory post-selection and pre-departure motivational briefing.
- 2016:**
- Achieving New Delegation of Financial Power (DOFP) and Organization Structure approved.
 - Publish in-house training calendar.
- 2018:**
- Achieved ISO 9001:2015 certificate.
 - Signed MOU with Japan.
 - Strengthened online registration of Republic of Korea under EPS.
 - 60 hrs. compulsory training for officials
- 2019:**
- Introduced HRM software Introduced 24 hour language and culture training session for South Korea going workers under EPS.
 - Introduced pre-departure briefing especially for Jordan going female workers.
- 2020:**
- Started sending garments workers in Mauritius.
 - Signed MOU with a Hungarian Company named IBF Work and got demand of 6000 workers.
 - Preparation of guidelines for depositing security money by Bangladeshi EPS workers going to South Korea, 2020
- 2021:**
- Prepared government approved accounting code-based budget for the year 2021-2022.
 - Arranging chartered flight to send skilled female garment workers during COVID-19 pandemic situation.



Bangladesh is a densely populated country. It is the eighth most populated country in the world with almost 2.2% of the world's population. It has a unique labour force and also a good reservoir of all categories human resources for migration. The middle age group who are very much active to change the economic development of Bangladesh is about 60% (age 15 to 54). We can make them manpower and migrate to overseas. Since 1976 Bangladesh has started sending workers after establishing Bureau of Manpower, Employment and Training (BMET).

1.1 Establishment of BOESL

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

The main purpose of establishing this company is to provide honest, efficient and quick services to the valued foreign employers for overseas employment with their full satisfaction.

1.2 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.



1.3 Vision

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



1.4 Mission

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

1.5 Commitment of BOESL

- To create the opportunity of overseas employment especially for the woman and poor people of the country treating overseas employment as a service.
- To communicate with different manpower receiving countries with a view to promote migration.
- To search and explore new overseas employment market for Bangladeshi workers.

- To ensure overseas employment of the poor people and women to eliminate poverty.v
- To prevent illegal stay in the receiving country.

1.6 Objective of BOSEL

- To send manpower to the labor receiving countries around the world in minimum migration cost.
- To assist foreign employer to recruit right person for right job.
- To buildup positive image of Bangladeshi workers in the world labor market by sending skilled, semi-skilled and professional worker.
- To improve socio-economic condition of the country by earning foreign currency.
- To create the opportunity for overseas employment especially for the woman and poor people of the country treating overseas employment as a service.
- To communicate with different countries in demand of manpower with a view to promote migration.
- To search and explore new overseas employment market for Bangladeshi workers.
- To ensure overseas employment for the poor and women to eliminate poverty.

1.7 Core Objective of BOESL

For the Customers : Overseas employment with customer care.

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

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

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

1.8 Core Services of BOESL

- Hunting, deployment/ placement of Bangladeshis in foreign countries.
- Job advertisement, promotion and selection for foreign companies and institutions.
- Screening qualification, experience and assignment of prospective employees/ candidates.
- Committed to promote the welfare of Bangladeshi workers.

1.9 Scope of BOESL

The scopes of BOESL are as follows:

1. To do and carry on the business of recruiting agents for overseas employment of Bangladeshi people and consultants of manpower in any part of the world where the company gets scope either by way of individual efforts, negotiation or as the agent of any foreign company, government agency or employer.
2. To project the image of Bangladesh as a reliable sources of potential manpower by means of regular publicity and promotional activities.
3. To arrange trade-tests, medical-tests, tickets and other facilities for persons selected for overseas employment and charge fees as may be determined by the Board of Directors from time to time.
4. To do and carry on the business as travel agent, tour cruise operators, conductors by air, land and water within and outside Bangladesh either independently or in co-operation with any other

organization of any country of the world including Bangladesh.

5. To acquire and take over any concern carrying on the business of sending manpower and travel agents and other allied business within and outside Bangladesh.

6. To establish branches, agencies or offices of the company in any part of Bangladesh or outside Bangladesh.

7. To insure with any other company and persons against losses, damages, risks and liabilities this may affect the company.

8. To promote any other company, firm or concern for carrying into effect any of the objects of the company or for the purpose of acquiring all or any of the business, property, rights, liabilities of this company or for any other purposes which may seem directly or indirectly to benefit this company.

9. To enter into collaboration with any person or party whether local or foreign for the purpose of the business of the company.

10. To appoint agents or constitute agencies of the company in Bangladesh and elsewhere for administration of the affairs of the company and to manage its business either generally or in respect of any particular sphere of its activities in doing and performing any or some or all the objects mentioned in the Memorandum of Association or as per incidental or conducive to the attainment of these objects.

1.10 Promises to Stakeholders

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

1.11 Competitive Advantages of BOESL

- Government owned trustworthy company.
- Selection process is customer oriented, fair and ethical.
- Transparent recruitment procedure.
- Clients are comfortable to take decisions.
- Confirming the benefits of the employees to attract candidates.
- All facilities are available to ensure any skill test.
- In Bangladesh, it is a renowned institution in manpower recruitment business. All services are ensured with

commitments.

- A group of qualified, experienced, efficient government officials are involved in the management.
- Executives and staffs are operating the recruitment process.
- Well collaboration between employers and employees.
- Digital workplace is visible in the recruitment process.
- Accountability and transparency are working hand in hand.
- Cooperation of Embassies in partner countries. Special labour wings are working in 30 countries.

1.12 Success story of BOESL

Since 1984, BOESL has some unique success story of safe and low cost migration. In the year 1986, under the Government Protocol with IRAQ, BOESL has sent 10,000 workers in IRAQ. BOESL has supervised recruitment of 79,000 workers for Malaysia during 1996 to 1997 under Government to Government protocol as an obligatory responsibility of the Government to ensure low-cost migration.

Before 2006 Bangladeshi workers migrated to South Korea under Industrial Trainee Scheme (ITS) with a high migration cost. To ensure transparency and efficiency in the process of foreign workers employment, South Korea has introduced the Employment Permit System (EPS) instead of ITS. The Korean Government has signed the Memorandum of Understanding (MoU) with Bangladesh in 2007 to recruit Bangladeshi workers under EPS. In implementing this MoU, both sides jointly decided that BOESL as the only sending agency in Bangladesh. Under EPS, BOESL has sent 21,933 workers to South Korea by June 2021.

BOESL has been working in female migration from long but started in full swing since 2010 in Jordan, Bahrain, Oman and UAE. Our main concern of female migration is to ensure safe and low cost or free of cost migration. BOESL takes only 18,240 Tk. from the female garments workers as service charge. Since 2010 to June 2021 total 66,157 female workers have migrated through BOESL.

Thus, BOESL has sent 1,11,069 workers in different countries from January 1984 to June 2021. Since 1984 BOESL has achieved one goal of safe and low cost migration and its continuous effort is going on.

1.13 Experiences

BOESL has more than 37 years of practical working experience in this sector. So far BOESL has successfully sent manpower to 29 countries in the world. Last year (fiscal year 2020-2021) BOESL has successfully sent more than 5,556 workers all over the world with minimum cost and ensured safe migration.

1.14 Available resources in the following fields

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

Chapter 2

Board of Directors



DR. AHMED MUNIRUS SALEHEEN

Secretary

Ministry of Expatriates' Welfare and Overseas Employment and
Chairman of the BOESL Governing Board



MD. SHAHIDUL ALAM, NDC

Director General

Bureau of Manpower Employment and Training and
Director of the BOESL Governing Board



MD. JAHANGIR ALAM

Additional Secretary (Police & NTMC)

Public Security Division, Ministry of Home Affairs and
Director of the BOESL Governing Board



HABIBUN NAHAR

Additional Secretary (Implementation)
Finance Division, Ministry of Finance and
Director of the BOESL Governing Board



MD. NAZIBUL ISLAM

Additional Secretary (Training wing)
Ministry of Expatriates' Welfare and Overseas Employment and
Director of the BOESL Governing Board



DR. MD. MOSHARROF HOSSAIN

Additional Secretary

Ministry of Civil Aviation and Tourism and
Director of the BOESL Governing Board



MR ANDALIB ELIAS

Director General (Economic Affairs Wing)

Ministry of Foreign Affairs and
Director of the BOESL Governing Board

Directors' Report



Dear Esteemed Shareholders

As Directors of Bangladesh Overseas Employment and Services Limited (BOESL), we are pleased to welcome you all to the 37th Annual General Meeting (AGM) and submitting audit report of financial year 2020-21.

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

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

2.1 Activity of Board

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

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

2.2 Skills for the International Market: Country Report

Bangladesh has been formulating and adopting national laws and policies to govern the labour migration

process. The government has also adopted national policies that address the skills development of workers. The MoWOE and its executing arm the only one government agency BOESL have mobilized resource from cooperated with a range of stakeholders to enhance works skill.

It is fact that, the numbers of foreign jobseekers in Bangladesh are increasing day by day. It is evident from the statistics of application received from candidates in 2020-21. The employment data of the overseas employment revealed that in this year BOESL has recruited good number of candidates in 3 foreign countries such as Jordan, Hong Kong & Seychelles despite the COVID-19 pandemic. In 2020-21, total 5556 jobseekers received foreign employment in Jordan, Seychelles. The management of the BOESL applied various attractive and innovative approaches by reducing service charge for hiring more Bangladeshi candidates through BOESL. This approach attracted many companies to hire different professionals and match them in different position. BOESL always looked for new ways to fulfill its employment mission. It has started new deals with its various companies to build BOESL as a trust worthy organization. It has brought many changes in its organogram in the areas of administration and business promotional activities for experiment of new ideas for institutional management. BOESL has signed MoU between two countries such as Croatia, Malaysia and trying to do some other countries.

2.3 Outline of BOESL

The company set necessary infrastructure and tools to maintain its security. In times of tightening labour markets and shrinking workforces in many developed markets BOESL demonstrated good advancement in deployment of Bangladeshi workforce in following countries. Table 1 is reflecting the scenario of overseas employment in 2020-2021.

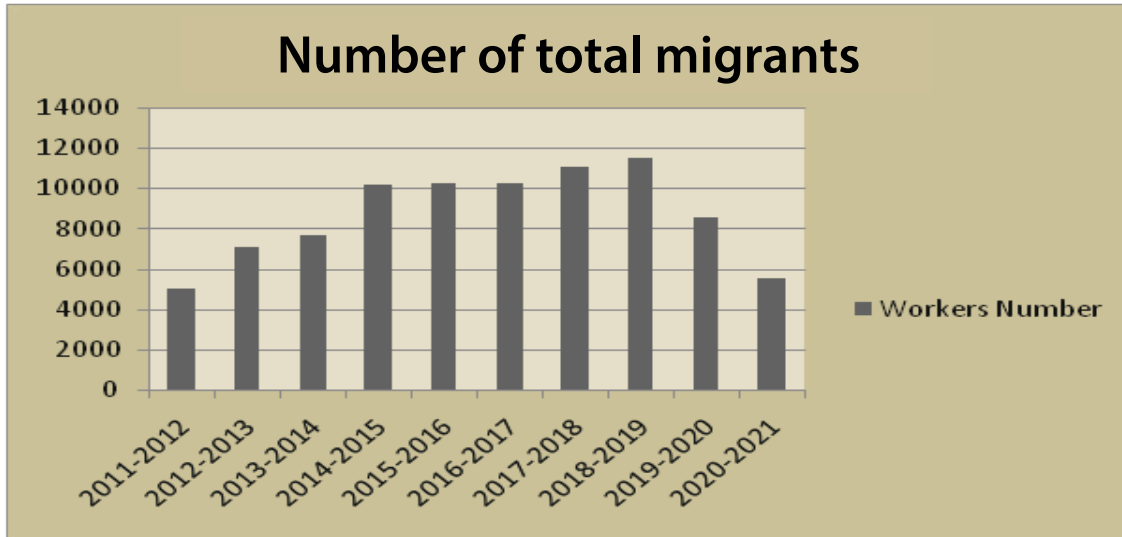
Table 1: Overseas Employment in the fiscal year 2020-2021

Month	Name of the Countries			Grand Total
	Jordan	Hong Kong	Seychelles	
JULY	-	-	-	5556
AUGUST	-	-	-	
SEPTEMBER	-	-	-	
OCTOBER	-	-	-	
NOVEMBER	-	-	-	
DECEMBER	444	-	-	
JANUARY	530	-	3	
FEBRUARY	687	-	-	
MARCH	1042	-	-	
APRIL	666	-	-	
MAY	1040	-	-	
JUNE	1140	2	2	
TOTAL	5549	02	05	

FY 2020-2021 due to COVID situation Jordan, Seycheles and Hong Kong are the only destination for jobseekers through BOESL. But labour employment from BOESL stepped up through initiatives of different labour wing of the Bangladeshi Embassies and missions in abroad. Now BOESL has established a reputation for sending skilled and committed workers with all positive qualities of human resources. In compliance of migrants' act of Bangladesh, BOESL is confirming all condition of employers and benefit of the employees. This initiative attracted many companies. A formal contract is also signed with employers and employees where all conditions with benefit stated clearly. Diagram 1 clearly showing progress of overseas employment.

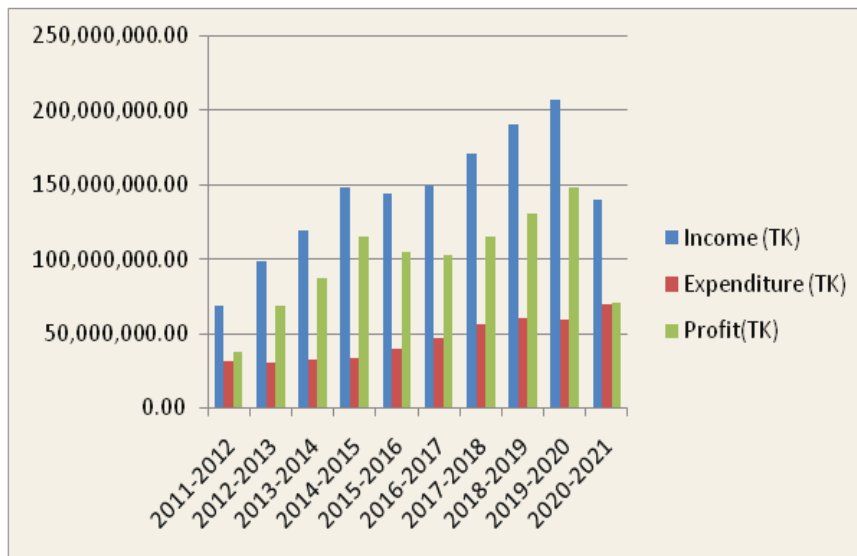
2.4 Financial Progress of Last Decade

Diagram 1



The diagram shows the number of people got overseas employment through BOESL in last decade.
 N.B: Due to COVID-19 pandemic situation in the FY 2019-20 & 2020-21 the momentum of overseas employment is interrupted.

Diagram 2



The diagram shows income, expenditure and profit of BOESL in last decade.
 N.B: Due to COVID-19 pandemic situation in the FY 2019-20 & 2020-21 the profit of BOESL is decreased.

Fiscal Year	Income Tk.	Expenditure Tk.	Profit (Before Tax)
2011-2012	68,371,109.00	31,007,378.00	37,363,731.00
2012-2013	98,349,486.00	30,286,771.00	68,062,715.00
2013-2014	119,243,073.00	31,707,509.00	87,535,564.00
2014-2015	147,990,391.00	32,843,522.00	115,146,869.00
2015-2016	143,900,474.00	39,084,300.00	104,816,174.00
2016-2017	149,837,122.00	46,819,077.00	103,018,045.00
2017-2018	170,699,527.00	55,678,542.00	115,020,985.00
2018-2019	190,558,349.00	60,216,194.00	130,342,155.00
2019-2020	207,702,221.00	59,639,609.00	148,062,612.00
2020-2021	13,99,14,002.00	6,93,24,182.00	7,05,89,874.00

Data of income, expenditure and profit reveals that income of 2020-21 (BDT 13,99,14,002.00 /-) is lower than the previous year (BDT 20,77,02,221.00).

BOESL is a licensed manpower recruiting agency which has a better position to all employers. The company was founded by the Government of Bangladesh with 51 lakh paid up capital. Since establishment with proper perseverance the company has established and continually grown. It's now recognized as one of the most reliable company.

2.5 Satisfaction of Clients

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

In the era of globalized economy, BOESL has intention to become more imperative and even more significant in the national economy by increasing remittance. As BOESL provides increasingly client oriented and excellent services, it is becoming important to give concentration on quality and provide good customer service with a view to sustain its growth. This company maintained trust and confidence of all stakeholders through relentless pursuit of knowledge and understanding.

2.6 Financial Position of BOESL

This year following the guideline of the board of directors of BOESL, management of the company appointed an audit company Mahfel Huq & Co. Chartered Accountants to review financial position of BOESL. The audit team started auditing from 01 July 2020 to 30 June 2021 and reviewed and monitored the integrity of financial position. The report of the audit team ensured that the company fully complies with the accounting policies, principles and standards. The team made appraisal of the performance of the internal audit and internal control system. Moreover, the team also reviewed the risks associated with the company's business operations. BOESL's internal audit control committee headed by the Company Secretary of BOESL is regularly supervised by the committee and as guided by the board.

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

Report of 30 June 2021:

a) Fixed Asset	:	1,96,51,524.00	BDT
b) Current Asset	:	114,6,151,290.00	BDT
c) Current Liabilities	:	49,07,93,640.00	BDT
d) Net Current Asset	:	65,53,57,650.00	BDT
e) Total Net Asset	:	67,50,09,174.00	BDT
f) Total Income	:	13,99,14,002.00	BDT
g) Expenditure	:	6,93,24,128.00	BDT
h) Profit Before Tax	:	7,05,89,874.00	BDT

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

2.7 Transformation in BOESL

2.7.1 Performance of Human Resources

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

2.7.2 Customer Service

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

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

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

Before the departure of EPS workers, 24 hours "Korean Language and Culture Training" is arranged by BOESL on regular basis in cooperation with HRD Korea. This training is increasing functional level of Korean language proficiency in work places, shopping malls, hospitals and travelling in Republic of Korea.

2.8 Employee Benefits

2.8.1 Contributory Provident Fund

The Company operates a contributory provident fund scheme for all the contractual employees. Provident Fund is administered by a Trustee Board and is funded by contributions equally from the employees and the employer at 10% of basic salary. The balance amount as on 30 June 2021 is BDT 1,93,43,217/- (One crore ninety three lac forty three thousand two hundred seventeen).

2.8.2 Gratuity

The Company operates an unfunded gratuity scheme for all regular employees. Employees are entitled to gratuity benefit after completion of minimum five years of continuous service with the Company. The gratui-

ty is calculated on the last basic pay and is payable at the rate of two months' basic pay for every completed year of service.

2.8.3 Group Insurance

BOESL and Jibon Bima Corporation had entered into a contract back in 1997 for providing protection under group insurance scheme to BOESL's employees. In the year of 2015-2016, BOESL has settled 02 claims of Group Insurance with the help of Jibon Bima.

2.8.4 Profit Bonus

BOESL is growing steadily and earning profit every year. In this year it has earned profit amounting to BDT 15,59,64,132/- (Fifteen crore fifty nine lac sixty four thousand one hundred thirty two). A portion of its profit is distributed to all the employees of BOESL as profit bonus for their better performance. BOESL is always focusing on ethical growth with reasonable service charge with strong performance.

2.8.5 NIS (National Integrity Strategy)

In line with National integrity Strategy (NIS) BOESL has formed an Ethics committee for the implementation of NIS arrangement. The committee formulated an action plan for 2020-21 to promote integration among employees and employers and good governance to this company. The action plan of NIS has initiated to prepare a list of best practices of BOESL under which it envisaged to train staffs and officers of the company. All information are publishing and upgrading in the website of BOESL. All activities of BOESL are online based. The work plan also included to monitor the implementation of the activities and submitting to the Ethics committee.

2.8.6 Innovation and Small Improvement Projects

A regular committee consists of 5 members are involved in undertaking various innovative measures to improve the gaps of the company for offering best services to the customers. Main innovative measures in 2020-21 presented hereunder-

1. Online registration
2. ISO certification
3. Set up computer server and computer laboratory to arrange TOPIK examination for EPS workers.
4. Mobile app.
5. One stop service center for EPS workers.
6. Simplification of various activities to offer best services to the clients.
7. Established corruption free environment.
8. Conference room
9. Small meeting room
10. Work station for overseas employment department.
11. Language Training Center

2.9 Awareness Raising Program to Overcome Risk

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

- All risks are explained in the pre-departure orientation training.
- Terms and conditions of the employers are being explained to the employees.
- Employment opportunities are published regularly in the website and newspaper.
- Bill board, notice board, leaflet, special announcement are given to inform the prospective candidates.

- A Television commercial (TVC) is telecasted in Bangladesh Television to inform about different risk of foreign employment process and to raise awareness in mass community.

2.10 Training for Officials and staffs

BOESL's employees are receiving 60 hours training every year. The management of the company included mandatory training programs for all employees to increase their productivity and profit. In the year 2020-21, a special training manual developed which focuses on the follows topics:

1. Defense against corruption
2. Service rules
3. Business English
4. Customer focused service
5. Innovation orientation
6. Training on capacity development
7. HRM (Human Resource Management) Software training
8. Mentor training
9. Training need assessment
10. Attitude & behavior
11. Business communication
12. People skills
13. Time management
14. Customer service & customer satisfaction
15. National integrity strategy (NIS)

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

2.11 Observance of International Migrant Day

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

2.12 Women Empowerment through BOESL

In 2006, Jordan Government stopped employment of male workers from Bangladesh. Thereafter, with the persuasion of the government of Bangladesh, the Jordan Government has especially allowed recruitment of female garments workers from Bangladesh through BOESL from 2010. This valor steps of Ministry of Expatriates' Welfare & Overseas Employment and the Embassy of Bangladesh in Jordan is remarkable. Under the supervision of Ministry of Expatriates' Welfare & Overseas Employment, BOESL has taken a special initiative to ensure safe and low cost migration of female garments workers in Jordan.

1. The representatives of Jordanian garments company come regularly (every week) to Dhaka to select skilled female garments workers for taking practical test.
2. Female workers are going to Jordan by paying only 18240/- as service charge of BOESL. In most companies, they can go freely without any cost as the companies pay all the service charges for themselves.

3. Each female worker is earning at least BDT 20,000-30,000 per month and the company has also been providing free accommodation, food and primary medical treatment facilities.
4. BOESL has no dalal/ middleman/ agent/ sub-agent, that's why girls can go to Jordan directly through BOESL without any cheating and harassment.
5. Total 66,157 female garments workers have received employment in Jordan through BOESL from 2010 to June 2021.

2.13 Recruitment of Technical Intern in Japan

BOESL has started sending technical intern in Japan in 2018. BOESL has already signed MOC with 07 supervising organizations which are-

1. Zenkoku Jinzai Shien Jigyo Kyodo Kumiai
2. Maebashi Kokusai Shien Kyodo Kumiai
3. The Juridical Foundation for International Personnel Management (I.P.M)
4. Kagamihara Chamber of Commerce & Industry
5. Kyodo Kumiai Accumulation
6. Association for the promotion of spreading international person.
7. The Yokohama city welfare Management Association

In the meanwhile BOESL has sent 03 interns to Japan. Another more 06 interns in process.

2.14 Migration to South Korea

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

1. Age should be in between 18-39 years.
2. Those, who have not ever been punished by the government.
3. Those, who have not returned from Korean Port or not been ordered to leave Korea.
4. Those, who have no restriction from the Govt. of Bangladesh to go abroad.
5. Those, who are medically fit.

Bangladesh has been sending workers to South Korea through BOESL since 2008.

The main features of EPS system is described as bellow:

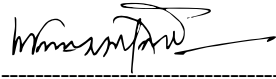
1. Workers migration cost is USD 1,115 only, including air-fare.
2. Workers usually monthly earning is BDT 2,00,000 (Two lac) including overtime per month. Sometimes employers provide free accommodation and food to workers.
3. Entire migration process of EPS that is starting from registration, Korean Language Test, employee selection, Job offer, Visa process and workers entry in Korea are completing through online. So it is a transparent and efficient system.
4. Total 21,933 workers have been employed in South Korea from 2008 to June 2021.

2.15 Acknowledgement

Finally in conclusion, I would like to share that BOESL is operating its business conforming to highest standard. We are governing BOESL with proper guidelines. We are grateful to all the stakeholders for their investments in BOESL. Thus they are receiving dividend every year. Moreover, we are very much grateful to our foreign partners for selecting Bangladeshi jobseekers for various positions as per their skills and enable them

to play a significant role in the development of respective destination countries. We are regularly maintaining connection with our all foreign partners. As we always depend on empathy, intuition and trust, we all are striving for perfection and simultaneous promotion of interest of our candidates. As our clients are always look for meaningful career. We know how important a job for Bangladeshi men and women.

On behalf of the Board of Directors.



Dr. Ahmed Munirus Saleheen

Secretary

Ministry of Expatriates' Welfare & Overseas Employment

The Government of the People's Republic of Bangladesh

and

Chairman

Board of Directors, BOESL



BOESL administration has started with multiple functions to drive the institution in forward. Under the direction of Managing Direction and guidance of Executive Director, officers and staffs of all departments are moving together to run the business in right direction. Therefore the company has made the workplace digital that inspired all to work together to achieve the SDG goals of the government. Digital tools have made the collaboration quicker between employers and job seekers and smoothed the implementation to send employees in the destination countries. Now the institutional environment is more enjoyable and capable of handling more customers in a short time that was never before imaginable.

As per approved organizational structure, it has 76 headcount. Among them 16 are officers and 37 are staffs. BOESL's work force is experienced and efficient. They are involved in implementing job responsibilities and achieving the goals and objectives of this company.

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

According to organization structure, it has eight functional Sections. These are:

- a. Administration, Human Resources and Training
- b. Finance and Accounts
- c. Audit
- d. Information Technology and Maintenance
- e. Database
- f. Protocol
- g. Overseas Employment-1 and
- h. Overseas Employment-2

Managers, who are ninth grade officers, are responsible for the respective sections.

3.1 ADMINISTRATION, HUMAN RESOURCES AND TRAINING

Administration, Human Resources and Training manager is responsible for the general administration activities. He/She organizes and observes several national and international days and events, Vehicles management, procurement, staffs' training, requirements, programs, and career development needs. He/She supervises training staff, plan and administer training seminars and manages conflict resolution, team building and employee skill evaluations. His general role is to oversee the administrative functions of the company. He is in charge of the HR department's day-to-day functions as well as supervising and supporting staffs. To conduct planning and coordinating administrative procedures and systems and dividing ways to streamline processes. Recruiting and training personnel and allocate responsibilities and office space. Assessing staff performance and provide training and guidance to ensure maximum efficiency. He will lead a team of professionals to complete a range of administrative duties in different sections.

3.2 FINANCE AND ACCOUNTS

Finance and Accounts manager is responsible for running the accounting and financial activities of BOESL. He/She analyses the economic stability of the company and provide financial information to other

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

3.3 AUDIT

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

3.4 INFORMATION TECHNOLOGY AND MAINTENANCE

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

3.5 DATABASE

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

3.6 PROTOCOL

Protocol manager is responsible for attending BOESL guests, overseas employer, V.I.P. visitors, ceremonies, meetings and special events. In each event h/she will drive the diplomatic move between the authority and invited guests. The principal duty of a protocol manager is to foster understanding and cooperation between individuals, corporations, organizations and foreign bodies. He will perform activities with diplomacy following the protocol rules and advice staffs of an organization on formalities and courtesies they should observe when associating with foreign visitors. The officer, therefore, needs to understand on the dos and don'ts of international etiquette, such as how to properly receive and address foreign visitors according to their ranks and positions.

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

Overseas Employment manager is responsible to perform the management functions and overseeing all operations related to employment of workforce for foreign employers. The major role involves planning and implementation of recruitment process of employees to work in abroad. The Manager works closely with other management personnel to ensure that they can carry out their job with proper efficiency to ensure client satisfaction and organizational goal.

3.8 Total Existing Manpower of BOESL (up to 30 June, 2021).

Sl.	Post Name	Present Workforce
1	Managing Director	01
2	Executive Director	01
3	General Manager	01
4	Company Secretary	01
5	Deputy General Manager	02
6	Asst. General Manager	03
7	Manager	09
8	Deputy Manager	05
9	Assistant Manager	09
10	Computer Operator	08
11	Receptionist	01
12	Electrician	01
13	Driver	08
14	Messenger	07
15	Tea boy	02
16	Security Guard	05
17	Cleaner	02
Total		65

3.9 List of Chairman of BOESL BOARD:

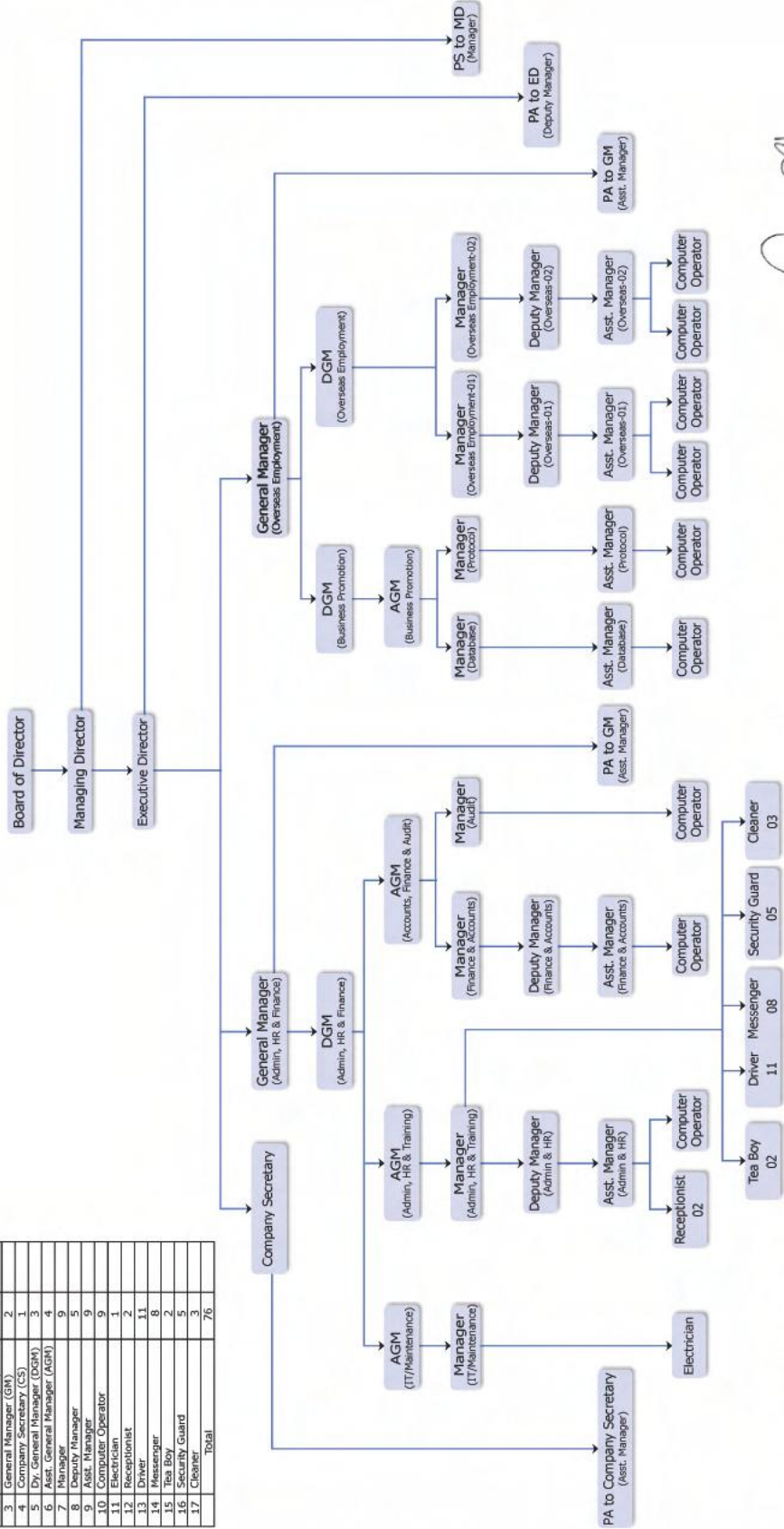
Sl.	Name of Chairman	Designation	From	To
1	Mr. Md. Sirajul Islam	Secretary	27-12-2001	14-01-2002
2	Mr. Md. Helal Uddin Khan	"	15-01-2002	25-06-2002
3	Mr. Md. Daliluddin Mondal	"	26-06-2002	08-02-2005
4	Mr. Abul Kalam Md. Shamsuddin	"	09-02-2005	30-11-2005
5	Mr. Ashfaq Hamid	"	01-12-2005	31-10-2006
6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

3.10 List of Managing Director of BOESL:

Sl.	Name of Managing Director	From	To
1	Mr. Mohammad Abu Misir	26-01-1984	16-08-1984
2	Mr. Abul Hossain	17-08-1984	09-01-1985
3	Mr. Habibur Rahman	10-01-1985	31-12-1990
4	Mr. Mujibur Rahman Chowdhury	01-01-1991	12-08-1991
5	Mr. M. A. Siddiq	13-08-1991	12-08-1995
6	Mr. Momtazuddin Ahmed	13-08-1995	11-08-1998
7	Mr. A. K. M. Reazul Islam, Bir Bikram	12-08-1998	05-07-2004
8	Mr. Mahbubur Rahman	06-07-2004	30-12-2008
9	Mr. Monjurul Hoque	31-12-2008	05-01-2010
10	Begum Shamsun Nahar	21-01-2010	02-05-2010
11	Mr. 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	

3:11 The Organizational Structure

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



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

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

Md. Rashidul Islam
 Executive Director
 BOESL.

Begum Shamsun Nahar
 26.11.17

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

Ministry of Expatriates' Welfare & Overseas Employment

Chapter 4

Recruitment Procedure



4.1 Required Documents

4.1.1 Agency Agreement

The employers will enter into an Agency Agreement with BOESL.

4.1.2 Placement of Demand Letter

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

4.1.3 Power of Attorney

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

4.2 Selection Procedure

4.2.1 Advertisement

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

4.2.2 Receipt of CVs

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

4.2.3 Walk in Interview

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

4.2.4 Selection of Candidates

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

4.2.5 Pre-medical Briefing

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

4.2.6 Medical Test

Finally selected candidates are sent for medical test only to the enlisted medical centers by BOESL.

4.2.7 Service Charge Realization

BOESL realizes the lowest service charge in Bangladesh for overseas employment. It can be paid by the employees or the employers. The board of directors of BOESL can review the service charge as and when necessary.

Category wise service charges are stated below:

Category	When Airfare provided by Employer							
	Rate of Service Charge in (BDT)	VAT (15%)	Wage Earners Welfare Fee	Smart Card	Data Entry Fee	Insurance	Total	Total in USD*
Semi-Skilled	26,400/-	3,960/-	3,500/-	250/-	200/-	490/-	34,800/-	419 \$
Skilled	42,000/-	6,300/-	3,500/-	250/-	200/-	490/-	52,740/-	635 \$
Professional	72,000/-	10,800/-	3,500/-	250/-	200/-	490/-	87,240/-	1,051 \$
Female Garment Workers only	12,000/-	1,800/-	3,500/-	250/-	200/-	490/-	18,240/-	220 \$

Category	When Airfare not provided by Employer							
	Rate of Service Charge in (BDT)	VAT (15%)	Wage Earners Welfare Fee	Smart Card	Data Entry Fee	Insurance	Total	Total in USD*
Semi-Skilled	20,400/-	3,060/-	3,500/-	250/-	200/-	490/-	27,900/-	336 \$
Skilled	30,000/-	4,500/-	3,500/-	250/-	200/-	490/-	38,940/-	470 \$
Professional	54,000/-	8,100/-	3,500/-	250/-	200/-	490/-	66,540/-	800 \$
Female Garment Workers only	6,000/-	900/-	3,500/-	250/-	200/-	490/-	11,340/-	130 \$

Category	When any Employer recruits 2000 or more female worker in a calendar year							
	Rate of Service Charge in (BDT)	VAT (15%)	Wage Earners Welfare Fee	Smart Card	Data Entry Fee	Insurance	Total	Total in USD*
Skilled/Semi-Skilled	10,000/-	1,500/-	3,500/-	250/-	200/-	490/-	15,940/-	192 \$

Category	Recruitment under Employment Permit System (EPS), South Korea										
	Rate of Service Charge in (BDT)	VAT (15%)	Wage Earners Welfare Fee	Tax	WEWB Training Fee	Data Entry Fee	Visa Fee	Smart Card	Insurance	Total	Total in USD*
EPS regular workers	20,160/-	3,024/-	3,500/-	800/-	1,145/-	200/-	5,100/-	250/-	490/-	34,669/-	418 \$
Re-entry	20,160/-	3,024/-	3,500/-	800/-	0	200/-	5,100/-	250/-	490/-	33,524/-	403 \$

*Variable on the current rate of USD. Special Service Charge for Seychelles

Rate of Service Charge (in BDT)	VAT 15%	Wage Earners Welfare Fee	Insurance Premium	Smart Card Fee	Data Entry Fee	Endorsement Fee	Total Migration Cost (in BDT)	Total in USD*
18,574/-	2,786/-	3,500/-	490/-	250/-	200/-	1,000/-	26,800/-	320\$

4.2.8 Zero Migration Cost

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

Fiscal Year	Total immigrant workers	Under Zero migration cost	(%)
2020-2021	5,556 Persons	4373 Persons	79%

4.2.9 Confirmation

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

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

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

4.2.11 Application for visa

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

4.2.12 Employment Contract

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

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

4.3 Departure Formalities

4.3.1 Ticketing and emigration formalities

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

4.3.2 Pre-departure training

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

4.3.3 Orientation before departure

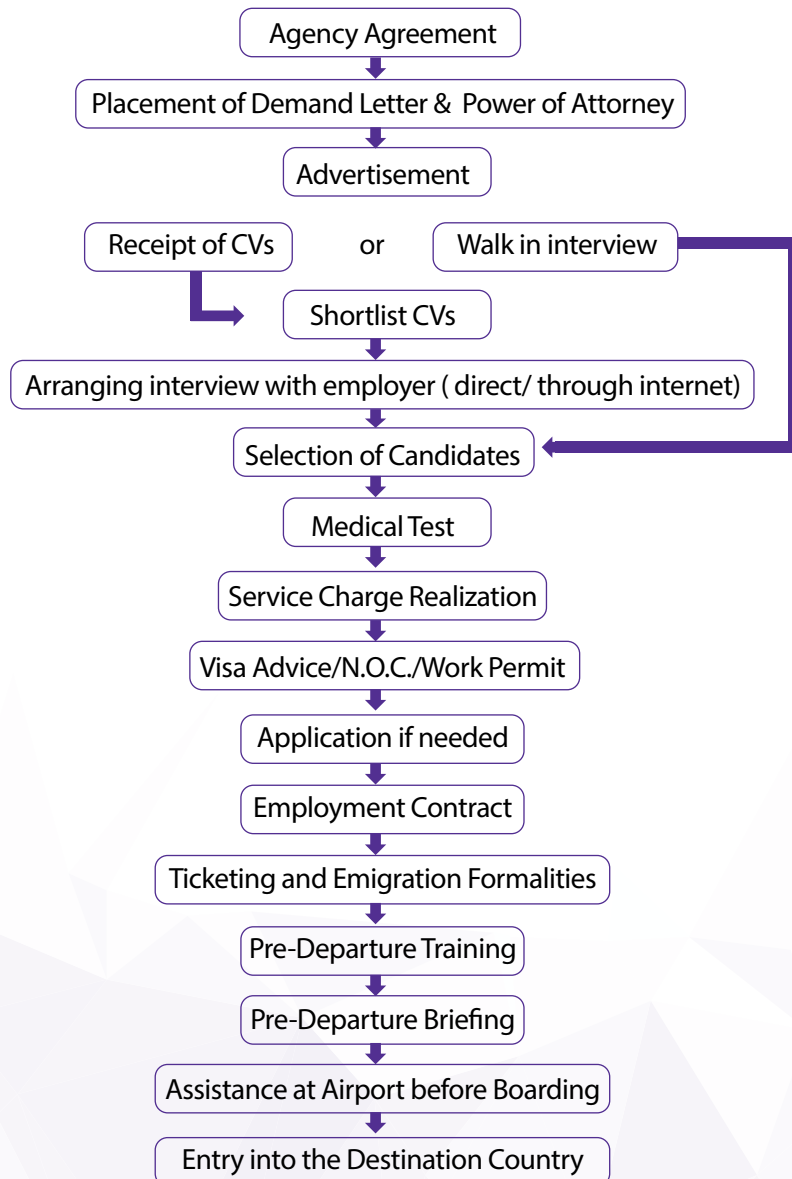
BOESL conducts a basic orientation programmed for workers to prepare them traveling abroad. The employers may also join to the orientation sessions if available at the time of departure. At first, we inform all

workers about all the formalities of his/her Journey. The workers are informed of their duties and responsibilities while working abroad and given first-hand information on working environment and the rules and regulations of employers' countries before departure.

4.3.4 Assistance at the airport

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

4.4 Flow Chart of the Recruitment Procedures



The whole recruitment procedure and departure facilities usually take not more than 45 days.



In FY 2020-21, 5556 workers have been sent to different countries for employment through BOESL. The total income of BOESL in the financial year 2020-21 is BDT 13,99,14,002/- (Thirteen Crore Ninety Nine Lac Fourteen Thousand Two) Taka which is 32.63% less than the previous year. The sources of operating income are service charge which is BDT 6,46,47,236/- (Six Crore Forty Six Lac Forty Seven Thousand Two Hundred Thirty Six) Taka, Data entry registration fees which amount is BDT 16,18,700/- (Sixteen Lac Eighteen Thousand Seven Hundred) Taka, Online registration fees which is BDT 71,66,226 (Seventy One Lac Sixty Six Thousand Two Hundred Twenty Six) Taka, Management fees which is BDT 44,919 (Forty Four Thousand Nine Hundred Nineteen) Taka only and the sources of Non-operating income are interest on FDR which is BDT 6,40,20,249/- (Six Crore Forty Lac Twenty Thousand Two Hundred Forty Nine) Taka, Interest on STD account which is BDT 8,81,775/- (Eight Lac Eighty One Thousand Seven Hundred Seventy Five) Taka and Miscellaneous income is BDT 11,81,697/- (Eleven Lac Eighty One Thousand Six Hundred Ninety Seven) Taka only.

5.1 Financial Statement for the Year 2020-21

Income		Total Income BDT	Total Expenditure BDT	Profit BDT (Before Tax)
Source of Income	Amount BDT			
Service Charge	6,46,47,236	13,99,14,002	6,93,24,128	7,05,89,874
Data Entry Reg.	16,18,700			
Online Registration Fee	71,66,226			
Management Fee	44,919			
Interest on FDR	6,40,20,249			
Interest on STD Accounts	8,81,775			
Miscellaneous Income	11,81,697			



Bangladesh Overseas Employment & Services Ltd. (BOESL)

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

Statement of Financial Position As at June 30, 2021

Particulars	Notes	30-Jun-2021	30-Jun-2020
		BDT	BDT
A Fixed Assets:(at cost less depreciation)	3.00	19,651,524	20,004,536
B Current Assets		1,146,151,290	1,140,863,024
Stock of Stationary	4.00	173,626	68,073
Account Receivable	5.00	(4,806,949)	-
Advance, Deposit & Pre-payments	6.00	15,043,856	37,446,767
Investment in FDR	7.00	1,099,048,412	1,041,602,139
Cash and Cash Equivalents	8.00	36,692,345	61,746,045
C Current Liabilities		490,793,640	534,995,067
Liabilities for other finance	9.00	490,718,640	523,491,857
Liabilities for Expense	10.00	75,000	11,503,210
D Net Current Assets (B-C)		655,357,650	605,867,958
Total Assets (A+D)		675,009,174	625,872,494
Shareholders' Equity			
Issued subscribed & paid up capital	11.00	5,100,000	5,100,000
Reserved Fund		60,000,000	60,000,000
Retained Earning	12.00	609,909,174	560,772,493
		675,009,174	625,872,493

Place: Dhaka
Dated: 20 October 2021

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





Bangladesh Overseas Employment & Services Ltd. (BOESL)

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

Statement of Profit or Loss and Other Comprehensive Income
For the year ended June 30, 2021

Particulars	Notes	30-Jun-2021	30-Jun-2020
		BDT	BDT
A Operating Income :	13.00		
Staff Recruitments Fee		353,200	-
Online Reg./ Test Fee/CBT		7,166,226	38,620,865
Management Fee		44,919	100,645
Income from Service Charge		64,647,236	109,623,104
Data Entry Registration Fee		1,618,700	2,502,050
Total		73,830,281	150,846,664
B Operating Expenses:			
Operating Expenses:	14.01	12,882,022	7,476,580
Administrative Expenses	14.02	56,442,106	52,163,030
Total		69,324,128	59,639,610
C Operating Profit (A-B)		4,506,153	91,207,054
D Non Operating Income	15.00	66,083,721	56,855,556
E Net profit before Tax (C+D)		70,589,874	148,062,610
F Provision for Income Tax		21,176,962	48,120,348
G Net profit after Tax (E-F)		49,412,912	99,942,262
H Retained Earning brought forward		-	465,866,780
I Income Available for appropriation		49,412,912	565,809,042
J Appropriation			
Dividend payable to Govt. 2020-2021		-	(765,000)
Provision for Profit Bonus		-	(6,655,129)
Retained Earning Transferred to B/S		49,412,912	558,388,913

Place: Dhaka
Dated: 20 October 2021



Ambia

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

5.2 Statement of Comprehensive Income

Fiscal Year	Income Tk.	Expenditure Tk.
1983-1984	284,204.00	369,795.00
1984-1985	8,050,604.00	1,830,864.00
1985-1986	17,894,820.00	5,149,508.00
1986-1987	7,768,457.00	2,998,848.00
1987-1988	3,490,594.00	3,114,250.00
1988-1989	7,839,489.00	3,293,893.00
1989-1990	7,636,952.00	3,024,089.00
1990-1991	5,052,980.00	3,218,240.00
1991-1992	5,415,769.00	3,944,122.00
1992-1993	5,872,431.00	4,052,593.00
1993-1994	4,787,121.00	4,310,899.00
1994-1995	6,007,076.00	3,926,283.00
1995-1996	16,561,968.00	6,268,020.00
1996-1997	29,092,871.00	8,950,659.00
1997-1998	9,306,547.00	8,274,177.00
1998-1999	10,491,595.00	9,707,749.00
1999-2000	7,124,577.00	7,943,047.00
2000-2001	13,147,482.00	11,069,289.00
2001-2002	6,803,237.00	9,031,958.00
2002-2003	12,764,843.00	11,273,074.00
2003-2004	17,073,598.00	11,373,033.00
2004-2005	15,462,286.00	14,545,882.00
2005-2006	18,918,812.00	16,117,647.00
2006-2007	24,272,951.00	19,460,712.00
2007-2008	27,624,733.00	24,397,826.00
2008-2009	40,225,729.00	16,564,390.00
2009-2010	23,617,633.00	13,846,125.00
2010-2011	73,551,990.00	22,654,108.00
2011-2012	68,371,109.00	31,007,378.00
2012-2013	98,349,486.00	30,286,771.00
2013-2014	119,243,073.00	31,707,509.00
2014-2015	147,990,391.00	32,843,522.00
2015-2016	143,900,474.00	39,084,300.00
2016-2017	149,837,122.00	46,819,077.00
2017-2018	170,699,527.00	55,678,542.00
2018-2019	190,558,349.00	60,216,194.00
2019-2020	207,702,220.00	59,639,610.00
2020-2021	139,914,002.00	69,324,128.00
Total =	1,862,707,102.00	707,318,111.00

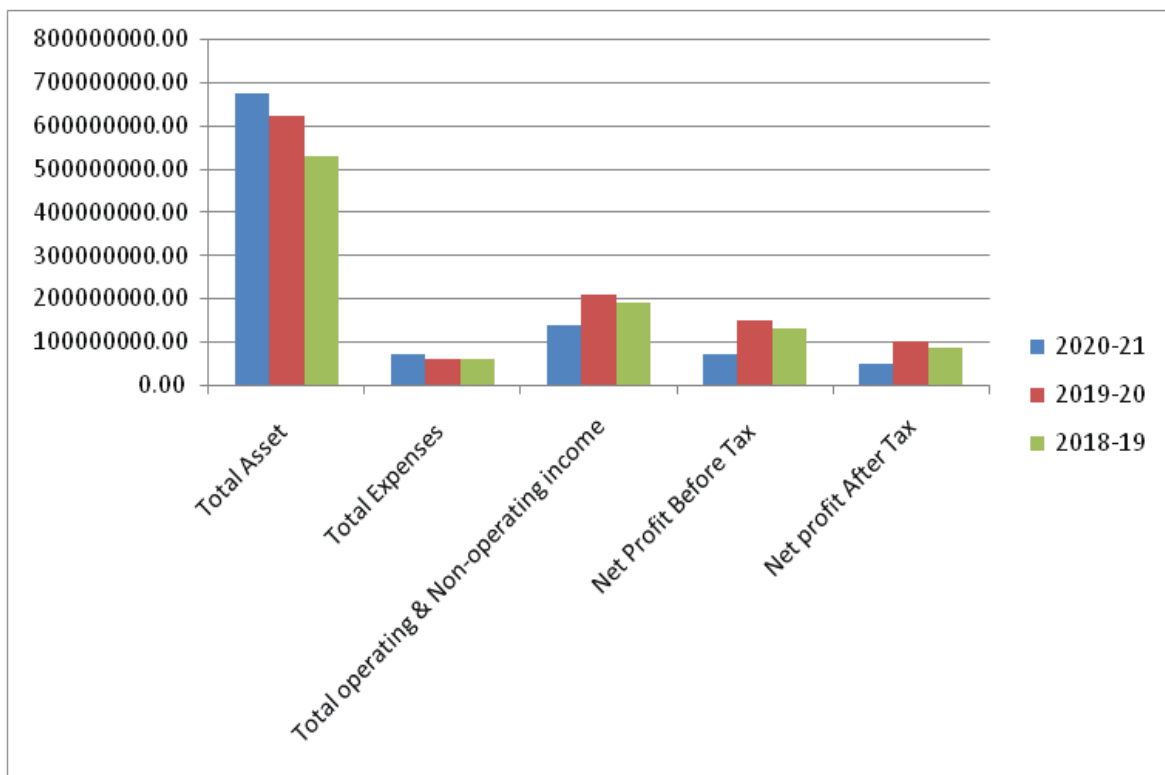
5.3 Statement of profit, tax & dividend

Fiscal Year	Profit & Loss Tk.	Tax Paid Tk.	Dividend Tk.
1983-1984	-85,591.00		
1984-1985	6,219,740.00	4,325,163.00	510,000.00
1985-1986	12,744,612.00	8,609,335.00	765,000.00
1986-1987	4,769,609.00	2,873,598.00	765,000.00
1987-1988	376,344.00	300,000.00	-
1988-1989	4,545,596.00	3,351,131.00	269,981.00
1989-1990	4,612,863.00	3,125,315.00	510,000.00
1990-1991	1,834,740.00	1,282,500.00	408,000.00
1991-1992	1,471,647.00	1,031,196.00	255,000.00
1992-1993	1,819,838.00	1,124,611.00	510,000.00
1993-1994	476,222.00	543,344.00	24,000.00
1994-1995	2,080,793.00	898,842.00	510,000.00
1995-1996	10,293,948.00	4,280,594.00	1,020,000.00
1996-1997	20,142,212.00	8,769,438.00	1,530,000.00
1997-1998	1,032,370.00	655,150.00	510,000.00
1998-1999	783,846.00	673,498.00	102,000.00
1999-2000	-818,470.00	1,739,451.00	-
2000-2001	2,078,193.00	2,095,831.00	-
2001-2002	-2,228,721.00	1,340,596.00	-
2002-2003	1,491,769.00	1,171,985.00	255,000.00
2003-2004	5,700,565.00	1,020,071.00	255,000.00
2004-2005	916,404.00	1,663,544.00	-
2005-2006	2,801,165.00	1,608,396.00	255,000.00
2006-2007	4,812,239.00	2,282,909.00	255,000.00
2007-2008	3,226,907.00	2,335,328.00	255,000.00
2008-2009	23,661,339.00	2728094	1,785,000.00
2009-2010	9,771,508.00	2472121	510,000.00
2010-2011	50,897,882.00	14,820,814.00	1,020,000.00
2011-2012	37,363,731.00	6,119,558.00	1,020,000.00
2012-2013	68,062,715.00	14,545,295.00	5,000,000.00
2013-2014	87,535,564.00	31,253,053.00	6,485,496.00
2014-2015	115,146,869.00	40,301,404.00	7,484,546.00
2015-2016	104,816,174.00	36,685,660.00	6,813,051.00
2016-2017	103,018,045.00	36,056,316.00	510,000.00
2017-2018	115,020,985.00	40,257,344.00	765,000.00
2018-2019	130,342,155.00	45,619,754.00	765,000.00
2019-2020	148,062,610.00	48,120,348.00	765,000.00
2020-2021	70,589,874.00	21,176,962	765,000.00
Total =	1,155,388,291.00	397,258,549.00	42,652,074.00

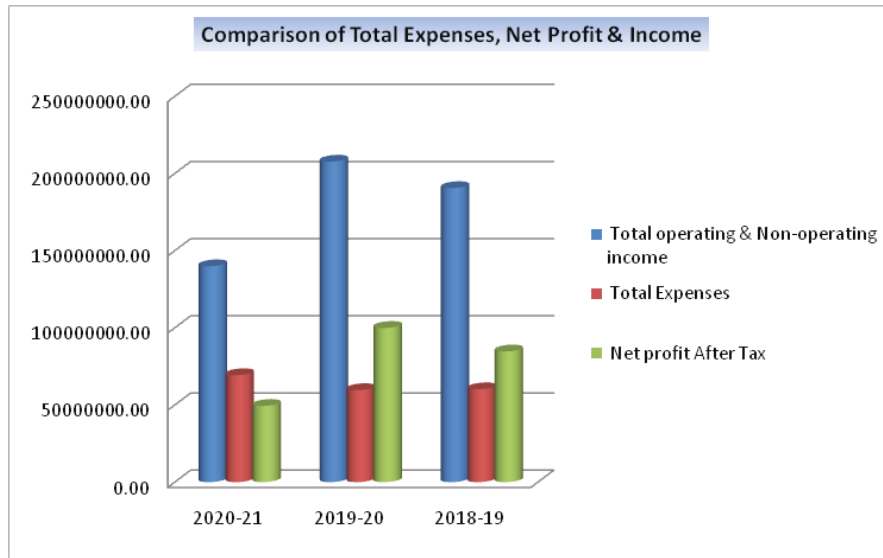
*Annual General Meeting (AGM) has not been held yet.

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

Year	2020-21	2019-20	2018-19
Total Asset	675009174.00	625872493.00	530875375.00
Total Expenses	69324128.00	59639610.00	60216193.00
Total operating & Non-operating income	139914002.00	207702220.00	190558349.00
Net Profit Before Tax	70589874.00	148062610.00	130342156.00
Net profit After Tax	49412912.00	99942262.00	84722402.00



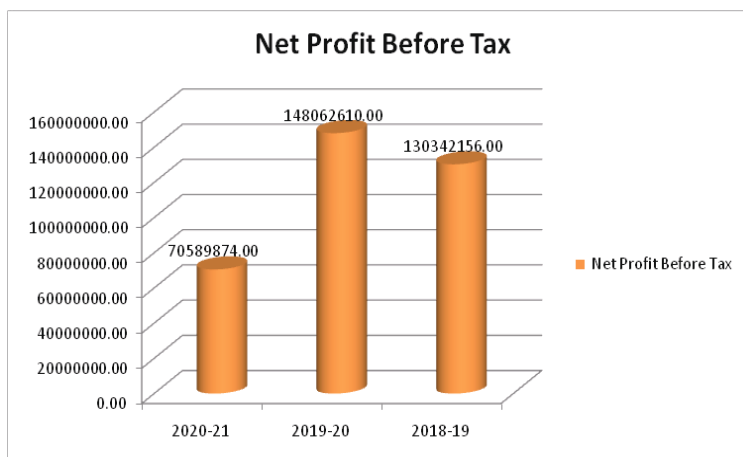
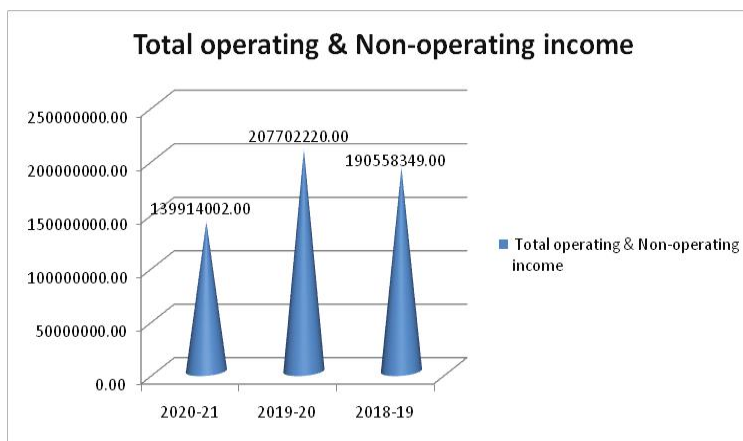
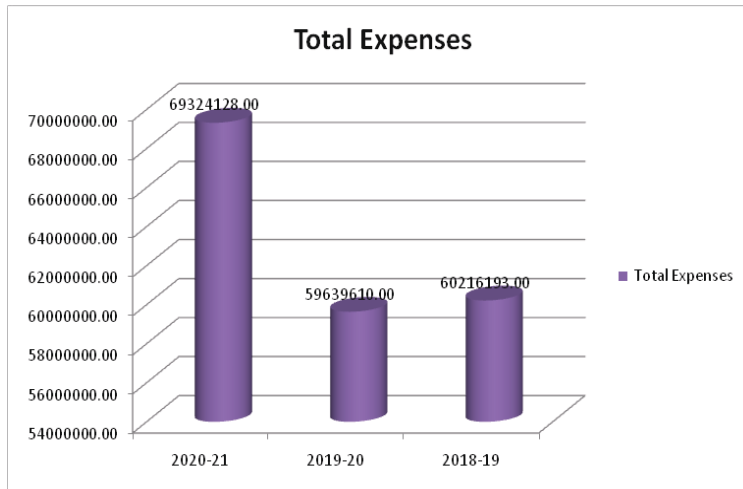
Comparison of Total Expenses, Net Profit and Income			
Year	2020-21	2019-20	2018-19
Total operating & Non-operating income	139914002.00	207702220.00	190558349.00
Total Expenses	69324128.00	59639610.00	60216193.00
Net profit After Tax	49412912.00	99942262.00	84722402.00

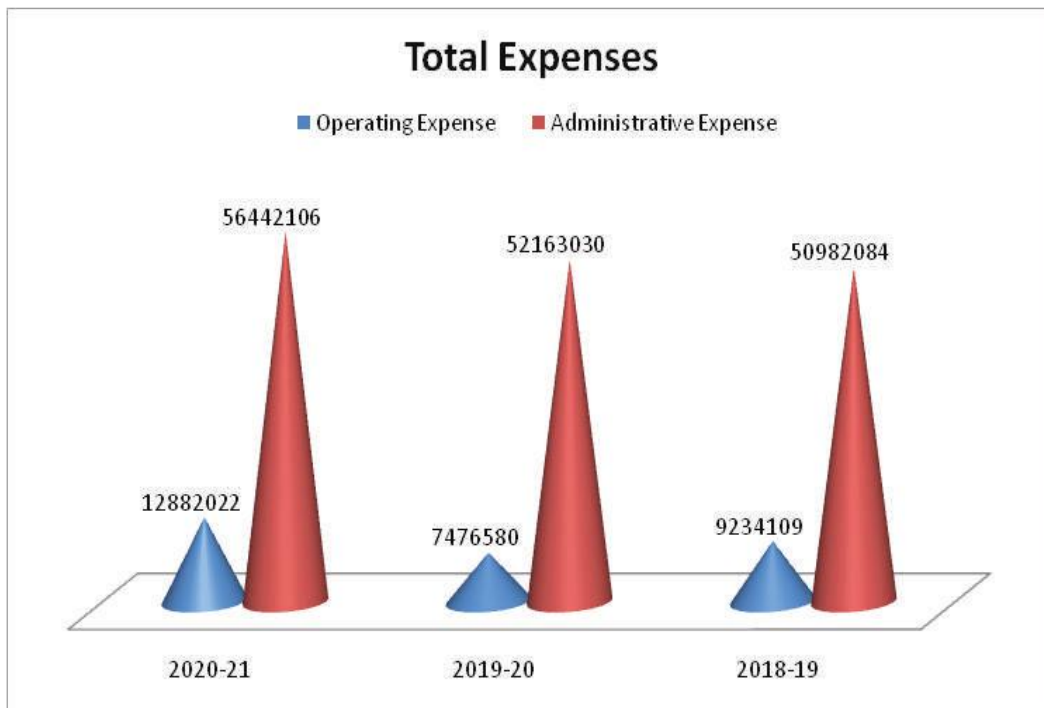
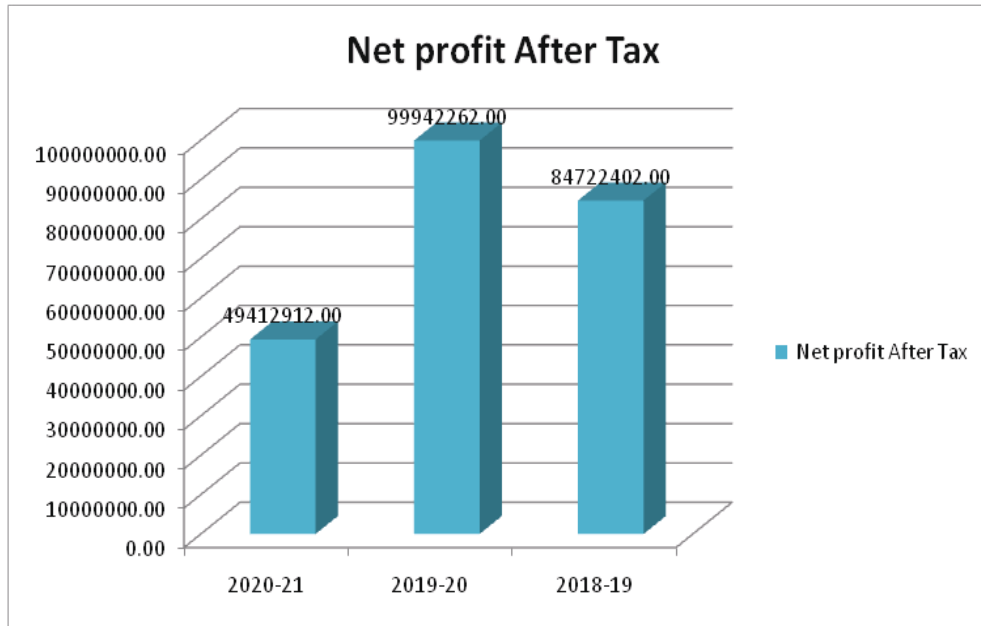


5.5 Comparison of Major Components of Financial Statements separately for the Last Three Years

Year	2020-21	2019-20	2018-19
Total Asset	675009174.00	625872943.00	530875375.00
Total Expenses	69324128.00	59639610.00	60216193.00
Total operating & Non-operating income	139914002.00	207702220.00	190558349.00
Net Profit Before Tax	70589874.00	148062610.00	130342156.00
Net profit After Tax	49412912.00	99942262.00	84722402.00



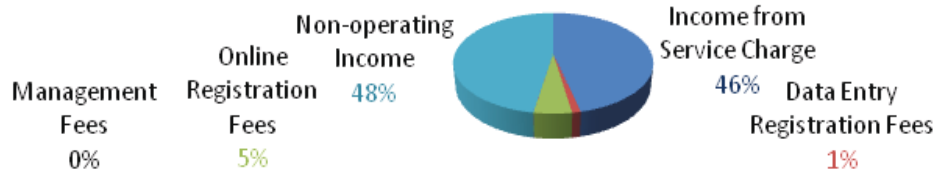




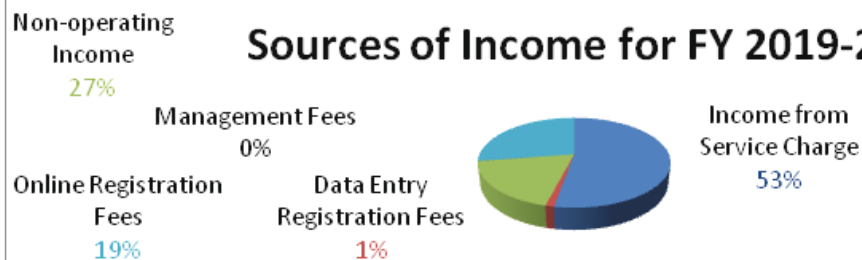
5.6 Comparison of sources of income for the last three years

Year	2020-21	2019-20	2018-19
Income from Service Charge	64,647,236.00	109,623,104.00	155,787,760.00
Data Entry Registration Fees	1,618,700.00	2,502,050.00	3,174,200.00
Online Registration Fees	7,166,226.00	38,620,865.00	0
Management Fees	44,919.00	100,645.00	0
Non-operating Income	66,083,721.00	56,855,556.00	31,596,389.00
Grand Total	139,914,002.00	207,702,220.00	190,558,349.00

Sources of Income for FY 2020-21

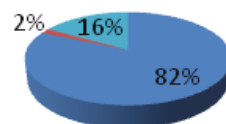


Sources of Income for FY 2019-20



Sources of Income for FY 2018-19

■ Income from Service Charge
 ■ Data Entry Registration Fees
 ■ Online Registration Fees
 ■ Management Fees
 ■ Non-operating Income



The above chart stated that the key source of income of BOESL is income from service charge. However, Non-operating income also has a significant impact on total income though this portion is little bit smaller than service charge. In the FY 2020-21, Online Registration Fees & Management Fees are included as source of income.

5.7 Yearly comparison of major components

Particulars	2020-21	2019-20	2018-19
Net profit	49,412,912.00	99,942,262.00	84,722,402.00
Equity	675,009,174.00	625,872,493.00	530,875,375.00
Assets	675,009,174.00	625,872,493.00	530,875,375.00
Total operating & Non-Operating income	139,914,002.00	207,702,220.00	190,558,349.00

From the above table we can see the total assets and equity of BOESL for the last three years are in increasing trend whereas net profits and total operating & non-operating income have decreased FY 2020-21 comparing the two previous financial years.

5.8 Yearly Growth (FY 2020-21)

7.9%	Total Asset	
	2020-21	2019-20
	675,009,174.00	625,872,493.00

-50.6%	Net profit	
	2020-21	2019-20
	49,412,912.00	99,942,262.00

16.2%	Total Expenses	
	2020-21	2019-20
	69,324,128.00	59,639,610.00

-32.6%	Total Income (Operating & Non-Operating)	
	2020-21	2019-20
	139,914,002.00	207,702,220.00

Total asset of BOESL for the financial year 2020-21 has increased to Tk. 675,009,174 which was Tk. 625,872,493 for the financial year 2019-20 (i.e. 7.9% growth). Net profit and total income (operating & non-operating) has decreased to 50.6% and 32.6% respectively whereas the total expense increases to 16.2% comparing the previous year.

5.9 DuPont Analysis:

	2020-21	2019-2020	2018-19
ROE	7.32%	16%	16%
Profit Margin	66.5%	66%	53%
Asset Turnover	0.11	0.24	0.3
Financial Leverage	1	1	1

ROE =	Net Income	*	Revenue	*	Asset
	Revenue		Asset		Equity

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

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

Chapter 6

Digitalization of BOESL



BOESL administration has started with multiple functions to drive the institution in forward. Officers and staffs of all departments are moving together to run the business in right direction. Therefore the company has made the workplace digital that forced all to work together to achieve the goals of the organization. Accordingly, setup of many digital tools have made the collaboration quicker between employers and job seekers and smoothed the implementation to send employees in the destination countries. Now the institutional environment is more enjoyable and possible of handling more customers in a short time that was never before imaginable. In 2020-21 following digital communication/setup has brought up huge change to offer services to foreign clients and local customers.

6.1 Digital K3 Reading Wall Temperature Scanner

BOESL has installed digital wall temperature scanner to measure the body temperature of people entering the office and Employment Permit System (EPS) candidates due to COVID-19 pandemic precautions. The scanner will alert with an automatic alarm if anyone's temperature rises. Individuals with higher temperatures, like those affected by COVID-19, can be identified quickly. The thermal scanners also minimize physical contact at a time of social distancing and streamline the flow of EPS workers during Computer Based Test (CBT) Exam.

Other benefits:

- Non-contact, no need to hold hands to avoid cross-infection.
- Brand new chip, faster sensing time (0.1 s); the pass rate per minute is greatly improved (50 people/min).
- High-temperature measurement accuracy, precision tolerance: ± 0.2 (34 ~ 45 °C)
- With warning light for detection failure and a warning light for abnormal temperature.
- Can be connected to the USB power supply, charging treasure, self-installed lithium battery.
- The computer can record data in real-time and export records.
- High-definition display, 5 meters viewing distance.
- Intelligent infrared forehead thermometer, no need to hold, can be hung/double-sided tape / fixed bracket, etc.



6.2 Automatic hand sanitizer dispenser:

BOESL has installed automatic hand sanitizer dispenser machine to prevent COVID-19 in office area. An automatic hand sanitizer allows the discharge of the sanitizing liquid without pressing any nozzle. The design of the automatic hand sanitizer is focused on the mechanism of pressing the nozzle of the hand sanitizer that involves conversion from a rotation movement into a translation movement. VDI 2221 method is used to design the automatic hand sanitizer, which uses ultrasonic sensor for detecting the movement from the environment:



Other benefits:

- Automatic
- Easy to use.
- Require less time than hand washing.
- Act quickly to kill microorganisms on hands.
- More accessible than sinks.
- Reduce bacterial counts on hands.
- Do not promote antimicrobial resistance.
- Are less irritating to skin than soap and water.
- Some can even improve condition of skin.

6.3 Access Control Machine

BOESL has set up an advanced Electronic Access Control Machine to ensure the timely attendance of the staffs. All officers and staffs enter into the office and put their finger print in this machine and also leave office in the same way.



6.4 Digital display Board

Digital display board of BOESL is for showcasing all the achievements of BOESL in front of all the stakeholders and customers. Customers are getting in touch with all advertisement in the office premises. Portable digital advertising screen is helping women job seekers to know about the process of application and company's new vacancies and successful cases in recruitment. Screen display is also performing communication with many clients in promoting and marketing business in strategy of BOESL. That is also giving visual experience to our clients regularly which is building strong brand image about BOESL

6.5 Digital online registration system for the Republic of Korea



A group of experts from CSE, BRTC (Bureau of Research, Testing and Consultation), BUET sets up software to improve the jobseeker's applications receive system for the Republic of Korea. The system improves efficiencies to handle huge number of applicants and eliminated unnecessary paper work. It has maximized participation of applicants in the registration process. In 2020-21 BOESL received application from local job seekers that avoided long registration queues and maximizes participations and improves capabilities of BOESL to organize any large and small recruitment events in future. The system saves time and money for company as well as participants.

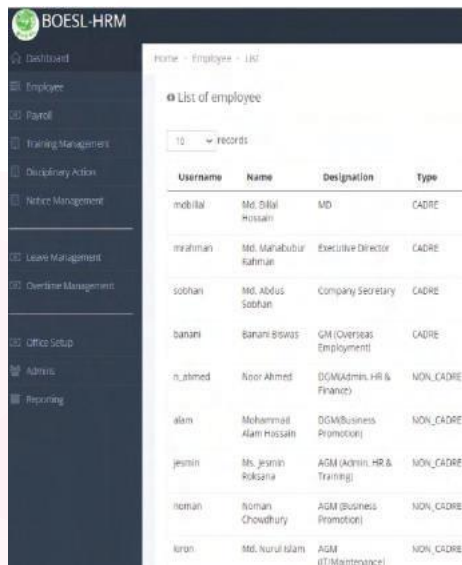
6.6 Mobile App

A mobile app is developed for all overseas workers for smooth operation of recruitment process. This app is helping workers and job seekers on new job opportunities, BOESL regularly uploading audio visual contents on skill test, ongoing notices for selected candidates on issuance visa, tickets and awareness on fraudulent activities. This is also using for submission of complaint on a prescribed form by the workers to the BOESL authority. This year 2,38,745 visitors use this mobile apps from their android mobile to meet their queries. Via mobile apps huge workers have the ability to enter multiple events to satisfy their need.

Link: <https://play.google.com/store/apps/details?id=bd.org.boesl>



6.7 Human Resource Management Software



With the technical cooperation from Bangladesh Computer Council BOESL made an arrangement to preserve digital personnel information for all existing human resources of BOESL. It is serving as a database of all officers, staffs. In 2019-20 as a growing business company BOESL increases its number of workforces in order to standard its regular HR operations. The HRM software given facilities to update employee's information like education, skills, age, training benefit, received, performance, promotion, personal history, changing salaries, duration in the position, employee retention and more about human resources. It is helping the company to manage routine task and help to improve productivity of the organization. Using this software BOESL creating necessary documents quickly with available information that is saving time and keeping information in one secure place and helping to structure in all administrative tasks.

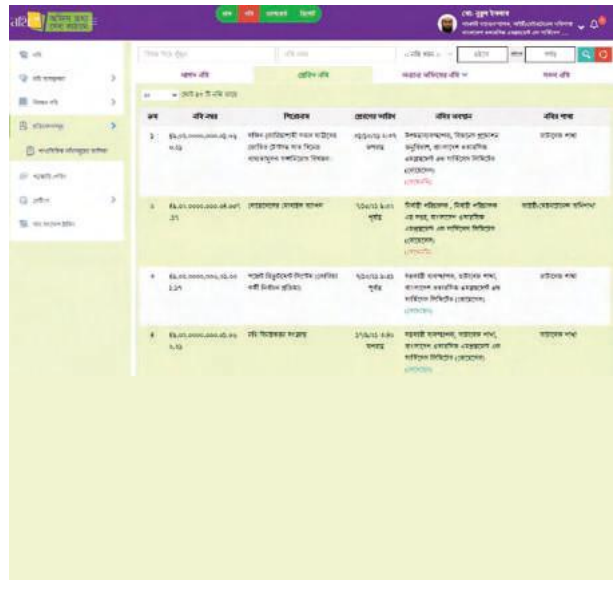
6.8 Website

BOESL has two websites, one is hosted in the central server of Bangladesh Computer Council (www.boesl.org.bd) and another one is hosted in the Government portal (www.boesl.gov.bd) which is maintained centrally by Prime Minister Office.



6.9 E-filing

In order to make the office smart and paperless the People's Republic of Bangladesh has innovated E-filing/ E-Nothi. BOESL cordially welcomed E-filing and tried to put its best in E-filing by making its officials well trained in it. Every officials of BOESL is well trained in E-filing and uses it for doing everyday office work. BOESL made the implementation of settling any issue with E-filing compulsory for every official.



6.10 EPS Help Desk

BOESL has an EPS help desk to serve the Republic of Korea's going EPS workers quickly and promptly. All sorts of information are being supplied from the EPS help desk. EPS Candidates can get the necessary forms and documents from this EPS help desk and can submit their required documents to BOESL through the EPS help desk.

6.11 CCTV

BOESL has installed Close Circuit Camera (CCTV) in key places to monitor all the activities directly by the honorable Managing Director. These cameras also serve the purpose of safety and security of the office.



6.12 SMS Gateway

BOESL has installed a new digital service called "Short Message Service (SMS) Gateway. Through this service BOESL is providing necessary information to its clients/candidates via SMS in both Bangla and English.

6.13 Mail Server Clouding

BOESL is dealing with more than hundred employers of 278 countries all over the world. An USA cloud-based vendor ensures the safety and security of its mail server. So that no hacker can hack BOESL's mail service.



6.14 Broadband Internet

BOESL has high speed broadband internet connection. BOESL has desktop computers on every desk. Broadband internet is using for browsing internet, sending E-mail and internal networking (LAN).

6.15 Wi-Fi Zone

In addition to Broad Band internet connection, BOESL office is fully under free Wi-Fi network.



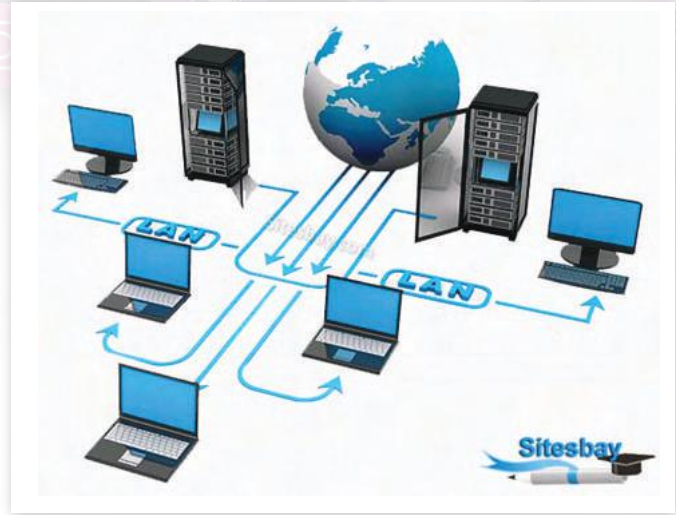
6.16 PABX

BOESL has setup a Private Automated Branch Exchange (PABX) telephone line to its all-office rooms to ensure uninterrupted telephone networking within the office. BOESL staffs get the opportunity to use multiple telephone line for incoming and outgoing calls through PABX.



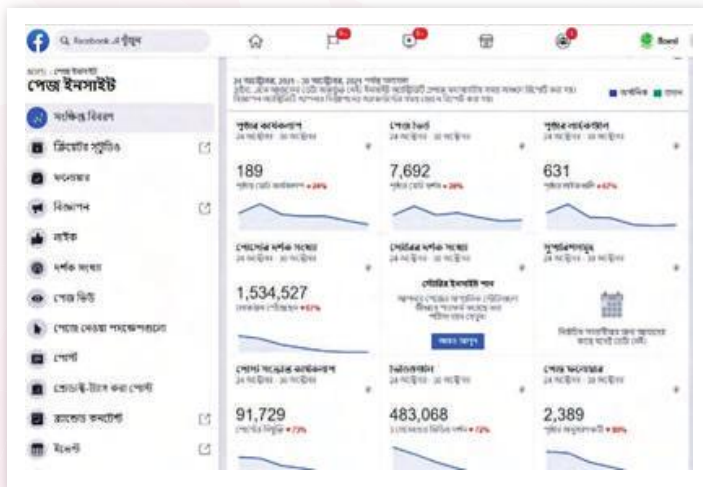
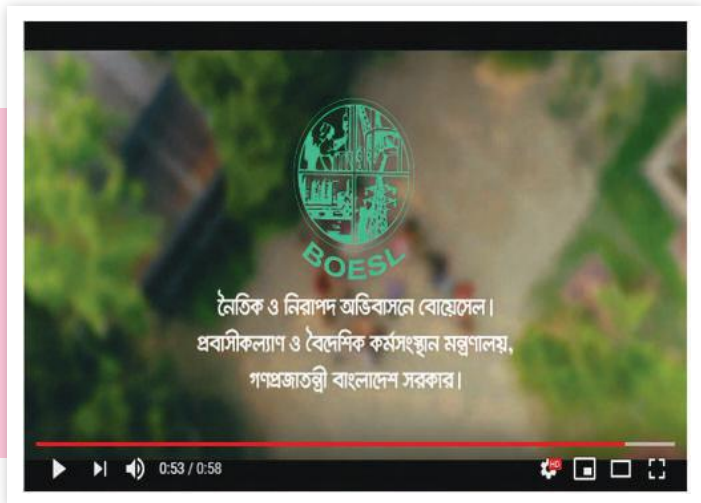
6.17 LAN

All desktops and laptops of BOESL are inter-connected by Local Area Network (LAN) for internal correspondence connection with each other.



6.18 TVC

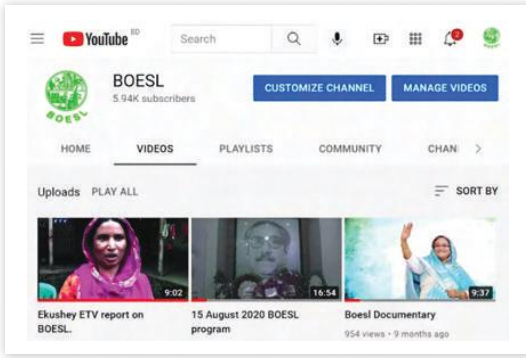
To highlight and advertise BOESL's activity a TVC is made and it is telecasting on BTV. From this TVC people of both urban and rural area get the proper information regarding BOESL and scope of overseas employment. It is increasing awareness against middle man/dalal.



6.19 Facebook Page

BOESL has its own official face book page. This page promotes BOESL's activity officially and all job circulars are also published here. This page is boosted up regularly to reach more people all over the world. At present the number of visitors to the post of BOESL Facebook Page is 1534527.

Link: <https://www.facebook.com/boesl.gov.bd/?ref=bookmarks>



6.20 YouTube Channel

BOESL has launched official YouTube channel. Different promotional and awareness raising videos are uploaded here regularly. Readers are requested to subscribe BOESL YouTube channel to promote it. Link: <https://www.youtube.com/channel/UCP-GxI5r6zk5WQx91a-pjjPw>

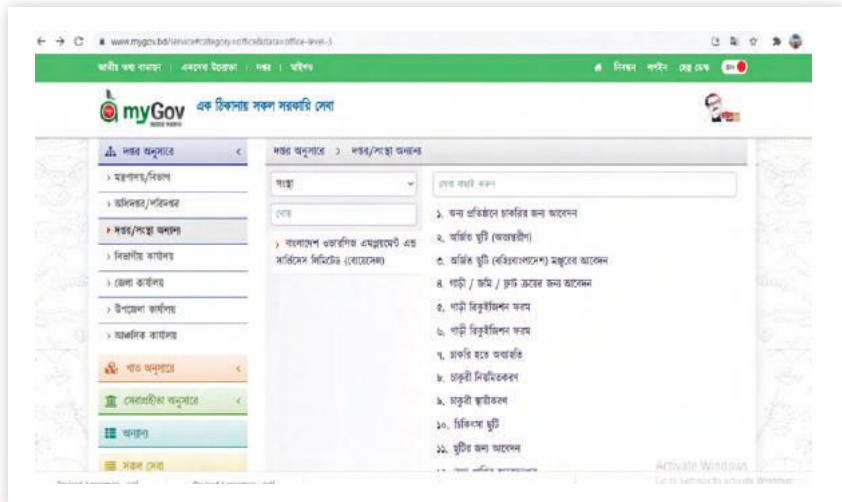
6.21 Multimedia Projector:

Projectors are display devices and optical equipment that can use to project video, slides, and images onto a screen, particularly in a conference/classroom. BOESL is familiar with overhead projectors that project the contents of see-through laminates and power points that size of bond paper. BOESL has installed another 3 HD multimedia projectors in the conference room and language center.



6.22 BOESL in My Gov Portal:

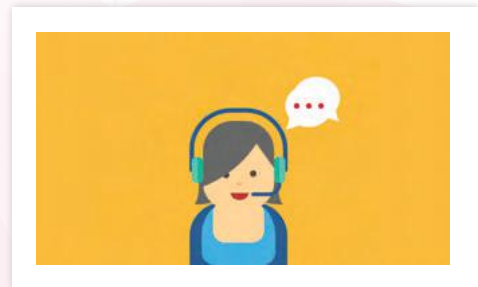
The main goal of the Government of Bangladesh is to transform the society of Bangladesh into a knowledge-based society by changing its undeveloped way of life through the establishment of Digital Services. The services of various government organizations are provided through a single digital platform called 'MyGov'. BOESL provide some services through 'MyGov' platform and as a result service recipient getting service smoothly with minimum time.



6.23 Hotline in BOESL:

To provide the service and information easily to the citizen BOESL has set up its own hotline. From this hotline the citizen getting all the information and necessary update easily and smoothly.

BOESL hotline number: +88-01765411653



As an International platform BOESL always tries to upgrade itself digitally to give smooth and fast service to the clients and customers.

Chapter 7

Our Recognition



7.1 ISO Certificate

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

7.2 Overseas Employment

BOESL started its journey by sending 42 workers in the year 1984. In 2020-21 we have sent 5,556 though there was a huge impact of Covid-19 which shows the commitment of BOESL to the nation. So far we have sent 1, 11,096 people who have got foreign employment through BOESL and changed their

Fiscal Year	Number of Total Migrants	Fiscal Year	Number of Total Migrants
1983-1984	42	2005-2006	792
1984-1985	1952	2006-2007	784
1985-1986	2004	2007-2008	796
1986-1987	616	2008-2009	2182
1987-1988	197	2009-2010	1306
1988-1989	773	2010-2011	6469
1989-1990	508	2011-2012	5002
1990-1991	357	2012-2013	7081
1991-1992	413	2013-2014	7680
1992-1993	387	2014-2015	10152
1993-1994	361	2015-2016	10238
1994-1995	340	2016-2017	10243
1995-1996	579	2017-2018	11033
1996-1997	394	2018-2019	11519
1997-1998	343	2019-2020	8525
1998-1999	486	2020-2021	5556
1999-2000	162		
2000-2001	541		
2001-2002	147		
2002-2003	325		
2003-2004	365		
2004-2005	419		
		Total	1,11,069
		Grand Total	1,11,069

7.3 Transformation of BOESL

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

- ⇒ Under the auspices of new organogram, manpower of BOESL has been increased from 52 to 76.
- ⇒ BOESL added a new digital service for its clients called “Short Message Service (SMS)” gateway.
- ⇒ In addition to Broad Band internet connection, BOESL office is fully under Wi-Fi zone.
- ⇒ Accounting software has been installed to digitized BOESL.
- ⇒ To provide quick information to the people one reception desk has been established and communication has been interlinked with reception desk to all sections of BOESL through PABX and LAN.
- ⇒ Access Control Machine has been setup to ensure timely attendance of its staffs to the office.
- ⇒ CCTV has been set up for monitoring daily activities of BOESL.
- ⇒ A Finger-Print Machine has been installed in the office to ensure employees’ attendance on time.
- ⇒ Digital Door Lock has been set up to ensure security and to prohibit the entrance of any broker/dalal.
- ⇒ Digital Display has been set up for promotion daily activities of BOESL.
- ⇒ Website of BOESL is being updated regularly.
- ⇒ Establishment of a Job Bank for BOESL is under process.
- ⇒ Human Resource Management software has been deployed.
- ⇒ Mobile Apps has been prepared for interested job seekers and overseas job holders.
- ⇒ BOESL official Facebook and YouTube page is created for a wide range of activities.
- ⇒ TVC has been made for mass promotion.
- ⇒ BOESL made the implementation of settling any issue with E-filing compulsory for every official.

7.4 Remarkable Activities

- Recruited new officials and staffs for overcoming the gaps of human, resource needed.
- Employment of female worker increased at 7360.
- Setting up an online registration system to smoothen the EPS recruitment process for South Korea.
- 60-hour compulsory training is organized for all officials and staffs of BOESL.
- Japan started to select technical intern through BOESL.
- Two staffs have got promotion to Assistant Manager.
- A mobile app updated regularly to disseminate and collect relevant information of foreign employees.
- A one stop service center for EPS (Employment Permit System) workers is established and set up a digitized notice board for foreign workers.
- Systems of collection of service charge, passport collection, passport return, refund of security deposit are simplified to ensure safe migration.
- HRM software is developed to manage office personnel of BOESL.
- Strengthened online registration of Republic of Korea under EPS.

2019

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

2020

- Prepared Government approved accounting code-based Budget for the year 2020-2021;
- Increased accounts management software from Single user to three users;
- Update BOESL HRM software;
- An initiative has taken to increase headcount of BOESL;
- A group of experts from CSE, BRTC (Bureau of Research, Testing and Consultation), BUET sets up software to improve the jobseeker's applications receive system for South Korea. The system improves efficiencies to handle huge number of applicants and eliminated unnecessary paper work. It has maximizes participation of applicants in the registration process. It helps to maintain social distancing during registration in COVID-19 pandemic.

2021

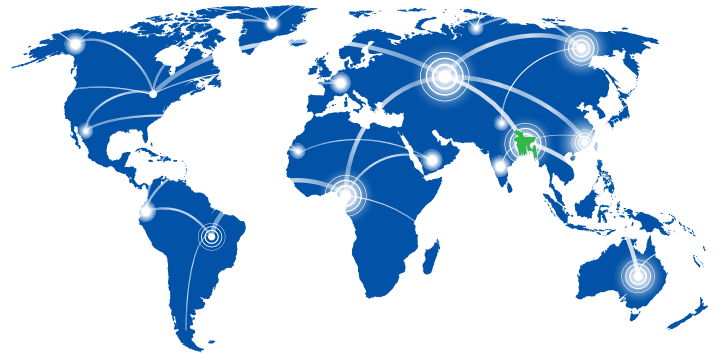
- BOESL successfully executed more than 15 Chattered flights to Jordan and one in South Korea during this period of Pandemics;
- We have already made an agreement with one Employment agency in Croatia to send Bangladeshi workers to Croatia.
- We are in close contact with Australia and Germany employment agency to send Bangladeshi worker in first world countries through BOESL.
- So far we have conducted 10 Job Fairs in ten different districts.
- Established two billboards in two different TTCs.
- A well decorated micro-bus visited all over the countries with a slogan of Ethical and Safe and Low Cost migration.
- Established Language Lab (English, Arabic, Korean and Japanese) for overseas job seeker.
- With the help of HRD Korea free language learning class already started during the period of pandemic.

7.5 Achieved first place for APA activities 2019-2020

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

Chapter 8

Business Promotion



8.1 Overseas Employment Promotion

8.1.1 Need of business promotion

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

8.1.2 Why we are exploring market?

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

8.1.3 What we are doing?

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

8.1.4 Business Promotional Team of BOESL:

TEAM-1



Mr. Md. Mahabubur Rahaman
(Team Leader)
Executive Director
(Joint Secretary)

Mr. Nurul Islam
(AGM/IT)

Ms. Rifat Tasnim
(Manager IT)

Mr. Mohammad Faisaluddin
Manager (Database)

Assigned Country

Romania , Republic of Korea
Brunei, UAE

TEAM-2



Banani Biswas
(Team Leader)
General Manager
(Deputy Secretary)

Mr. Samar Kumar Rony
(Manager , OE-1)

Mr. Sayeed Ahmed Saleheen
(Deputy Manager, OE-2)

Assigned Country

Uzbekistan, Singapore
Japan, Seychelles

TEAM-3



Mr. Md. Abdus Sobhan
(Team Leader),
Company Secretary
(Senior Assistant Secretary)

Mr. Noman Choudhury
Assistant General Manager (AGM/BP)

Mohammad Ahasnullah
Deputy Manager
(Admin & HR)

Assigned Country

Jordan, Australia, Albania, Bolivia

TEAM-4



Mr. Md. Abdus Sobhan
(Team Leader),
Company Secretary
(Senior Assistant Secretary)

Mr. Noor Ahmed
(Deputy General Manager)
(Admin, HR, Finance)

Mr. Md. Masud Alam sharif
(Manager, OE-2)

Ms. Mahmuda Poly
(Manager, OE)

Assigned Country
Saudi Arabia , Malaysia,
Italy

TEAM-5



Mr. Mohammad Alam Hossain
(Team Leader)
Deputy General Manager
(Business Promotion)

Mr. Md. Mahbubul Alam
Manager (PS to MD)

Md. Habibullah Khan
Manager (Protocol)

Mr. Mir Md. Sohel
Manager (Admin)

Assigned Country
Qatar, Hong Kong, Mauritius, Croatia,
Lebanon, Kuwait and Maldives

8.2 Action Plan for Business Promotion:

Action Plan for Expanding Overseas Employment (Sample)					
Improvement areas/Objectives	Activities to be undertaken	Assigned line Manager & Resources required	Expected results (Quality and Quantity)	Completion Date	Additional Remarks
To expand the overseas employment market in United Arab Emirates (UAE)	1.1. Country Profile (Facts & figures)	Assigned manager: Resoures: Office Environment & Logistics: Smart Mobile,Master Card, Internet & Laptop	1.1. Articulate and well described country profile will be prepared.	25.09.2021	Communication with various Manpower agencies of our country those are friendly to BOESL. Fortnightly monitoring by ED.
	1.2. To communicate with respective Labor counsellor.		1.2. Good feedback from respective labor counsellor.	10.10.2021	
	1.3. To collect employers list of respective country.		1.3. Minimum 03 employers list will be collected.	20.10.2021	
	1.4. To communicate with employers to know their demands & their rules and regulations.		1.4. Good feedback from respective Employer.	30.10.2021	
	1.5. If they are positive then invite them to visit our country or trying to get invitation letter from them to visit their country.		1.5. Good feedback from respective Employer.	30.12.2021	
	1.6. If everything is ok then arranging MoU signing ceremony.		1.6. Minimum 01 MoU signing ceremony will be arranged.	30.06.2022	
	1.7. Collection of the Demand Letter or Agency Agreement.		1.7. Collection of minimum 01 Demand Letter.	30.08.2022	
	1.8. Execution of the Demand (Sending required worker).		1.8. According to the Demand Letter.	18.10.2022	

8.3 Communication Process with Overseas Employer

- Searching new market and to remind the old Employers of BOESL by official letters.
- Electronic mail communication with the target employers and Internet based marketing.
- Receive feedback and keep in touch with the Employers
- Sharing information with Labor Wings in Foreign Mission regarding new market exploration.
- Report to top management of BOESL
- Continue the process and follow up.

8.4 Names of countries that we have communicated to different companies

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

8.5 Outcomes

1. We have received demand letter from Croatia on construction workers.
2. BOESL also received demand letter of 6000 (six thousands) Domestic Helper from Hong Kong.
3. We also got demand letter from Mauritius of 50 (Fifty) workers.
4. MOU has been signed with Human Capital NTS Management Agent of Malaysia.
5. MOU is under process with Sterning Group, Australia.
6. MOU has been signed with Association for the promotion of Spreading International Person, Japan.
7. MOU is under process with Korea Offshore & Shipbuilding Association (KOSHIPA), Republic of Korea.

8.6 Internal Labor Market Promotion

8.6.1 Objective

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

8.6.2 Core Activities

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



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



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



Executive Director of BOESL Mr. Md. Mahabubur Rahman (Joint Secretary) delivering his speech at Damudia Upazila Officers club, Shariatpur



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



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



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

Public Notice for Overseas Recruitment



Decorated vehicle for publicity runs the districts of Bangladesh: a celebration programme of Mujib Year 2020

8.7 List of Our Valued Foreign Employers

S.L.	Country	Name of the Company
1	Kingdom of Saudi Arabia	Ministry of Health
2		Saline Water Conversion Corporation
3		Zamil Group
4		Almana General_Hospital
5		Batterjee Pharmaceutical Factory
6		All Intercontinental Hotels in K.S.A.
7		Electricity Corporation, Riyadh
8		Arabian Metal Industries, Jeddah
9		Detecon Al-Saudia Co. Ltd., Riyadh
10		Eastern Province Cement Co., Dammam
11		Delta-Stesa Electro-Mechanic TV Project
12		United International Transportation Co. Ltd (UNITRANS)
13		A. A. Turki Group of Companies
14		DallahAlbaraka
15		Saudi YanbuPetrochemcial Co.
16		Al-Yamamah Hospital Director
17		Kuwait Shipbuilding
18		Arabian Bemco Contracting Co. Ltd
19		Al-AhsaInter Continental Hotel
20		Ali Reza Group
21		Vita Food Company
22		Saudi Technical Engineering Systems Associated (STESA)
23		Al-Hammam Company
24		Yusuf Bin Ahmed Kanoo
25		Saudi Cement Co.
26		Kanoo Travel,
27		Al Rushaid Investment CO.
28		Sait Group
29		Kuwait 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		United Arab Emirates	Dubai Municipality
46			Voltas Limited
47			Asmacs general trading & cont. Est.
48	Al Buhooth Contracting & Gen. Maint. Est.		
49	Derby Textile Factory		
50	ASMACS		
51	Dubai Intercontinental Hotel		
52	Royal Group		
53	Al-Ghurair Centre, Dubai		
54	Adnh Compass Middle East LLC		
55	United Engineering & Trading Co		
56	Wade Adams Contracting L.L.C		
57	Abdulla A. Al ghurair group of companies		
58	Mechwatt Electromechanical Works LLC		
59	Control & Applications Emirates (CAE)		
60	Bridgeway Electromechanical & Decoration LLC		
61	Al-Habtoor Engineering Enterprises		
62	Emirates Telecommunications Corporation (ETISALAT)		
63	Al Nasr Irrigation & Contracting Co.		
64	Associated Constructions & Investments (LLC)		
65	National Petroleum Construction Company		
66	Al JaberEst		
67	Sharjah Municipality		
68	Al-Ain Municipality		
69	Al Jaber Energy Services		
70	Dubai Electricity & Water Authority, Dubai		
71	Water & Electricity Department, Abu Dhabi		

74		Emirates Trading Agency	
75		New Age Company LLC	
76		Abu Dhabi Gas Liquefaction Co. Ltd.	
77		77. Al Ahlia Gulf Line Gen. Trading Co. (Pvt) Ltd	
78		Intergulf General Contracting LLC	
79		Abu Dhabi Polymers Co. Ltd.	
80		United Arab Shipping Marine Workshop L.L.C.	
81		Abu Dhabi Municipality	
82		Emirates Float Glass LLC	
83		OTIS L.L.C.	
84		Cristal Garments	
85		Qatar	Mesaieed Power Co. Ltd. (M-POWER)
86			Qatar Fertilizer Co., (Qafco)
87			RasGirtas Power Co.
88	Qatar Steel Company		
89	Qatar Fuel Additives Co. LTD		
90	Qatar Navigation		
91	Ministry of Education		
92	Qatar Building Engineering Co. (QBEC)		
93	Hamad& Mohammed Al-Futtaim		
94	Qatar Municipality		
95	Compass Catering Services WLL (EUREST)		
96	MOWASALAT		
97	Darwish Engineering Co.		
98	Water & Electricity Co. (QWEC)		
99	Qatar National Navigation & Transport Co. (QNNTC)		
100	ASMACS, Doha Office		
101	Oman	Ministry of Health	
102		Oman Aviation Services	
103		Ghadeer Brothers	
104		Mir work Limited	
105		Excellent Garment	
106		106. Eleganty Garments	
107		Galfar Engineering & Contracting SAOG	
108		Oman National Electric Co.	
109		Fashion Apparels LLC	
110	Bahrain	M.R.S. Fashions, W.L.L	
111		Kooheji Contractors,	

112		Haji Hassan Group W.L.L
113		Comsip Al A' Ali WLL
114		Mohammad Jalal Contracting
115		Alkomed Engineering Service Co. W.L.L.
116		Al-Noor Textiles
117		Bahrain Airport Service
118		Awal Plastics
119		Arab Shipbuilding & Repair Yard Co.
120		Bahrain Municipality
121		AA Zaiany& Sons Co.
122		Cora Engineering Co.
123	Japan	Seikitokkyo Kogyo Co. Ltd. (Japan)
124		Zenkoku Jinzai Shien Jigyo Kyodo Kumiai
125		Maebashi Kokusai Shien Kyoudu Kumiai
126		The Juridical Foundation For International Personnel Management (I.P.M)
127		Kakamigahara Chamber Of Commerce & Industry
128		Kyodokumiai Accumulation
129	Jordan	Classic Fashion App. Industry Ltd Co
130		Tusker Apparel Ltd, Jordan
131		Jerash Garments Mfg Co Ltd, Jordan
132		Sidney Apparels LLC, Jordan
133		Needle Craft For Clothing Industry, Jordan
134		EAM Maliban Textile Pvt Ltd
135		Pine Tree Company For Text Mfg (PSC), Jordan
136		Rich Pine International Group Limited, Jordan
137		Century Miracle Co Ltd, Jordan
138		United Creation, Jordan
139		Hi-Tech Textile, Jordan
140		Atlanta Garments manufacturing Ltd, Jordan
141		Aseel Universal Garments, Jordan
142		HY Apparel, Jordan
143		Galaxy Apparel Industry Ltd. Co, Jordan
144		Indo Jordan Clothing Company, Jordan
145		M & K and Prestige Garments Ltd., Jordan
146		Atateks Foreign Trade
147		Mas Active Al Safi, Jordan
148		Ivory Garments, Jordan
149		Southern Garments Manufacturing co Ltd LLC

150		Victoria Apparels, Jordan
151		New Century
152		Musa Company For Mfg Ready Garments, Jordan
153		Rainbow Textiles L.L.C, Jordan
154		Fashion Curve
155		Straight Line For Apparel Co, Jordan
156		Third Dimension
157		Business Faith
158		Haifa Apparel Ltd, Jordan
159		El-Zay Ready Garments, Jordan
160		International Elegance Garments, Jordan
161		Classic Fashion App. Industry Ltd Co
162		Tusker Apparel Ltd, Jordan
163		Jerash Garments Mfg Co Ltd, Jordan
164		Sidney Apparels LLC, Jordan
165		Needle Craft For Clothing Industry, Jordan
166		EAM Maliban Textile Pvt Ltd
167	South Korea	Human Resources Department-Korea (HRD-Korea)
168		Sheeba International Garments Co.
169	Egypt	Jade Apparels Ltd.
170		E. L. Petra
171	Poland	Promoman Limited
172	Botswana	Ministry of Roads & Highway
173		Ministry of Health
174	Nigeria	Ministry of Health
175		United Cement Co. of (NIG.) Ltd.
176	Iran	Ministry of Health
177		Islamic Republic of Iran Shipping Lines
178		Ministry of Light Industries
179		Ministry of Land Transport
180		Ministry of Heavy Industries
181	Iraq	State Company of Building & Construction
182		Ministry of Petroleum
183		Baghdad Municipality
184		Ministry of Health
185	Libya	Ministry of Health
186		Marsha Al Khir

187	Turkey	Ministry of Education
188	Maldives	Deenam Garments (Pvt.) Ltd.
189		Ministry of Health
190	Mauritius	Steel Co. Ltd.
		Esquel (Mauritius) Ltd
191	Malaysia	Around 750 Factories
192		12 Tea Gardens
193		15 Palm & Rubber Gardens
194		Ministry of Health,
195	Singapore	Ministry of Shipyard
196		Public Service Commission
197	Brunei	Public Service Commission
198	Zimbabwe	Ministry of Housing
199	Zambia	Export Import Corporation
200	Malawi	K.K. Millars
201	Fiji	Ministry of Health
202		FabcraftClothers Ltd.

Chapter 9

The Role of BOESL to Achieve Sustainable Development Goal (SDG)



9.1 Sustainable development Goal

The Sustainable Development Goals are a global call to action to end poverty, protect the earth's environment and climate, and ensure that people everywhere can enjoy peace and prosperity. The goal highlights the importance of global macroeconomic stability and the need to mobilise financial resources for developing countries from international sources, as well as through strengthened domestic capacities for revenue collection. The Sustainable Development Goals (SDGs), also known as the Global Goals, were adopted by all United Nations Member States adopted by 193 Countries in 2015 as a universal call to action to end poverty, protect the planet and ensure that all people enjoy peace and prosperity by 2030.

9.2 Area covered by BOESL on SDG:

Bangladesh Government has taken various initiatives for sustainable economic growth, creating strong employment market and upholding people's prosperity in line with the achievement of targets of Sustainable Development Goals (SDGs) by 2030. Hence, utilization of huge active workforce consisting of 64 percent of the total population is a major concern that appears because of small employment market and the necessity of socio-economic development of this huge group as well as country. Engaging these potential human resources in overseas employment (OE) market has become a mandatory solution for development. There are 17 goals in SDG. BOESL covers in SDG the number 1, 2, 5, 8 and 10 goals.



Fig: BOESL covers in SDG the number 1, 2, 5, 8 and 10 goals

9.2.1 GOAL 1: No Poverty:

This goal involves targeting the most vulnerable, increasing basic resources and services, and supporting communities affected by conflict and climate-related disasters, to end poverty in all forms by 2030. The new goals are unique in that they call for action by all countries, poor, rich and middle-income to promote prosperity while protecting the planet. They recognize that ending poverty must go together with strategies that build economic growth and address a range of social needs including education, health, social protection, and job opportunities, while tackling climate change and environmental protection. Eradicating poverty is not a task of charity, it's an act of justice and the key to unlocking an enormous human potential. Still, nearly half of the world's population lives in poverty, and lack of food and clean water is killing thousands every single day of the year. BOESL have sent 1, 11086 numbers of professional, skill workers, technician, semi-skilled workers to different countries. They have a large contribution to national economy and their dependent families to eradicate poverty.

9.2.2 GOAL 2: Zero Hunger:

SDG 2: End hunger, achieve food security and improved nutrition and promote sustainable agriculture. Goal 2 seeks sustainable solutions to end hunger in all its forms by 2030 and to achieve food security. The aim is to ensure that everyone everywhere has enough good-quality food to lead a healthy life. The solution of Zero Hunger (i) Stop the loss or waste of food (ii) Stop the meat feast (iii) Reduce Poverty (ex.) Economic growth has long been seen as the key to reducing hunger. Overseas employment opportunity through BOESL helps to achieve Zero Hunger of the sustainable development Goal

9.2.3 GOAL 5: Gender Equality:

SDG 5 aims to grant women and girls equal rights, opportunities to live free without discrimination including workplace discrimination or any violence. This is to achieve gender equality and empower all women and girls. End all forms of discrimination against all women and girls everywhere. Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation. Globally, women have fewer opportunities for economic participation than men, less access to basic and higher education, greater health and safety risks, and less political representation.

In 2006, Jordan Government stopped employment of male workers from Bangladesh. Thereafter, with the persuasion of the government of Bangladesh, the Jordan Government has especially allowed recruitment of female garments workers from Bangladesh through BOESL from the month of September 2010.. BOESL has also sent female garment workers in Mauritius this year. Under the supervision of Ministry of Expatriates' Welfare & Overseas Employment, BOESL has taken a special initiative to ensure safe and low cost migration of female garments workers in Jordan and Mauritius. Total 60,675 female garments workers have received employment in Jordan through BOESL from 2010 to 2020.

9.2.4 GOAL 8: Decent Work and Economic Growth:

The Decent Work Agenda was developed in 1999 by the ILO around four pillars: employment creation, rights at work, social protection and social dialogue .It attempts to track levels of resources to the achievement of decent work and identify the gaps. Decent work means opportunities for every- one to get work that is productive and delivers a fair income, security in the workplace and social protection for families, better prospects for personal development and social integration. It provides an overall measure of the change in productivity of a country's labor force and use of resources. Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value added and labor-intensive sectors by 2030 BOESL have sent not only semi-skilled workers in abroad but also have sent Engineers, Doctors, Nurses and others professionals in different countries.

9.2.5 GOAL 10: Reduced Inequality:

Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard. While there is still some disagreements of the best way to reduce inequality, there is a growing consensus that inequality should be reduce.

- (i) Increase the minimum wage.
- (ii) Expand the Earned Income Tax.
- (iii) Build assets for working families.
- (iv) Invest in education.
- (v) Make the tax code more progressive.
- (vi) End residential segregation

Engaging potential human resources in overseas employment (OE) market has become a mandatory solution for development, reducing transaction costs of migrant remittances, achieving greater equality and facilitate orderly, safe, regular and responsible migration and mobility of people, including through the implementation of planned and well-managed migration policies are directly related to overseas employment.

Chapter 10

Achievement of BOESL in 2020-2021



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

Country	Semi-Skilled	Skilled	Professional	Total
Jordan	0	5549	0	5549
Seychelles	0	05	0	05
Hong Kong	0	02	0	02
Total	0	5556	0	5556

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

Number of Female Employee	Destination Country	Total
5482	Jordan	5484
02	Hong Kong	

According to SDG goal no. 8 decent work and economic growth, BOESL contribute 133 crore taka for economic growth through Remittance in 2020-2021 only:

Country	Job	Salary per Month (BDT)	Total Remittance (C*12)*B
A	B	C	D
Hong Kong	02	51,000/-	12,24,000/-
Seychelles	05	42,000/-	25,20,000/-
Jordan	5549	20,000/-	133,17,60,000/-
Total	5556	-	133,55,04,000/-

Human Resource: BOESL has recruited 17 officers and staffs to meet the challenges and ensuring proper and time bound service to its clients. The present scenario of BOESL Human Resource are given below:

Sl.	Post Name	Total Post	Present Workforce	Vacant Workforce	Remarks
1	Managing Director	01	01	0	
2	Executive Director	01	01	0	
3	General Manager	02	01	01	
4	Company Secretary	01	01	0	
5	Deputy General Manager	03	02	01	
6	Asst. General Manager	04	03	01	
7	Manager	09	09	0	
8	Deputy Manager	05	05	0	
9	Assistant Manager	09	09	0	
10	Computer Operator	09	08	01	01
11	Receptionist	02	01	01	01
12	Electrician	01	01	0	
13	Driver	11	08	03	
14	Messenger	08	07	01	01
15	Tea boy	02	02	0	01
16	Security Guard	05	05	0	
17	Cleaner	03	02	01	03
Total		76	65	11	07

Other Achievement during the year 2020-2021

- Prepared Government approved accounting code-based Budget for the year 2021-2022;
 - Increased accounts management software from Single user to three users;
 - Update BOESL HRM software;
 - Initiatives has taken to increase headcount of BOESL. A total of 16 people including 4 officers and 13 employees have been appointed to fill the vacancies.
 - Preparation of Guidelines for depositing security money by Bangladeshi EPS Workers Going to South Korea, 2020.
 - A group of experts from CSE, BRTC (Bureau of Research, Testing and Consultation), BUET sets up software to improve the jobseeker's applications receive system for South Korea. The system improves efficiencies to handle huge number of applicants and eliminated unnecessary paper work. It has maximizes participation of applicants in the registration process. It helps to maintain social distancing during registration in COVID-19 pandemic.
 - Increased the board member numbers from 7 to 9 with the aim of including the Managing Director, BOESL and the Director General, Wage Earners Welfare Board in the BOESL Board of Directors.
 - Preparation and publication of annual report for the financial year 2020-2021.
 - Arranging chartered flights to send almost 2000 skilled female garment workers to Jordan during Covid-19 pandemic.
 - BOESL overcome Covid-19 pandemic challenges by sending skilled female garment workers
 - South Korea's HRD has launched free Korean language education in collaboration with Korea in the Covid-19 epidemic.
 - Language tests have been taken for South Korea going EPS worker during the COVID-19 epidemic.
 - We have already made an agreement with one Employment agency in Croatia to send Bangladeshi workers to Croatia.
 - We are in close contact with Australia and Germany employment agency to send Bangladeshi worker in first world countries through BOESL.
 - Established Language Lab (English, Arabic, Korean and Japanese) for overseas job seeker.
- A digital foreign language training and motivation center has been set up in BOESL to enhance English, Arabic and Korean language skills for those traveling abroad.

Chapter 11

Where BOESL Wants to Go



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

Next year (2021-2022) GOAL:

- To create Overseas Employment for 12000 Bangladeshi Aspirant Migrants.
- To ensure new destination for overseas employment is Croatia, Brunei, Malaysia and Poland.
- To renovate BOESL Conference Room
- To arrange Job Fair in 10 important districts around the country
- To Conduct a special training program to develop Financial and Administrative Skill of BOESL Employees.
- To purchase Land in Dhaka city for BOESL.

Next 5 year (2021-2025) GOAL:

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

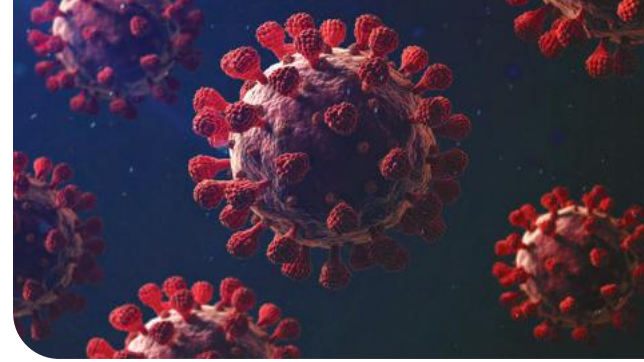
BOESL wants to go by 2030:

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

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

Chapter 12

Impacts of COVID-19 and Post COVID Situations



12.1 Introduction

The coronavirus disease (COVID-19) pandemic has caught almost every country off-guard, requiring painful adjustments to the new reality. Bangladesh is also not an exception. However, Bangladesh has relatively well-managed the acuteness of the pandemic, and its impacts on economy and society are less severe than many other economies including developed ones in north America and Europe, and other neighboring countries in South Asia.

12.2 How has Bangladesh been affected by COVID-19?

Bangladesh has been severely impacted. Due to covid-19 pandemic the economic impact has been felt in three main avenues:

- i) A drop in domestic economic activity, after the shutdown announced on March 26 (now gradually being lifted);
- ii) Decline in exports of ready-made garments, which represent more than 80 percent of Bangladesh's exports and have been strongly impacted (overall exports fell by 83 percent year-on-year in April).
- iii) There has been a fall in remittances from Bangladeshis living mostly in Middle Eastern countries, affected not just by the pandemic but also by the decline in oil prices.

12.3 What challenges do we need to focus on?

The ongoing impact of the virus, the nature and length of restrictions to economic and social activity, and how and when we can transition from current emergency measures are all highly uncertain. We argue there are five key challenges that policy must address.

a. Avoid creating a 'pandemic generation' of young people with poorer education and employment prospects.

Young people are particularly vulnerable to the economic impact of corona virus. During the last recession, youth unemployment increased further and faster than unemployment overall. Early evidence highlighted above suggests young people are more likely to have lost their jobs, as they are concentrated in the sectors most affected.

b. Utilize the skills and expertise of those out of work or furloughed.

There are still vacancies in the economy: hiring has reduced but not ceased. In some areas there are a higher number of opportunities, for example working in supermarkets, which are seeing huge increases in sales.

c. Prevent short-term unemployment turning into long-term unemployment.

Despite the unprecedented measures the government has taken, there will be a very significant increase in unemployment in the short term.

d. Support for as long as needed, but plan for withdrawal of emergency support.

The Government's first priority for the economic response has rightly been on providing rapid and significant support for businesses and individuals. It has generally done the right thing, and listened when gaps that have resulted from the speed of the response have been highlighted.

e. Learn lessons for the future.

It is far too early to say what the world will look like after the peak of the pandemic, let alone what this should mean for economic and social policy. However, we must learn the lessons of the crisis, and ensure that decisions we take now offer a bridge to the future.

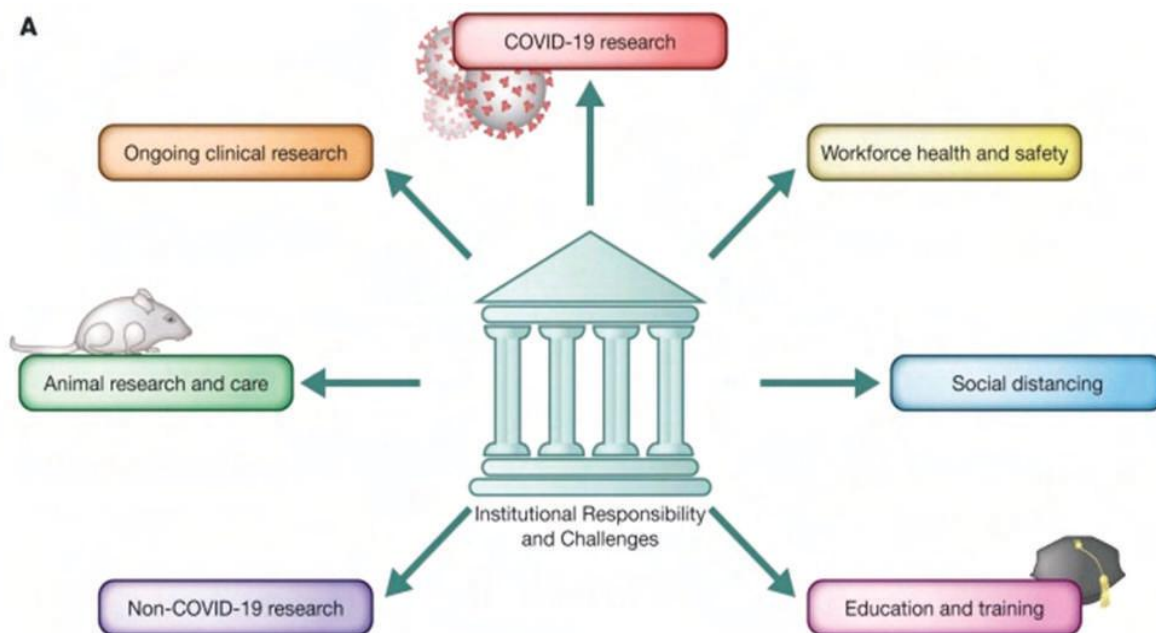
12.4 How will COVID-19 affect the world of work?

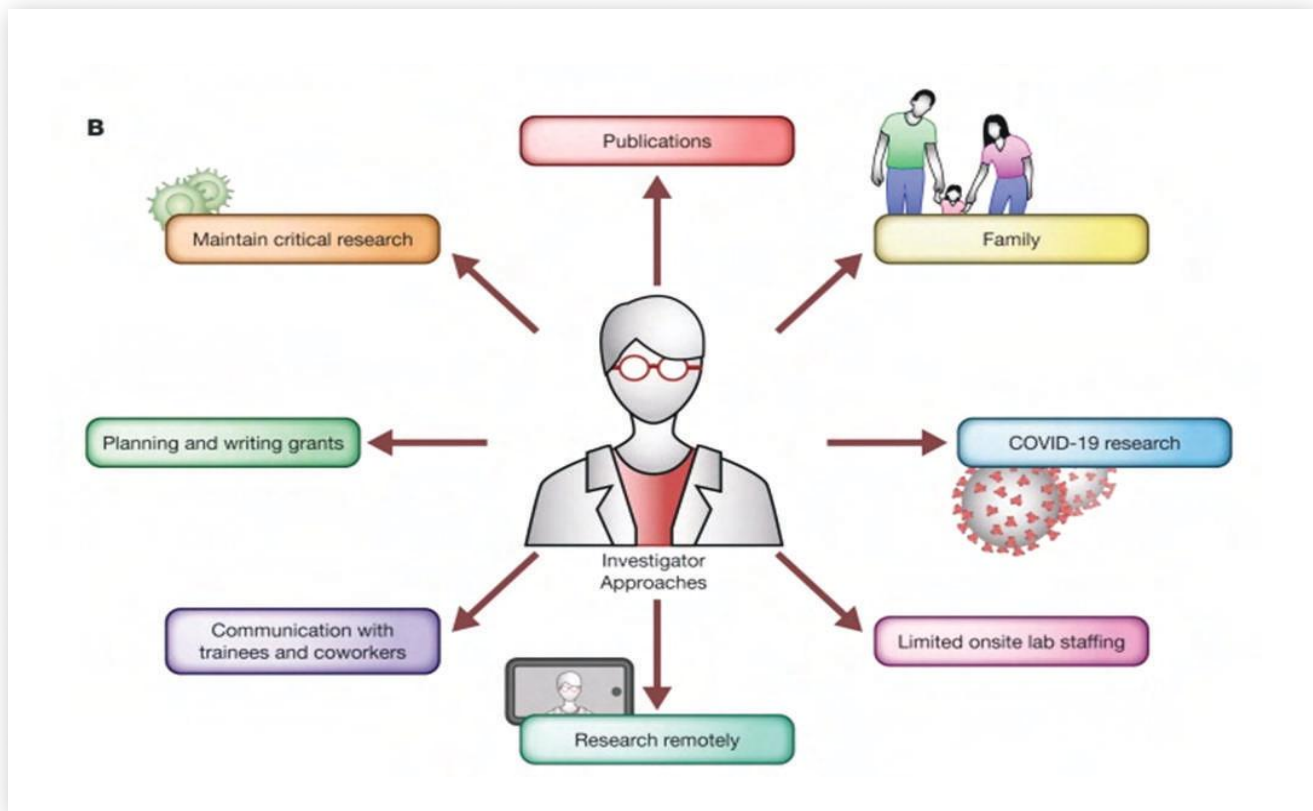
COVID-19 will have far-reaching impacts on labor market outcomes. Beyond the urgent concerns about the health of workers and their families, the virus and the subsequent economic shocks will impact the world of work across three key dimensions: 1) The quantity of jobs (both unemployment and underemployment); 2) The quality of work (e.g. wages and access to social protection); and 3) Effects on specific groups who are more vulnerable to adverse labor market outcomes.

12.5 Increasing & Decreasing Sectors during Covid-19:

Sl No.	Increasing Sectors	Decreasing Sectors
1	Hospital	Tourism
2	Pharmaceuticals/ Medical products.	Hotel
3	Software companies.	Airlines
4	Remote work	Overseas Employments
5	IT sector	Vehicle sectors
6	Chemical industries	SME industries
7	Safety equipments making factories etc.	Export- Import business etc.

12.6 Impacts of the COVID-19 pandemic on research institutions and researchers.





12.7 Interventions to Counter the Impact of Crises:

Several key actions can be taken:

a) Maintain government expenditure levels on education: The crisis is expected to lead to budget cuts, and education may lose a lot. Some predict massive budget cuts to education. A lack of investment in education and training will hurt long-term economic prospects and lead to short term losses for students, workers and their families.

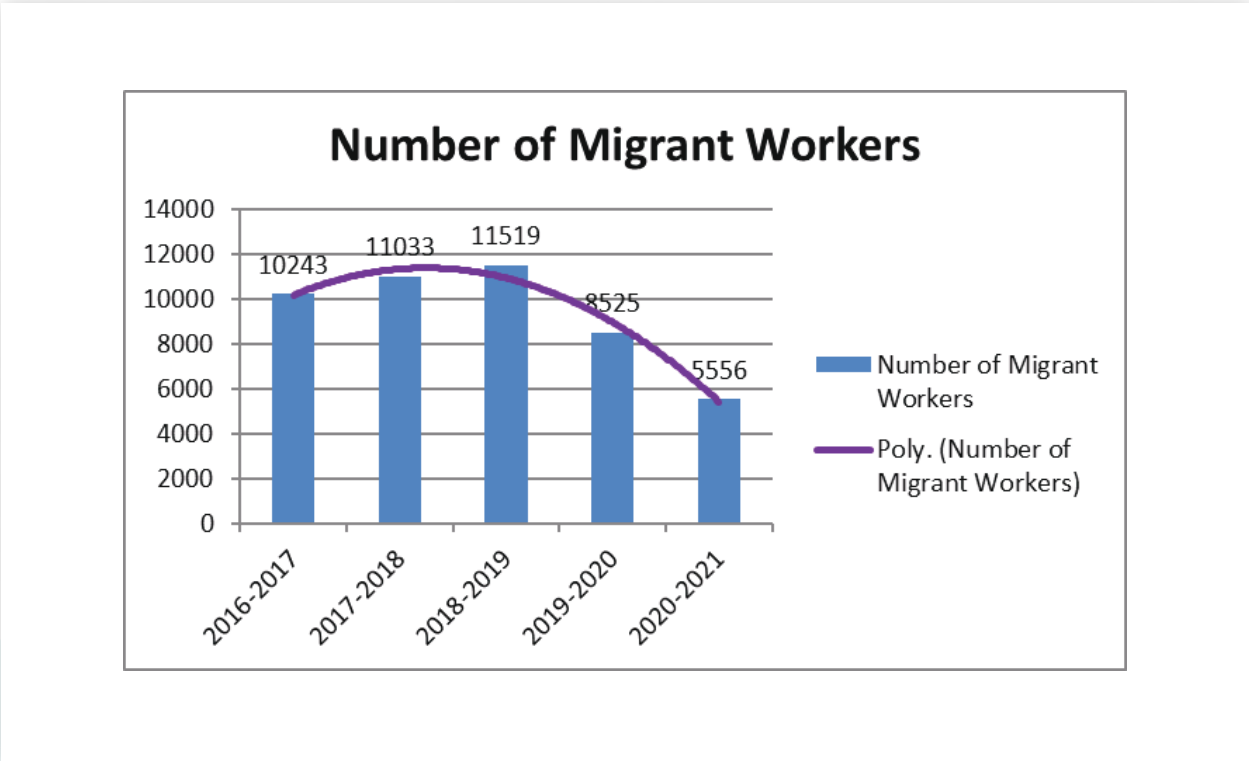
b) Provide income support and employment: Direct income support and employment for young people are important mechanisms to adopt now. In the past, public works programs have successfully kept young people working. Employing youth during the corona virus pandemic is a good investment. It helps mitigate the long-term consequences of COVID-19 for labor productivity.

c) Invest in digital skills and technology: The unusual and unprecedented nature of the crisis means that it is not only the more educated but also the ones who are in jobs and occupations more amenable to remote work who fare better. In most cases, it ends up being people with digital skills. Governments have also started subsidizing internet access or providing low-cost computers for those without access to technology.

All three actions are needed. All three also encourage continued investment in education so that education levels will rise.

12.8 Impacts of COVID-19 on Overseas Employment through BOESL:

The chart shows information about the total number of manpower sending before and during covid-19 situations. In fiscal year 2016-2017 total manpower sending was 10243. Manpower sending increased by 11033 in the fiscal year 2017-2018 and 11519 in the fiscal year 2018-2019. We can also see that during corona pandemic manpower sending decreased by 8525 in the fiscal year 2019-2020 and 5556 in the fiscal year 2020-2021. According to the chart, there were downwards trends in sending manpower through BOESL during Corona pandemic.



Chapter 13

Celebration of Mujib Centenary and Golden Jubilee of Independence of Bangladesh



“তুমি বাংলার ধ্রুবতারা, তুমি হৃদয়ের বাতিঘর,
আকাশে বাতাসে বজ্রকণ্ঠ, তোমার কণ্ঠস্বর”

13.1 Celebration of Mujib Centenary

Humans are naturally freedom-loving creatures. Along with the progress of human civilization, people built a free homeland by breaking the shackles of subjugation. The war of liberation that took place in 1971 to liberate the country and its people from the clutches of the enemy is a fiery thrill in the history of the Bengali nation. He was the great founder of the Bengali nation, the forerunner of the freedom struggle, the best Bengali of the millennium, the architect of independent sovereign Bangladesh, the father of the nation Bangabandhu Sheikh Mujibur Rahman, and the dreamer of a golden Bengal free from exploitation.

Father of the nation of Bangladesh was born on March 17, 1920 in Tungipara of Gopalganj district surrounded by rivers. 2020 marks the 100th anniversary of the Father of the Nation. The present government has declared the centenary of the father of the nation as the year of Mujib. In the centenary of Mujib's birth, his life, his way of life, his role in the salvation of the Bengali nation is impeccable and undeniable.

“মুজিববর্ষের আহ্বান
দক্ষ হয়ে বিদেশ যান”



Mujib 100 Years Counting Watch



Mujib 100 Years Logo



Bangabandhu Sheikh Mujibur Rahman during the signing of Mujib-Indira Treaty (May 16, 1974).



Bangabandhu Sheikh Mujibur Rahman takes oath as the Prime Minister for the second time following the first elections held in an Independent Bangladesh (March 16, 1973).



Sheikh Mujibur Rahman on his way to the Special Tribunal set up in the Dhaka Cantonment to try the Agartala Conspiracy (1969)



Sheikh Mujibur Rahman with his political mentor and the then Prime Minister of Pakistan Huseyn Shaheed Suhrawardy (1956).



Sheikh Mujibur Rahman, a young football player. Front row third from left (1940).



Bangabandhu Sheikh Mujibur Rahman and his family with the visiting Indian Prime Minister Indira Gandhi (March 18, 1972).



Bangabandhu Sheikh Mujibur Rahman with his eldest daughter Sheikh Hasina and his grandson Sajeeb Wazed at his Dhanmondi residence



Bangabandhu Sheikh Mujibur Rahman with his parents and family

Sheikh Mujibur's life story is very colorful in politics. He has been a citizen of British India, Pakistan and independent Bangladesh in his lifetime. Since the founding of Pakistan, repression, exploitation and oppression of the citizens of East Pakistan have led him to the independence movement. Disgusted by the repressive policies of the rulers, Sheikh Mujib has been arrested from East Pakistan for being involved in anti-ruler movements more than once. He finally declared independence on March 25, 1971, in the midst of a long turbulent political situation, and was arrested shortly afterwards. The countdown to the birth centenary of Father of the Nation Bangabandhu has started from January 10, the day of his return home. The Prime Minister has announced from March 16, 2020 to March 17, 2021 the year from one birthday to another, will be celebrated as the year of Mujib.

মুজিবশতবর্ষ উপলক্ষে বোয়েসেল-এর গৃহীত কর্মসূচি বাস্তবায়ন অগ্রগতি:

ক্র. নং	কর্মসূচি	বাস্তবায়ন অগ্রগতি	সিদ্ধান্ত
১	১২ (বারো) মাসে ৮টি বিভাগীয় সদরসহ ১২টি জেলায় ওভারসিজ জব ফেয়ার-এর আয়োজন।	মুজিববর্ষ ২০২০ উপলক্ষে বোয়েসেল-এর ১৩টি কর্মসূচি ছিলো। যার অন্যতম ১২টি জেলায় 'জব ফেয়ার' অনুষ্ঠিত করা। বোয়েসেলের মাধ্যমে ইতোমধ্যে জর্ডানে প্রেরিত মহিলা গার্মেন্টস কর্মীর বায়োডাটা হতে প্রাপ্ত তথ্যের জিয়োগ্রাফিক্যাল বিশ্লেষণে অধিক হারে কর্মী প্রাপ্তির লক্ষ্যে ইতোমধ্যে মোট ১০টি 'জব ফেয়ার' অনুষ্ঠিত করা সম্পন্ন হয়েছে। এদের মধ্যে গত ২০.০৩.২০২১ তারিখে নারায়ণগঞ্জ, ২৪.০৮.২০২১ তারিখে কিশোরগঞ্জ, ২১.০৯.২০২১ তারিখে রাঙ্গামাটি, ০১.১০.২০২১ তারিখে মাদারীপুর, ০২.১০.২০২১ তারিখে শরীয়তপুর, ০৯.১০.২০২১ তারিখে গোপালগঞ্জ, ১৭.১০.২০২১ তারিখে বান্দরবান, ১৯.১০.২০২১ তারিখে নীলফামারী, ১৯.১০.২০২১ তারিখে রংপুর এবং ১৪.১০.২০২১ তারিখে পঞ্চগড় জেলায় 'জব ফেয়ার' অনুষ্ঠিত হয়েছে। বেশীর ভাগ 'জব ফেয়ার' প্রচার প্রচারণা সাপেক্ষে জেলাছ কারিগরি প্রশিক্ষণ কেন্দ্র (টিটিসি) সমূহে আয়োজন করা হয়েছিল। একই সাথে সংশ্লিষ্ট জেলা প্রশাসকের কার্যালয়ে জেলা প্রশাসকের সভাপতিত্বে উপজেলা নির্বাহী অফিসার, স্থানীয় সরকার বিভাগের জনপ্রতিনিধি, স্থানীয় গণ্যমান্য ব্যক্তিবর্গের সমন্বয়ে বোয়েসেল-এর বৈদেশিক কর্মসংস্থান বিষয়ে অবহিতকরণ সভা অনুষ্ঠিত হয়েছে। আগামী ২ মাসের মধ্যে অবশিষ্ট ২টি জেলায় 'জব-ফেয়ার' আয়োজন করা হবে।	অবশিষ্ট ২টি জেলায় আগামী ২ মাসের মধ্যে জব ফেয়ার-এর আয়োজন করতে হবে।
২	বোয়েসেল-এর বিজ্ঞাপন সম্বলিত সুসজ্জিত একটি মাইক্রোবাস কর্তৃক ৬৪ জেলায় আগামী ১৭ মার্চ ২০২০ হতে প্রচারণা চালানো।	সরকারী ভাবে বৈদেশিক নিয়োগ বিষয়ক তথ্য সম্বলিত বোয়েসেলের সু-সজ্জিত মাইক্রোবাসটি ইতোমধ্যে ২২ জেলা সফর করেছে। আগামী ২ মাসের মধ্যে অবশিষ্ট জেলা সফর করবে।	বৈদেশিক নিয়োগে সম্ভাবনাময় সকল জেলায় দ্রুত সফর সম্পন্ন করতে হবে।

বোয়েসেল-এর গৃহীত কর্মসূচি বাস্তবায়ন অগ্রগতি:

ক্র. নং	কর্মসূচি	বাস্তবায়ন অগ্রগতি
৩	ইউরোপীয় দেশসমূহে বোয়েসেল-এর মাধ্যমে কর্মী প্রেরণের উদ্যোগ গ্রহণ।	ক. জার্মানীর সঙ্গে সমঝোতা স্মারক স্বাক্ষর হয়েছে। ৬০০০ লোক নিয়োগের চাহিদা পাওয়া গেছে। কোভিড অতিমারির জন্য এতদিন কার্যক্রম বন্ধ ছিল। শীঘ্রই কার্যক্রম আরম্ভ হবে। খ. ক্রোয়েশিয়ায় কর্মী প্রেরণের লক্ষ্যে সমঝোতা স্মারক স্বাক্ষর ও ডিমান্ড লেটার পাওয়া গেছে।
৪	সংযুক্ত আরব আমিরাত-এর দুবাই/মালয়েশিয়া বোয়েসেল-এর একটি শাখা অফিস চালুকরণ।	প্রাথমিক পর্যায়ে দুবাইতে শাখা অফিস চালুর উদ্যোগ গ্রহণের জন্য চলতি অর্থ বছরে বাজেট বরাদ্দ রাখা হয়েছে।
৫	চাকমা, মারমা ও ত্রিপুরা সম্প্রদায়সহ পার্বত্য চট্টগ্রামের বিভিন্ন ক্ষুদ্র নৃগোষ্ঠীর মধ্যে থেকে অগ্রহী প্রার্থীদের হংকং-এ গৃহকর্মী হিসেবে প্রেরণ।	এ বিষয়ে ইতোমধ্যে রাজ্যমাটি ও অন্যান্য পার্বত্য জেলার জেলা প্রশাসকের সহযোগিতায় নিয়োগ কার্যক্রম পরিচালনা করা হয়েছে। ইতোমধ্যে রাজ্যমাটি জেলায় টিটিসি-র মাধ্যমে কার্যক্রম গৃহীত হয়েছে। বান্দরবান জেলার টিটিসিতে জব ফেয়ার করা হয়েছে।
৬	মুজিববর্ষ উদ্যাপন উপলক্ষে বীর-মুক্তিযোদ্ধাদের সন্তানদের ক্ষেত্রে সার্ভিসচার্জ না নেওয়া এবং বিনা ব্যয়ে অন্তত ১০০ (একশ) জন কর্মী প্রেরণ।	ইতোমধ্যে প্রমাণক পাওয়া সাপেক্ষে ৮ জনকে বিনা ব্যয়ে বিদেশে প্রেরণ করা হয়েছে।
৭	জেলা জনশক্তি ও কর্মসংস্থান অফিস এবং কারিগরি প্রশিক্ষণ কেন্দ্রে বোয়েসেল-এর প্রচারণা মূলক ডিসপ্লে বোর্ড স্থাপন।	বাংলাদেশ-কোরিয়া টিটিসি এবং বাংলাদেশ-জার্মান টিটিসি-তে ১টি করে ডিসপ্লে বোর্ড স্থাপনের প্রক্রিয়া চলমান রয়েছে।
৮	১০ জানুয়ারি ২০২০ খ্রি. তারিখে দক্ষিণ কোরিয়াগামী ৫০ জন কর্মীকে প্রাবাসী কল্যাণ ও বৈদেশিক কর্মসংস্থান মন্ত্রণালয়ের মাননীয়মন্ত্রী/সচিব মহোদয়ের উপস্থিতিতে প্রাক-বর্হিগমন ব্রিফিং এর আয়োজন।	কোভিড অতিমারির জন্য কার্যক্রম বন্ধ রয়েছে।
৯	বোয়েসেল-এর প্রচারণা মূলক নতুন আরও একটি টিটিসি তৈরী ও প্রচার।	বঙ্গবন্ধু ও মুক্তিযুদ্ধের চেতনায় একটি নতুন টিটিসি নির্মাণ করা হয়েছে। ইতোমধ্যে নারায়ণগঞ্জ, কিশোরগঞ্জ, রাজশাহী, মাদারীপুর, শরীয়তপুর, গোপালগঞ্জ, বান্দরবান, নীলফামারী, রংপুর এবং পঞ্চগড়সহ বিভিন্ন জেলায় এটি প্রদর্শিত হয়েছে।
১০	বোয়েসেল-এর মাধ্যমে বিদেশে গিয়ে সফলতা পেয়েছেন এমন ১০০ (একশ) জন কর্মী ও তাদের পরিবারকে নিয়ে রি-ইউনিয়ন-এর আয়োজন।	কোভিড অতিমারির জন্য কার্যক্রম বন্ধ রয়েছে।
১১	ঢাকা মহানগরের বিভিন্ন প্রবেশ পথ যেমন- গাজীপুর, সাভার, কাঁচপুরব্রিজ, সদরঘাট, মহাখালীতে বোয়েসেল-এর প্রচারণা মূলক বিলবোর্ড স্থাপন।	প্রস্তাবটি সংশোধন করে ঢাকাসহ গুরুত্বপূর্ণ ৭/৮ টি টিটিসি-তে বোয়েসেল-এর প্রচারণা মূলক বিল বোর্ড স্থাপন কার্যক্রম চলছে। ইতোমধ্যে বাংলাদেশ-কোরিয়া টিটিসি এবং বাংলাদেশ-জার্মান টিটিসি-তে ০২টি বিল বোর্ড স্থাপন করা হয়েছে।
১২	বোয়েসেল-এর মাধ্যমে ইতোমধ্যে বিদেশে প্রেরিত কর্মীদের একটি ডাটাবেইজ তৈরী এবং সোশাল মিডিয়ায় প্রচার।	এটুআই'র সহযোগিতায় একটি সমন্বিত ডাটাবেইজ প্রস্তুতের কাজ চলমান রয়েছে।

Some Snapshots of Celebration of Mujib Centenary of BOESL

Managing Director of BOESL Mr. Md. Billal Hossain (Additional Secretary) delivering his speech at Kishoreganj TTC

Managing Director of BOESL Mr. Md. Billal Hossain (Additional Secretary) delivering his speech at Nilphamari District Deputy Commissioner Office

Managing Director of BOESL Mr. Md. Billal Hossain (Additional Secretary) delivering his speech at Rangpur District Deputy Commissioner Office.



Managing Director of BOESL Mr. Md. Billal Hossain (Additional Secretary) delivering cheque to the son of a freedom fighter



Managing Director of BOESL Mr. Md. Billal Hossain (Additional Secretary) delivering cheque to the Children of freedom fighters. They are going to abroad with job through BOESL.

At the call of which the people of Bangladesh jumped into the war of independence, under whose leadership everyone was united to build a golden Bengal, the father of that nation was wounded by some insidious bullets on 15th August 1975. The nation loses a heroic leader, we lose the father of the nation. He dreamed that Bangladesh would be a happy and prosperous country. This country will be Sonar Bangla. Sheikh Mujibur believed in the principle of live and let live. After taking charge of independent Bangladesh, his policy in the field of state was friendship with all, not enmity with anyone.

His reign was only 3 years and 6 months. In this short time he has made every effort to build the country. He has worked in all sectors of the state. He has planned to send the youth of this country abroad for employment to improve the lot of this poor country which is dependent on agriculture. We are enjoying the harvest of his thoughts today.

BOESL, whose full name is Bangladesh Overseas Employment and Services Limited, was formed to

export manpower abroad. It is an institution of the Ministry of Expatriate Welfare and Overseas Employment. It is the only state-owned institution of the Government of the People's Republic of Bangladesh to send manpower abroad. BOESL was founded in 1984. BOESL's main goal is to secure valuable remittances in the country by employing low-skilled, skilled and professional migrant workers abroad safely and at low cost. Thus BOESL is making a significant contribution to the national economy. BOESL has some of its own arrangements for Mujib's centenary. BOESL will send the children of 100 heroic freedom fighters abroad completely free of cost. In 2020, the foreign labor market came to a standstill due to the global epidemic and the high rate of corona which is now much lower. The labor market has opened anew. BOESL is working on new ventures. Meanwhile, BOESL has sent the children of 08 freedom fighters to Jordan without any immigration costs. This is how BOESL is serving the motherland in the Mujib centenary.

Honorable Minister Mr. Imran Ahmad, M.P Inaugurating Foreign Language Training and Motivation Center of BOESL.

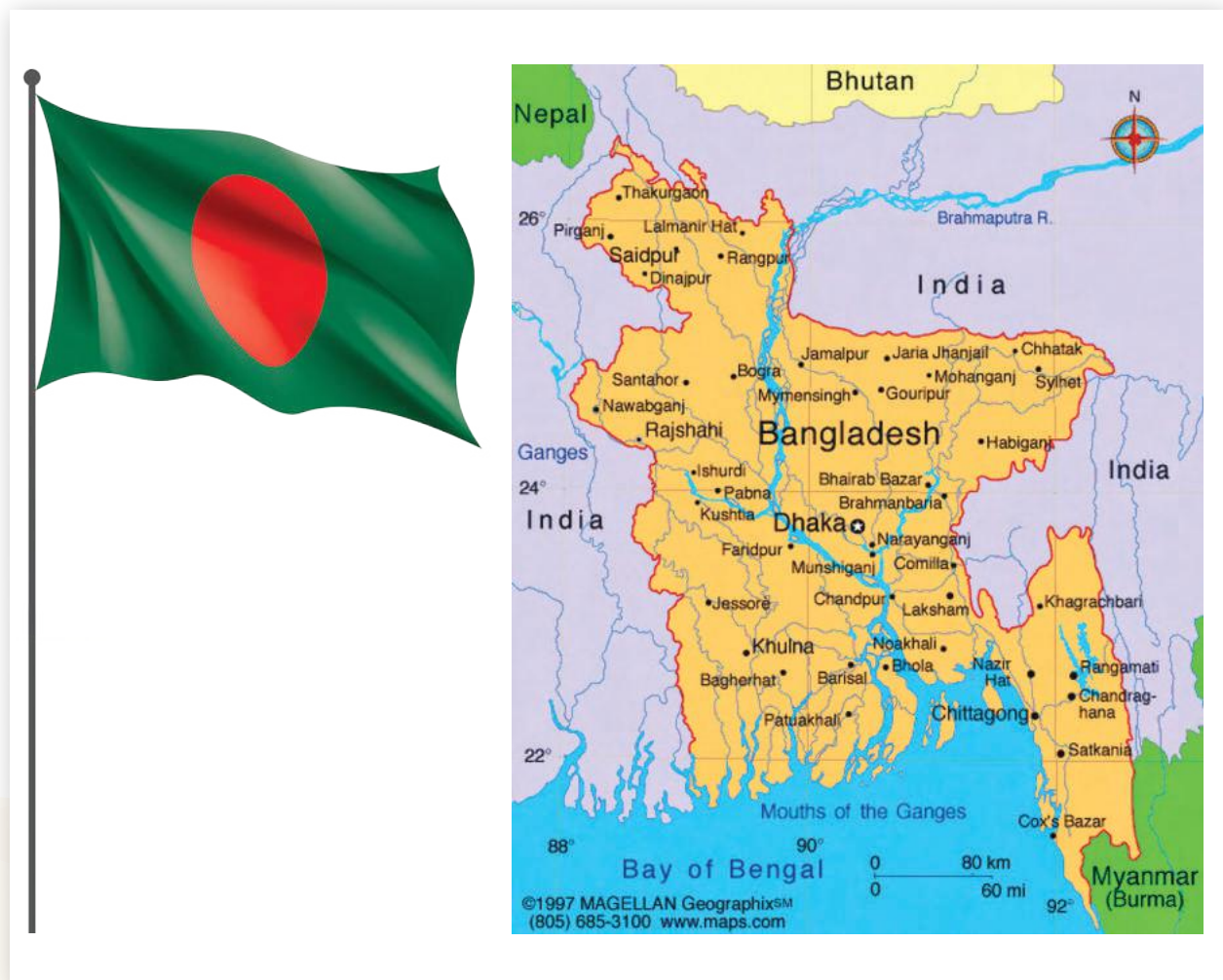


Strong commitment of officers /employees of BOESL regarding Celebration of Mujib Centenary

13.2 Golden Jubilee of Independence of Bangladesh

Pakistan emerged in 1947 from a British India, which was partitioned into two Dominions, India and Pakistan. On 14 August 1947, Pakistan achieved independence one day prior to Indian independence. India was partitioned, and an East and West Pakistan were created from Muslim majority areas.

Pakistan and Bangladesh are both South Asian Muslim-majority countries. Following the end of the British Raj, the two countries formed a single state for 24 years. The Bangladesh Liberation War in 1971 resulted in the secession of East Pakistan as the People's Republic of Bangladesh. We achieved our independence, Separate Bangladesh Map, National Flag for the Liberation War in 1971





Independence Day means the day on which the declaration of free Government is given. The 26th March 1971, on which the independence of Bangladesh was declared, is regarded as our independence day. It is a red letter day in our national life. Bangladesh celebrates its Golden Anniversary as an independent nation. March 26 makes the commemoration of the independence day of Bangladesh. It commemorates the country's declaration of independence from Pakistan in the late hours of 25 march 1971. The Government of Bangladesh celebrated the fiftieth anniversary of independence on March 26.2021.In this program, BOESL arranged some events to commemorate the heroic struggle and sacrifice in 1971. BOESL paved the road in front of his office, made various pictures and festoons of the father of the nation. Besides this BOESL held a discussion meeting in the office.

BOESL celebrates golden jubilee of independence of Bangladesh



Road decorated on Golden Jubilee of Independence of Bangladesh

The celebration golden jubilee of Bangladesh is one of the best parts of our life. We were so happy to celebrate this day.

Chapter 14

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 OF.....EMPLOYEES 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

Second Party

Signature & Stamp

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 -----.

(পরিশিষ্ট-ক)

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 যাইং 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। ইপিএস কর্মীর ব্যাংক হিসাবের বিবৃতি (Bank Statement of Account)-এরকপি।

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

(পরিশিষ্ট-খ)

বরাবর
ব্যবস্থাপনা পরিচালক
বোয়েসেল, ঢাকা।

ইপিএসকর্মীর
১ (এক) কপি ছবি

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 যাইং 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 ডিপার্টারসহ সকল তথ্যের কপি।
- ৪। জাতীয় পরিচয়পত্রের কপি।
- ৫। এইচআরডি কোরিয়ার প্রত্যয়নপত্র।
- ৬। ইপিএস কর্মীর ব্যাংকহিসাবের বিবৃতি (Bank Statement of Account)-এরকপি।

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

(পরিশিষ্ট-গ)

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

ইপিএসকর্মীর
১ (এক) কপি ছবি

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)

(পরিশিষ্ট-ঘ)

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 কর্তৃক বৈধ 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)

(পরিশিষ্ট-৬)

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 বৈধঅভিভাবক 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 ধরণের 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 কর্তৃকবৈধ অভিভাবকের সনদের কপি।
- ৪। বৈধ অভিভাবকের জাতীয় পরিচয়পত্রের কপি।
- ৫। বৈধ অভিভাবকের ব্যাংক হিসাবের বিবৃতি (Bank Statement of Account)-এরকপি।

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 : -----

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।

ফাইল অফিসার

এজিএম/ডিজিএম/কোম্পানি সচিব/জিএম

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 কারণ : 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-----

Chapter 15

BOESL Family



MD. BILLAL HOSSAIN
Managing Director
(Additional Secretary)
md@boesl.gov.bd
88-029345724 PS (pabx-101)



MD. MAHABUBUR RAHAMAN
Executive Director
(Joint Secretary)
Email: edirectorboesl@gmail.com
Tel: +88-48316088 (PABX 102)



BANANI BISWAS
General Manager
(Overseas Employment)
(Deputy Secretary)
gmoeboesl@gmail.com | +8801776497228



MD. ABDUS SOBHAN
Company Secretary
(Senior Assistant Secretary)
cosecretary@boesl.gov.bd | +8801819936156



NOOR AHMED
Deputy General Manager
(Admin, HR & Finance)
dgmad147@gmail.com | +8801977123053



MOHAMMAD ALAM HOSSAIN
Deputy General Manager
(Business Promotion)
dgmbp147@gmail.com | +8801816523509



JESMIN ROKHSANA
 Assistant General Manager
 (Admin, HR & Training)
 agmad147@gmail.com | +8801715428649



MD. NURUL ISLAM
 Assistant General Manager
 (IT and Maintenance)
 kiron0176@gmail.com | +8801716035673



NOMAN CHOWDHURY
 Assistant General Manager
 (Business promotion)
 Email: agmbp147@gmail.com
 Mobile: +8801711506905



MD. WAHIDUR RAHMAN
 Manager
 (Accounts & Finance)
 Email: manageracc147@gmail.com
 Mobile: +88-01712753464



MD. MAHBUBUL ALAM
 Manager (PS to MD)
 Email: mahbulboesl147@gmail.com
 Mobile: +88 01712962710



MD. MASUD ALAM SHARIF
 Manager
 (Overseas Employment)
 Email: sharifboesl147@gmail.com
 Mobile: +88-01552349520



MD. HABIBULLAH KHAN
 Manager (Protocol)
 Email: mprotocol.boesl@gmail.com
 Mobile: +8801722525657



RIFAT TASNIM
 Manager
 (IT and Maintenance)
 Email: rifat.moe.boesl@gmail.com
 Mobile: +8801740109304



SAMAR KUMAR RONY
 Manager
 (Overseas Employment-1)
 Email: manageroe1@gmail.com
 Mobile: +8801723085049



MIR MD SOHEL
 Manager
 (Admin, HR & Training)
 Email: manager.ad.boesl147@gmail.com
 Mobile: +88-01515655413



MOHAMMAD FAISALUDDIN
 Manager
 (Database)
 Email: managerdb147@gmail.com
 Mobile: +88-01677327754



MAHMUDA POLY
 Manager
 (Overseas Employment-2)
 Email: polyboesl@gmail.com
 Mobile: +8801928085169



MOHAMMAD AHSANULLAH
 Deputy Manager
 (Admin, HR & Training))
 ahsanullahboesl@gmail.com
 Mobile: +8801671501852



MD. AL AMIN
 Deputy Manager
 (Accounts & Finance)
 alamin.boesl@gmail@gmail.com
 Mobile: +8801722525657



RASEDUL ISLAM
 Deputy Manager
 (PA to Executive Director)
 dm.pa2ed147@gmail.com
 Mobile: +8801676771218



SAYEED AHMED SALEHEEN
 Deputy Manager
 (Overseas Employment-2)
 dm.oe.boesl147@gmail.com
 Mobile: 01711041332



MD. MASBAHUL ISLAM
 Deputy Manager
 (Overseas Employment-1)
 masbahul.boesl@gmail.com
 Mobile: +8801711053388



MD. KAMAL CHOWDHURY
 Assistant Manager
 (Overseas Employment-1)
 kamalboesl147@gmail.com
 Mobile: +8801912153005



OMAR FARUQUE
Assistant Manager
(PA to CS)
Email: faruqueboesl@gmail.com
Mobile: +8801716273092



SHAHANAZ PERVIN
Assistant Manager
(Protocol)
shahanazboesl@gmail.com
Mobile: +8801913476163



MD. MAINUL ISLAM
Assistant Manager
(Overseas Employment)
mainulboesl147@gmail.com
Mobile: +88 01736534915



MD. SAYEM
Assistant Manager
(Accounts and Finance)
sayem.boesl147@gmail.com
Mobile: 01740804668



MD. FAZLUL KARIM
Assistant Manager
Mobile: 01623892996
karimbdc@gmail.com



MYEEN UDDIN KHONDOKER
Assistant Manager
(Admin)
kondoker.boesl@gmail.com
Mobile: +8801632321215



NOOR MOHAMMAD
Assistant Manager
(Database)
noorboesl147@gmail.com
Mobile: 01720901711



TANIA HAQ
Assistant Manager
(Overseas Employment)
Email: taniaboesl@gmail.com
Mobile: +88 01775965676



MD. AMRAN UDDOWLA PAHLOWAN
Computer Operator
Mobile: +8801735366850



FARDOUS MOHAMMAD EMRAN
Computer Operator
Mobile: +8801712922418



SUBRATA KUMAR BHOUMICK
Computer Operator
Mobile: 01771344524



MD PARVEZ MIAH
Computer Operator
Mobile: 01946876458



MD. MAFIJUL ISLAM
Computer Operator
Mobile: 01851475175



MOHAMMAD HASAN GOURA
Computer Operator
Mobile: 01921607145



KONOK AKTER
Computer Operator
Mobile: 01304908152



JAHIDUL ISLAM
Receptionist
Mobile: 01778598341



ABDULLAH IBNE MASUD
Electrician
Mobile: 01759805307



SRI HARENDRA CHANDRA BHOUMICK
Driver
Mobile: 01730965128



MD. MOKHLESUR RAHMAN
Driver
Mobile: 01682074772



MD. ABU TAREK LITON
Driver
Mobile: 01711958442



BAKI BILLAH
Driver
Mobile: 01916180380



MD. MAHBUB ALAM
Driver
Mobile: 01716437245



ABDULLAH AL MAMUN
Driver
Mobile: 01915092225



RUMMON KURMI
Driver
Mobile: 01743081940



MD. JASIM UDDIN
Driver
Mobile: 01791792579



MD. SAYDUL ISLAM
Messenger
Mobile: 01719964054



ALAM HOSSAIN
Messenger
Mobile: 016254822465



MD. ALI HOSSAIN
Messenger
Mobile: 01715269084



MD. OMAR FARUQ
Messenger
Mobile: 01794321462



MD. FARUQ HOSSAIN
Messenger
Mobile: 01611320380



TORIKUL ISLAM SABU
Messenger
Mobile: 01991352630



MD. OBAYDUR RAHMAN
Messenger
Mobile: 01749064407



KHORSHAD ALAM
Tea Boy
Mobile: 01720676158



MD. SOROWAR HOSEN
Tea Boy
Mobile: 01756903062



MD. ABUL KALAM
Security Guard
Mobile: 01942909406



MD. MOJIBUR RAHMAN
Security Guard
Mobile: 01955909331



ABDUL HAMID
Security Guard
Mobile: 01717220635



SURUJ KHAN
Security Guard
Mobile: 01921730066



MD. NAZRUL ISLAM
Security Guard
Mobile: 01792872761



PAKI RANI MALAKAR
Cleaner
Mobile: 01829018598



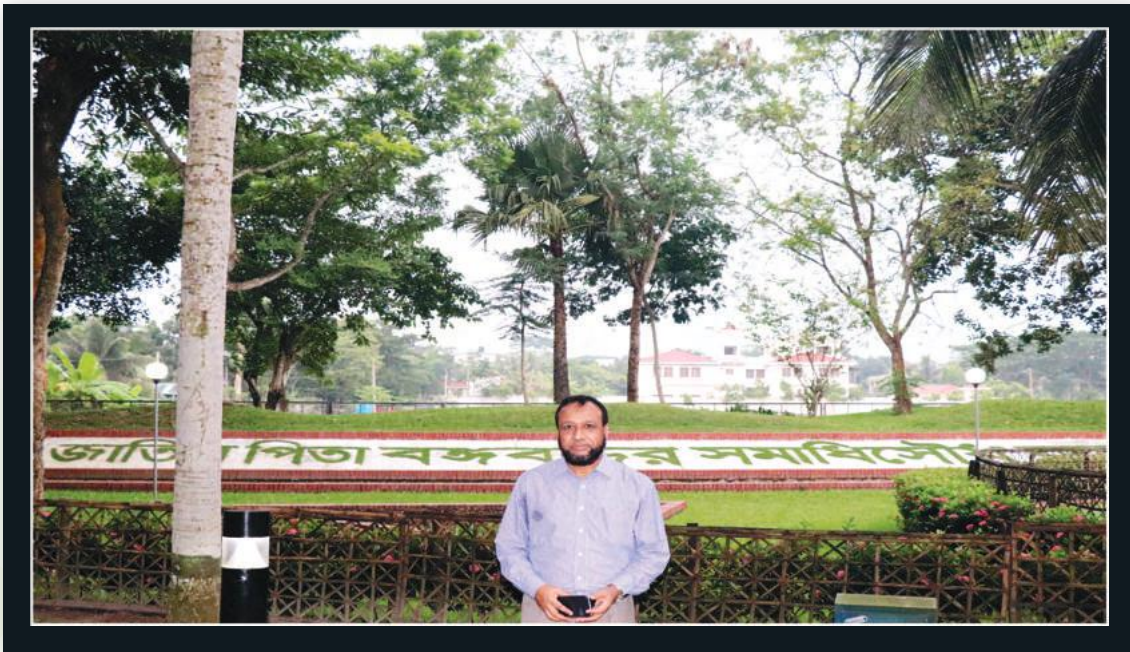
MD. ISMAIL
Cleaner
Mobile: 01675056860

Chapter 16

MEMORY LANE



Mr. Billal Hossain, Managing Director (Additional Secretary), BOESL



MD BOESL at Mausoleum of The Father of the Nation



**Honorable Minister Mr. Imran Ahmad MP, Secretary MEWOE
Dr. Ahmed Munirus Saleheen and MD BOESL Mr. Billal Hossain at APA 2021-22**



**MD BOESL Welcoming the Honorable Secretary and the Chairman
BOESL Board of Directors Dr. Ahmed Munirus Saleheen**



Meeting of the BOESL Board of Directors



Observing the National Mourning Day 2021



MD BOESL giving speech at the occasion of National Mourning Day 2021



Honorable Prime Minister Sheikh Hasina inaugurating International Migration Day 2020



Honorable Minister Mr. Imran Ahmad MP giving speech at IMD 2020



Honorable Minister Mr. Imran Ahmad MP giving award to the winners at IMD 2020



BOESL Officials at IMD 2020



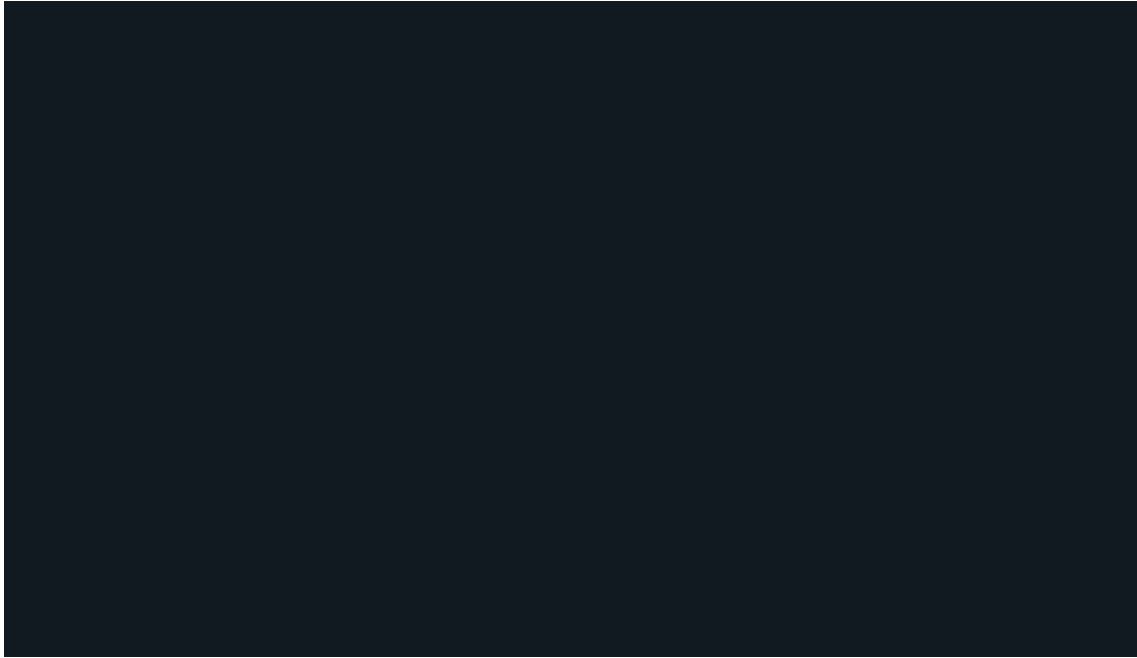
Zero Migration Cost for Freedom Fighter's Children



Welcoming the Honorable Secretary Ministry of Land Mr. Md. Mostafizur Rahman, PAA at BOESL in-house training session



Welcoming the Honorable DIG, Dhaka Mr. Md. Habibur Rahman at BOESL in-house training session



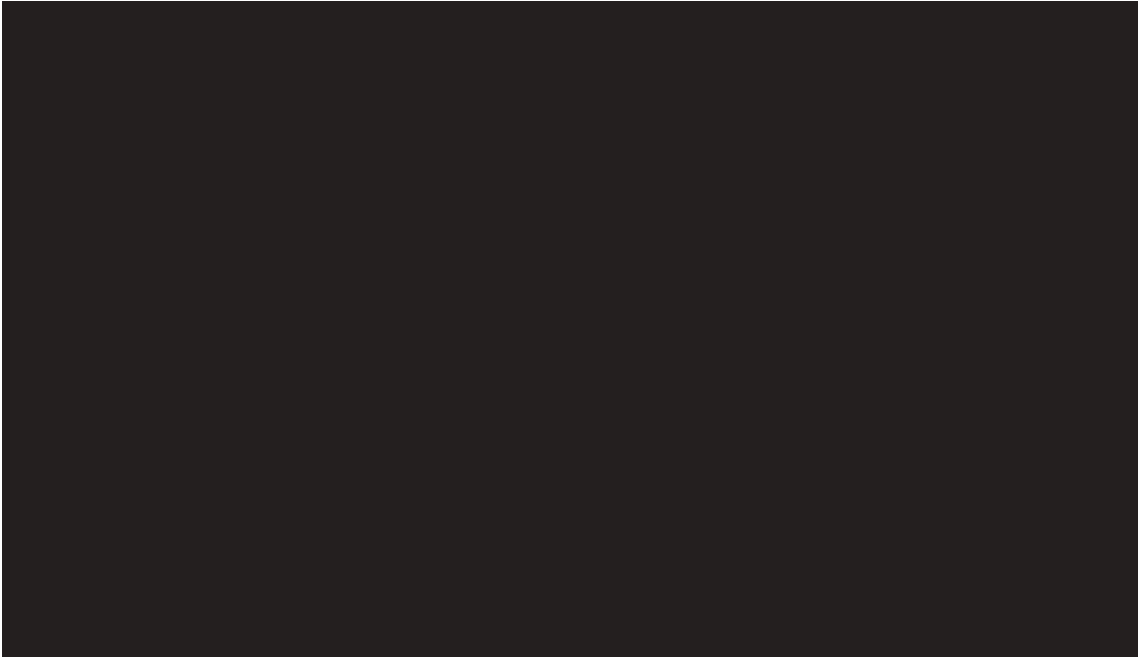
**Mr. Mohammad Alam Hossain (DGM) taking National Integrity Award
from the Honorable Secretary of MEWOE**



**Webinar on “Manpower market in The Republic of Korea for Bangladeshi
workers: Skill Developing Strategy”**



Welcoming H. E. Ambassador to The Republic of Korea Mr. Delwar Hossain



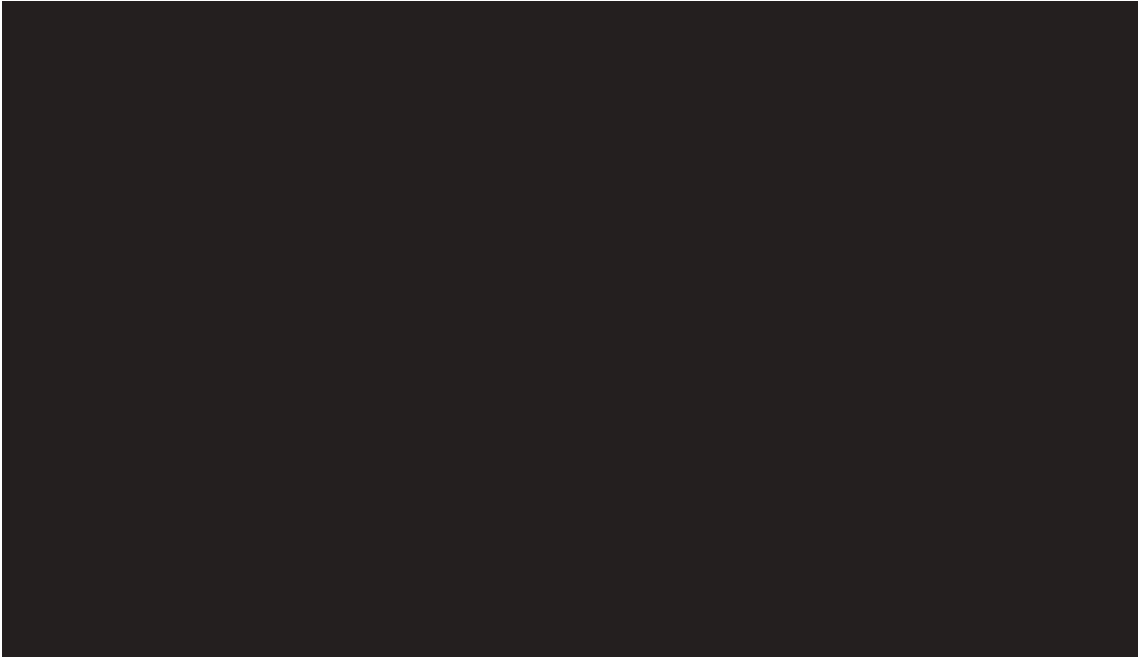
Meeting with H. E. Ambassador of The Republic of Korea Lee Jang-keun



**Honorable Minister Mr. Imran Ahmad, M P welcoming
H. E. Ambassador of The Republic of Korea Lee Jang-keun**



**Secretary MEWOE Dr. Ahmed Munirus Saleheen, DG BMET Mr. Md.
Shahidul Alam NDC and MD BOESL Mr. Billal Hossain giving tribute
to the Father of the Nation in Gopalganj**



Glimpse of Madaripur Tour



Meeting at Kishoreganj TTC



Job Fair in Rangamati



Training of Entrepreneurs on Entrepreneurship Development in Rangamati



Meeting on female migrant workers' employment through BOESL in Rangpur



Job Fair in Madaripur



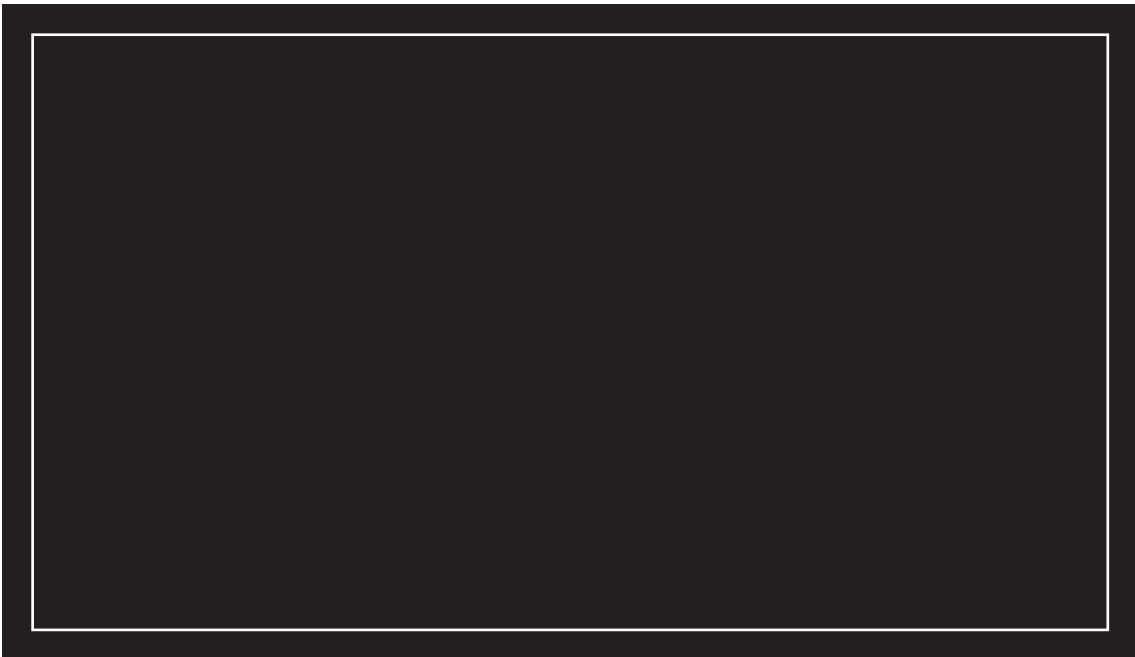
Job Fair in Bandarban



Taking interview for caregiver in Hong Kong (Bandarban TTC)



Tribeswomen of Bandarban attending BOESL job fair



Meeting with the Director HRD Korea



Welcoming Mr. Abhay Biswal, CEO of ASMACS, Qatar



Meeting with the Delegates of Garments Factories in Jordan



Pre-departure Briefing for Jordan going female RMG workers



EPS workers waiting for Computer Based Language Test (CBT)



Documents Checking for CBT



EPS workers appearing Korean language test in CBT Lab



Skill Test of EPS workers



**Chartered flight for Jordan arranged by
BOESL and Classic Fashion Ltd.**



Bangladeshi female RMG workers working in the biggest garments factory Classic Fashion Ltd. in Jordan



Classic Fashion Ltd., Jordan observing International Mother Language Day



**Classic Fashion Ltd., Jordan observing
Independence Day of Bangladesh**



Annual General Meeting 2020 of BOESL



**Honorable Minister Mr. Imran Ahmad MP
at the Annual Dinner Party 2020 of BOESL**