



Annual Report 23-24



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



Dr. Asif Nazrul
Honorable Adviser
Ministry of Expatriates' Welfare and Overseas Employment
Government of the People's Republic of Bangladesh

Message

Bangladesh Overseas Employment and Services Limited (BOESL) is the sole state-owned manpower-sending organization under the Ministry of Expatriates' Welfare and Overseas Employment. Its core mission is to ensure safe, ethical, and low-cost migration. BOESL has established a respected position in this sector and serves as a role model for others.

The publication of the Annual Report is a regular task that underscores our commitment to ensure accountability and financial transparency. I am pleased to witness BOESL consistently fulfilling its responsibilities and maintaining high standards. The release of the Annual Report for 2023-24 marks a significant and commendable achievement.

BOESL needs to finalize its action plan and clearly define its role in creating a discrimination-free Bangladesh, where equal opportunities are based solely on skill and talent. To better serve grassroots migrant workers, BOESL must also decentralize its operations and explore new labor markets. Additionally, focusing on skill upgradation is essential for enhancing employability and success.

Best wishes to BOESL for continued success and growth.

Dr. Asif Nazrul



Mr. Md. Ruhul Amin

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

It is with great pleasure that Bangladesh Overseas Employment and Services Ltd. (BOESL) is publishing its Annual Report for the fiscal year 2023-2024. Since its inception, BOESL has aimed to set high standards and serve as a model for best practices in Bangladesh's manpower export sector. This report reflects our commitment to transparency and accountability, building a solid foundation for continued success and fostering trust among stakeholders.

BOESL's core mission is to ensure safe, ethical, and low-cost migration. In the past year, BOESL facilitated the safe overseas employment of over 15,000 Bangladeshi migrant workers worldwide. With government support, BOESL expanded to new markets, sending workers to Brunei, Lebanon, doctors to the Maldives, and workers to Fiji and Russia for the first time in 2023-24. BOESL also ensured zero migration costs for workers sent to Malaysia and Jordan, and continues to facilitate the deployment of workers to South Korea with attractive high salary packages.

BOESL always prioritizes the interests and welfare of Bangladeshi workers. It is essential for BOESL to explore unconventional labor markets and focus on upgrading workers' skills. A heartfelt thanks to the Board of Directors and all stakeholders for their continued support and cooperation in BOESL's growth and success. Best wishes for all the officials and staffs of BOESL.

Md. Ruhul Amin



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

Message

Bangladesh Overseas Employment and Services Limited (BOESL), the only state-owned sending organization in the country, operates as a profitable government entity. The entity is committed to ensuring transparency in every step of the recruitment process, with a core mission to provide orderly, safe, ethical, and low-cost migration. The Annual Report for the previous fiscal year, is highlighting key activities and financial achievements of the Organization.

During the fiscal year 2023-24, BOESL has successfully facilitated the overseas employment of 15,500 migrant workers in 14 destination countries. BOESL always tries to expand into new and diverse overseas job markets. For the first time under a government-to-government arrangement, BOESL sent workers from Bangladesh to Brunei Darussalam, with diversified set of actions. Additionally, BOESL sent doctors to the Maldives and skilled workers to Malaysia, Bulgaria, Lebanon, Fiji and Russia.

BOESL also focused on improving workers' skills through need-based training. Recently an well-equipped welding lab has been in operation to open job market to root industry in South Korea. In addition, initiatives have been taken to decentralize BOESL's operations by opening divisional offices so that the aspirant migrant workers at the grassroots level have easy access to BOESL's services.

The vision is to make migration a pathway to dignified employment with BOESL, leading the way in ethical practices, protecting human rights, and shaping the future of international labor mobility.

I personally believe that BOESL is for safe, ethical and skilled migration towards the betterment of the common people of Bangladesh. Hope BOESL will evolve as an effective and trusted organization for the receiving countries in the near future. Heartfelt warm wishes to BOESL.

Dr. Mallick Anwar Hossain

Acknowledgement

In the eve of Publishing the Annual Report 2022-23, we express our sincere thanks and gratitude to Almighty Allah for enabling us to perform our duties of upholding the safe, ethical, and skilled migration for the aspirant migrants of Bangladesh. We, then, pay tribute to all stakeholders who have honorably taken part in BOESL's operations in many ways. Particularly, we always acknowledge the generous guardianship of Honorable Minister Mr. Imran Ahmad, MP and respected Senior Secretary Dr. Ahmed Munirus Saleheen of the Ministry of Expatriates' Welfare and Overseas Employment. Our heart-felt thanks to the Ministries of Home Affairs, Foreign Affairs, Finance (Finance Division) and Civil Aviation & Tourism for their continuous generous support.

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

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

Executive Summary

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

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

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

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

In line with the commitment of Honorable Prime Minister Sheikh Hasina of ensuring skilled and professional labor migration in different destination countries, BOESL has taken time-bound initiatives all the year round expediting the safe, ethical and responsible low-cost labor migration. Labor Market Research, new market exploration, arranging job fairs and mass awareness

campaigns in divisional and district headquarters, stakeholder's consultation create newer avenues contributing directly in the area of SDG no: 1,2,5,8 and 10. To face the upcoming challenges of 4IR and establishing 'Smart Bangladesh', BOESL is focusing on continuous engagement of transformation.

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

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

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

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Chapter: 01

Introduction

Bangladesh Overseas Employment and Services Limited (BOESL), established in 1984. It is the sole state-owned agency committed to safe, ethical, and affordable migration. One of core objective is to match the right person with the right job for respected foreign employers. BOESL provides it services to its clients on a “No loss, less profit” basis.

Vision:

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

Mission:

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

Objectives:

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

Laws and Rules of BOESL

BOESL is registered and incorporated under the Company Act, 1913 and the Company Limited by Shares Memorandum and Articles of Association of BOESL. It also follows the Overseas Employment & Migrants Act 2013, Expatriates’ Welfare and Overseas Employment Rules 2016 and Emigration Rules 2002. It is a government-owned manpower recruitment and service-providing organization under the Ministry of Expatriates’ Welfare and Overseas Employment.

BOESL was established with a view to extend support to the partner countries to enhance their development process as well as investments through sending human resources of Bangladesh.

Area of BOESL

BOESL has been established under the Company Act VII of 1913 Bangladesh. According to the Memorandum and Articles of Association of Bangladesh Overseas Employment and Services Limited (BOESL), the scope of BOESL are as follows:

- To do the business of recruiting for overseas employment of Bangladeshi manpower in 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;
- To project the image of Bangladesh as a reliable source of potential manpower by means of regular publicity and promotional activities.
- Reduce excess migration costs to all labor importing countries in the world by sending workers at reasonable or zero migration costs;
- To arrange trade tests, medical tests, tickets and other facilities for persons selected for overseas employment and charge fees as determined by the Board of Directors from time to time.
- To do the business as travel agent, tour cruise operator, conductor by air, land, and water within and outside Bangladesh either independently or in co-operation with any other organization of any country of the world including Bangladesh.
- To acquire and take over any concern carrying on the business of sending manpower and travel agents and other allied business within and outside Bangladesh.
- To establish branches, agencies, or offices of the company in any part of Bangladesh or outside Bangladesh.
- To insure with any other company and persons against losses, damages, risks and liabilities which may affect the company.
- To enter collaboration with any person or party whether local or foreign for the purpose of the business of the company.
- Supporting in "Right person for right job" in foreign recruiting organizations;
- Eradication of poverty through employment by establishing a positive image of Bangladeshi workers in the global labor market by sending genuine and skilled workers;
- To help improve the socio-economic conditions of Bangladesh by earning foreign exchange by exporting manpower abroad;
- Communicate with various labor importing countries and send Bangladeshi workers to those countries;
- 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 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.

BOESL and SDG: The outcome of our activities contributes SDG 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

Authority: Board of Directors

Chairman of Board

Mr. Md. Ruhul Amin

Secretary

Ministry of Expatriates' Welfare and Overseas Employment

Government of the People's Republic of Bangladesh

Head of the Organization:

Managing Director (Additional Secretary)

Bangladesh Overseas Employment and Services Limited (BOESL)

Total employee of BOESL: 90

- Officers -26
- Staffs 64

Total Overseas employment: 1,61,435

- **Male:** 54,914
- **Female:** 1,06,521

Country of Destinations: Jordan, South Korea, Malaysia, Brunei, Russia, Fiji, K.S.A, Iran, U.A.E, Bahrain, Qatar, Oman, Kenya, Iraq, Zimbabwe, Maldives, Turkey, Kuwait, Singapore, Libya, Mauritius, Malawi, U.S.A, Zambia, Nigeria, Botswana, Egypt, Seychelles, Japan, Poland, Hong Kong, Croatia, Romania, & Bulgaria.

Website address: www.boesl.gov.bd

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

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

Hotline number: +8801765411653

Probash Bandhu Call Center: 16135

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

Chapter 2

Directors' Evaluation/Appraisal/Report/Statement

Dear Distinguished Shareholders

On behalf of the Board of Directors, I take this opportunity to welcome you all to the 40th Annual General Meeting (AGM) of Bangladesh Overseas Employment and Services Limited (BOESL) and submit the audit report for the financial year 2023-24.

As the only state-owned company in foreign recruitment sector, reporting by Directors' Report/Appraisal is an important step in ensuring its institutional transparency and accountability. It helps shareholders find solutions to issues such as the company's financial condition, market potentiality and expanding the business's structural capabilities and new opportunities. Directors' Report provides the minimum necessary information about the company and thereby helps the shareholders of the company to take informed decisions.

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

2.1 Responsibilities of the Board

According to the Company Act, 1994 we prepared this Evaluation Report 2023-24 including the names of the Directors and the company's principal activities.

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

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

2.2 Overseas Employment and Services: Country Report

The Ministry of Expatriates' Welfare and Overseas Employment (MoEWOE) is working to ensure safe and ethical migration, ensure the welfare expatriate workers, create skilled manpower and increase opportunities for foreign employment. The Ministry has been formulating and adopting national laws and policies to govern the labor migration process. The government has also adopted national policies

addressing workers' skills development. The Ministry of Expatriates' Welfare and Overseas Employment and its affiliated organization BOESL have mobilized available resources in collaboration with a range of stakeholders to enhance the skills of the workers.

Bangladesh is enjoying the demographic dividend, and the number of young foreign job seekers is increasing day by day. The employment data of overseas employment shows that this year BOESL has recruited a good number of candidates in **11 (eleven)** countries such as Jordan, South Korea, Malaysia, Kuwait, Rumania, Rasia, Bulgaria, Maldives, Fiji, Hong Kong and Japan. In 2023-24, a total of 15,558 (Fifteen thousand five hundred fifty-eight) job seekers received foreign employment through BOESL. The management of the BOESL applied various attractive and innovative approaches like reducing service charges, arranging job fairs countrywide, etc. Service charge reduction attracted many companies to recruit more professionals through BOESL. Many new companies have signed MoU with BOESL for manpower recruitment at low migration costs and in an ethical way. The board has decided to bring changes to the present organogram of BOESL to improve the administrative and business promotional activities. We also plan to open Divisional offices to provide quality service at the periphery level.

2.3 Precise of BOESL's Performance

In the shrinking overseas employment markets, BOESL has demonstrated good advancement in deploying the Bangladeshi workforce in the following countries. Table 1 reflects the overseas employment scenario in 2023-2024.

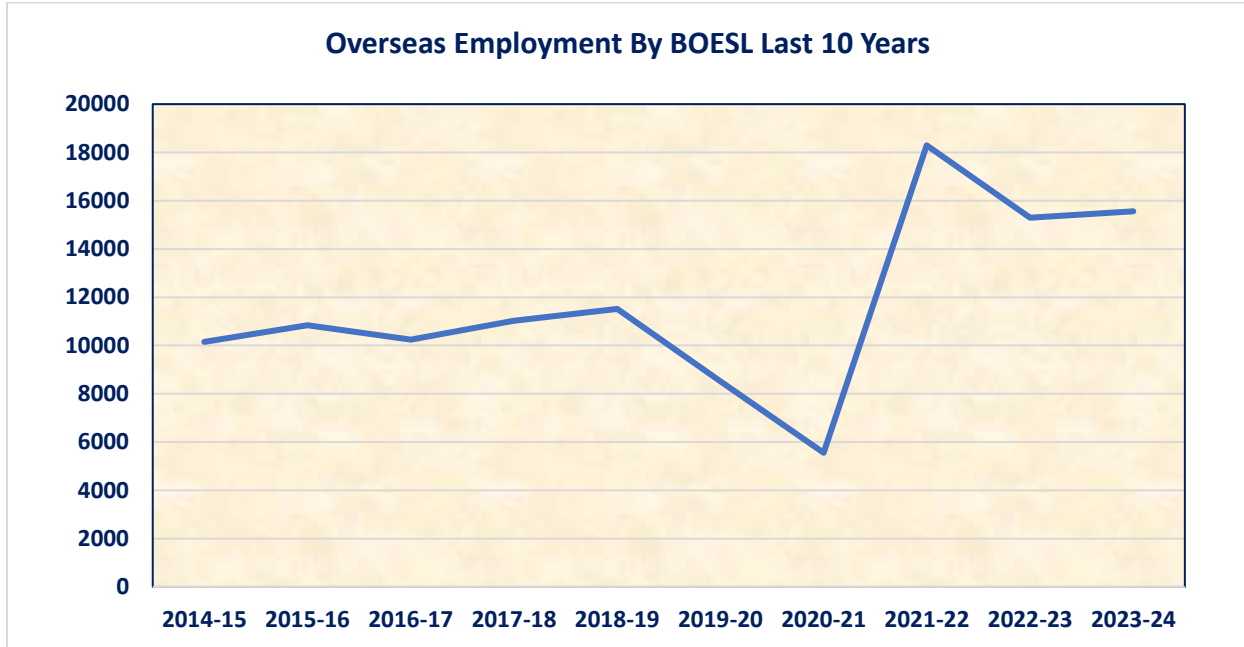
Table 1: Overseas Employment in the Fiscal Year 2023-2024

Month	Name of the Countries									Grand Total
	Jorden	South Korea	Malaysia	Fiji	Rumania	Bulgaria	Maldives	Japan	* Others	
July	360	199	20	36				2		617
August	332	275	110	12	32	32		9	8	809
September	489	280	8	8	7					792
October	1072	297	--	21						1390
November	629	109	174	11				3		926
December	1149	529	103	7				6		1794
January	1255	292	57	1		15			6	1626
February	1440	193	--			1				1634
March	1487	297	4	7						1795
April	890	147		5		5			2	1049
May	1241	274	290							1805
June	1158	127		17			14		5	1321
TOTAL	11,502	3019	766	125	39	52	14	20	21	15,558

* Croatia- 07, Hong Kong- 01, Lebanon- 02, Rasia-05 and Kuwait- 06

BOESL has achieved a unique identity in the global market by providing ethical, safe, and low-cost overseas employment for Bangladesh's skilled or semi-skilled workers in the various countries of the world. This trend also continued in the last financial year 2023-24. Various initiatives of different labor wings of Bangladesh missions abroad helped a lot in recruiting the workers. In compliance with the Migrants Act

of Bangladesh, BOESL is confirming all the conditions of employers and benefits of the employees. A formal contract is signed between employers and employees where all conditions and benefits are stated clearly. Table 2 and Diagram 1 shows the progress of overseas employment for last ten years.



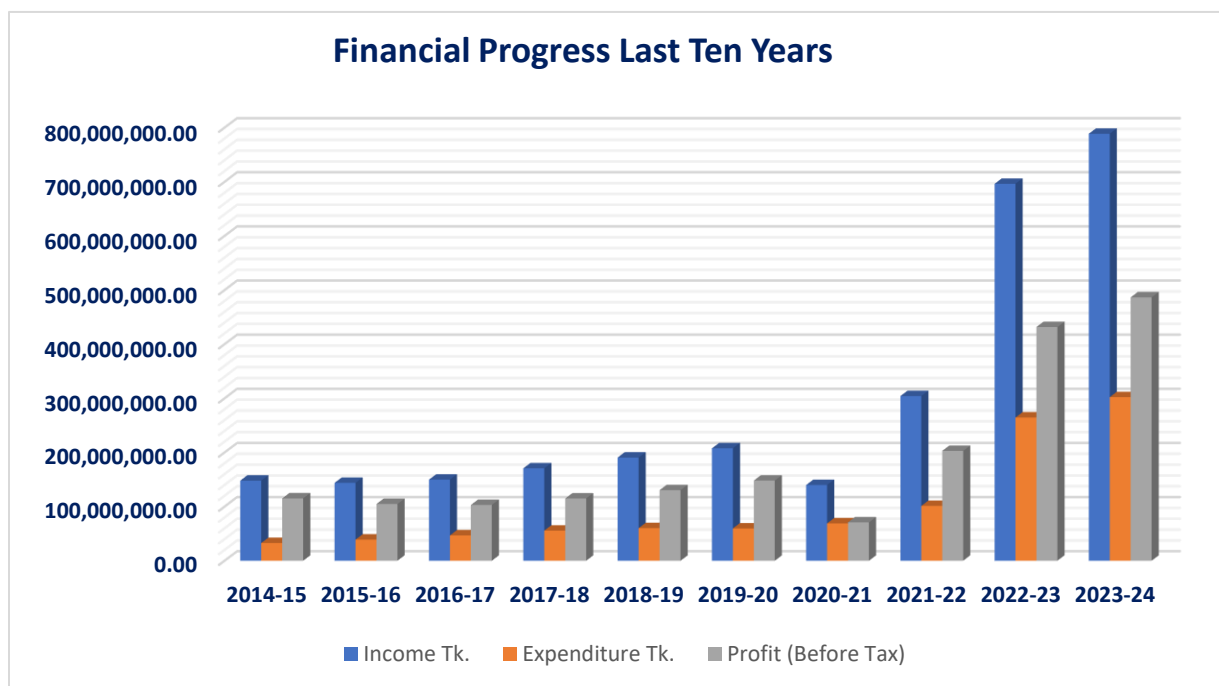
2.4 Financial Progress of the Last Ten Years

The economic growth of BOESL is satisfactory due to the dedication and sincerity of the officers and employees of BOESL, which has played a helpful role in increasing the remittances of Bangladesh. In the last financial year, 2023-24 the officers and employees of BOESL worked day and night to send 15,558 workers and earned a record profit of BDT 48,65,61,294.00 (Forty-eight crores sixty-five lakhs sixty-one thousand and two hundred ninety-four) Financial Progress of BOESL in the Last Ten Years.

Fiscal Year	Income Tk.	Expenditure Tk.	Profit (Before Tax)
2014-2015	147,990,391.00	32,843,522.00	115,146,869.00
2015-2016	143,900,474.00	39,084,300.00	104,816,174.00
2016-2017	149,837,122.00	46,819,077.00	103,018,045.00
2017-2018	170,699,527.00	55,678,542.00	115,020,985.00
2018-2019	190,558,349.00	60,216,194.00	130,342,155.00
2019-2020	207,702,221.00	59,639,609.00	148,062,612.00
2020-2021	139,906,458.00	69,004,023.00	70,902,436.00
2021-2022	304,223,291.00	101,295,727.00	202,927,564.00
2022-2023	696,318,225.00	264,591,975.00	431,726,250.00

2023-2024	788,758,749.00	302,197,455.00	486,561,294.00
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As the only state-owned company in foreign recruitment sector BOESL has a brand value to all employers. The company was established by the Government of Bangladesh with TK. 51 lakhs paid up capital. Since then, the company has shown consistent improvement. It is now recognized as one of the most reliable manpower recruiting companies.



2.5 Declaration and payment of Dividend

According to the audit report in the financial year 2023-24, the total profit earned by BOESL Tk. 48,65,61,294.00 (Forty-eight crores sixty-five lakhs sixty-one thousand and two hundred ninety-four) income tax paid to the Government Tk. 13,38,04,356.00 (Thirteen crores thirty-eight lakhs four thousand three hundred and fifty-six). After paying income tax, the net profit is Tk. 35,27,56,938.00 (Thirty-five crores twenty-seven lakhs fifty-six thousand and nine hundred thirty-eight).

Declaration and Payment of Dividends last four years:

Serial No.	Fiscal year	Net Profit	Percentage of dividend	Declared Dividend
1	2019-20	9,99,42,262.00	15%	7,65,000.00
2	2020-21	4,96,31,705.00	15%	7,65,000.00
3	2021-22	14,71,22,484.00	20%	10,20,000.00
4	2022-23	31,30,01,531.00	25%	12,75,000.00
5	2023-24	35,27,56,938.00	50%	25,50,000.00 (Proposed)

As per the recommendation of the 314th meeting of the Board of Directors and after approval of the 40th Annual General Meeting (AGM), against the paid-up capital of Tk. 51,00,000.00 (Fifty-one lakh) as 50% of the total Tk. 25,50,000.00 (Twenty lakh and fifty thousand) Dividends will be paid to the Government.

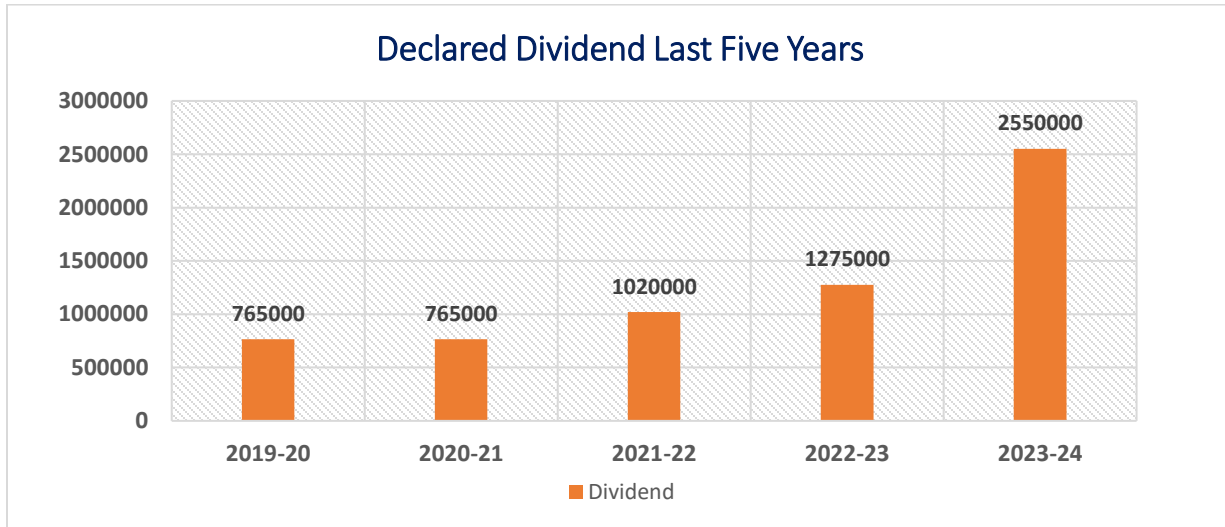


Figure: Declared Dividend by BOESL

2.6 Financial Status of BOESL

Following the guidelines of the Board of Directors of BOESL, the management of the company appointed an audit company named “Mahfel Huq & Co. Chartered Accountants” to review the financial position of BOESL. The audit team reviewed the financial status from 01 July 2023 to 30 June 2024. The report of the audit team has ensured that the company fully complies with the accounting policies, principles, and financial rules & regulations. The team has made an appraisal of the performance of the internal audit and control system. Moreover, the team also reviewed the risks associated with the company’s operations. BOESL’s internal audit control committee headed by the Company Secretary is regularly supervised by the committee and guided by the board.

The audit report explained that the company is free from material misstatement as a whole. The financial position is reflected here under the Report of 30 June 2024.

SL	Description	Amount (BDT)
1.	Fixed Asset: BDT -	1,95,46,257.00
2.	Current Asset: BDT-	378,24,37,319.00
3.	Current Liabilities: BDT-	233,96,99,779.00
4.	Net Current Asset: BDT-	144,27,37,540.00
5.	Total Net Asset: BDT-	78,87,58,749.00
6.	Total Income: BDT-	30,21,97,455.00
7.	Expenditure: BDT-	48,65,61,294.00
8.	Profit (Before Tax): BDT-	48,65,61,294.00
9.	Profit (After Tax): BDT-	35,27,56,938.00

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

2.7 BOESL's Evolution

2.7.1 Skill Development of BOESL Officials

To enrich knowledge, skills and professional expertise, BOESL arranges various training programs for the employees. Following the directives of the Ministry of Public Administration and 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 Care

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

BOESL has introduced "Behavioral Change Motivational Training" to prevent illegal stays in the Republic of Korea. Resource persons from different fields like psychologists, doctors, police officers, lawyers, Efficient EPS workers, delegates from HRD Korea and experienced government officials are invited to the training. The day-long training has six sessions on:

- Safe Migration and Role of HRD Korea and BOESL;
- Proceedings on illegal stay;
- Breach of Contract;
- Etiquette, Manner and Code of Conduct;
- Counseling and Psychotherapy on Self Understanding;
- Korean Language and Culture;
- Physical Exercise and Healthy Lifestyle;
- Sending Remittance Through banking channel, etc.

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

2.8 Welfare of Employees

2.8.1 Contributory Provident Fund (CPF)

The Company operates a contributory provident fund scheme for all contractual employees. The Provident Fund is administered by a Trustee Board and is funded by contributions equally from the employees and the company at 10% of the basic salary. The balance amount as of 30 June 2024 is BDT 2,84,25,329 (Two crores eighty-four lac twenty-five thousand three hundred twenty-nine).

2.8.2 Gratuity

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

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

2.8.3 Group Insurance

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

2.8.4 Profit Bonus

BOESL's revenue and profits have been steadily growing over the years. In the financial year 2023-24, BOESL has earned a total profit of BDT 48,65,61,294.00 (Forty-eight crores sixty-five lakhs sixty-one thousand and two hundred ninety-four). A portion of its profit is distributed to all the employees of BOESL as a profit bonus for their better performance. BOESL always undertakes welfare programs to motivate the employees.

2.8.5 NIS (National Integrity Strategy)

In line with the National Integrity Strategy (NIS), BOESL has formed an Ethics committee for the implementation of the NIS arrangement. The committee formulated an action plan for 2023-24 to promote good governance in this company. The action plan of NIS has initiated a list of best practices of BOESL under which it envisaged to train staff and officers. All information is published and upgraded on the website of BOESL. All activities of BOESL are online based.

2.8.6 E-governance and Innovation Projects

An innovation committee has been formed according to the APA. It is involved in undertaking various innovative measures to improve the service delivery of the company. The main innovative measures in 2023-24 are as bellows:

- Online registration;
- Online Training;
- Mobile app;
- D-Nothi;
- Cloud Mail Server;
- Online interview;
- Virtual MoU signing;
- 4IR-based workshop for the officials;
- Language Lab for TOPIK examination of EPS workers;
- Language Training Center;
- One-stop service center for EPS workers;
- Regular Service Simplification;
- Job Fairs at the district and Upazila level;
- Zero cost migration for the dependents of Freedom Fighters etc.

2.9 Risk Management Programs for Migrants

BOESL has taken many proactive steps to manage the risk of high migration costs in the recruitment and selection process. Employers or their representatives regularly attend the interview and skill test program. The company does not receive any service charge in cash from any candidate. All recruitment-related transactions are done through the banks. In most cases, employers pay the service charge to BOESL's bank account. No hidden fees are being charged to the workers. The employers provide all necessary expenses for female workers in Jordan.

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

2.10 In-house Training for Employees

As per Government guidelines 60 hours of in-house training is ensured for all officers and employees of BOESL. The company has introduced a mandatory training program for all employees to increase their efficiency. In 2023-24 in house training manual has been updated which focuses on the following modules:

- Module-01- Bangladesh Studies and Government System;
- Module-02- Ethical Issues for Public Servants;
- Module-03- Bangladesh Constitution and Service Rules;
- Module-04- Office Management;
- Module-05- Financial Rules and Procurements;
- Module-06- Communication Technology;
- Module-07- Fundamentals of English;
- Module-08- Speaking English;
- Module-09- Writing Skills and
- Module-10- Workshops: For continuous improvements of employees, in 2022-23 special workshops have been held on SDG, APA, NIS, GRS, Meeting Minute, MoU, MoC, and Audit objection.

Specialized, renowned and relevant resource persons are invited to provide the training on the above topics. Continuous training and workshops for the officials and staff will help to improve the company's financial position. Regular training and workshops program enhances the morale of the employees in their job and their loyalty to the company.

2.11 Observance of International Migrants Day and National Expatriates' Day

On 18 December every year, BOESL organizes various programs to celebrate International Migrants Day. National Expatriates' Day 2023 is celebrated for the first time in the country this year. Debate

competitions on topics of migrant-related issues for various age groups of participants, drawing competitions for children, video conference programs for migrant workers, etc. are arranged on the two occasions. These programs make people more aware about ethical and safe migration.

2.12 Recruitment of female workers through BOESL:

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

- The representatives of Jordanian garment companies come regularly (every week) to recruiting Centre to select skilled female/male garment workers through practical tests.
- **BOESL's maximum service charge for sending a female worker to Jordan is only BDT 18,240 which is borne by the employer company.**
- Each female worker earns at least BDT 30,000-40,000 per month while the company provides free accommodation, food, and primary medical treatment facilities.
- BOESL does not engage any *dalal*/middleman/agent/sub-agent in its recruitment process. Female workers can go to Jordan directly through BOESL without any harassment.
- From 2010 to 30 June 2024, a total number of 1,06,000 garment workers migrated to Jordan for employment, most of them (.....) are female workers.

2.13: Recruitment of Technical Intern in Japan

As a government-sending agency, BOESL was officially enlisted on March 19, 2018, to facilitate the dispatch of Technical Interns to Japan. Following this enlistment, BOESL entered into thirteen Memoranda of Cooperation (MoCs) with various supervising organizations in Japan.

- Maebashi Kokusai Shien Kyoudo Kumiai;
- Japan Human Support Cooperative Organization (Zenkoku Jinzai Shien Jigyo Kyodo Kumiai);
- The Juridical Foundation for International Personnel Management (I.P.M);
- Kyodokumiai Accumulation;
- Kakamigahara Chamber of commerce & industry;
- Global Cooperative Association;
- Institute of Foreign Student and Human Resources Total Support Organization (IFTO);
- The Yokohama City Welfare Management Association;
- Association for the Promotion of Spreading International Person;
- Technomate Cooperative;
- Zenbi Co-Op;
- Koudo Sangyou Gijutsu Sinkou Kyyoudou Kumiai and
- Okayama Prefectural Export Garment Industry Cooperative

Up to 2023-2024, FY BOESL has sent 20 Technical Interns in the Construction, Caregivers, and Garments Sectors. Besides these BOESL received another 14 Demand in Garments Sectors. All 14 candidates have 180 hours of training.

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

The Republic of Korea started to recruit foreign workers as Industrial Trainees in the early nineties (1994) to meet the labor demand in Korean companies. Due to allegations of irregularities and high migration costs, the Korean Government replaced the Industrial Trainee System (ITS) with an Employment Permit System (EPS) in 2004 signing an MOU with 16 countries including Bangladesh to recruit foreign workers for the SMEs of Korea. Unlike ITS, EPS is a government-to-government (G2G) mechanism that selects and hires foreign workers without the involvement of any private recruiting agents. However, with a few other countries, Bangladesh was also prohibited from sending workers for a long time due to allegations of irregularities during the former ITS period.

A Memorandum of Understanding (MoU) was signed between the Ministry of Expatriates' Welfare and Overseas Employment (MoEWOE) and the Ministry of Employment & Labor (MoEL) of The Republic of Korea in 2007. Any Bangladeshi applicant who has proficiency in reading, writing and understanding the Korean language is eligible to apply. The candidates must have a qualifying number in the Korean language test. A total of 34,826 Bangladeshi workers were employed in The Republic of Korea from 2008 to September 2024.

2.15 Exploring New Overseas Job Markets

Bangladesh is going through a demographic transition and is experiencing a once-in-a-lifetime demographic dividend. It is not possible to employ all of them within the country. Overseas employment is very important to reduce unemployment and poverty. BOESL is trying to be more innovative in terms of exploring alternative overseas job markets besides the existing market. BOESL's research and development wing has already been engaged and succeeded in searching for new job markets and sending workers to Brunei, Maldives and Lebanon.

Brunei: Brunei is an attractive destination country for Bangladeshi migrant workers. Brunei Darussalam is a small but developed country rich in natural gas and oil. According to the Bureau of Manpower Employment and Training (BMET), 77,958 Bangladeshi workers travelled to Brunei from 1992 to January 2024. Now around 25,000 Bangladeshi workers are working in various sectors including construction, cleaning, restaurants and oil and gas in Brunei Darussalam.

During the last visit of His Highness the Sultan of Brunei Darussalam Haji Hassanal Bolkiah to Bangladesh in October 2022, a memorandum of understanding was signed between the Hon'ble Minister of Expatriate Welfare and Overseas Employment of Bangladesh and the Hon'ble Minister of Home Affairs of Brunei Darussalam. According to the MoU, BOESL has been authorized as the only manpower-sending agency in Bangladesh to ensure safe, ethical, low-cost and skilled labour migration in Brunei Darussalam. From 1st February 2024, the process of sending workers through BOESL officially began after passing several diplomatic steps. BOESL sends workers to Brunei at an official migration cost of only BDT 45,000 to 60,000 in construction, oil & gas, garments, caregiving, nursing, tourism & hospitality, pastry & bakery, agriculture, technologist, beautician and other sectors. So far, BOESL got 1090 demands and the final

selection has been completed for 350 workers who are waiting for LPA (Foreign worker's license) and attested visa. 12 (Twelve) workers have joined to the workplace in July 2024.

Doctor's recruitment under the Ministry of Health in Maldives: Maldives is a small island nation surrounded by the blue waters of the Indian Ocean. This country consists of about 1200 small and big islands. The land area is only 298 square kilometers and the area including the sea border is about 90 thousand square kilometers. Two types of islands are generally found in the country. One type of island is called a local island, where locals live. The islands designated for tourists are known as resort islands. Bangladeshi workers are working in all sectors including the Maldives health service sector, various infrastructure, fisheries, and tourism.

Manpower Dispatch to Maldives Health Care Sector through BOESL: There is a demand for specialized doctors, nurses, and health technologists in the healthcare sector of Maldives. 27 specialist doctors were sent to The Indira Gandhi Memorial Hospital (IGMH), Maldives in the financial year 2015-2016 through BOESL. Recently, an initiative was taken to send doctors from Bangladesh to the health service sector of Maldives.

In continuation, to send medical officers to hospitals under the Ministry of Health of Maldives, the verified demand of 76 general doctors and specialist doctors received from the Bangladesh Embassy in Maldives. According to the demand, the CVs of 712 people were sent to the Ministry of Health of Maldives by publishing a notice on the website of BOESL. Of them, 47 doctors were interviewed online by the Ministry of Health, Maldives selected 39 doctors. 19 doctors already joined the Ministry of Health of Maldives and the rest of the doctor's visas are in process. A basic salary of 15090 MVR (BDT 1,17,000) for a medical officer, MVR 30,990 (BDT 240,000 for specialist doctors' overtime, accommodation, food, insurance and other facilities also be provided. Their migration cost is BDT. 56350.00 (Fifty-six thousand and three hundred fifty).

Lebanon: Lebanon is a country in Western Asia. Lebanon is surrounded by Syria to the north and east, Israel to the south and the Mediterranean Sea to the west. Lebanon is located at the junction of the Mediterranean basin and the Arabian Peninsula. Lebanon has a population of over five million and covers an area of 10,452 square kilometers (4,036 sq mi). Beirut is the country's capital and largest city.

Sending workers to Lebanon through Boesl: BOESL and GANT Blanc Company signed an agreement to send workers to the garment company as per the demand letter from GANT Blanc Company in Lebanon attested by the Bangladesh Embassy. Two tailor's workers have entered Lebanon under the agreement, and the remaining personnel deployment is ongoing. The workers' salary is 350 USD, the contract is 02 years, and they have to work 8 hours a day. Accommodation, food and Insurance facilities are also provided. Their migration cost is BDT. 56350 (Fifty-six thousand and three hundred fifty).

2.16 Acknowledgement

Finally, I would like to share that BOESL continues to play an important role in providing ethical, safe, cost-effective and cost-free overseas employment for our youth generation which is important to solve the unemployment problem of this country as well as to earn foreign currency. BOESL is grateful to all the stakeholders for their sincere cooperation. Moreover, we are very much grateful to our foreign partners for selecting Bangladeshi jobseekers for various positions as per their skills and thus enabling them to play a significant role in the development of respective destination countries. We have regular interaction with

all our foreign partners. Based on our commitment to become a model ethical recruiter of manpower for overseas employment, BOESL is striving for excellence in service delivery as well as the increase of the interest of our candidates. Since 1984 we achieved the goal of low migration cost and our continuous efforts are to minimize the cost. The main purpose of creating this company is to provide honest, efficient and quick services to the valued foreign employers in the field of recruitment and deployment of manpower with the full satisfaction of the foreign employers.

On behalf of the Board of Directors,

Md Ruhul Amin

Secretary

Ministry of Expatriates' Welfare & Overseas Employment

and

Chairman

Board of Directors, BOESL

Chapter 03 Overseas Employment

3.1 Overseas Employment

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

BOESL has over 36 years of practical experience in overseas employment. It has successfully sent expatriate workers to 32 countries around the world. In the financial year 2023-24, BOESL successfully secured overseas employment of 15,558 workers in several destination countries worldwide at low or zero cost of migration. Besides this, in this long journey of around four decades, BOESL has achieved some milestones which established this organization as a unique one in the respective sector. Such as-

- Since its establishment in 1984 till June 2023, a total of 1, 60,175 workers have been sent to 33 countries.
- A total of 1, 06,253 RMG sector workers were sent to Jordan from 2010 till June 2024.
- Up to 33,374 professional and skilled workers have been sent to different countries around the globe from 2010 till June 2024.
- In addition, at the beginning of its establishment, BOESL sent 10,000 workers to Iraq under the G to G protocol in 1986.

3.2 Migration trend wave (1984-2023)

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

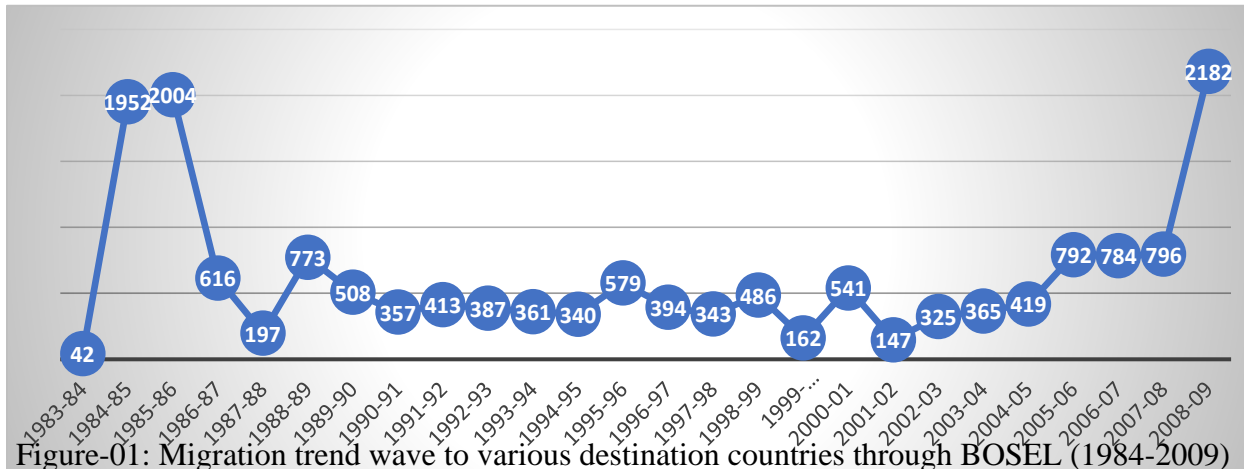


Figure-01: Migration trend wave to various destination countries through BOESL (1984-2009)

3.3 Country-wise Labour Migration

Country	Fiscal Year														Country wise Total
	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	
Jordan	3539	3206	5256	5329	7800	7283	8354	8765	9494	7463	5549	15735	6978	11502	106253
Oman	-	125	15	7	5	739	200	-	-	-	-	-	-	-	1091
UAE	7	8	21	-	-	-	-	-	-	-	-	-	-	-	36
Bahrain	7	200	265	330	402	332	-	-	-	-	-	-	-	-	1536
Qatar	29	4	2	1	-	-	121	5	-	-	-	-	-	-	162
Egypt	-	54	94	-	-	-	-	-	-	-	-	-	-	-	148
South Korea	2886	1405	1428	2013	1927	2477	1565	2215	2012	983	-	2368	6749	3019	31047
Malaysia	-	-	-	-	-	-	-	-	-	-	-	-	754	766	1520
Maldives	-	-	-	-	18	7	3	48	8	-	-	-	-	14	98
Botswana	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1
Japan	-	-	-	-	-	-	-	-	3	-	-	2	3	20	28
Mauritius	-	-	-	-	-	-	-	-	-	72	-	19	16	-	107
Seychelles	-	-	-	-	-	-	-	-	-	7	5	24	5	-	41
Hong Kong	-	-	-	-	-	-	-	-	-	-	2	3	9	1	15
Croatia	-	-	-	-	-	-	-	-	-	-	-	10	-	7	17
Romania	-	-	-	-	-	-	-	-	-	-	-	-	140	39	179
Kuwait	-	-	-	-	-	-	-	-	-	-	-	93	578	6	677
Fiji	-	-	-	-	-	-	-	-	-	-	-	-	30	125	155
Bolgaria	-	-	-	-	-	-	-	-	-	-	-	-	-	52	51
Lebanan	-	-	-	-	-	-	-	-	-	-	-	-	-	2	2
Russia	-	-	-	-	-	-	-	-	-	-	-	-	32	5	5
Total	6469	5002	7081	7680	10,152	10838	10243	11033	11517	8525	5556	18254	15294	15558	143,111

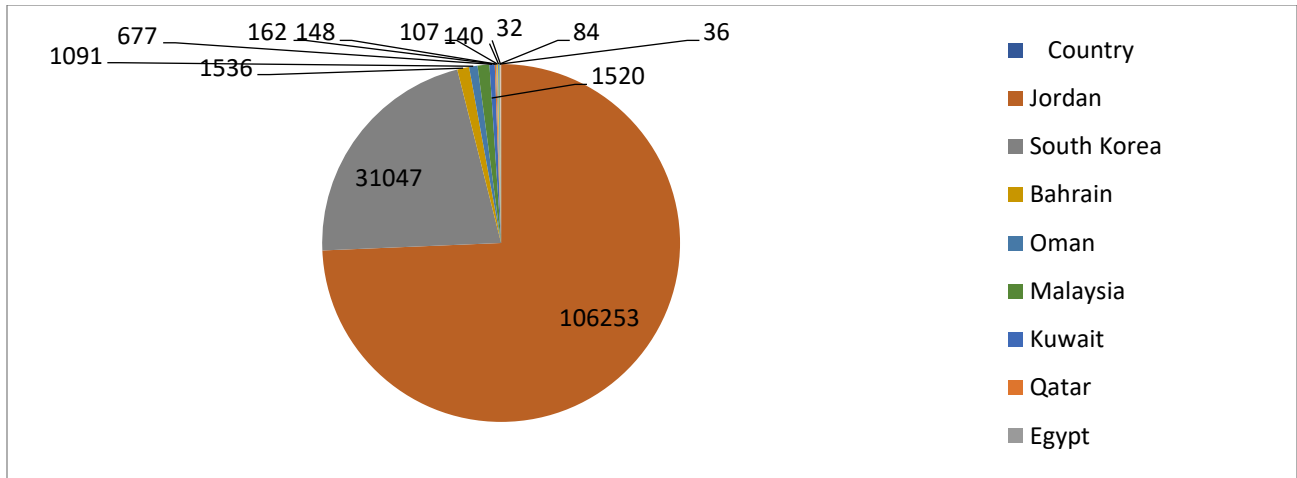


Figure-03: Remarkable destination countries

3.4 Remarkable Destination Countries

3.4.1 Jordan

BOESL started providing RMG workers to Jordan in 2010 by sending machine operators to 1 (one) garment factory. Currently, 42 garment companies in Jordan are taking garment workers through BOESL at a monthly salary of around Tk 30,000-35,000. Most of the companies in Jordan follow the Employer Pay Model which means workers are going to Jordan with Zero Migration Cost. A total of 94,751 (ninety-four seven hundred and fifty-one) workers have been sent so far.



H.E. Nahida Sobhan, Ambassador, Bangladesh Embassy, Jordan and Dr. Mallick Anwar Hossain, MD, BOESL during the signing of MoU with Jerash Garments Manufacturing Company, Jordan.

Jordan going Bangladeshi female garment workers during their departure at BOESL Conference Hall



Honorable Managing Director Dr. Mallick Anwar Hossain courtesy meeting with Executive Director, Needle Craft Group in Jordan.



Honorable Managing Director Dr. Mallick Anwar Hossain observing female Garment workers interview process

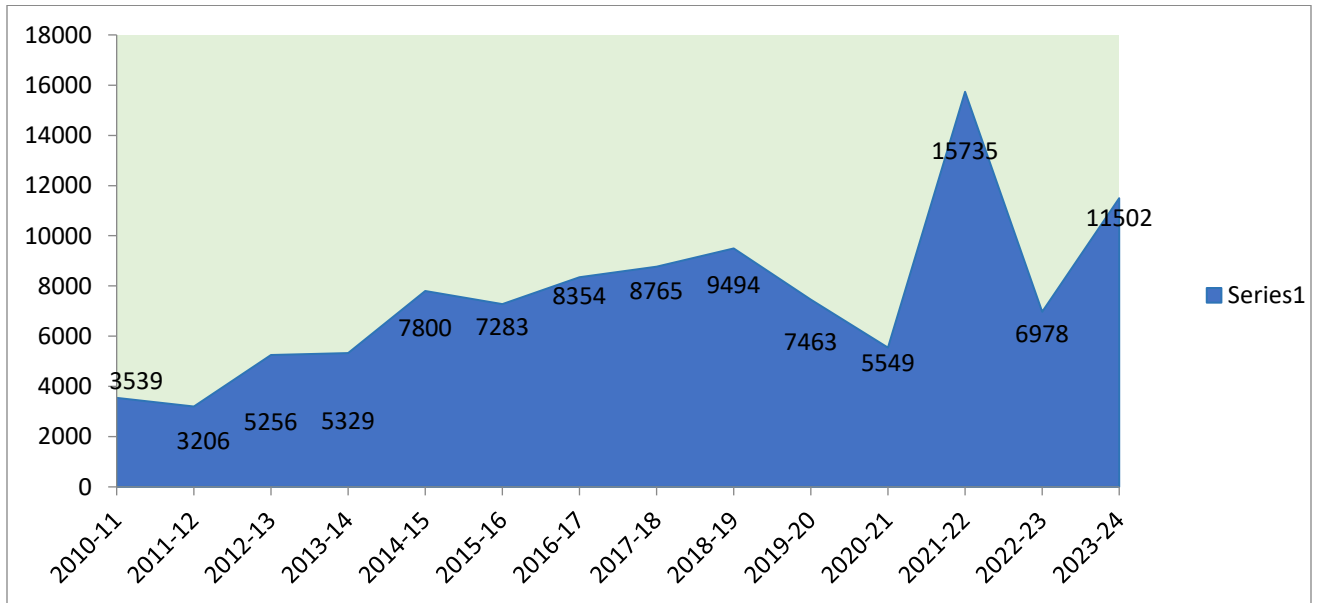


Figure-04: Statistics of workers sent to Jordan (2010-2024)

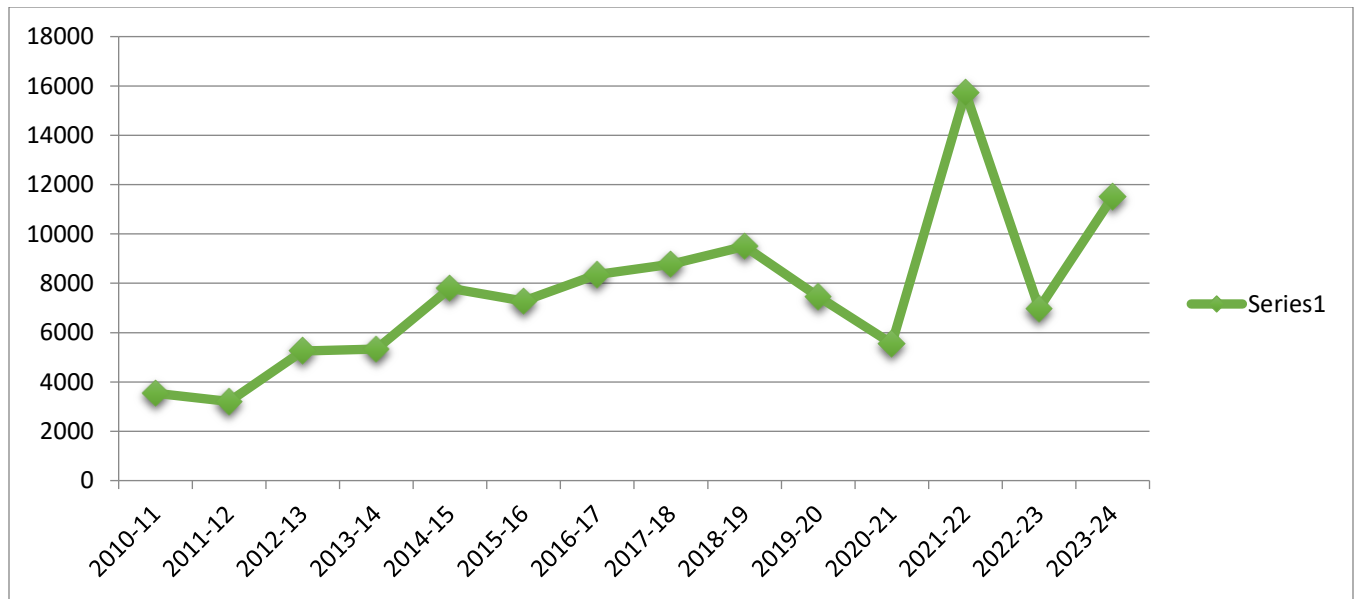


Figure-05: Trends in sending workers in Jordan through BOESL (2010-2024)

3.4.2 Labor Migration to South Korea under EPS

Since 2008, Bangladeshi workers have been successfully recruited in South Korea under the Employment Permit System (EPS) through BOESL. According to the Memorandum of Understanding between the Government of Bangladesh and the Government of South Korea, Bangladesh Overseas Employment and Services Limited (BOESL) on behalf of the Government of Bangladesh and Human Resources Development Service of Korea (HRD Korea) on behalf of the Government of South Korea accomplish the migration process. From July 2008 to July 2023 total 34,329 workers migrated to South Korea under EPS at low cost and high salary.

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



Honorable Managing Director Dr. Mallick Anwar Hossain with HE Ambassador And HRD Korea High Official

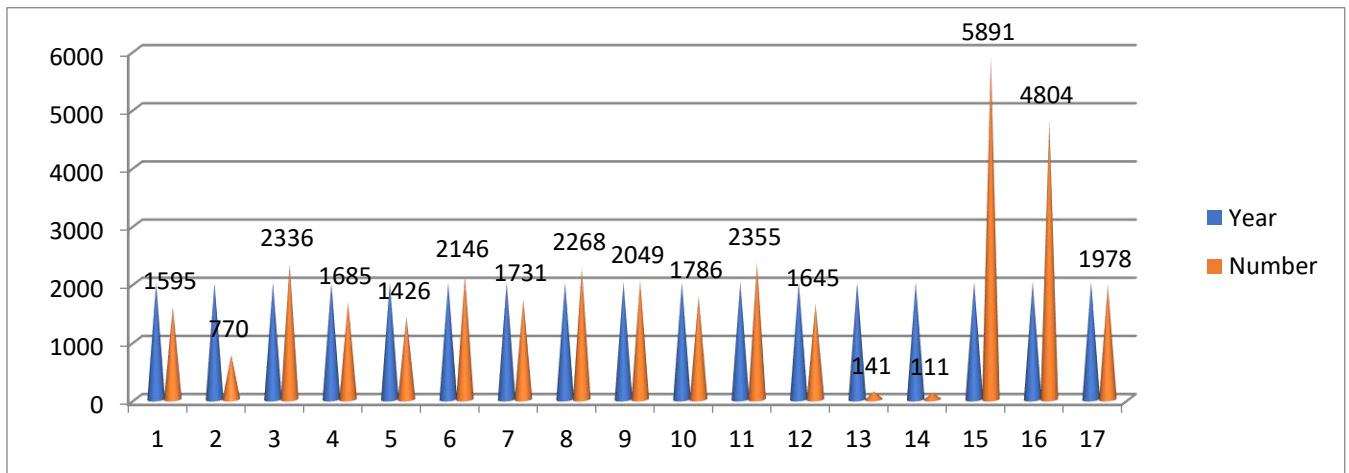


Figure-06: Employment of workers to South Korea under EPS (2008-2024)

Flow Chart of recruiting process for South Korea under EPS



N. B:

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

3.4.3 Kuwait

BOESL has started sending skilled manpower in Kuwait from Bangladesh. Till now, 677 skilled diploma and BSc nurses were recruited in two companies approved by the Ministry of Health in Kuwait with a monthly salary between Tk 1,00,000/- to Tk 1,15,000/-.



Managing Director of BOESL with Kuwait Delegation team at his office



PEPT for the Kuwait going nurses

3.4.4 Fiji

Fiji is known as the island nation of the continent of Australia. Bangladesh High Commission Canberra, Australia is working relentlessly to recruit manpower from Bangladesh to various companies in Fiji through BOSEL. Against receiving the demand letter, recruitment activities are ongoing in various trades including chef, bus driver, technician, diesel mechanics, electrician, pump technician whose monthly salary is minimum 50,000/- (fifty thousand) BDT. So far, a total of 155 workers have migrated to Fiji in various trades.



PEPT for the Fiji going workers

Fiji Work Permit Verification from Bangladesh High Commission Canberra.

**Bangladesh High Commission
Canberra, Australia**
(Labour Welfare Wing)


No: 29 01 6101.705.91.002.17-1318 Date: 24-07-2024

Subject: Opinion regarding visas issued by the Fiji Immigration Department.

In reference to the mentioned subject and letter issued by DMET, kindly be informed that Department of Immigration, Fiji visa verification service enquiry record has confirmed that the following work visa has been approved in favour of the following Bangladeshi workers to work in Fiji are authentic and genuine.

Sl	Workers Name	Passport No.	Work Visa No	DMET Reference No.
01	ARIFUL ISLAM	A11028816	PWLO2406933	
02	DELOWAR HOSSAIN	EG0949728	PWLO2408210	
03	ABILLALIM	A04279083	PWLO2408205	
04	MD SHANIM	A04876548	PWLO2408075	
05	MD IASIM GAZI	A02265653	PWLO2408076	
06	MD FARUK HOSSAN	A07788832	PWLO2408080	
07	HAKIM	F40297402	PWLO2408103	
08	MDHD SAIFUL ISLAM	E40244217	PWLO2408170	
09	MD SAYFUL ISLAM	A07034300	PWLO2408172	
10	MD ALAMGIR LARDAK	A07904493	PWLO2407991	
11	MD MUKHEPSUR RAHMAN	A05629181	PWLO2408005	
12	MUGHIN UDDIN	E05880936	PWLO2408052	
13	ABDUL HAQIM	A18016083	PWLO2408189	
14	MD ALI NEWAJE	A05732872	PWLO2408187	

02. This is for your kind information and necessary actions.


 (Md. Latuhammad)
 Counsellor (Labour)
 labour.canberra@mfa.gov.bd

Director General
Bureau of Manpower, Employment and Training
89/2 Kakral, Dhaka-1000

Attention: Director (Migration and Protocol)

Copy for information and necessary action:

01. PS to Hon'ble State Minister, Ministry of Expatriates' Welfare and Overseas Employment, Dhaka.
 02. PS to Secretary, Ministry of Expatriates' Welfare and Overseas Employment, Dhaka.
 03. Assistant Director (Welfare Desk), Hazrat Shahjalal International Airport, Dhaka, Bangladesh.
 04. Office Copy.

3.4.5 Croatia

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



Exchange of views with Croatia going workers

3.4.6 Russia

Russia, one of the world's economic superpowers, is a new labor market for Bangladeshi migrants and for the first time in this labor market, a demand letter of 88 people has been received from one of the world's largest shipbuilding companies in Russia with the aim of sending manpower from Bangladesh officially through BOSEL. So far, a total of 37 workers have migrated to Russia in shipbuilding and construction sector. Another 31 candidates will travel to Russia within this August 24 to Zvezda Shipbuilding Complex, Vladivostok, Russia. For selecting new workforce for Russia in ship building sector virtual interview is in process.



PEPT for the Russia going workers

Honorable Managing Director Dr. Mallick Anwar Hossain courtesy meeting with Delegation team from Russia.

3.4.7 Malaysia

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



Farewell reception at the airport for workers going to Malaysia

Providing training to workers going to Malaysia

3.4.8 Brunei

Brunei is an attractive destination country for Bangladeshi migrant workers. Brunei Darussalam is a small but developed country rich in natural oil and gas. According to the Bureau of Manpower Employment and Training (BMET), 77,958 Bangladeshi workers traveled to Brunei from 1992 to January 2024. There are currently around 25,000 Bangladeshi workers are working in various sectors including construction, cleaning, restaurants and oil and gas in Brunei Darussalam.

Previously, Bangladeshi workers were sent to the Brunei labor market through various agencies at very high migration costs. There are specific allegations that workers were subjected to various forms of harassment, fraud and torture due to the violence of human traffickers and illegal intermediaries. To overcome this critical situation, during the last visit of His Highness the Sultan of Brunei Darussalam Haji Hassanal Bolkiah to Bangladesh in October 2022, a memorandum of understanding was signed between the Hon'ble Minister of Expatriate Welfare and Overseas Employment of Bangladesh and the Hon'ble Minister of Home Affairs of Brunei Darussalam. According to the MoU, BOESL has been authorized as the only manpower sending agency in Bangladesh to ensure safe, ethical, low-cost and skilled labor migration in Brunei Darussalam. From 1st February 2024, the process of sending workers through BOESL officially began after passing several diplomatic steps. BOESL sends workers to Brunei at an official migration cost of

only BDT 45,000 to 60,000 in construction, oil & gas, garments, care giving, nursing, tourism & hospitality, pastry & bakery, agriculture, technologist, beautician and other sectors.



Over hundred agencies work in Brunei to recruit foreign workers there. As the only sending agency in Bangladesh, BOESL signs a Memorandum of cooperation (MoC) with the interested agency in Brunei. The process of sending workers to Brunei through BOESL started on 1st February 2024 through the signing of MoCs with Bruneian agencies. So far, BOESL has signed MoCs with 45 agencies in Brunei.

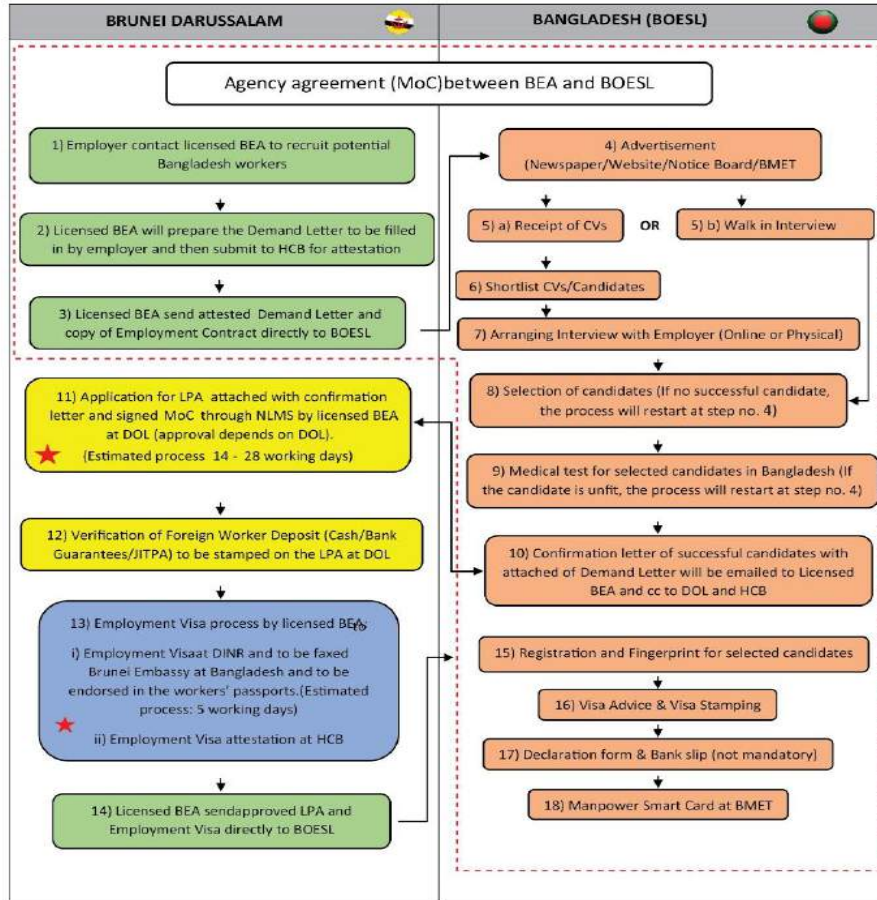
Employers have to give attested demand letter by the Bangladesh High Commission in Brunei for workers through the agency to BOESL. BOESL publishes advertisement according to the demand and arranges both online and direct interview with the employers. Interested eligible workers are selected through interview by the employers by applying at home through the online link mentioned in the advertisement. Total migration cost is mentioned in the advertisement which is generally 45 to 60 thousand BDT only and accepted through bank pay order. As a result, workers selected through BOESL are protected from the excessive migration cost, harassment of human traffickers and illegal middlemen. So far, BOESL got 1090 demand and final selection has been completed for 350 workers who are waiting for LPA (Foreign worker's license) and attested visa. 12 workers have joined to the work place in July, 2024.

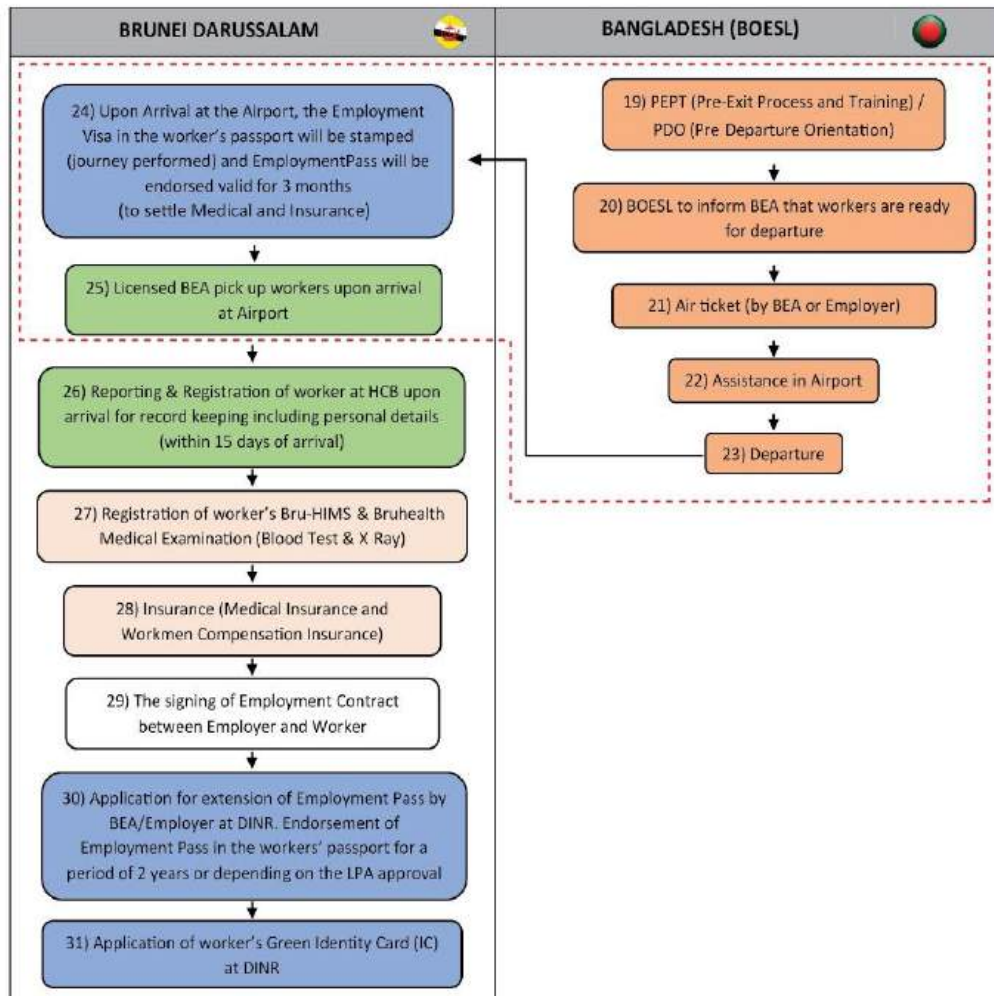




Interview process for Brunei (Direct & Online)

**PROCESS FLOW FOR RECRUITMENT OF BANGLADESHI WORKERS BETWEEN
EMPLOYMENT AGENCY IN BRUNEI DARUSSALAM AND BOESL**





*Duration for recruitment process in Brunei Darussalam is subject to:

- DOL: 14 - 28 working days (Depending on Security Vetting)
- DINR: 5 working days (Employment Visa)

*Duration for recruitment process in Bangladesh is subject to BOESL

ACRONYM:

- BEA: Brunei Employment Agency
- HCB: High Commission of the People's Republic of Bangladesh in Brunei Darussalam
- DOL: Department of Labour
- DINR: Department of Immigration and National Registration
- LPA: Foreign Worker License
- NLMS: National Labour Management System
- JITPA: Insurance Guarantee/Takaful Guarantee on Foreign Workers

LEGEND:

- : Process by licensed BEA
- : Process by BOESL
- : Process at DOL
- : Process at DINR
- : Process for Medical & Insurance
- : Process between licensed BEA and BOESL
- : Process between employer and worker
- ★ : The process can only be done by licensed BEA

3.4.9 Bulgaria

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



RPL training for Bulgaria-bound workers

3.4.10 Hong Kong

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



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

3.4.11 Japan

In Japan, the demand for technical interns and caregivers is at its highest peak due to the demographic status of the country. To meet the rising demand, BOESL is sending technical interns and caregivers to various sectors and trades in Japan through several supervising organizations. Till now, 21 technical interns have been sent to Japan.



Virtual Interview sessions for technical interns in Japan



Honorable MD sir with Japanese's delegation team

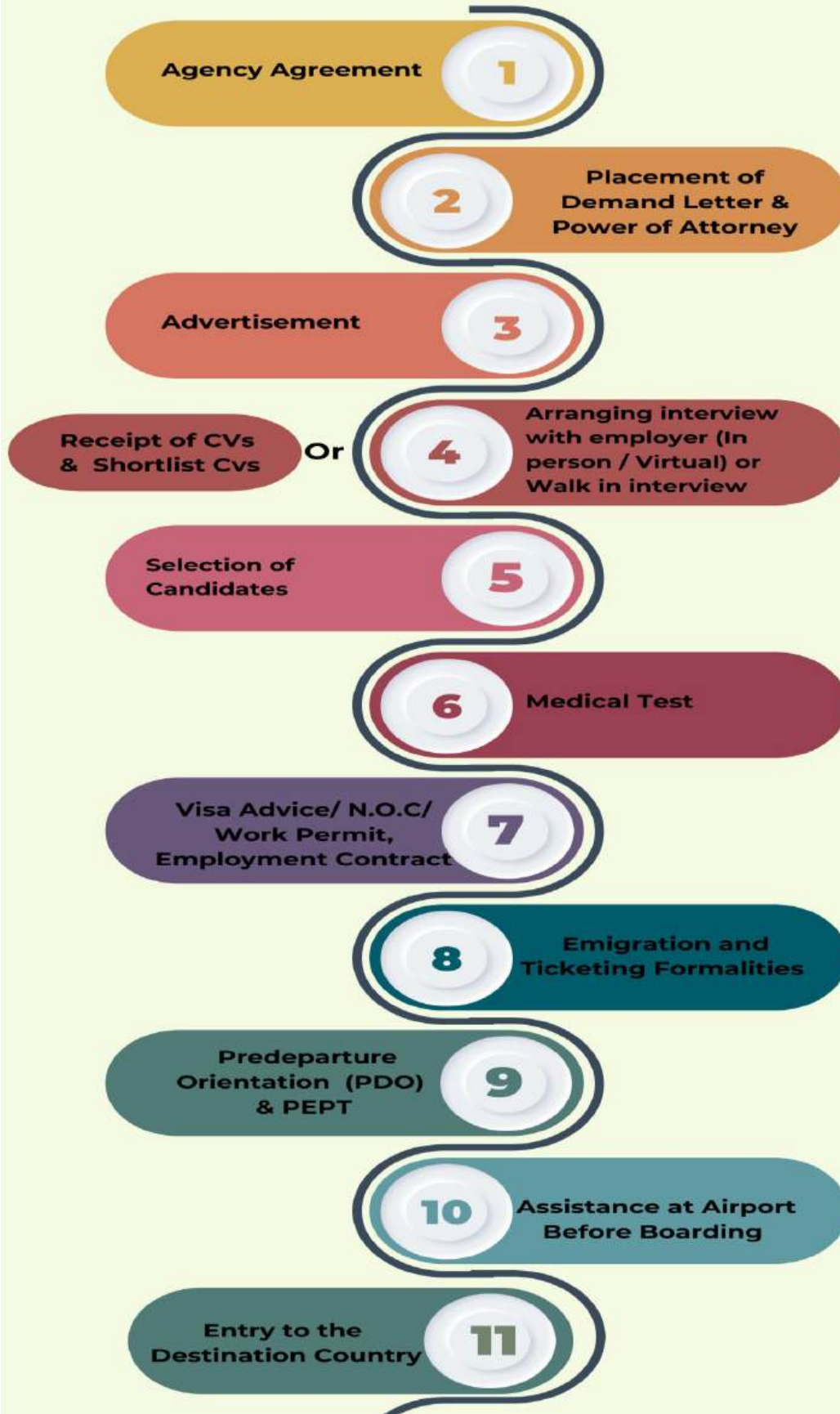
BOESL is implementing multi-faceted activities with the aim of creating continuous opportunities for foreign employment for the aspiring migrant workers of Bangladesh. Empowering women, contributing in remittance flow, and reducing poverty and unemployment through safe, ethical, and low-cost migration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

3.5 Recruitment Procedure

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

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


BOESL RECRUITMENT PROCESS



3.5.1 MoU/ MoC/ Agency Agreement and Demand Letter:

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

Tel : +962-02-7391405
 Fax : +962-02-7391406
 Email : info@galfashion.com
 Web : www.galfashion.com



Galaxy
Apparel Industry Ltd. Co.

Presenting the Ultimate Clothing Experience
(ISO, WRAP, ITS, SGS, BV, BWI(LO) Certified ready Garments Manufacturing in JORDAN)
شركة درب التبانة لصناعة الألبسة

Amman/Attested
1249
Date 03 APR 2024
Urduy Solmi
First Secretary (Liaison)
Embassy of Bangladesh
Amman

SINCE-2005

Demand Letter

Date: 28/03/2024

Ref: GAI/HR/6139

To,
The Managing Director,
Bangladesh Overseas Employment and Services Limited (BOESL)
Probashi Kollyan Bhaban, 71-72 Eskaton (4th Floor), Dhaka-1000, Bangladesh.

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

Category	Sex	Number of Vacancy	Monthly Salary	Experience Required	Educational Qualification
Sewing M/C Operator	Female	89	USD 176	3 Years	Not required

Terms & conditions of Employment:

1. Position : Sewing M/C Operator.
2. Monthly Gross Basic Salary : USD 176.
3. Duration of Service Contract : 3 (Three) years and renewable.
4. Place of employment : Galaxy Apparel Industry Ltd. Co (Jordan).
5. Probationary period : 3 months.
6. Air Ticket : Both way provided by the company.
7. Accommodation : Provided by the Company.
8. Food : Provided by the Company.
9. Working Hours : 08 Hours+ overtime as per Jordanian labor law.
10. Overtime Allowance : 125% on working days and 150% on holiday.
11. Medical : Primary Medicare provided by the Company.
12. Holiday : 1 Day in a week.
13. Transport : To be provided by the Company if required.
14. Annual Leave : 14 days per years as per Jordanian Labor Law.
15. Termination : As per Jordan labor law.
16. Other conditions : As per Jordan labor law.

Please arrange to recruit the above mentioned categories at the earliest.

Thank you

You're faithfully

Galaxy Apparel Industry Ltd. Co

We hereby confirm the authenticity of the signature of


Mr. *[Signature]*

31 MAR 2024

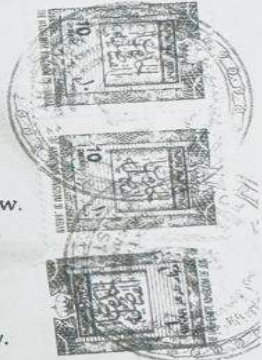
Dr. *[Signature]*

Proximal obligation to the contract

No. 101/18



Minister Abu Moghali




مدينة الحسين الصناعية - ص.ب ١٩٤ الرمثا ٢١٤٦٧ - اربيد الاردن

Galaxy Apparel Industry (QZ), P.O. Box 94, AR. Ramtha, Irbid, Jordan

Sample of Demand Letter

3.5.2 Advertisement:


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



"বোয়েসেল নৈতিক, নিরাপদ ও সাহায্যী অভিবাসন নিশ্চিত করে" ISO 9001 : 2015

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

স্থাপিত - ১৯৮৪



সরকারিভাবে জর্ডানে গার্মেন্টস এ দক্ষ মহিলা ও পুরুষ কর্মী নিয়োগে সরাসরি সাক্ষাৎকার।

বিজ্ঞপ্তি নং-৪৯.০২.০০০০.০০০.০৩.০০২.১৭/ ২০২৩ তারিখ: ০৬-৮-২০২৪ খ্রি.

বোয়েসেল-এর মাধ্যমে জর্ডানের Sidney Apparels LLC-Jordan-এর অধীনে নিম্নবর্ণিত পদে দক্ষ মহিলা ও পুরুষ কর্মী নিয়োগ করা হবে:

ক্র. নং	পদের নাম	পদের সংখ্যা	মাসিক মূল বেতন	আবেদনের লিংক
০১.	মেশিন অপারেটর (Machine Operator) (পুরুষ)	২০	১৭৭ ডলার	কর্মীদের ক্ষেত্রে অনলাইন আবেদনের লিংক:- https://brms.boesl.gov.bd/ অনলাইন আবেদনের ক্ষেত্রে আবেদনকারীকে অবশ্যই আবেদন ফি বাবদ ১০০/- টাকা ও চার্জ পরিশোধ করতে হবে।
০২.	মেশিন অপারেটর (Machine Operator) (মহিলা)	১০৫		

প্রার্থীদের সংশ্লিষ্ট কাজে বাস্তব অভিজ্ঞতা থাকতে হবে এবং ৪/৫ টি প্রক্রিয়াকার (প্রসেসজ এর) ডিডিও সংশ্লে নিয়ে আসতে হবে। বয়স ২০-৩৬ বছরের মধ্যে হতে হবে।

চাকরির শর্তাবলি:

- দৈনিক ০৮ (আট) ঘণ্টা ডিউটি, সপ্তাহে ০৬ (ছয়) দিন এবং ওভারটাইম (বেতনহীন)।
- চাকরির চুক্তি ০৩ (তিন) বছর (নবায়নযোগ্য)।
- নিয়োগকর্তা কর্তৃক ধাকা, খাওয়া ও প্রাথমিক চিকিৎসা এবং যাতায়াত ব্যবস্থা করা হবে।
- চাকরিতে যোগদানের বিমান ভাড়া এবং তিন বছর চাকরি শেষে দেশে ফেরত আসার বিমান ভাড়া নিয়োগকর্তা বহন করবে।
- যাদের বিরুদ্ধে দেশে বা জর্ডানে কোনো মামলা আছে, তারা নিয়োগের অনুপযুক্ত বলিয়া গণ্য হবেন।
- অন্যান্য শর্ত জর্ডানের শ্রম আইন অনুযায়ী প্রযোজ্য হবে।

বোয়েসেল-এর সার্ভিস চার্জ ও অন্যান্য খরচ:

নির্বাচিত কর্মীদের বোয়েসেল-এর সার্ভিস চার্জ, বহিঃগমন ট্যাক্স, ১৫% ভ্যাট, বোয়েসেল-এর রেজিস্ট্রেশন ফি, স্টার্টকার্ড ফি এবং ওয়েজ আর্নান্স কল্যাণ ফি বাবদ সমুদয় খরচ জর্ডানের নিয়োগকারী প্রতিষ্ঠান বহন করবে। তবে পিডিও প্রশিক্ষণ ফি ৩০৫ টাকা ও ডিঙ্কার প্রিন্ট ফি ২০০ টাকা নির্বাচিত কর্মীদের বহন করতে হবে।

সাক্ষাৎকারের সময় বা অবশ্যই সঙ্গে আনতে হবে:

- ০৪ কপি পাসপোর্ট সাইজ রঙিন ছবি (বাকি গ্রাউন্ড সাদা), (২) মূল পাসপোর্ট, একাধিক পাসপোর্ট থাকলে অবশ্যই পাসপোর্ট সঙ্গে নিয়ে আসতে হবে ও মূল পাসপোর্টের ছবিমুক্ত অংশের ০৫ (পাঁচ) সেট রঙিন ফটোকপি, (৩) বর্তমানে অফিসের পরিচয়পত্র/বাছুরা কার্ড, (৪) শিক্ষাগত/ব্রজিজ্ঞাতার সনদ (যদি থাকে) (৫) জেতার আইডি কার্ড/কপি সহ উল্লিখিত কাগজপত্র সাথে নিয়ে অপ্রতীক্ষিত প্রার্থীদের আগামী ০৯.৮.২০২৪ খ্রি. তারিখ, রোজ শূক্রবার, সকাল ০৮:০০ ঘটিকার মধ্যে সাক্ষাৎকার/স্টেট প্রদানের জন্য শেখ ফজিলাতুন্নেছা মুজিব মহিলা কারিগরি প্রশিক্ষণ কেন্দ্র, দারুস সালাম, মিরপুর, ঢাকা, এ উপস্থিত থাকার অনুরোধ করা হলো। এ সংক্রান্ত কোন তথ্যের জন্য ০২-৪৮-৩১৯২২৫, ০২-৪৮-৩১৭৫১৫ ও ০২-৪৮-৩১৯৮৩৮ টেলিফোন নম্বরে যোগাযোগ করা যেতে পারে। এছাড়াও প্রবাসবন্ধু কল সেন্টার ১৬৯৩৫ তে যোগাযোগ করা যেতে পারে।


বি.দ্র.: অনলাইনে আবেদন আপনাকে ইন্টারভিউতে অংশগ্রহণের সুযোগ তৈরি করে দিবে, তবে চাকরির নিশ্চয়তা বহন করবে না। চাকরির জন্য আপনাকে অবশ্যই ট্রেড-টেস্ট/যোগ্যতা প্রমাণের পরীক্ষায় উত্তীর্ণ হতে হবে।

আবেদনের ক্ষেত্রে আগে আসলে আগে পাবেন ভিত্তিতে বিবেচিত হবেন।

বিএমইটি পরিচালিত কারিগরি প্রশিক্ষণ কেন্দ্র হতে সংশ্লিষ্ট ট্রেডে প্রশিক্ষিত সনদধারীদের অগ্রাধিকার দেয়া হবে।

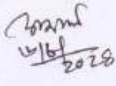
চূড়ান্তভাবে কর্মী নির্বাচন না হওয়া পর্যন্ত বোয়েসেল-কে কোন ফি প্রদান করতে হয় না এবং সকল ফি/চার্জ ব্যাংকের মাধ্যমে প্রদান করতে হয়।


অফিস ঠিকানা :
প্রবাসী কল্যাণ বঙ্গ (৫য় তলা)
৭১-৭২, ইকরান গার্ডেন
রমনা, ঢাকা-১০০০, বাংলাদেশ।



যোগাযোগ নম্বর :

ফোন : +৮৮-০২-৫৮৩১১৮৩৮, ৪৮-৩১৯২২৫, ৪৮-৩১৭৫১৫ (পিওসিএস)
ফ্যাক্স : +৮৮-০২-৫৮৩১-৩৫৭৭, ৪৮৮-০২-৯৩৩০৬৫২
ইমেইল : info@boesl.gov.bd, md@boesl.gov.bd
ওয়েব : www.boesl.gov.bd

Signature:  ১৬/৮/২০২৪

Signature: 
নোমিনি চেয়ারম্যান
সহকারী মহাশয়/হ্যাণ্ডেল
বোয়েসেল, ঢাকা।

Sample of Advertisement

3.5.3 Interview:

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



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

3.5.4 Medical Test

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

3.5.5 BOESL Service Charge

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

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

3.5.6 Employment Contract

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

- a. Salary
- b. Working hours
- c. Overtime allowance
- d. Food & accommodation
- e. Medical facilities
- f. Weekly & annual holidays
- g. Travelling expense
- h. Insurance
- i. Other conditions according to the labor laws of the host country



United Creations L.L.C.

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

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

1. Your Basic Salary in Jordan is JD 125/- per month for 8 Hours.
2. Overtime (if any) is voluntary. If the worker agrees to work overtime, Overtime will be paid as per Jordan Labor Law.
3. Your air ticket from Bangladesh to Amman & visa expenses are paid by united creations company.
4. Accommodation & Food is provided free by the company
5. Your contract is for 3 years
6. 16.5/-JD monthly for Social Security will be deducted from above mention salary as per Jordan Law. Also note SS Department will refund this deducted amount after completion of contract.
7. Income Tax (if applicable) will be deducted from above mention salary as per Jordan Law.
8. I am aware that I should not pay any unauthorized fees or recruitment charges and Government fees, all government fees paid by the company.
9. Other terms & conditions as per Jordan labor law.

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

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

Sample of Employment Agreement

3.5.7 Pre-Exit Processing and Training (PEPT)

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



Snapshots of PEPT Sessions of BOESL

3.5.8 Departure:

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



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

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

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

Chapter 04

Administrative Structure

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

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

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

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

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

4.1 Company Secretary

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

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

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

4.2: Human Resource and General Administration

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

4.3: Budget, Finance, and Accounts

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

4.4: Audit and Reconciliation

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

4.5: Information Technology (IT)

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

4.6a: Training

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

4.6b: Divisional Office

BOESL has started its operation in 8 divisional cities around Bangladesh in September 2024. Initially BOESL is delivering its service with the assistance of District Employment and

Manpower Office (DEMO) and Technical Training Center (TTCs). Promoting ethical migration, Arrange Job Fair and Awareness program at grassroots level. Liaison with BOESL Dhaka office and implementing the instruction is another core function of these offices. It helps to coordinate and facilitate the recruitment and deployment of workers from specific regions to overseas job markets.

4.7: Overseas Employment

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

4.8: Research and Development

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

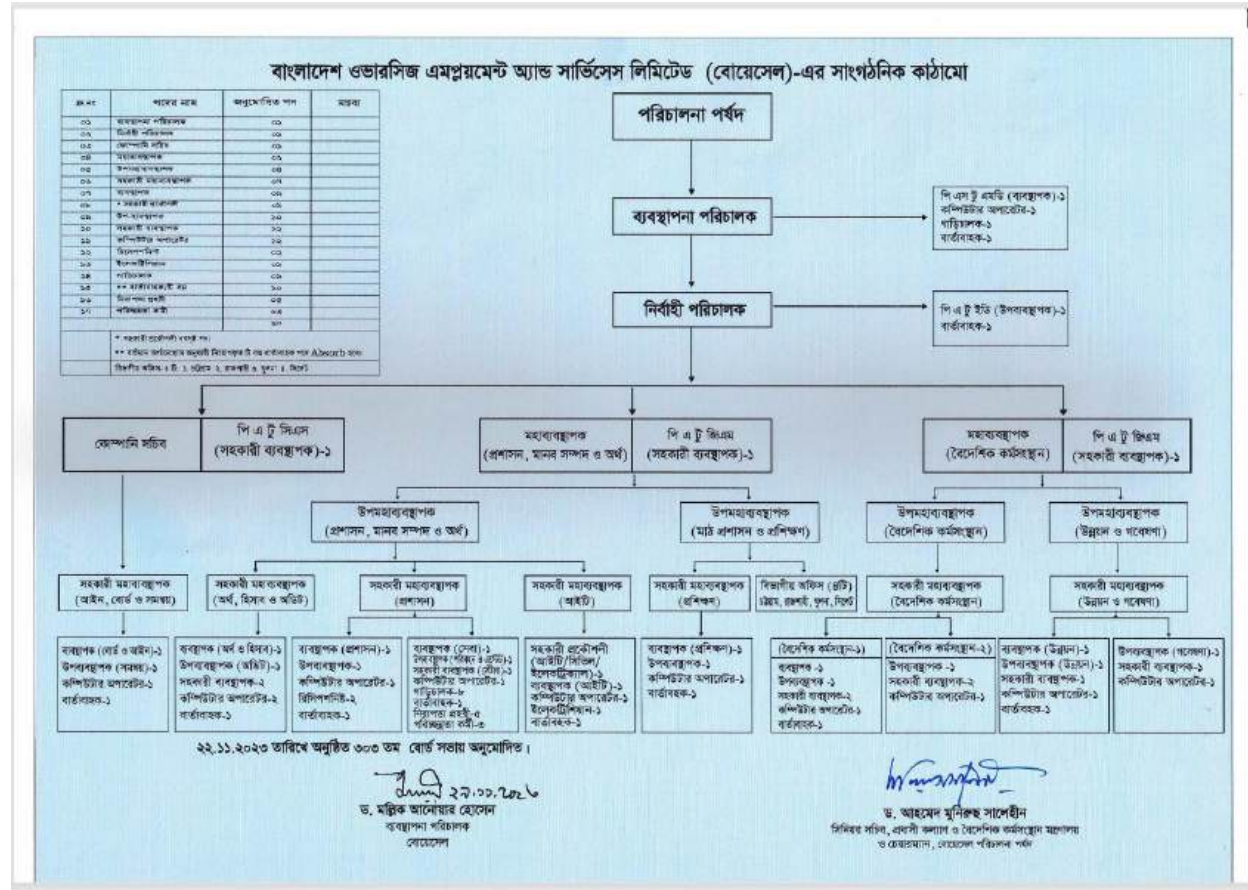
4.09 Chairman of the Board of Directors and their tenure:

Sl.	Name of Chairman	Designation	From	To
1	Mr. Md. Sirajul Islam	Secretary	27-12-2001	14-01-2002
2	Mr. Md. Helal Uddin Khan	“	15-01-2002	25-06-2002
3	Mr. Md. Daliluddin Mondal	“	26-06-2002	08-02-2005
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	Md. Md. Mokhlesur Rahman	“	15-02-2009	22-02-2009
10	Mr. Eleyas Ahmed	“	22-02-2009	16-03-2010
11	Dr. Zafar Ahmed Khan	“	18-03-2010	09-02-2014
12	Dr. Khondaker Showkat Hossain	“	09-02-2014	10-12-2014
13	Mr. Khandker Md. Iftekhar Haider	“	10-12-2014	08-02-2016
14	Ms. Begum Shamsun Nahar	“	14-02-2016	15-06-2017
15	Dr. Nomita Halder NDC	“	23-07-2017	10-09-2018
16	Ms. Rownaq Jahan	“	20-09-2018	29-09-2019
17	Mr. Md. Salim Reza	“	29-09-2019	05-05-2020
18	Dr. Ahmed Munirus Saleheen	“	05-05-2020	31.12.2022
19	Dr. Ahmed Munirus Saleheen	Senior Secretary	01.01.2023	31.12.2023
20	Mr. Md. Ruhul Amin	Secretary	31.12.2023	Till date

4.10 Managing Directors and their Tenure:

Sl.	Name of Managing Director	From	To
1	Mr. Mohammad Abu Misir	26-01-1984	16-08-1984
2	Mr. Abul Hossain	17-08-1984	09-01-1985
3	Mr. Habibur Rahman	10-01-1985	31-12-1990
4	Mr. Mujibur Rahman Chowdhury	01-01-1991	12-08-1991
5	Mr. M. A. Siddiq	13-08-1991	12-08-1995
6	Mr. Momtazudding Ahmed	13-08-1995	11-08-1998
7	Mr. A. K. M. Reazul Islam, Bir Bikram	12-08-1998	05-07-2004
8	Mr. Mahbubur Rahman	06-07-2004	30-12-2008
9	Mr. Monjurul Hoque	31-12-2008	05-01-2010
10	Begum Shamsun Nahar	21-01-2010	02-05-2010
11	Mr. Mohammud Abdullah	03-05-2010	16-09-2012
12	Dr. Md. Abu Hena Mostafa Kamal	17-09-2012	22-12-2012
13	Mr. Helal Uddin Ahmed	23-12-2012	11-04-2013
14	Dr. Md. Abu Hena Mostafa Kamal	12-04-2013	28-04-2013
15	Mr. Md. Abdul Hannan	29-04-2013	28-01-2016
16	Mr. Maran Kumar Chakraborty	28-01-2016	02-12-2019
17	Dr. Yeameen Akbory NDC	02-12-2019	22-12-2019
18	Mr. Md. Saiful Hassan Badal	22-12-2019	28-02-2021
19	Mr. Md. Mahabubur Rahman	01-03-2021	02-06-2021
20	Mr. Md. Billal Hossain	03-06-2021	31-08-2022
21	Dr. Mallick Anwar Hossain	08-09-2022	30.09.2024
22	Mr. Md. Shawkat Ali	30.09.2024	Till date

4:11 The Organizational Structure



Chapter 05

Financial Status

5.1 Income, Expenditure & Profit for the Financial Year 2023-24

In Financial Year 2023-24, 15,558 workers have been sent to different countries for employment through BOESL. The total income of BOESL in the financial year 2023-24 is BDT 78,87,58,749/- (Seventy Eight Crore Eighty Seven Lac Fifty Eight Thousand Seven Hundred Forty Nine) Taka which is 13.28% more than the previous year. The sources of operating income are service charge which is BDT 24,25,60,715/- (Twenty Four Crore Twenty Five Lac Sixty Thousand Seven Hundred Fifteen) Taka, Data entry registration fees which amount is BDT 36,41,719/- (Thirty Six Lac Forty One Thousand Seven Hundred Nineteen) Taka, Online registration & CBT fees which is BDT 30,19,38,550/- (Thirty Crore Nineteen Lac Thirty Eight Thousand Five Hundred Fifty) Taka, South Korean training fees which is BDT 1,23,35,100/- (One Crore Twenty Three Lac Thirty Five Thousand One Hundred) Taka, Management Fee (Japan) which is BDT 6,86,572/- (Six Lac Eighty Six Thousand Five Hundred Seventy Two) Taka and the sources of Non-operating income are interest on FDR which is BDT 16,57,13,327/- (Sixteen Crore Fifty Seven Lac Thirteen Thousand Three Hundred Twenty Seven) Taka, Profit on Govt. Bond 4,17,97,625/- (Four Crore Seventeen Lac Ninety Seven Thousand Six Hundred Twenty Five) Taka, Interest on STD account which is BDT 1,36,72,522/- (One Crore Thirty Six Lac Seventy Two Thousand Five Hundred Twenty Two) Taka and Miscellaneous income is BDT 64,12,619/- (Sixty Four Lac Twelve Thousand Six Hundred Nineteen) Taka only.

Table 6: Summary of Income, Expenditure & Profit for the Year 2023-24

Income		Total Income (BDT)	Total Expenditure (BDT)	Net Profit BDT (Before Tax)
Key Sources of Income	Amount (BDT)			
Service Charge	24,25,60,715/-	78,87,58,749/-	30,21,97,455/-	48,65,61,294/-
Data Entry Reg.	36,41,719/-			
Online Registration & CBT Fee	30,19,38,550/-			
South Korea Training Fee	1,23,35,100/-			
Management Fee	6,86,572/-			
Interest on FDR	16,57,13,327/-			
Profit on Govt. Bond	4,17,97,625/-			

Interest on STD Accounts	1,36,72,522/-			
Miscellaneous Income	64,12,619/-			

Bangladesh Overseas Employment & Services Ltd. (BOESL)

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

Statement of Financial Position

As at 30 June 2024

Particulars	Notes	Amount in Taka	
		30 June 2024	30 June 2023
Assets			
Non-Current Assets:		19,546,257	21,033,448
Property, Plant & Equipment	3.00	19,546,257	21,033,448
Current Assets		3,782,437,319	3,048,534,932
Stock of Stationary	4.00	51,325	177,370
Account Receivables	5.00	(17,991,567)	(5,267,052)
Advance, Deposit, Pre-payments & Loan	6.00	129,076,153	72,133,202
Investment in FDR	7.00	1,934,553,293	2,633,652,377
Investment in Bond	8.00	1,286,313,921	-
Cash and Cash Equivalents	9.00	450,434,194	347,839,035
Total Assets		3,801,983,576	3,069,568,380
Shareholder's Equity & Liabilities			
Shareholders' Equity:		1,462,283,797	1,109,526,858
Share Capital	12.00	5,100,000	5,100,000
Reserved Fund		200,000,000	200,000,000
Retained Earnings	13.00	1,257,183,797	904,426,858
Current Liabilities		2,339,699,779	1,960,041,523
Liabilities for Other Finance	10.00	2,202,479,846	1,841,179,804
Liabilities for Expenses	11.00	3,415,577	137,000
Provision for Income Tax	17.00	133,804,356	118,724,719
Total Shareholder's Equity & Liabilities		3,801,983,576	3,069,568,380

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

Managing Director

Chairman

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

(Signature)

Md. Mahmudul Ambia, FCA

ICAB Enrolment No. 1067

For and on behalf of

Mahfel Huq & Co.

Chartered Accountants

DVC:

Place: Dhaka

Dated: 03 September 2024



Bangladesh Overseas Employment & Services Ltd. (BOESL)

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

Statement of Profit or Loss and other Comprehensive Income
For the year ended 30 June 2024

Particulars	Notes	Amount in Taka	
		30 June 2024	30 June 2023
A Operating Income:			
South Korea Registration Fee	14.00	73,108,000	144,340,000
CBT Fee		228,830,550	147,070,724
Management Fee		686,572	44,322
S.Korea Language & Skill Training		12,335,100	20,252,120
Income from Service Charge		242,560,715	268,363,246
Data Entry Registration Fee		3,641,719	3,448,150
Total		561,162,656	583,518,562
B Operating Expenses:			
Operating Expenses	15.01	201,833,926	175,095,908
Administrative Expenses	15.02	100,363,529	89,496,067
Total		302,197,455	264,591,975
C Operating Profit (A-B)		258,965,201	318,926,587
D Non Operating Income	16.00	227,596,093	112,799,663
E Net Profit Before Tax (C+D)		486,561,294	431,726,250
F Provision for Income Tax		133,804,356	118,724,719
G Net Profit After Tax (E-F)		352,756,938	313,001,531
H Retained Earning Brought Forward		-	-
I Income Available for Appropriation		352,756,938	313,001,531
J Appropriation			
Dividend Payable to Govt. 2023-2024		-	1,275,000
Provision for Profit Bonus		-	10,553,862
Retained Earning Transferred to B/S		352,756,938	301,172,669

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

Managing Director

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

Chairman

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

Place: Dhaka
Dated: 03 September 2024



Table 7: Statement of Comprehensive Income & Expenditure

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

2020-2021	139,906,458.00	69,004,023.00
2021-2022	304,223,291.00	101,295,727.00
2022-2023	69,63,18,225.00	26,45,91,975.00
2023-2024	78,87,58,749.00	30,21,97,455.00

Table 8: Statement of Profit-Loss, Tax & Dividend

Financial Year	Profit & Loss (BDT)	Tax Paid (BDT)	Dividend (BDT)
1983-1984	(85,591.00)		
1984-1985	6,219,740.00	4,325,163.00	510,000.00
1985-1986	12,744,612.00	8,609,335.00	765,000.00
1986-1987	4,769,609.00	2,873,598.00	765,000.00
1987-1988	376,344.00	300,000.00	-
1988-1989	4,545,596.00	3,351,131.00	269,981.00
1989-1990	4,612,863.00	3,125,315.00	510,000.00
1990-1991	1,834,740.00	1,282,500.00	408,000.00
1991-1992	1,471,647.00	1,031,196.00	255,000.00
1992-1993	1,819,838.00	1,124,611.00	510,000.00
1993-1994	476,222.00	543,344.00	24,000.00
1994-1995	2,080,793.00	898,842.00	510,000.00
1995-1996	10,293,948.00	4,280,594.00	1,020,000.00
1996-1997	20,142,212.00	8,769,438.00	1,530,000.00
1997-1998	1,032,370.00	655,150.00	510,000.00
1998-1999	783,846.00	673,498.00	102,000.00
1999-2000	(818,470.00)	1,739,451.00	-
2000-2001	2,078,193.00	2,095,831.00	-
2001-2002	(2,228,721.00)	1,340,596.00	-
2002-2003	1,491,769.00	1,171,985.00	255,000.00
2003-2004	5,700,565.00	1,020,071.00	255,000.00
2004-2005	916,404.00	1,663,544.00	-
2005-2006	2,801,165.00	1,608,396.00	255,000.00
2006-2007	4,812,239.00	2,282,909.00	255,000.00
2007-2008	3,226,907.00	2,335,328.00	255,000.00
2008-2009	23,661,339.00	2728094.00	1,785,000.00
2009-2010	9,771,508.00	2472121.00	510,000.00
2010-2011	50,897,882.00	14,820,814.00	1,020,000.00
2011-2012	37,363,731.00	6,119,558.00	1,020,000.00
2012-2013	68,062,715.00	14,545,295.00	5,000,000.00
2013-2014	87,535,564.00	31,253,053.00	6,485,496.00
2014-2015	115,146,869.00	40,301,404.00	7,484,546.00
2015-2016	104,816,174.00	36,685,660.00	6,813,051.00
2016-2017	103,018,045.00	36,056,316.00	510,000.00
2017-2018	115,020,985.00	40,257,344.00	765,000.00

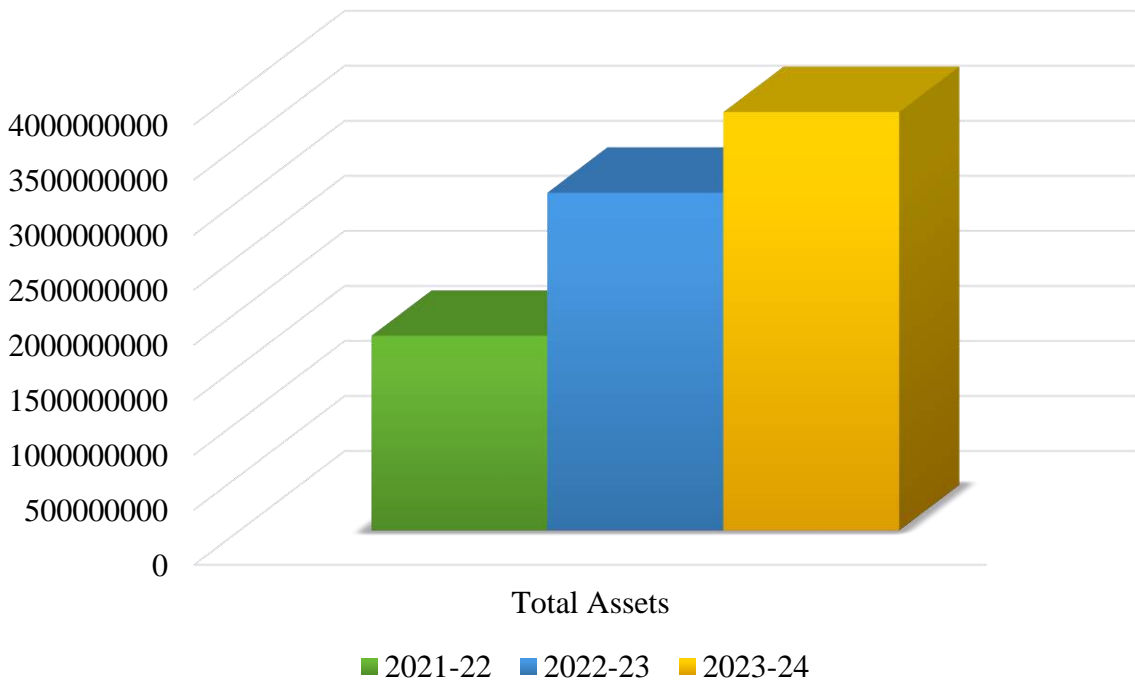
2018-2019	130,342,155.00	45,619,754.00	765,000.00
2019-2020	148,062,610.00	48,120,348.00	765,000.00
2020-2021	70,902,436.00	21,270,731.00	765,000.00
2021-2022	20,29,27,564.00	55,805,080.00	1,020,000.00
2022-2023	43,17,26,250.00	11,87,24,719.00	12,75,000.00
2023-2024	48,65,61,294.00	13,38,04,356.00	25,50,000.00
			(Proposed)

**Annual General Meeting (AGM) of FY 2023-24 has not been held yet.*

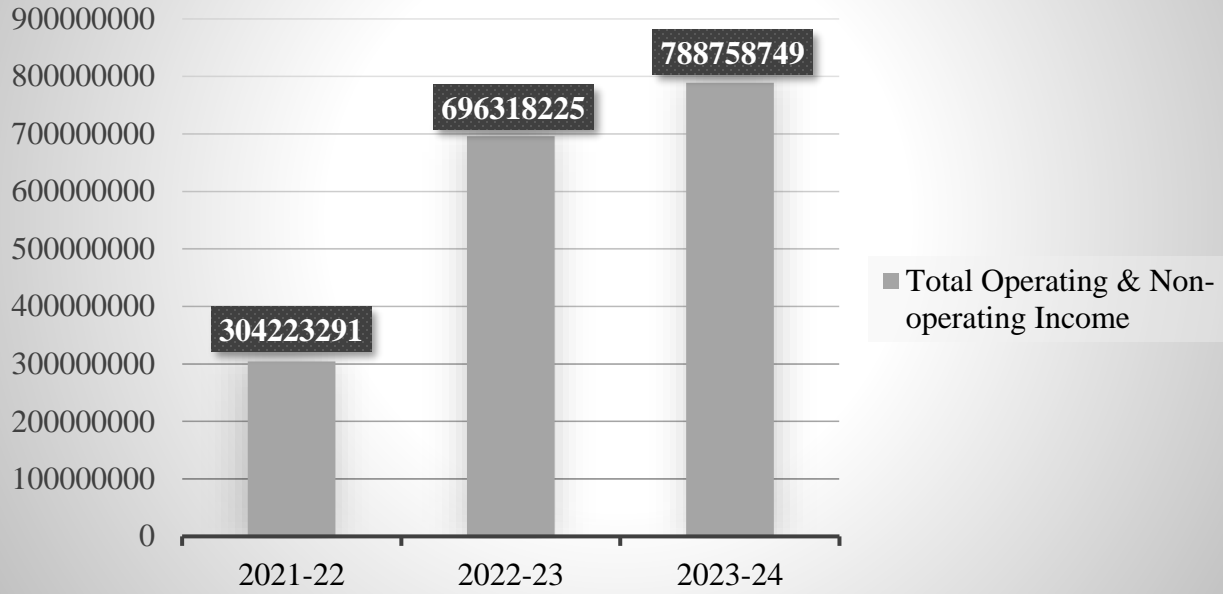
Table 9: Comparison of Major Parameters of Financial Statements for Last Three Years

Particulars	2021-2022	2022-2023	2023-2024
Total Assets	176,97,09,366.00	306,95,68,380.00	308,19,83,576.00
Total operating & Non-operating income	30,42,23,291.00	69,63,18,225.00	78,87,58,749.00
Total Expenses	10,12,95,727.00	26,45,91,975.00	30,21,97,455.00
Net profit After Tax	14,71,22,484.00	31,30,01,531.00	35,27,56,938.00

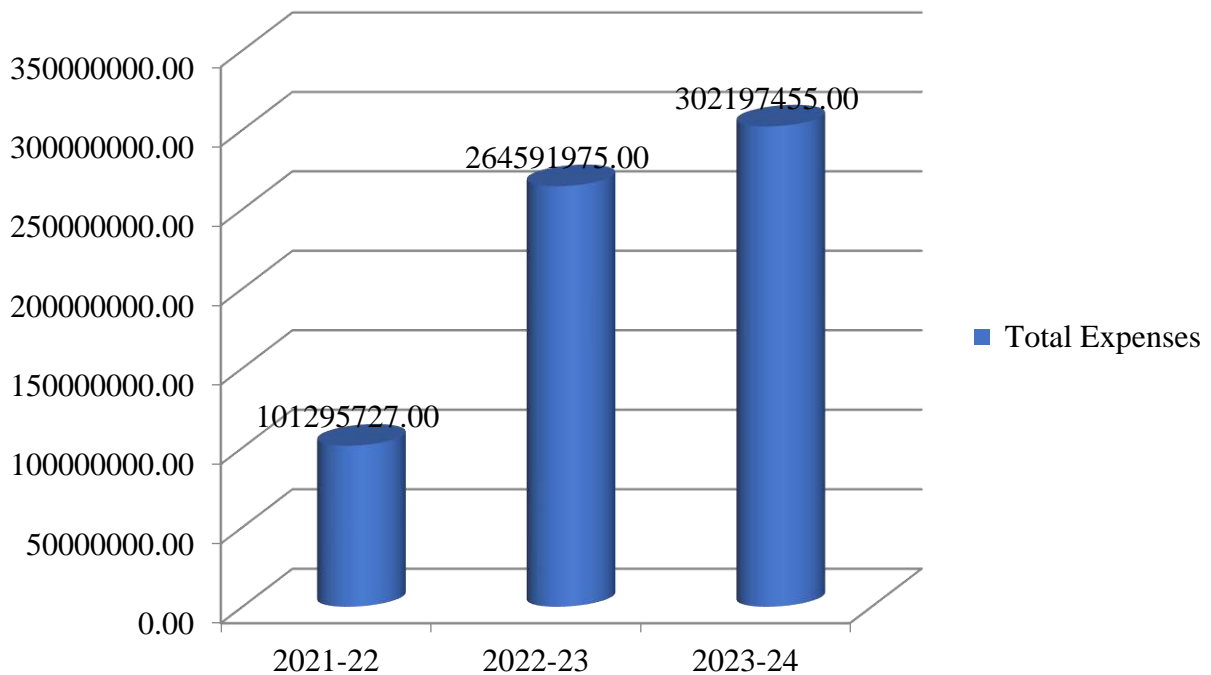
Total Assets

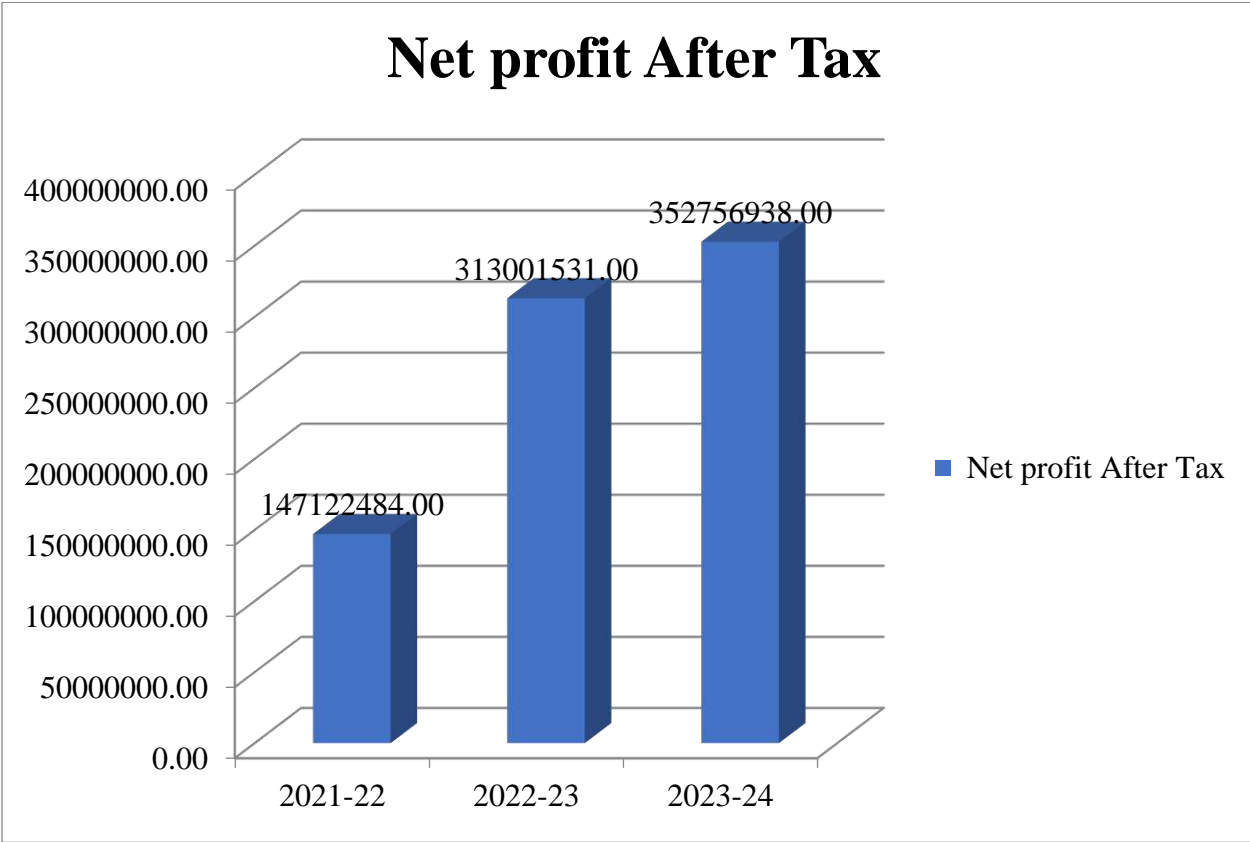


Total Operating & Non-operating Income



Total Expenses

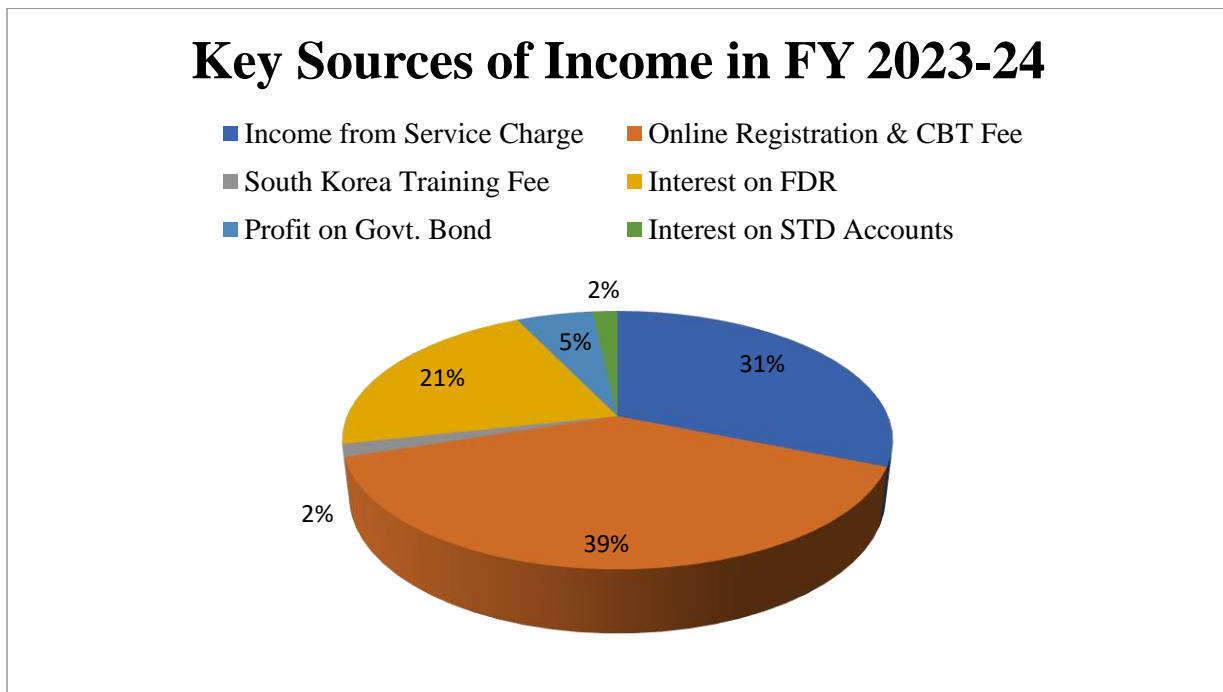




The above charts show that the total assets, income, expenses & net profit after tax are higher than the two previous financial years. This indicates that the financial conditions of the company are becoming stronger rapidly.

Table 10: Key Sources of Income in FY 2023-24

Income from Service Charge	24,25,60,715.00
Online Registration & CBT Fee	30,19,38,550.00
South Korea Training Fee	1,23,35,100.00
Interest on FDR	16,57,13,327.00
Profit on Govt. Bond	4,17,97,625.00
Interest on STD Accounts	1,36,72,522.00



The above chart states that the key source of income of BOESL is income from service charge Online Registration & CBT Fee. However, Non-operating income also has a significant impact on total income.

Yearly Growth

24%	Total Assets	
	2022-23	2023-24
	306,95,68,380.00	380,19,83,576.00

13%	Total Income (Operating & Non-Operating)	
	2022-23	2023-24
	69,63,18,225.00	78,87,58,749.00

14%	Total Expenses	
	2022-23	2023-24
	26,45,91,975.00	30,21,97,455.00

13%	Net Profit After Tax	
	2022-23	2023-24
	31,30,01,531.00	35,27,56,938.00

Total assets of BOESL in the financial year 2023-24 have increased to Tk. 380,19,83,576/- which was Tk. 306,95,68,380/- in the financial year 2022-23 (i.e. 24% growth). Total income (operating & non-operating) & Net profit have increased to 13% and 13% respectively and the total expenses increase to 14% comparing the previous year.

Key Performance Indicators (KPI)

for the year ended 30 June 2024

S.L	Particulars		2023-24		2022-23	Comments
			Amount	Ratio	Ratio	
1	<u>Current Ratio:</u>					Current Ratio of previous Financial Year was better than current Financial Year (Smaller value is better)
		Current Assets	378,24,37,319	1.62:1	1.56:1	
		Current Liabilities	233,96,99,779			
2	<u>Quick/Acid Test Ratio:</u>					Quick/Acid Test Ratio of current Financial Year is better than previous Financial Year (Larger value is better)
		Quick Assets	378,24,88,644	1.61:1	1.56:1	
		Current Liabilities	233,96,99,779			
3	<u>Profit Margin (PM):</u>					Profit Margin (PM) of current Financial Year is better than previous Financial Year (Larger value is better)
		Net Income × 100	35,27,56,938 × 100	63%	54%	
		Sales revenue	56,11,62,656			
4	<u>Asset Turnover Ratio:</u>					Asset Turnover Ratio of previous Financial Year was better than current Financial Year (Larger value is better)
		Sales Revenue	56,11,62,656	0.15	0.19	
		Total Assets	380,19,83,576			
5	<u>Debt-Equity Ratio:</u>					Debt-Equity Ratio of current Financial Year is better than previous Financial Year (Smaller value is better)
		Total Debt	233,96,99,779	1.60	1.74	
		Total Equity	146,22,83,797			

** Quick Assets = Current Assets – Stock of Inventory

DuPont Analysis:

Particulars	Formula	2022-23	2023-24	Comment
ROE=	Net Income	31,30,01,531	35,27,56,938	Return on Equity of previous Financial Year was better than current Financial Year (Larger value is better)
	Total Equity	110,95,26,858	146,22,83,797	
		28%	24%	

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

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

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

Chapter-06

Market Expansion

Remittance is a significant aspect of the growing economy of Bangladesh. To achieve its overall benefits, BOESL has strengthened its activities to expand existing labor markets and explore new labor markets, prioritizing the issue of making the labor migration process transparent, secure and versatile. We are implementing multi-faceted activities with the aim of creating continuous opportunities for foreign employment for the aspiring population of Bangladesh. We are not only

exploring new job markets but also creating awareness among the native workers through various promotional programs like job fairs, awareness meetings, seminars etc. We are also using different digital and social platforms like websites, Face book, and YouTube to promote our activities. Basically, BOESL is doing overseas market promotion in 2 ways which are:

- Exploring New Overseas Job Markets
- Domestic Market Promotion

Exploring New Overseas Job Markets

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

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

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

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

Process of Exploring New Overseas Job Markets

The first step of exploring a new overseas job market is doing proper research on the targeted country. We also keep close contact with the nearest labor wing of Bangladeshi Mission there and collect primary information. Then we contact with the employer or agent through e-mail and do direct or Zoom meetings to make an agreement or MoU with them regarding the migration of Bangladeshi workers with decent job opportunities. The year 2023, BOESL has done research work on three countries for the first time which are:

1. “Job Opportunities Under Employment Permit System (EPS) in The Republic of Korea: Bangladesh Perspective”.
2. “Prospects of Exploring Overseas Employment in Tourism & Hospitality Sector for Bangladeshi Workforce: In the Perspective of Maldives”.
3. “Ethical Recruitment of Bangladeshi Workers in Malaysia through BOESL: Opportunities, Challenges and Way Forward”.

Negotiation with foreign employers is the most crucial part of exploring a new job market. Without ensuring a safe work environment with decent salaries and other facilities, BOESL never migrates any worker abroad. Usually, BOESL investigates the employers through the labor wings of Bangladeshi missions or visits the company directly. BOESL always promotes the “Employer’s Pay Model” and tries to persuade employers to follow this. This fiscal year, BOESL has succeeded in entering the Malaysian market and sending 15026 workers with “Zero Migration Cost”. We have also sent 671 nurses to Kuwait, 155 workers to Fiji, 17 workers to Croatia, 37 candidates to Russia, 179 workers to Romania, and 52 workers to Bulgaria which is a remarkable success and a new milestone for BOESL.

Success in Exploring New Job Market in 2023-24

BOESL has successfully entered into 9 (Nine) new job markets besides the existing markets and created new record in this fiscal year (2023-24). The new markets are:

- Russia
- Fiji
- Malaysia
- Bulgaria
- Croatia
- Romania
- Maldives
- Lebanon
- Brunei



Brunei

Brunei is an attractive destination country for Bangladeshi migrant workers. Brunei Darussalam is a small but developed country rich in natural oil and gas. According to the Bureau of Manpower Employment and Training (BMET), 77,958 Bangladeshi workers traveled to Brunei from 1992 to January 2024. There are currently around 25,000 Bangladeshi workers working in various sectors including construction, cleaning, restaurants and oil and gas in Brunei Darussalam.

Previously, Bangladeshi workers were sent to the Brunei labor market through various agencies at very high migration costs. There are specific allegations that workers were subjected to various forms of harassment, fraud and torture due to the violence of human traffickers and illegal intermediaries. To overcome this critical situation, during the last visit of His Highness the Sultan of Brunei Darussalam Haji Hassanal Bolkiah to Bangladesh in October 2022, a memorandum of understanding was signed between the Hon'ble Minister of Expatriate Welfare and Overseas Employment of Bangladesh and the Hon'ble Minister of Home Affairs of Brunei Darussalam. According to the MoU, BOESL has been authorized as the only manpower sending agency in Bangladesh to ensure safe, ethical, low-cost and skilled labor migration in Brunei Darussalam. From 1st February 2024, the process of sending workers through BOESL officially began after passing several diplomatic steps. BOESL sends workers to Brunei at an official migration cost of only BDT 45,000 to 60,000 in construction, oil & gas, garments, care giving, nursing, tourism & hospitality, pastry & bakery, agriculture, technologist, beautician and other sectors.



Over hundred agencies work in Brunei to recruit foreign workers there. As the only sending agency in Bangladesh, BOESL signs a Memorandum of cooperation (MoC) with the interested agency in Brunei. The process of sending workers to Brunei through BOESL started on 1st February 2024 through the signing of MoCs with Bruneian agencies. So far, BOESL has signed MoCs with 45 agencies in Brunei.

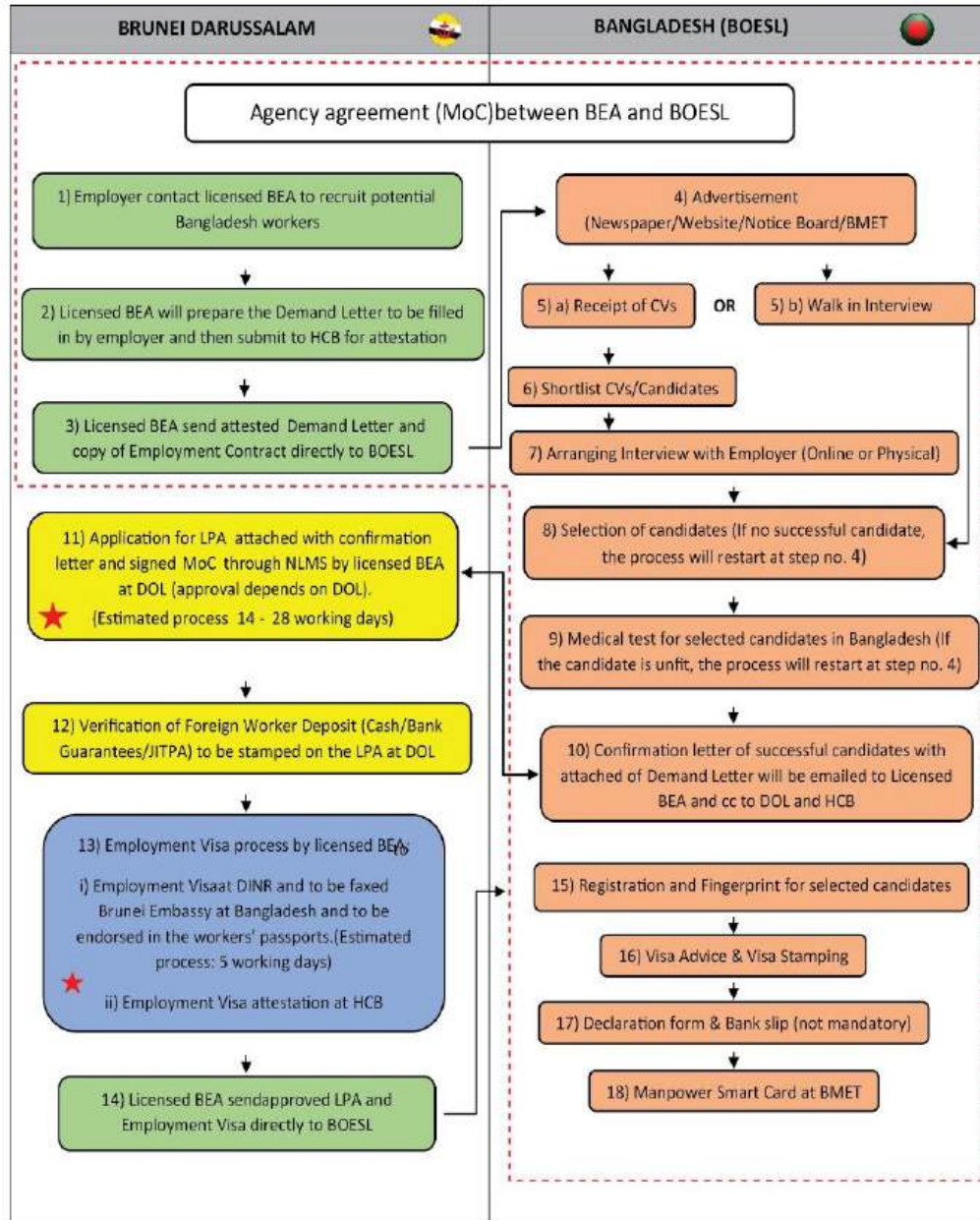
Employers have to give attested demand letter by the Bangladesh High Commission in Brunei for workers through the agency to BOESL. BOESL publishes advertisement according to the demand

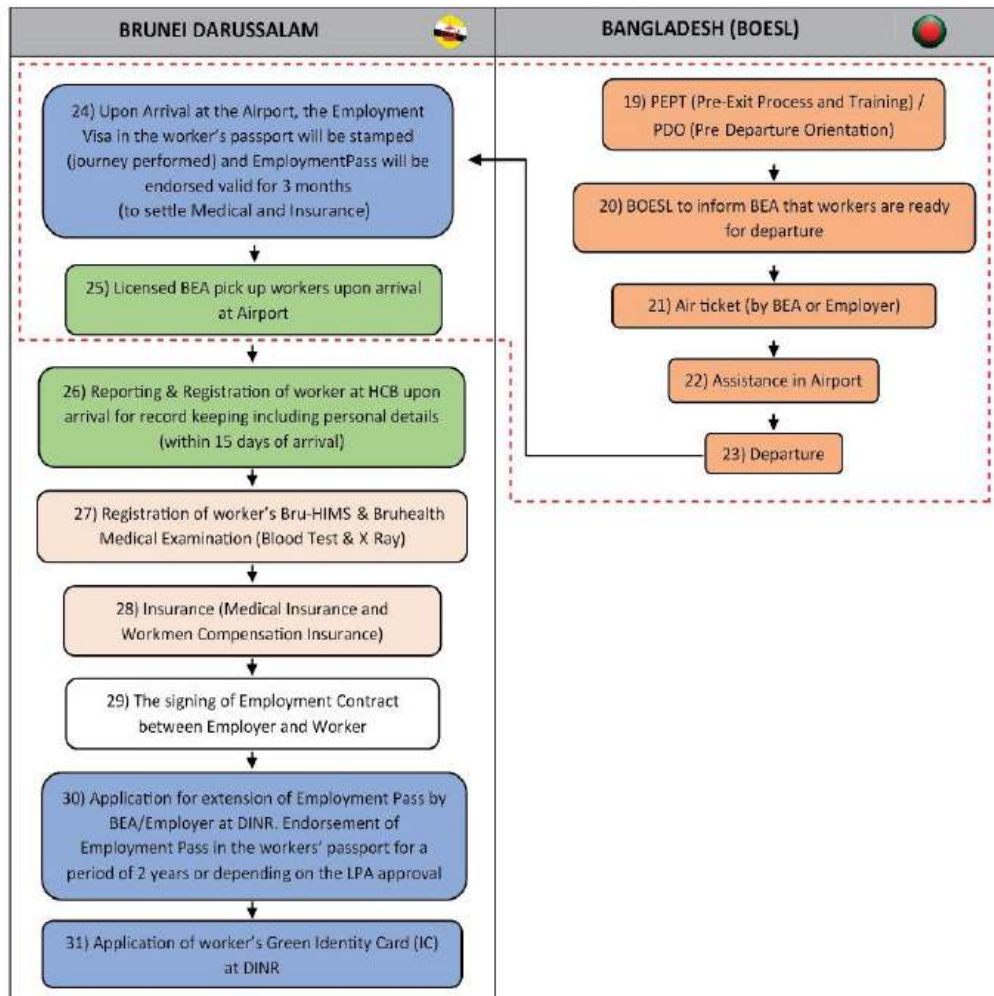
and arranges both online and direct interview with the employers. Interested eligible workers are selected through interview by the employers by applying at home through the online link mentioned in the advertisement. Total migration cost is mentioned in the advertisement which is generally 45 to 60 thousand BDT only and accepted through bank pay order. As a result, workers selected through BOESL are protected from the excessive migration cost, harassment of human traffickers and illegal middlemen. So far, BOESL got 1090 demand and final selection has been completed for 350 workers who are waiting for LPA (Foreign worker's license) and attested visa. 12 workers have joined to the work place in July, 2024.



Interview process for Brunei (Direct & Online)

PROCESS FLOW FOR RECRUITMENT OF BANGLADESHI WORKERS BETWEEN EMPLOYMENT AGENCY IN BRUNEI DARUSSALAM AND BOESL





*Duration for recruitment process in Brunei Darussalam is subject to:

- DOL: 14 - 28 working days (Depending on Security Vetting)
- DINR: 5 working days (Employment Visa)

*Duration for recruitment process in Bangladesh is subject to BOESL

ACRONYM:

- BEA: Brunei Employment Agency
- HCB: High Commission of the People's Republic of Bangladesh in Brunei Darussalam
- DOL: Department of Labour
- DINR: Department of Immigration and National Registration
- LPA: Foreign Worker License
- NLMS: National Labour Management System
- JITPA: Insurance Guarantee/Takaful Guarantee on Foreign Workers

LEGEND:

- : Process by licensed BEA
- : Process by BOESL
- : Process at DOL
- : Process at DINR
- : Process for Medical & Insurance
- : Process between licensed BEA and BOESL
- : Process between employer and worker
- ★ : The process can only be done by licensed BEA

Doctor's recruitment under the Ministry of Health in Maldives

Maldives is a small island nation surrounded by the blue waters of the Indian Ocean. This country consists of about 1200 small and big islands. The land area is only 298 square kilometers and the area including the sea border is about 90 thousand square kilometers. Two types of islands are generally found in the country. One type of island is called a local island, where locals live. The islands designated for tourists are known as resort islands. Bangladeshi workers are working in all sectors including the Maldives health service sector, various infrastructure, fisheries, and tourism.

Manpower Dispatch to Maldives Health Care Sector through BOESL:

There is a demand for specialized doctors, nurses, and health technologists in the healthcare sector of Maldives. 27 specialist doctors were sent to The Indira Gandhi Memorial Hospital (IGMH), Maldives in the financial year 2015-2016 through BOESL. Recently, an initiative was taken to send doctors from Bangladesh to the health service sector of Maldives.

In continuation, to send medical officers to hospitals under the Ministry of Health of Maldives, the verified demand of 76 general doctors and specialist doctors received from the Bangladesh Embassy in Maldives.

According to the demand, the CVs of 712 people were sent to the Ministry of Health of Maldives by publishing a notice on the website of BOESL. Of them, 47 doctors were interviewed online by the Ministry of Health, Maldives selected 39 doctors. 19 doctors already joined Ministry of Health of Maldives and rest of the doctor's visa is in under process. Basic salary 15090 MVR=117,000 taka (for medical officer), MVR 30,990=240,000 taka (for specialist doctors) Overtime, Accommodation, Food, Insurance and others facilities also be provided. Their migration cost is BDT.56350

	
Briefing for doctors in Maldives	Managing Director of BOESL with Doctors of Maldives

Lebanon

Lebanon is a country in Western Asia. Lebanon is surrounded by Syria to the north and east, Israel to the south and the Mediterranean Sea to the west. Lebanon is located at the junction of the Mediterranean basin and the Arabian Peninsula. Lebanon has a population of over five million and covers an area of 10,452 square kilometers (4,036 sq mi). Beirut is the country's capital and largest city.



Geographical location of Lebanon



Handover of passports and tickets to workers traveling to Lebanon

Sending workers to Lebanon through Boesl:

BOESL and GANT Blanc Company signed an agreement to send workers to the garment company as per the demand letter from GANT Blanc Company in Lebanon attested by the Bangladesh Embassy.

Two tailors worker have entered in Lebanon under the agreement and the deployment of the remaining personnel is ongoing. The salary of the workers is 350 USD, the contract is 02 years, and they have to work 8 hours a day. Accommodation, food and Insurance facilities also provided. Their migration cost is BDT.56350



Croatia:

Bangladesh Overseas Employment and Services Limited (BOESL) firstly explore and entered in European overseas employment market in Croatia. We received a demand letter from Crotal d.o.o Company of 17 construction workers including 2 foremen. Their basic salary is 700-800 USD and accommodation, food, insurance, transportation and medical cost provided by employer. Migration cost for BOESL 41,350 BDT including manpower clearance and insurance excluding airfare to Croatia.

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



Fig: Managing Director, Dr. Mallick Anwar Hossain (Additional Secretary), BOESL with workers

Russia

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



Honorable Managing Director of BOESL with Russian Delegate

A demand letter of 88 skilled workers for various positions in the shipbuilding industry was received with the cooperation of the Bangladesh Embassy in Russia. The company representatives have selected the workers through interviews and 68 workers have entered in Russia with jobs. The service charge of BOESL is Tk. 56,350. Monthly salary Tk.70000-80000/- and accommodation, food, and air ticket are all expenses provided by the employer.

Fiji

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

We have received 234 workers 'demands at various stages for recruitment in Fiji attested by Bangladesh High Commission Canberra, Australia. The company representatives have selected the workers through online interviews and 155 workers have entered in Fiji with jobs. Monthly salary Tk.50, 000 and accommodation and food expenses are provided by the employer. Air ticket is provided by the employee. Recruiting is ongoing.



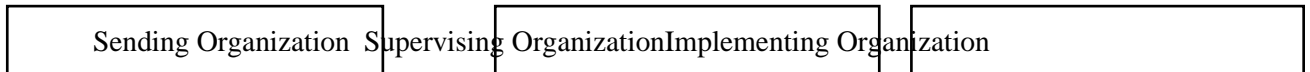
Honorable Managing Director Dr. Mallick Anwar Hossain with BOESL officials and delegates from Fiji

Technical Intern Program for Japan

As a government sending agency BOESL is enlisted on 19-03-2018 to send Technical Intern in Japan. After the enlistment, BOESL signed a total of thirteen MoCs (Memorandum of Cooperation) with the supervising organizations of Japan.

- Maebashi Kokusai ShienKyoudo Kumiai
- Japan Human Support Cooperative Organization (ZenkokuJinzaiShienJigyo Kyodo Kumiai)
- The Juridical Foundation For International Personnel Management (I.P.M)
- Kyodokumiai Accumulation
- Kakamigahara Chamber of commerce & industry
- Global Cooperative Association
- Institute of Foreign Student and Human Resources Total Support Organization (IFTO)
- The Yokohama City Welfare Management Association
- Association for the Promotion of Spreading International Person
- Technomate Cooperative
- Zenbi Co-Op.
- KoudoSangyouGijutsuSinkouKyyoudou Kumiai
- Okayama Prefectural Export Garment Industry Cooperative

Procedures for Sending Technical Interns:



- MoC between Supervising Organization and Sending Organization.
- Attestation of Demand from Supervising Organization.
- Job Circular through BOESL.
- Interview and Selection by Japanese Delegation with the presence of BOESL.
- Employment Contract received from Supervising Organization.
- Recruitment Permission from the Ministry of Expatriates Welfare and Overseas Employment.
- Documentation of OTIT and Ministry of Justice in Japan for authorization of Japan end to issue CoE
- Medical and fingerprint.
- Visa Application.
- Manpower Clearance.
- Pre Departure Briefing and Flight.



Meeting with JITCO representatives



PDO to Japan Going Worker

Malaysia

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

Only 55,000/- (Fifty-Five Thousand) migration cost for sending workers through BOESL under “Special One-off Recruitment Project”. The employer has borne the migration cost, so it is called zero-cost migration. BOESL has already deployed 15026 workers to Malaysia total of 6 companies under this project, United Plantation (UP), one of Malaysia's largest plantation companies. The representative from Malaysia Company has selected the workers from the BMET database. The

salary of workers is 1500 Malaysian ringgit and accommodation, food, and air ticket is provided by the employer. Recruiting is ongoing on a demand basis.



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



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

Bulgaria

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

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



Managing Director of BOESL Dr. Mallick Anwar Hossain (Additional Secretary) with Bulgarian workers

Romania

Europe is the challenging destination continent for Bangladeshi job seekers. Most of the European countries require highly skilled workers and professionals. We have unlocked the European labour market in this fiscal year. A tripartite agreement has been signed between Romania's Sonoma Sports Wear, Europa Fashion Bangladesh, and BOESL to send workers. We have received a demand of 312 workers attested by the Bangladesh Embassy, Romania. "Europa Fashion Bangladesh" and "Sonoma Sports Wear" in Romania representative have selected highly skilled professionals on garments manufacturing like Sewing Machine Operator, Cutting Operator, Factory Managers, and Textile Engineer. Salary for various posts from a minimum of 400 USD to a maximum of 500 USD. Accommodation, food, and medical will be borne by the company, employment contract 2 years, Airfare, a service charge of Europa Fashion, and a service charge of BOESL (Tk.18,240/-) including visa arrangements from India total cost is 2,31,240/- Tk which will be borne by the employee. So far 179 workers have entered to Romania with the job.



Managing Director of BOESL Dr. Mallick Anwar Hossain (Additional Secretary) with Romanian workers

Future Job Market

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

Domestic Market Promotion

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

Core Activities of Domestic Market Promotion

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

Chapter-07

Success history of BOESL

7.1 2023-24 A Year with Success

Bangladesh Overseas Employment and Services Ltd (BOESL) is a profit-generating organization of the government and it has never suffered for loss in its nearly four decades of journey. This fiscal year is no different. BOESL has achieved multi-dimensional indicators of success during this fiscal year. We have earned a total income is BDT 78,87,58,749/- (Seventy eight Crore eighty seven lac fifty eight thousand seven hundred forty nine) BDT which is 13.28% more than the previous year and created a new milestone. BOESL has paid the Government BDT 13,38,04,356/- (Thirteen crores thirty-eight lac four thousand three hundred fifty-six) as taxes and BDT 25,50,000/- (Twenty-five lacs fifty thousand) as dividends this year which is remarkable. This continuous journey towards success has been possible with the guidance and cooperation of the esteemed Governing Board of BOESL under the dynamic leadership of Honorable Secretary Mr. Md. Ruhul Amin, Ministry of Expatriates' Welfare and Overseas Employment along with the dedication and relentless hard of the BOESL management and officials.

7.1.1. Overseas Employment and Market Expansion

Overseas Employment and market expansion is the main mended of BOESL. In this fiscal year, BOESL has opened 4 new job markets (Brunei, Maldives, Croatia & Lebanon)) for Bangladeshi aspirant migrant workers which is a huge achievement for us. Along with this BOESL's other remarkable achievements in this sector are as follows:

- ☞ With the aim of market expansion and business development, BOESL has signed a Memorandum of Understanding (MoU) with the Employer or Overseas Employment Agent of Australia, Bulgaria, Croatia, Brunei, Japan, South Korea, Qatar, Mauritius, Seychelles, Germany, Malaysia, United Arab Emirates in the last fiscal year with the aim of labor market expansion and business development;
- ☞ BOESL has sent workers to Malaysia under the Special One-Off Recruitment Scheme;
- ☞ With the aim of business expansion, BOESL launched a Travel Agency as its new enterprise;
- ☞ For the first time, BOESL Issued chartered flight tickets to South Korea-bound workers;
- ☞ BOESL has sent 15,558 workers to various destinations including Russia and European countries;
- ☞ BOESL has sent 34,069 workers to South Korea since 2009;
- ☞ BOESL has sent a total of 1,06,194 garment workers to Jordan since 2010;
- ☞ BOESL has sent a total of 1517 workers to Malaysia;
- ☞ BOESL has sent 06 professional and skilled nurses to Kuwait last fiscal year;
- ☞ 3019 EPS worker has been sent to South Korea till June 30, 2024;
- ☞ A total number of 1,61,435 workers have been posted to various destinations since BOESL's inception till June 30, 2024.

- ☞ BOESL has sent a total of 20 MBBS medical officer to Maldives;
- ☞ BOESL has sent a total of 21 garment workers to Bulgaria.
- ☞ Sent 02 tailor workers to Lebanon.
- ☞ Providing Pre-Exit Processing and Training (PEPT) to the workers;
- ☞ Conducting 100 hours of intensive training on Korean language and culture;
- ☞ Online training during the mandatory quarantine period is being conducted for South Korea-bound workers;
- ☞ A 20-hour language training course of 3 days duration has been introduced to improve the skills of South Korea-bound workers.

7.1.2 Administrative and Financial Achievement Towards Economic Growth in 2023-2024

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

- ☞ BOESL gained highest highest-ever profit of Tk 35,27,56,938/-00 in 2023-24;
- ☞ Increased the number of members of the Board of Directors from 7 to 9;
- ☞ Formulation and approval of BOESL Employment Rules 2022;
- ☞ Designing and approving the new organizational structure of BOESL. Under the auspices of the new organogram, the manpower of BOESL has been increased from 76 to 90.
- ☞ BOESL is an ISO 9001-2015 certified State-owned Enterprise.
- ☞ The NIS Award was given to 4 officers/employees of BOESL in the fiscal year 2023-24;
- ☞ Signed the Annual Performance Agreement (APA) for the fiscal year 2023-24;
- ☞ Achieving 98% target of Annual Performance Agreement 2023-24;
- ☞ Job fairs and Information dissemination meetings were held in 13 districts;
- ☞ Publication of the Annual Report for the financial year 2022-23;
- ☞ Formulation and approval of revised budget for 2023-24 and budget for 2024-25;
- ☞ Formulating and approving the budget for the fiscal year 2024-25;

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

7.2 UNIQUE BOESL

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

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

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

7.2.1 Quality Service:

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

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

7.2.2 Quantifiable Service:

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

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

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

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

7.3 : 1,61,435 in 36 Destinations



Honorable Secretary with Malaysia going workers



Complements to one of the biggest employer in Jordan

BOESL started its journey by sending 42 workers in the year 1984. In fiscal year 2022-23, we have sent 15,558 workers to a different destination. Since 1984, we have sent 1,44,617 Bangladeshi people who have got overseas employment through BOESL and changed their lives.

7.4 : 15,558 Professional and Skilled Migration



Gratitude to the valued South Korean Employers

During this year BOESL has sent 15,558 professional nurses, construction workers, RMG machine operators and EPS workers with language proficiency which is way higher than our APA target. All the workers get a standard salary, accommodation, and medical facilities along with other job benefits.

7.5 : 3019 with \$2000+ Salary



BOESL with Skill Test delegation from South Korea under EPS

This is the country's most demanding overseas job opportunity for Bangladeshi nationals. BOESL has sent the highest number of fortunate workers to South Korea during 2023-2024 under the Employment Permit System (EPS) which is a new record. The quota for Bangladeshi workers has been increased also.

7.6 : Upskilling 2,537:





BOESL with the workers in destination country

BOESL is committed to providing quality training to its selected workers according to the desire of employers. Since 2021, BOESL has started significant initiatives in skill development. During 2023-2024 BOESL has trained 2,537 workers on language, self-presentation and motivation on multi-cultural work environment.

7.7 : 11 Countries in a Year



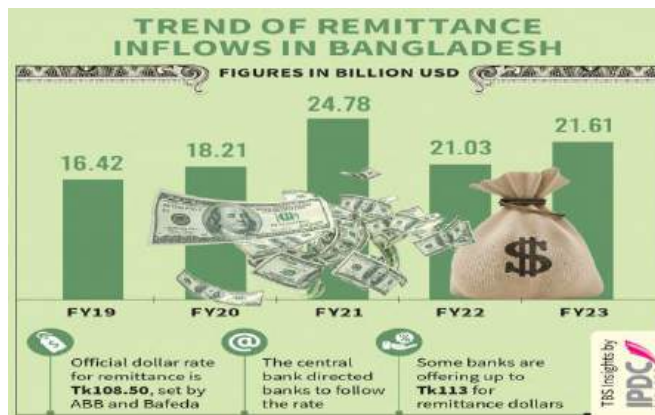
BOESL has sent 6,749 professionals and 8,545 skilled workers to 11 destinations in Aisa and Europe during 2023-2024. These are Jordan, South Korea, Malaysia, Kuwait, Romania, Seychelles, Hong Kong, Japan, Mauritius, Fiji, and Russia.

7.8 : Contribute to achieve Sustainable Development Goals



BOESL is directly contributing in the in area of SDG no: 1,2,5,8 and 10 by providing decent job opportunities. We provide the right people for the right job and ensure everyone’s equal and fair participation. 80% of our workers are women. We have set an example in empowering women through safe migration. BOESL has sent 5,853 female workers among 04 destinations during 2023-2024. These are Jordan, South Korea, Kuwait, and Hong Kong.

7.9 : Remittance Flow



BOESL contributes more than 2000 crore taka as remittance to the country’s economic growth in 2023-2024. We educate our workers about safe money transactions and banking. No workers can go abroad without having a bank account through BOESL. We help them to open their bank account also.

7.10 : Transformation to SMART BOESL

BOESL has taken the following steps to make itself SMART, dynamic and to ensure prompt and transparent service delivery:

☞ BOESL is equipped with modern technology. “Short Message Service (SMS)” gateway, Broad Band internet, Wi-Fi zone, Accounting and BHRM software, PABX and LAN, Access Control Machine, CCTV, Bio-Matric attendance, Digital display, Mobile Apps, Website, Email Server, Official Facebook and You Tube are the main component of SMART BOESL.

7.11 : Vision 2030 of BOESL



- To establish dedicated and Tailor-made training center in Bangladesh.
- To establish an Overseas Employment Liaison office outside of Bangladesh.
- To build a BOESL own office premises to facilities our clients in land and abroad.

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

Chapter 08

Transformation of BOESL through Technology

The administration of BOESL is initiating various functions aimed at propelling the institution forward. Officers and staff from all departments collaborate to steer the organization in the right direction. As a result, the company has transitioned to a digital workplace, encouraging collective efforts to meet organizational objectives. The introduction of numerous digital tools has expedited collaboration between employers and job seekers, facilitating the process of deploying employees to their destination countries. Consequently, the institutional environment has become more pleasant, enabling the handling of a greater number of customers in a shorter timeframe than previously thought possible. In the 2023-24 period, advancements in digital communication and setup have significantly transformed the delivery of services to both foreign clients and local customers.

8.1 Online Registration System for South Korea

A specialized team from CSE, BRTC (Bureau of Research, Testing and Consultation) of BUET has developed software aimed at enhancing the application management system for job seekers in South Korea. This system streamlines the processing of a large volume of applications and reduces the need for excessive paperwork. It has significantly increased applicant participation in the registration process. BOESL has received applications from local job seekers, which has minimized long registration lines and boosted participation, thereby enhancing BOESL's ability to organize both large and small recruitment events in the future. The system ultimately saves time and resources for both the company and the applicants.

8.2 BRMS (BOESL Recruiting Management System) Portal

BOESL has established an online recruitment management system BRMS portal as per the direction of the Board of Directors. This platform allows individuals interested in overseas employment to submit their applications directly. Job applications for countries such as Jordan, Brunei, Japan, Russia, and others are processed through this system. Additionally, an application fee of BDT 100 is collected via the Ekpays gateway, which users have found to be user-friendly and convenient. The system's server is hosted at the National Data Centre (NDC) under the Bangladesh Computer Council (BCC), ensuring the safety and security of data and information.

8.3 Mobile App

A mobile application has been created for overseas workers to facilitate recruitment. This app assists workers and job seekers in discovering new job opportunities, with BOESL consistently uploading audiovisual content related to skill assessments, ongoing notifications for selected candidates regarding visa issuance, ticketing, and awareness of fraudulent activities. Additionally, it serves as a platform for workers to submit complaints through a designated form to the BOESL authorities. This year, the app has attracted 338,745 users accessing it from their Android devices to address their inquiries. Through this mobile application, many workers can participate in various events to fulfill their needs.

8.4 Human Resource Management Software

Through a collaborative effort with the Bangladesh Computer Council, BOESL has established a system to maintain digital personnel records for all its current human resources. This system functions as a comprehensive database for all officers and staff. As BOESL continues to expand, it is increasing its workforce to enhance the efficiency of its regular HR operations. The HRM software facilitates the updating of employee information, including education, skills, age, training benefits, performance evaluations, promotions, personal history, salary changes, tenure in position, and employee retention, among other HR-related data. This tool aids the organization in managing routine tasks and enhances overall productivity. By utilizing this software, BOESL can swiftly generate necessary documents using readily available information, thereby saving time, securing data in one location, and streamlining all administrative functions.

8.5 Website

BOESL operates a government portal at www.boesl.gov.bd, where all notices, job circulars, and relevant information are published. The website attracts a significant number of visitors daily.

8.6 Access Control Machine

To ensure punctual attendance among staff, BOESL has implemented a state-of-the-art Electronic Access Control Machine. All employees are required to scan their fingerprints upon entering and exiting the office.

8.7 Close Circuit Camera (CCTV)

BOESL has installed Close Circuit Cameras (CCTV) in strategic locations to oversee activities within the office. These cameras enhance the safety and security of the premises.

8.8 SMS Gateway

BOESL has introduced a new digital service known as the Short Message Service (SMS) Gateway. This service allows BOESL to communicate essential information to clients and candidates via SMS in both Bangla and English.

8.9 Mail Server Clouding

BOESL collaborates with over a hundred employers across 278 countries worldwide. A cloud-based vendor from the USA ensures the security of its mail server, protecting it from potential hacking attempts.

8.10 Broadband Internet and Wi-Fi Zone

BOESL is equipped with high-speed broadband internet access, with desktop computers available at every workstation. This connection facilitates internet browsing, email communication, and internal networking (LAN). Additionally, the entire office is covered by a Wi-Fi network.

8.11 PABX

BOESL has established a Private Automated Branch Exchange (PABX) telephone system throughout its office spaces to maintain seamless telephone communication. Staff members can utilize multiple lines for incoming and outgoing calls via the PABX system.

8.12 Facebook Page

BOESL maintains a verified official Facebook page that showcases its activities and publishes job circulars. This page is regularly promoted to expand its reach to a global audience.

Link: <https://www.facebook.com/boesl.gov>.

8.13 Youtube Page

BOESL has officially introduced its YouTube channel, featuring a diverse range of promotional and awareness-raising videos that are updated regularly. We invite readers to subscribe to the BOESL YouTube channel to help foster its development.


Link: <https://www.youtube.com/channel/UCPGxl5r6zk5WQx91a-pjjPw>



8.14 BOESL in My GoV Portal:

The primary objective of the Government of Bangladesh is to evolve the nation into a knowledge-based society by improving its underdeveloped lifestyle through the implementation of Digital Services. Various government agencies offer their services via a unified digital platform known as 'MyGov'. BOESL also delivers all its services through this platform, enabling recipients to access services efficiently and with minimal wait times.

As a global platform, BOESL continually seeks to enhance its digital presence to provide efficient and rapid services to its clients and customers.

Appendix “BOESL Family”

S/N.	Name	Position	Photo
1.	Dr. Mallick Anwar Hossain	Former Managing Director (Additional Secretary)	
2.	Mr. Md. Shawkat Ali	Executive Director (Joint Secretary)	
3.	Mr. A.B.M. Abdul Halim	General Manager (Overseas Employment) (Deputy Secretary)	
4.	Mr. S. M. Shafi Kamal	Company Secretary (Deputy Secretary)	

S/N.	Name	Position	Photo
5.	Mr. Suman Acharjee	Deputy General Manager (Overseas Employment) (Senior Assistant Secretary)	
6.	Mr. Noor Ahmed	Deputy General Manager (Admin, HR and Finance)	
7.	Mr. Mohammad Alam Hossain	Deputy General Manager (Development and Research)	
8.	Mr. Md. Nurul Islam	Assistant General Manager (Admin)	
9.	Mr. Noman Chowdhury	Assistant General Manager (Overseas Employment)	

S/N.	Name	Position	Photo
10.	Mr. Md. Wahidur Rahman	Assistant General Manager (Accounts , Finance& Audit)	
11.	Mr. Md. Mahbubul Alam	Manager (PS to MD)	
12.	Mr. Md. Masud Alam Sharif	Manager (Accounts)	
13.	Mr. Md. Habibullah Khan	Manager (Protocol)	
14.	Ms. Rifat Tasnim	Manager (Overseas Employment-2)	
15.	Mr. Samar Kumar Rony	Manager (IT and Maintenance)	

S/N.	Name	Position	Photo
16.	Mr. Mir Md Sohel	Manager (Overseas Employment-1)	
17.	Mr. Mohammad Faisaluddin	Manager (Database)	
18.	Ms. Mahmuda Poly	Manager (Audit)	
19.	Mr. Rashidul Hasan	Manager (Admin, HR & Training)	
20.	Mr. Md. Al Amin	Deputy Manager (Accounts & Finance)	
21.	Mr. Sayeed Ahmed Saleheen	Deputy Manager (Overseas Employment-2)	




S/N.	Name	Position	Photo
22.	Mr. Rasedul Islam	Deputy Manager (Admin)	
23.	Mr. Md. Masbahul Islam	Deputy Manager (Business Promotion)	
24.	Mr. Md. Kamal Chowdhury	Assistant Manager (PA to GM)	
25.	Mr. Omar Faruque	Assistant Manager (PA to CS)	
26.	Mr. Md. Mainul Islam	Assistant Manager (Overseas Employment)	

S/N.	Name	Position	Photo
27.	Mr. Md. Sayem	Assistant Manager (Accounts and Finance)	
28.	Mr. Md. Fazlul Karim	Assistant Manager (PA to ED)	
29.	Mr. Myeen Uddin Khondoker	Assistant Manager (Admin)	
30.	Mr. Noor Mohammad	Assistant Manager (Database)	
31.	Ms. Mst. Tania Haq	Assistant Manager (Overseas Employment)	

S/N.	Name	Position	Photo
32.	Mr.Md. Amran Uddowla Pahlowan	Computer Operator	
33.	Mr. Fardous Mohammad Emran	Computer Operator	
34.	Mr. Subrata Kumar Bhoumick	Computer Operator	
35.	Mr. Md Parvez Miah	Computer Operator	
36.	Mr. Mohammad Hasan Goura	Computer Operator	


S/N.	Name	Position	Photo
37.	Ms. Konok Akter	Computer Operator	
38.	Md. Sabuj Khan	Computer Operator	
39.	Md. Farhad Hossen	Computer Operator	
40.	Mr. Jahidul Islam	Receptionist	
41.	Mr. Al Amin Shuvo	Receptionist	

S/N.	Name	Position	Photo
42.	Mr. Abdullah Ibne Masud	Electrician	
43.	Md. Mokhlesur Rahman	Driver	
44.	Md. Abu Tarek Liton	Driver	
45.	Baki Billah	Driver	
46.	Md. Mahbub Alam	Driver	

S/N.	Name	Position	Photo
47.	Abdullah Al Mamun	Driver	
48.	Rummon Kurmi	Driver	
49.	Md. Jasim Uddin	Driver	
50.	Md. Saydul Islam	Messenger	
51.	Alam Hossain	Messenger	

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

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

S/N.	Name	Position	Photo
63.	Md. Ismail	Cleaner	 A portrait photograph of a man with dark hair, wearing a dark blue or black collared shirt. He is looking directly at the camera with a neutral expression.

Memory Lane



Honorable adviser of MoEWOE delivering his speech to the Jordan going female migrants



Managing Director of BOESL welcoming Secretary of MoEWOE Mr. Md Ruhul Amin



Managing Director of BOESL exchanging greetings with H.E Ambassador of Brunei Darussalam in BOESL



Company Secretary of BOESL signing MoU with Vuelo Aviation



Photo session after completing EPS Returnee Workshop at BKTTTC



Honorable Chairman of board of directors of BOESL welcoming new board members



Managing Director of BOESL welcoming H.E Ambassador of Brunei Darussalam



Managing Director of BOESL visit KBIZ for the 20th anniversary program of EPS



In the moment of drawing competition 2023 at BOESL



Send off ceremony for Korea & Jordan bound migrant workers



Managing Director of BOESL with the US embassy security officer team



Managing Director of BOESL giving speech in the send off ceremony of Malaysia going workers



Managing director of BOESL with the doctors going to Maldives



Group photo session with Malaysia going workers



Group photo session with the Korean delegates after 1st round skill test 2024



Managing Director of BOESL with H.E Ambassador and the Italian Delegates



BOESL officials with the delegates of Japan



Managing Director of BOESL giving his speech in the programme of international migrants day 2023



Departmental Head with the former senior secretary of MoEWOE in National Migrants day 2023



Managing Director of BOESL welcoming to the H.E Ambassador of Italy



Former senior secretary of MoEWOE and Managing Director of BOESL at the Labour ministry, Jordan



Managing Director of BOESL welcoming the Executive director of Niddle Craft company, Jordan



Group photo session in 20th EPS anniversary program in Korea



BOESL official's introduction meeting with the honorable secretary of MoEWOE Mr. Md Ruhul Amin



Abroad job seeking candidates at Jessore



Discussion meeting between BOESL officials and HRDK



Honorable Secretary of MoEWOE Mr. Md Ruhul Amin visiting BOESL's UBT examination lab



Managing Director of BOESL giving speech in the seminar of national expatriates' day 2023



Managing Director of BOESL handover the flight documents to the Maldives going doctor



Annual Performance Agreement signing ceremony



Managing Director of BOESL delivering his speech in awareness workshop of citizen charter



Abroad Job seeking candidates at Vandaria, Pirojpur



Honorable MD sir handover souvenir to the delegates of South Korea



Managing Directors of BOESL with IOM high officials



Managing Director of BOESL welcoming Russian Delegates



Courtesy visit Bangladesh High Commission Office in KL-Malaysia by BOESL Delegates



BOESL officials and HRDK receiving the Korean delegates who are coming for taking the skill test



Mr. Ben delegates of Hongkong with female domestic helper training program at cumilla TTC



Honorable Managing Director delivering speech in awareness workshop at Chittagong



BOESL officials group photo session in stakeholders meeting with the Croatia going workers and their guardians



Group photo session of job fair & awareness workshop at Pirojpur



Snapshot of selected female garments workers at BKTTCC



Honorable Managing Director delivering speech in awareness workshop at Mymensingh



General Manager of BOESL delivering speech in awareness workshop & Job fair at Khulna



Honorable Managing Director delivering speech in awareness workshop & Job fair at Brahmanbaria



Managing Director in a talk Show on Nexus TV



Jossore TTC authority Welcoming former Executive Director of BOESL



Principle of Faridpur TTC welcoming Managing Director of BOESL



Managing Director delivering his speech in workshop on Foreign Employment at Bagerhat



Send-off ceremony of EPS workers at Airport



Managing Director delivering speech in awareness workshop & Job fair at Brahmanbaria



EPS workers hand overing their crest to the Korean employers



Jordan going female workers at airport



Managing Director of BOESL with the delegates of Kuwait

Annex

Samples of Necessary Documents

Sample of Demand Letter

Date:-----

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

SUBJECT: DEMAND LETTER FOR RECRUITMENT OFEMPLOYEES FROM BANGLADESH.

Dear Sir

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

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

OUR RECRUITMENT TERMS AND CONDITIONS ARE AS FOLLOW:-

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

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

Thank you,

Yours faithfully,

Sample of Agency Agreement

Date:-----

CONTRACT AGREEMENT

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

1. The first party hereby agrees to appoint the second party as their associated and lawful representative for the purposes of recruiting manpower from Bangladesh for employment in ----- as per specification given by the first party.
2. In acceptance the first party will provide with DEMAND LETTER for prompt execution of such order to schedule.
3. The second party upon receipt of the confirmed DEMAND LETTER shall initiate recruitment and send the necessary documents in respect of selected candidates to the first party to conformity with the given specifications and arrange for the first party to conduct interviews.
4. The persons or persons recruited shall be for the post or posts as per the DEMAND LETTER and salaries and allowances will be accordance with LETTER OF APPOINTMENT.
5. The first party will provide FREE AIR TICKET for both ways (DAC/AMM and AMM/DAC) when the candidates finish the contract.
6. The duration of the contract shall be for a period of ----- and renewable by MUTUAL AGREEMENT, after obtaining necessary authority from the authorities concern in -----
-.
7. The second party shall arrange to send the selected workers as required by the first party within ----- of the receipt of the visas from the first party.

8. The second party agrees to supply experienced workers in their particular profession according to specifications of the first party. In the event of the selected workers, found to be unsuitable for the Job function involved for which he/she is selected, such person will be repatriated.
9. The first party agrees to assure the safety of workers during the contract period and the event of death or accident undertakes to notify the second party and arrange to send the remaining /disabled to Bangladesh at the cost of the first party.
10. The first party shall ensure that the personnel life and accident insurance for the employee or employees to be provided for work connected illness/injuries or death in accordance with the pertinent laws of the -----.
11. The first party shall ensure that the employee will be provided with free food (or food allowance) free accommodation, medicine and all other amenities according to employer/employee agreement entered into the time of employment.
12. The first party shall be bound to settle all complaints made by the employee or employees and their relations regarding the employee/employees and working conditions as soon as possible.
13. The visa charges and Agreement charges will be paid by first party.
14. All other terms and conditions shall be governed by the pertinent laws of the -----.
15. This agreement having being entered into between the aforesaid parties and have been executed on terms and conditions in this article and shall be valid for all purposes relating to recruitment or manpower from Bangladesh.
16. The second party will not charge any money from the candidates except of the official government charge of Bangladesh.

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

First Party

 Signature & Stamp

Second Party

 BOESL
 Signature & Stamp

Sample of Power of Attorney

POWER OF ATTORNEY

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

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

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

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

জামানত ফেরত ফরম
(বৈধচাকরিকালসম্পন্ন করা ইপিএসকর্মীর জন্য)

১ (এক) কপি ছবি

বরাবর
ব্যবস্থাপনাপরিচালক
বোয়েসেল, ঢাকা।

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

জনাব,

আমিনিম্নস্বাক্ষরকারী নাম: , পিতা/স্বামীর নাম:
..... , জন্ম তারিখ: ,
পাসপোর্ট নং: , (কপি সংযুক্ত), বোয়েসেলের প্রদত্ত রেফারেন্স নং: , বোয়েসেলে জমাকৃত
জামানতের অর্থ: টাকাপে-অর্ডার নং: (কপি সংযুক্ত), দক্ষিণ কোরিয়া পাওয়ার তারিখ:
..... ও দক্ষিণ কোরিয়া থেকে আসার তারিখ: (কপি সংযুক্ত), জমাকৃত অর্থ ফেরত প্রদানের
জন্য ব্যাংক হিসাব নং: ব্যাংকের নাম:
..... শাখা:
..... , জমাকৃত অর্থ ফেরত পাওয়ার কারণ: দক্ষিণ কোরিয়াতে বৈধচাকরিকাল সঠিকভাবে সম্পন্ন করি। উল্লেখ্য যে, বোয়েসেলে জমাকৃত
জামানত ইতোপূর্বে গ্রহণ বা উত্তোলন করি নাই। বিধিমোতাবেক আমার জমাকৃত টাকার জামানত
ফেরত প্রদানের বিষয়ে পদক্ষেপ গ্রহণের জন্য অনুরোধ করা হলো।

স্বাক্ষর ও তারিখ :
মোবাইল নম্বর :

নীচের অংশ বোয়েসেল পূরণ করবে

হিসাব শাখার মন্তব্য:

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

সহকারী মহাব্যবস্থাপক/ব্যবস্থাপক (হিসাব ও অর্থ)

আবেদনকারীর বর্ণনামোতাবেক নিম্নবর্ণিত ডকুমেন্ট অবশ্যই সংযুক্ত করতে হবে:

- ১। পাসপোর্ট-এর ফটোকপি
- ২। জমাকৃত জামানত-এর পে-অর্ডারের মুড়ির অংশ/কপি
- ৩। দক্ষিণ কোরিয়া থেকে আসার পাসপোর্টের ডিপার্চার সহসকল তথ্যের কপি।

৪। জাতীয়পরিচয়পত্রেরকপি।

৫। ইপিএসকর্মীরব্যাকহিসাবেরবিবৃতি (ইধহশ ঝঃধঃবসবহঃ ডভ অপপড়ঃঃ)-এরকপি।

জামানত ফেরত ফরম
(বৈধচাকরিকালসম্পন্ননা করা ইপিএসকর্মীর জন্য)

বরাবর
ব্যবস্থাপনাপরিচালক
বোয়েসেল, ঢাকা।

ইপিএসকর্মীর
১ (এক) কপি ছবি

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

জনাব,

আমিনিম্নস্বাক্ষরকারীনাam: ,পিতা/স্বামীনাam:
....., জন্ম তারিখ: ,
পাসপোর্ট নং: , (কপি সংযুক্ত), বোয়েসেলেরপ্রদত্ত রেফারেন্স নং:..... , বোয়েসেলেজমাকৃত
জামানতের অর্থ:..... টাকাপে-অর্ডার নং: (কপি সংযুক্ত), দক্ষিণ কোরিয়াপাওয়ারতারিখ:
..... ও দক্ষিণ কোরিয়া থেকে আসারতারিখ: (কপি সংযুক্ত), জমাকৃত অর্থ ফেরতপ্রদানের
জন্য ব্যাকহিসাব নং:..... ব্যাকেরনাam:.....
..... শাখা:
....., জমাকৃত অর্থ ফেরতচাওয়ারকারণ:
.....
.....উল্লেখ্য যে, বোয়েসেলেজমাকৃত জামানতইতোপূর্বে গ্রহণবাউত্তোলন করি নাই। বিধিমোতাবেকআমারজমাকৃত
..... টাকারজামানত ফেরতপ্রদানেরবিষয়ে পদক্ষেপগ্রহণের জন্য অনুরোধ করা হলো।

স্বাক্ষর ও তারিখ :
মোবাইল নম্বর :

নীচের অংশ বোয়েসেলপূরণকরবে

হিসাবশাখারমন্তব্য:

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

সহকারীমহাব্যবস্থাপক/ ব্যবস্থাপক (হিসাব ও অর্থ)

আবেদনকারীরবর্ণনামোতাবেকনিম্নবর্ণিতডকুমেন্টঅবশ্যই সংযুক্ত করতেহবে:

১। পাসপোর্ট-এর ফটোকপি

- ২। জমাকৃত জামানত-এর পে-অর্ডারেরমুড়ির অংশ/কপি
- ৩। দক্ষিণ কোরিয়া থেকে আসারপাসপোর্টেরডিপার্চারসহসকল তথ্যেরকপি।
- ৪। জাতীয়পরিচয়পত্রেরকপি।
- ৫। এইচআরডি কোরিয়ারপ্রত্যয়নপত্র।
- ৬। ইপিএসকর্মীরব্যাকহিসাবেরবিবৃতি (ইধহশ ঝঃধঃবসবহঃ ডভ অপপড়ুঃঃ)-এরকপি।

**এইচ আর ডি কোরিয়ার প্রত্যয়নপত্র
(বৈধচাকরিকালসম্পন্ন করা ইপিএসকর্মীর জন্য)**

ইপিএসকর্মীর ১ (এক) কপি ছবি

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

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

জনাব,

আমিনিম্নস্বাক্ষরকারী নাম: , পিতা/স্বামীর নাম:
 , জন্ম তারিখ: , পাসপোর্ট নং:
 , রেজিস্ট্রেশন নং: , টপিকআইডি নং:
 বোয়েসেলেরপ্রদত্ত রেফারেন্স নং:..... , দক্ষিণ কোরিয়াওয়ারতারিখ: ও দক্ষিণ কোরিয়া
 থেকে আসারতারিখ: দক্ষিণ কোরিয়া থেকে আসারকারণ:

বোয়েসেল-এজমাকৃতজামানত ফেরতপাওয়ার জন্য জামানত ফেরতনীতিমালাঅনুযায়ীআমিকিকারণে দক্ষিণ কোরিয়া থেকে
 বৈধচাকরিকালসম্পন্নকরেবাংলাদেশে এসেছিএইচআরডি কোরিয়াইপিএস সেন্টার ইন বাংলাদেশ কর্তৃক মন্তব্য প্রয়োজন।

এমতাবস্থায়, নিম্নবর্ণিতফরমেটেএইচআরডি কোরিয়াইপিএস সেন্টার ইন বাংলাদেশ এর মন্তব্য প্রদানকরেসিল ও স্বাক্ষরসহ
 বোয়েসেল-এরইমেইলেঅবহিতকরেআমারপ্রদত্তইমেইল-এ প্রেরণ করার জন্য এইচআরডি কোরিয়াইপিএস সেন্টার ইন বাংলাদেশ
 কর্তৃপক্ষকেবিনীতঅনুরোধ করা হলো। এইচআরডি কোরিয়াইপিএস সেন্টার ইন বাংলাদেশ-এর মন্তব্য প্রাপ্তিসাপেক্ষেআমি বোয়েসেল-
 এজামানত ফেরতপাওয়ার জন্য নির্ধারিতফরমেআবেদনজমাকরিব।

আবেদনকারীর নাম ও স্বাক্ষর:

ইমেইল:

এইচআরডি কোরিয়াইপিএস সেন্টার ইন বাংলাদেশ এর মন্তব্য:

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জামানত ফেরত ফরম

(মৃতইপিএসকর্মীর বৈধঅভিভাবকের জন্য)

বরাবর
ব্যবস্থাপনা পরিচালক
বোয়েসেল, ঢাকা।

মৃত ইপিএস কর্মীর
১ (এক) কপি ছবি

অভিভাবকের ১
(এক) কপি ছবি

বিষয় : মৃতইপিএসকর্মী ... এর জমাকৃত জামানতের
অর্থ ফেরতপাওয়ার আবেদন।

জনাব,

আমিনিম্নস্বাক্ষরকারী মৃতইপিএসকর্মীর বৈধঅভিভাবকনাম:
....., পিতা/স্বামীরনাম: , জন্ম তারিখ:
....., মৃতইপিএসকর্মীরনাম:
....., পিতা/স্বামীরনাম: , 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 ফেরতপাওয়ার জন্য অভিভাবকের ব্যাংক হিসাব নং:
ব্যাংকের নাম: শাখা:
....., জমাকৃত অর্থ ফেরত চাওয়ার কারণ: . দক্ষিণ কোরিয়াতে আমার
..... মৃত্যুবরণ করায় উল্লেখ্য যে, বোয়েসেলে জমাকৃত জামানতইতোপূর্বে
অভিভাবক হিসেবে গ্রহণ বা উত্তোলন করি নাই। বিধিমোতাবেক মৃতইপিএসকর্মীর 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 ,
মোতাবেকআবেদনকারীরজমাকৃত জামানত এক/তিনলক্ষটাকা জমা আছে যা ইং তারিখে ব্যাংকে জমা
করা হয়েছে। তিনিইতোপূর্বে বোয়েসেল থেকে জমাকৃত এক/তিনলক্ষটাকার জামানত ফেরত নেন নাই।

সহকারী মহাব্যবস্থাপক/ ব্যবস্থাপক (হিসাব ও অর্থ)

আবেদনকারীর বর্ণনামোতাবেক নিম্নবর্ণিত ডকুমেন্ট অবশ্যই সংযুক্ত করতে হবে:

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

কল্যাণতহবিল ফরম

(মৃত ইপিএস কর্মীর বৈধ অভিভাবকের জন্য)

বরাবর
ব্যবস্থাপনা পরিচালক
বোয়েসেল, ঢাকা।

মৃত ইপিএস কর্মীর ১ (এক) কপি ছবি	অভিভাবকের ১ (এক) কপি ছবি
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বিষয় : মৃত ইপিএস কর্মী ... এর দক্ষিণ কোরিয়ায় থেকে
লাশ আনয়নের জন্য নির্ধারিত ৫০০ মার্কিন ডলার সমপরিমাণ অর্থ পাওয়ার আবেদন।

জনাব,

আমি নিম্ন স্বাক্ষরকারী মৃত ইপিএস কর্মীর বৈধ অভিভাবক নাম:
....., পিতা/স্বামীর নাম: , জন্ম তারিখ:
....., মৃত ইপিএস কর্মীর নাম:
....., পিতা/স্বামীর নাম: , জন্ম তারিখ:
....., পাসপোর্ট নং: , (কপি সংযুক্ত), বোয়েসেলের প্রদত্ত রেফারেন্স নং: ,
দক্ষিণ কোরিয়াগমনের তারিখ: ও দক্ষিণ কোরিয়াতে মৃত্যুর তারিখ: (কপি সংযুক্ত), দক্ষিণ
কোরিয়া থেকে লাশ আনয়নের নির্ধারিত অর্থ পাওয়ার জন্য অভিভাবকের ব্যাংক হিসাব নং:
..... ব্যাংকের নাম: শাখা:
..... ।

বিধি মোতাবেক মৃত ইপিএস কর্মীর লাশ আনয়ন বাবদ নির্ধারিত অর্থ পাওয়ার প্রয়োজনীয় পদক্ষেপ গ্রহণের জন্য
বোয়েসেলকে অনুরোধ করা হলো।

স্বাক্ষর ও তারিখ :
মোবাইল নম্বর :

নীচের অংশ বোয়েসেলপূরণকরবে

হিসাবশাখারমন্তব্য:

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

সহকারীমহাব্যবস্থাপক/ ব্যবস্থাপক (হিসাব ও অর্থ)

আবেদনকারীরবর্ণনামোতাবেকনিম্নবর্ণিতডকুমেন্টঅবশ্যই সংযুক্ত করতেহবে:

- ১। মৃতইপিএসকর্মীরপাসপোর্ট-এর ফটোকপি
- ২। দক্ষিণ কোরিয়াতেমৃত্যুর সনদেরকপি।
- ৩। চেয়ারম্যান/কমিশনার কর্তৃকবৈধঅভিবাবকের সনদেরকপি।
- ৪। বৈধঅভিবাবকেরজাতীয়পরিচয়পত্রেরকপি।
- ৫। বৈধঅভিবাবকেরব্যাংকহিসাবেরবিবৃতি (ইধহশ ঝঃধঃবসবহঃ ডভ অপপডুঃঃ)-এরকপি।

পাসপোর্ট / সার্ভিসচার্জ / জামানত ফেরৎপাওয়ারফরম

বরাবর
ব্যবস্থাপনাপরিচালক
বোয়েসেল, ঢাকা।

বিষয় : পাসপোর্ট / সার্ভিসচার্জ / জামানত ফেরৎপাওয়ার জন্য আবেদন।

প্রার্থীর নাম :

পিতা/স্বামীরনাম :

নিয়োগকারী কোম্পানিরনাম ও দেশের নাম :,
জর্ডান।

সিরিয়াল নম্বর :

পাসপোর্ট নম্বর :

পে-অর্ডার নম্বর ও ব্যাংকেরনাম :

নির্বাচিত পদেরনাম : অপারেটর/ কিউসি/ সুপারভাইজার/

আমারপাসপোর্ট / সার্ভিসচার্জ / জামানত আপনার অফিসেজমাআছে। আমারজমাকৃত পাসপোর্ট / সার্ভিসচার্জ / জামানত ফেরৎপ্রদানের জন্য মহোদয়কেবিনীতঅনুরোধকরছি।

নিবেদক,

স্বাক্ষর : -----

ঠিকানা : -----

মোবাইল নম্বর : -----

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

ফাইলঅফিসার

এজিএম/ডিজিএম/কোম্পানিসচিব/জিএম

বিদেশহতেকর্মী ফেরতআনারফরম

বরাবর
ব্যবস্থাপনাপরিচালক
বোয়েসেল, ঢাকা।

বিষয় : বিদেশহতেকর্মী ফেরতআনাপ্রসংগে।

মহোদয়,

বিনীতনিবেদন এই যে, আমিনিম্নস্বাক্ষরকারীজর্ডানহতেআমার স্ত্রী / মেয়ে / বোন / মা / স্বামী / ছেলে কে বাংলাদেশে ফেরতআনার জন্য আবেদনকরছি।

আবেদনকারীরনাম : -----

পিতারনাম : -----

যে কর্মী ফেরৎআসবে তার নাম : -----

কর্মীরপিতারনাম : -----

পাসপোর্ট নম্বর : -----

বোয়েসেলেরসিরিয়াল নম্বর : -----

কোম্পানিরনাম : -----

কোম্পানিরআইডি নম্বর : -----

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

অতএব, মহোদয়আমার স্ত্রী/ মেয়ে/ বোন/ মা/ স্বামী / ছেলে কে ফেরতআনারব্যবস্থা করলে আপনার নিকট কৃতজ্ঞ থাকব ।

বিনীতনিবেদক,

স্বাক্ষর : -----

ঠিকানাঃ-----

মোবাইল নম্বরঃ-----

Names of Valued Employers

S.L.	Country	Name of the Company
1.	Kingdom of Saudi Arabia	Ministry of Health
2.		Saline Water Conversion Corporation
3.		Zamil Group
4.		Almana General_Hospital
5.		Batterjee Pharmaceutical Factory
6.		All Intercontinental Hotels in K.S.A.
7.		Electricity Corporation, Riyadh
8.		Arabian Metal Industries, Jeddah
9.		Detecon Al-Saudia Co. Ltd., Riyadh
10.		Eastern Province Cement Co., Dammam
11.		Delta-Stesa Electro-Mechanic TV Project
12.		United International Transportation Co. Ltd (UNITRANS)
13.		A. A. Turki Group of Companies
14.		DallahAlbaraka
15.		Saudi YanbuPetrochemical Co.
16.		Al-Yamamah Hospital Director
17.		Kuwait Shipbuilding
18.		Arabian Bemco Contracting Co. Ltd
19.		Al-AhsaInter Continental Hotel
20.		Ali Reza Group
21.		Vita Food Company
22.		Saudi Technical Engineering Systems Associated (STESA)
23.		Al-Hammam Company
24.		Yusuf Bin Ahmed Kanoo
25.		Saudi Cement Co.
26.		Kanoo Travel,
27.		Al Rushaid Investment CO.
28.		Sait Group
29.	Kuwait	Kuwait Shipbuilding & Repair Yard Co.(SAK)
30.		Al-Ahleia Switchgear Co.
31.		Kuwait Sewage Treatment Plant
32.		Kuwait Municipality
33.		Ministry of Electricity & Water (MEW)
34.		Ministry of Public Health
35.		Kuwait & Gulf Link Transport Co.

36.		Kuwait Oil Co.
37.		National Housing Authority
38.		Fawaz Refrigeration & Air Conditioning Co.
39.		Kuwait National Petroleum Co. (KNPC)
40.		Kuwait Cotton Products
41.		Kuwait Aviation Services Co.
42.		Kuwait Control Co.
43.		Al-Mahaliya Readymix Concrete Co. W.L.L.
44.		Crown Plaza Hotel
45.		Advance Technology
46.		City Group
47.	United Arab Emirates	Dubai Municipality
48.		Voltas Limited
49.		Asmacs general trading & cont. Est.
50.		Al Buhooth Contracting & Gen. Maint. Est.
51.		Derby Textile Factory
52.		ASMACS
53.		Dubai Intercontinental Hotel
54.		Royal Group
55.		Al-Ghurair Centre, Dubai
56.		Adnh Compass Middle East LLC
57.		United Engineering & Trading Co
58.		Wade Adams Contracting L.L.C
59.		Abdulla A. Al ghurair group of companies
60.		Mechwatt Electromechanical Works LLC
61.		Control & Applications Emirates (CAE)
62.		Bridgeway Electromechanical & Decoration LLC
63.		Al-Habtoor Engineering Enterprises
64.		Emirates Telecommunications Corporation (ETISALAT)
65.		Al Nasr Irrigation & Contracting Co.
66.		Associated Constructions & Investments (LLC)
67.		National Petroleum Construction Company
68.		Al JaberEst
69.		Sharjah Municipality
70.		Al-Ain Municipality
71.		Al Jaber Energy Services
72.		Dubai Electricity & Water Authority, Dubai
73.		Water & Electricity Department, Abu Dhabi

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

112.	Bahrain	M.R.S. Fashions, W.L.L
113.		Kooheji Contractors,
114.		Haji Hassan Group W.L.L
115.		Comsip Al A' Ali WLL
116.		Mohammad Jalal Contracting
117.		Alkomed Engineering Service Co. W.L.L.
118.		Al-Noor Textiles
119.		Bahrain Airport Service
120.		Awal Plastics
121.		Arab Shipbuilding & Repair Yard Co.
122.		Bahrain Municipality
123.		AA Zaiany& Sons Co.
124.		Cora Engineering Co.
125.		Japan
126.	The Juridical Foundation For International Personnel Management (I.P.M)	
127.	Kakamigahara Chamber Of Commerce & Industry	
128.	Kyodokumiai Accumulation	
129.	Association for the promotion of Spreading International Personnel(APSIP)	
130.	Japan Human Support Cooperative Organization (ZENKOKU JINZAI SHIEN JIGYO KYODO KUMIAI)	
131.	Global Cooperative Association	
132.	Institute of Foreign Student and Human Resources Total Support Oranization (IFTO)	
133.	The Yokohama City Welfare Management Association	
134.	Techno mate Cooperative	
135.	ZENBI CO-OP	
136.	Kaicom Solutions Japan	
137.	KoudoSangyouGijutsuSinkouKyyoudou Kumiai	
138.	Okaya Prefectural Export Garment Industry Cooperative	
139.	Jordan	Classic Fashion App. Industry Ltd Co
140.		Tusker Apparel Ltd, Jordan
141.		Jerash Garments Mfg Co Ltd, Jordan
142.		Sidney Apparels LLC, Jordan
143.		Needle Craft For Clothing Industry, Jordan
144.		EAM Maliban Textile Pvt Ltd
145.		Pine Tree Company For Text Mfg (PSC), Jordan
146.		Rich Pine International Group Limited, Jordan
147.		Century Miracle Co Ltd, Jordan

148.	United Creation, Jordan
149.	Hi-Tech Textile, Jordan
150.	Atlanta Garments manufacturing Ltd, Jordan
151.	Aseel Universal Garments, Jordan
152.	HY Apparel, Jordan
153.	Galaxy Apparel Industry Ltd. Co, Jordan
154.	Indo Jordan Clothing Company, Jordan
155.	M & K and Prestige Garments Ltd., Jordan
156.	Atateks Foreign Trade
157.	Mas Active Al Safi, Jordan
158.	Ivory Garments, Jordan
159.	Southern Garments Manufacturing co Ltd LLC
160.	Victoria Apparels, Jordan
161.	New Century Clothing
162.	Musa Company For Mfg Ready Garments, Jordan
163.	Rainbow Textiles L.L.C, Jordan
164.	Fashion Curve
165.	Straight Line For Apparel Co, Jordan
166.	EPIC Garments
167.	Business Faith
168.	Haifa Apparel Ltd, Jordan
169.	El-Zay Ready Garments, Jordan
170.	International Elegance Garments, Jordan
171.	GIA Apparel Industry, Jordan
172.	Friends Apparels LLC
173.	Nour AL Islam
174.	Elegant Prosports Garments
175.	Colonia Garments
176.	Victorious Apparel
177.	Universal Textile Trading
178.	Skill Hands
179.	Jordanian Mordern Garments
180.	W&D Garments Manufacturing Ltd
181.	Prestige Garments
182.	Al Masera
183.	Kanzeen Sweing
184.	ARK Garments
185.	Sana Garments
186.	W&K Garments
187.	Genious Garments

188.	South Korea	Human Recourses Development Service of Korea (HRD-Korea)
189.	Egypt	Sheeba International Garments Co.
190.		Jade Apparels Ltd.
191.		E. L. Petra
192.	Poland	Promoman Limited
193.	Botswana	Ministry of Roads & Highway
194.		Ministry of Health
195.	Nigeria	Ministry of Health
196.		United Cement Co. of (NIG.) Ltd.
197.	Iran	Ministry of Health
198.		Islamic Republic of Iran Shipping Lines
199.	Iraq	Ministry of Light Industries
200.		Ministry of Land Transport
201.		Ministry of Heavy Industries
202.		State Company of Building & Construction
203.		Ministry of Petroleum
204.		Baghdad Municipality
205.		Ministry of Health
206.		Libya
207.	Marsha Al Khir	
208.	Turkey	Ministry of Education
209.	Maldives	Deenam Garments (Pvt.) Ltd.
210.		Ministry of Health
211.	Mauritius	Steel Co. Ltd.
212.		Esquel (Mauritius) Ltd
213.		Seven Seven Company Ltd
214.		Around 750 Factories
215.	Malaysia	12 Tea Gardens
216.		15 Palm & Rubber Gardens
217.		Ministry of Health,
218.		United Plantations Berhad
219.		BOH Plantations Sdn. Bhd.
220.		EF Furniture
221.		Ladang Tai Tak
222.		South East
223.		MEWAH Oils
224.		Pahang Oils

225.	Singapore	Ministry of Shipyard
226.		Public Service Commission
227.	Brunei	Public Service Commission
228.	Zimbabwe	Ministry of Housing
229.	Zambia	Export Import Corporation
230.	Malawi	K.K. Millars
231.	Fiji	Ministry of Health
232.		FabcraftClothers Ltd.
233.		Blue Harbour Recruitment Pte Ltd.
234.	Hong Kong	Gracefull Worker Employment Agency
235.	Croatia	Crotal d.o.o
236.	Seychelles	Geffory's Farm
237.		Butcher with PascaloFisheres
238.		Constance Lemuria Resort
239.		O Nivo Construction
240.		SylvviewDeleons Builders
241.		Sullivans Motors
242.		Smart Building
243.		KDC Construction
244.	Romania	Sonoma Sportswear S.R.L
245.	Russia	Zvezda Shipbuilding Complex
246.	Bulgaria	MiZi 96Ad
247.	Lebanon	Gant Balance