

“BOESL for Ethical, Safe
and Skilled Migration”



ANNUAL REPORT 2023-24



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

Cover inner



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BOESL

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



***BOESL for Ethical, Safe
& Skilled Migration***

Annual Report 2023-24, BOESL

Chief Patron

Md Ruhul Amin

Chairman, Board of Directors, BOESL

&

Secretary, Ministry of Expatriates' Welfare and Overseas Employment

Editorial Board

Editor-in-Chief

Md. Shawkat Ali

Managing Director (In charge)
(Joint Secretary) BOESL

Members

A.B.M Abdul Halim

General Manager
(Deputy Secretary)

S. M. Shafi Kamal

Company Secretary
(Deputy Secretary)

Noor Ahmed

General Manager
(Admin, HR and Finance)

Suman Acharjee

Deputy General Manager
Admin, HR, Finance (Additional Charge)

Mohammad Alam Hossain

Deputy General Manager
(Business Promotion)

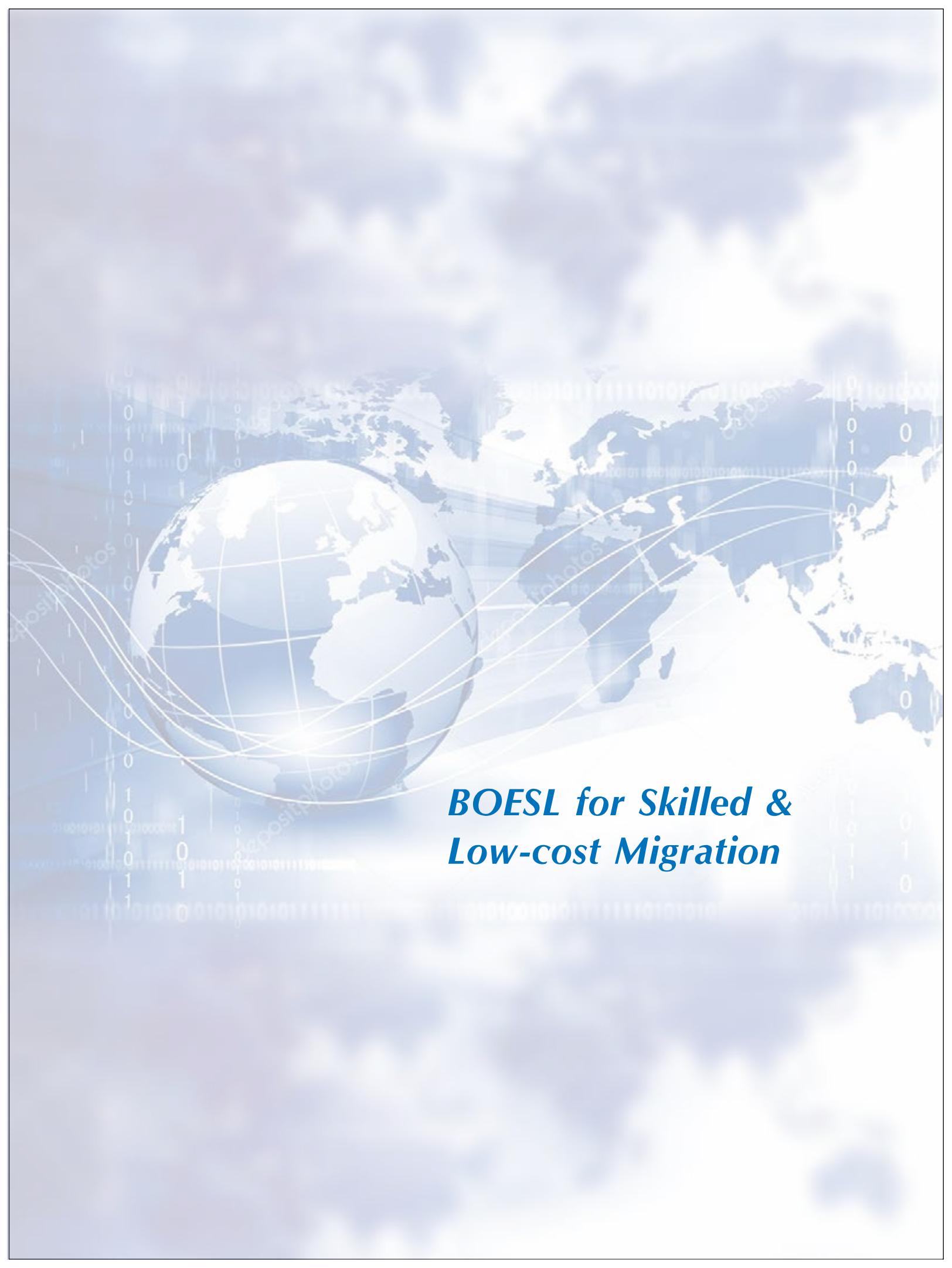
Rifat Tasnim

Manager
(Overseas Employment-02)

A Publication of

Bangladesh Overseas Employment and Services Ltd (BOESL)

October 2024



BOESL for Skilled & Low-cost Migration



Md. Shawkat Ali
Managing Director (In charge)
(Joint Secretary)
Bangladesh Overseas Employment
and Services Limited (BOESL)

Editorial

It is my honor to present the Annual Report 2023-24 of Bangladesh Overseas Employment and Services Limited (BOESL), reflecting another year of progress and commitment to ethical, safe, and low-cost migration.

In 2023-24, BOESL successfully facilitated the overseas employment of 15,558 workers, launching services such as online registration portals, virtual interviews and job fairs to eliminate middlemen's intervention. Policies like "Zero-Migration Cost" further reduced workers' financial burdens, while customized training programs like "Mission-100 Hour Training" for South Korea and "one-stop services" for Malaysia ensured skilled and orderly migration.

BOESL recorded a BDT 788.8 million income, achieving 11.72% growth, and significantly contributed to the economy through taxes and dividends. We expanded into new markets, including Brunei Darussalam, Bulgaria, and Lebanon, while established markets like Jordan, South Korea, and Japan continued to flourish. Our Development and Research Wing is actively exploring new markets to create opportunities for Bangladeshi migrants. Partnerships with organizations like International Organization for Migration (IOM) further reinforced our commitment to ethical migration.

I extend my heartfelt gratitude to our honorable stakeholders, the dedicated BOESL team, the esteemed Board of Directors, and the Ministry of Expatriates' Welfare & Overseas Employment for their unwavering support. Together, we will continue to achieve success and create global opportunities for Bangladesh's workforce.

Md. Shawkat Ali



Board of Directors



Mr. Md Ruhul Amin

Secretary

Ministry of Expatriates' Welfare and Overseas Employment
& Chairman, Board of Directors, BOESL



Mr. Saleh Ahmed Mujaffor

Director General (Grade-1).
Bureau of Manpower, Employment & Training



Mr. Md. Hamidur Rahman

Director General (Grade-1).
Wage Earners Welfare Board



Mr. Abdun Naser Khan

Additional Secretary (Biman & CA)
Ministry of Civil Aviation and Tourism



Mr. Md. Firoz Sarker

Additional Secretary
(Security and Immigration Wing),
Security Services Division, Ministry of Home Affairs



Mr. Munshi Abdul Ahad

Additional Secretary (Admin & Coordination)
Finance Division, Ministry of Finance



Mr. A Z M Nurul Haque

Joint Secretary, Employment wing
Ministry of Expatriates' Welfare and Overseas Employment



Ms. Wahida Ahmed

Director General (MEA)
Ministry of Foreign Affairs



Md. Shawkat Ali

Managing Director (In charge)
(Joint Secretary) BOESL



Acknowledgement

At the very outset of publishing the Annual Report 2023-24, 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 migrant workers 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 the Ministry of Expatriates' Welfare and Overseas Employment and BOESL's Board of Directors. 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, High Commission of Brunei, Darussalam, Dhaka, High Commission of Malaysia, Dhaka, Embassy of Italy, Dhaka, The Royal Embassy of Saudi Arabia, Dhaka, Embassy of the Russian Federation, Dhaka, Embassy of Japan, Dhaka, Embassy of Kuwait, Dhaka, HRD Korea in Bangladesh, The Jordan Garments Accessories & Textiles Exporters Association (JGATE), Jordan, International Organization for Migration (IOM), International Labor Organization (ILO), United Nations Development Programme (UNDP), all Bangladesh Missions in Abroad, all Labor Attache's of Bangladesh Mission in Abroad, 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), 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 Representatives of different companies of Jordan working in Dhaka. Our sincere thanks to valued clients, suppliers and NGOs-CSOs for their continuous engagement and generous support.

Executive Summary

Bangladesh Overseas Employment and Services Limited (BOESL) is committed to ensuring safe, ethical, orderly and low-cost migration. The company focuses on fostering equal participation in overseas employment opportunities based on the talents and skills of the overseas job seekers. As the state-owned and ISO certified unique overseas recruitment organization in Bangladesh, established in 1984, was evolved 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.

BOESL is governed by the Board of Directors consisting of nine members from different ministries/divisions, departments and organizations. The board is chaired by the Secretary of the Ministry of Expatriates' Welfare & Overseas Employment and the Managing Director of BOESL is the chief executive of the company. Their leadership and dedication ensure seamless connection between policy making and execution, driving BOESL's success in achieving its goal.

BOESL has recruited 15,558 (fifteen thousand five hundred fifty-eight) Bangladeshi workforce in 2023-24 FY. Throughout this eventful journey, BOESL promotes 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 aspirant 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 2023-24, BOESL achieved a total income of BDT 788758749/- (Seventy-Eight Crore Eighty-Seven Lac Fifty-Eight Thousand Seven Hundred Forty-Nine) Taka, reflecting a 11.72% increase compared to the previous year. BOESL's total expenditure amounted BDT 302197455/- (thirty crore twenty-one lac ninety-seven thousand four hundred fifty-five), resulting in a profit of (before tax) BDT 486561294/- (Forty-eight crore sixty-five lac sixty-one thousand two hundred ninety-four). BOESL has paid to the Government BDT 13, 38, 04,356 (Thirteen crore thirty-eight lac four thousand three hundred fifty six) as taxes and BDT 25, 50,000 (Twenty five lac fifty thousand) has been proposed to be paid as dividends this year.

BOESL has taken time-bound initiatives all the year round expediting the safe, ethical and responsible low-cost labor migration. Labor market research, exploration of new market, arranging job fairs and mass awareness campaigns in divisional and district headquarters, along with stakeholder consultations, have directly contributed to creating overseas employment opportunities across various global regions.

BOESL is trying to establish business relationships with the promising employers and agencies of different global job markets. Moreover, upholding the international norms and policies of labor migration, BOESL has been engaged with IOM, Bangladesh to ensure mutual cooperation in safe, ethical and orderly labor migration as well as searching new business opportunities in the destination countries.

Under the business promotion initiatives in this fiscal year, BOESL has unlocked Asian promising market Brunei Darussalam, and started sending workers in Construction, Oil & Gas, Garments, Care-giving, Nursing, Tourism & Hospitality and other sectors. The new business journey also includes sending RMG workers to Bulgaria and Textile workers to Lebanon. BOESL has also sent Diploma and B.Sc. nurses in Kuwait, manufacturing and plantation workers in Malaysia, and skilled workforce in Fiji and shipbuilding and construction workers in Russia. The regular markets of Jordan in RMG sectors, Employment opportunities under EPS in South Korea, sending Technical Interns in Japan 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 Italy, K.S.A 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 of the remittance warriors are the outcome of effective leadership, firm dedication and strong commitment of BOESL team. BOESL will continue its forward journey with the zeal and temperament of this committed team.

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Chapter 1 Introduction

Bangladesh Overseas Employment and Services Limited (BOESL), established in 1984. It is the sole state-owned enterprise of Bangladesh Government in the manpower sector. BOESL is committed to safe, ethical, and affordable migration. One of the core objectives is to match the right person with the right job for respected foreign employers.

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.
- 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.
- To achieve 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 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 BOESL, the scopes 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 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 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 to 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 according to the latest organogram: 90

- Officers -26, Currently working 19 and vacant posts 7.
- Staffs 64, Currently working 44 and vacant posts 20.

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, Lebanon & 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

BOESL Job Application portal: <http://brms.boesl.gov.bd/>

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

"BOESL for Promoting Safe Migration"

BOESL
RESTAURANT



Chapter 2 Directors' Report

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 engaged in overseas employment, reporting by Directors' Report is an important step in ensuring its institutional transparency and accountability. It helps shareholders to understand the company's financial condition, market potentiality, and the expansion of 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 the member 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 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 staffs, recruitment system for BOESL's officers and staffs, 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. Issues related to appointment of consulting firms and consultants, worker-sending process in Jordan, South Korea, Russia, Brunei and Malaysia 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 of 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 13 (Thirteen) countries such as Jordan, South Korea, Malaysia, Kuwait, Romania, Russia, Bulgaria, Maldives, Fiji, Hong Kong, Croatia, Lebanon 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 foreign companies to recruit more professionals through BOESL. Many new foreign companies have signed MoU with BOESL for manpower recruitment at low migration costs and in an ethical way. The board has decided to bring changes to the present organogram of BOESL to improve the administrative and business promotional activities. We also plan to open Divisional offices to provide quality service at the periphery level.

2.3 Precis of BOESL's Performance

In the competitive 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
	Jordan	South Korea	Malaysia	Fiji	Romania	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, Russia-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 Welfare 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. Figure 1 shows the progress of overseas employment for last ten years.

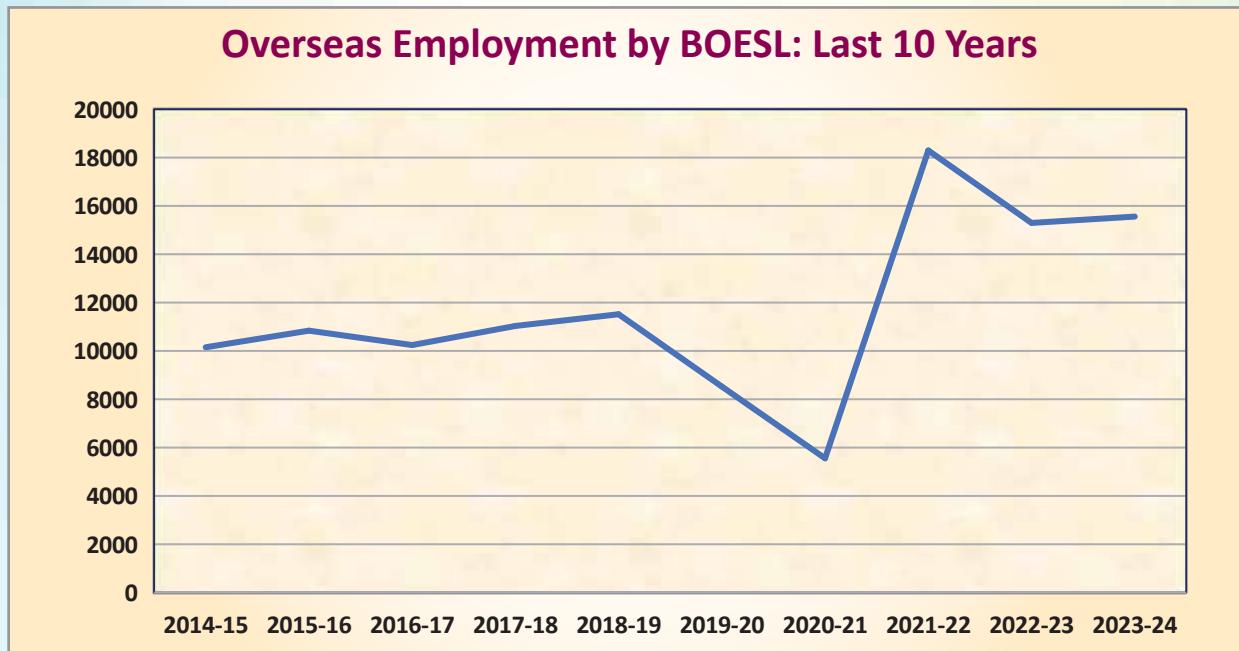


Figure 1:Progress of overseas employment for last ten years

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 operating profit of BDT 48,65,61,294.00 (Forty-eight crores sixty-five lakhs sixty-one thousand and two hundred ninety-four).

Table 2: 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

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.

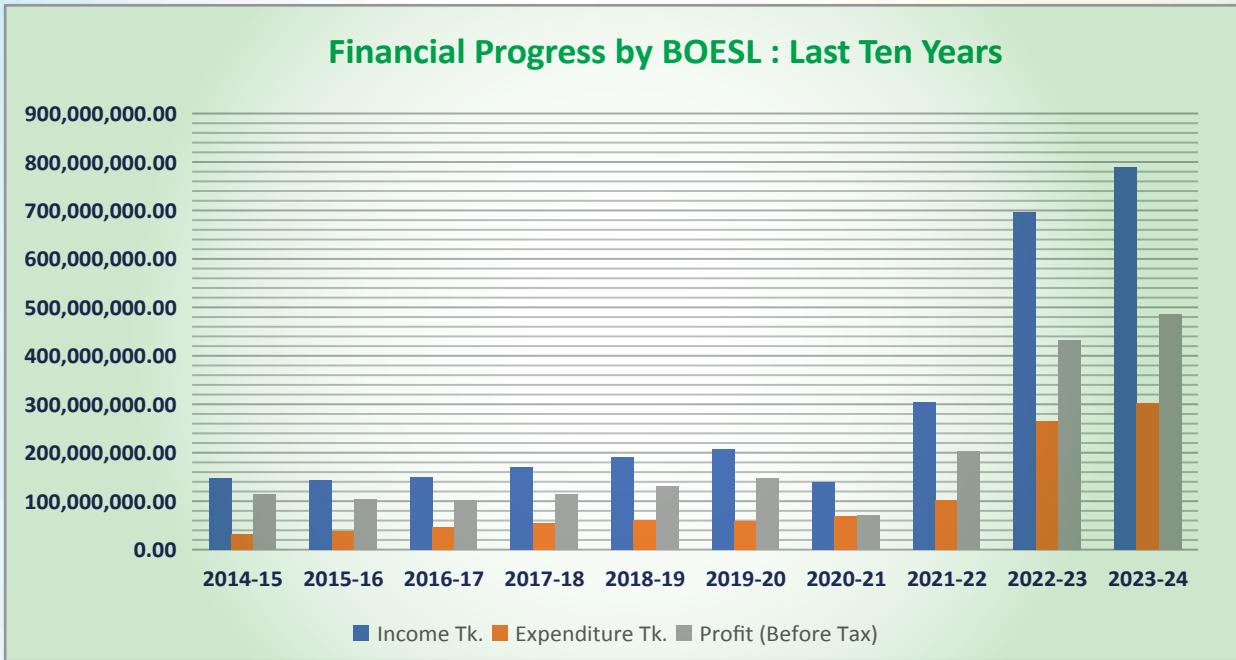


Figure 2: Financial Progress by BOESL : Last Ten Years

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:

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 0.723% of net profit (Tk. 35,27,56,938.00) of the total Tk. 25,50,000.00 (Twenty lakh and fifty thousand) Dividends will be paid to the Government.

Table 3: Declaration and Payment of Dividends last five 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	0.723% of net Profit	25,50,000.00 (Proposed)



Figure 3: 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 of Directors.

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 30th June 2024.

Table 4: Financial Position of BOESL on 30th 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-	146,22,83,797.00
6.	Total Income: BDT-	78,87,58,749.00
7.	Expenditure: BDT-	30,21,97,455.00
8.	Profit (Before Tax): BDT-	48,65,61,294.00
9.	Profit (After Tax): BDT-	35,27,56,938.00

NB: 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 and 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 and 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 and 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 everyday 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 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;

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 workers in Jordan and Malaysia.

- Terms and conditions of the employers are explained to the employees in the pre-departure orientation and pre-exit preparation and 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 TV Channels 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 2023-24 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 90% 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 Friday) to select skilled female/male garments workers through practical tests.

- BOESL's service charge for sending a female worker to Jordan is only 200 (two hundred) USD 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 1,06,253 garment workers migrated to Jordan.

2.13: Recruitment of Technical Intern in Japan

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

- ◆ Maebashi Kokusai Shien Kyoudou 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.

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.

2.15 Exploring New Overseas Job Markets

According to land area, Bangladesh is a small country, but there is no doubt that the population of this country is huge. However, the advantage for Bangladesh is that 65% of this population is workforce, that is, they are suitable for work in terms of age. For economic development, like China and Japan in the past, we also need to successfully use this additional population, i.e. provide suitable job opportunities for them. It is not possible to employ all of them within the country. Overseas employment is significant to solve the problem. BOESL is trying to be more innovative in 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 this year.

Brunei: Brunei is an attractive destination country for Bangladeshi migrant workers. It is a small but developed country rich in natural gas and oil.

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.

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 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 2,40,000) 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) only.

Lebanon: Lebanon is a country in Western Asia 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 miles).

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) only.

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 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

“Harnessing the potential of human mobility”



Chapter 3 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 36 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, throughout the journey of around four decades worldwide, BOESL has accomplished the following milestones which established it as a unique one in the respective sector-

- Since its establishment in 1984 till June 2024, a total of 1,61,076 workers have been sent to 36 countries.
- A total of 1,06,253 RMG sector workers were sent to Jordan from 2010 till June 2024.
- Total of 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 (1984-2024)

From 1984 to 2009, a total of 17,965 people migrated with employment through BOESL. On the other hand, from 2010-11 to 2023-24 financial year, a total of 1,43,111 workers have migrated to different destinations.



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

Table 5: Country-wise Labour Migration

Country	Fiscal Year														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
Bulgaria	-	-	-	-	-	-	-	-	-	-	-	-	-	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

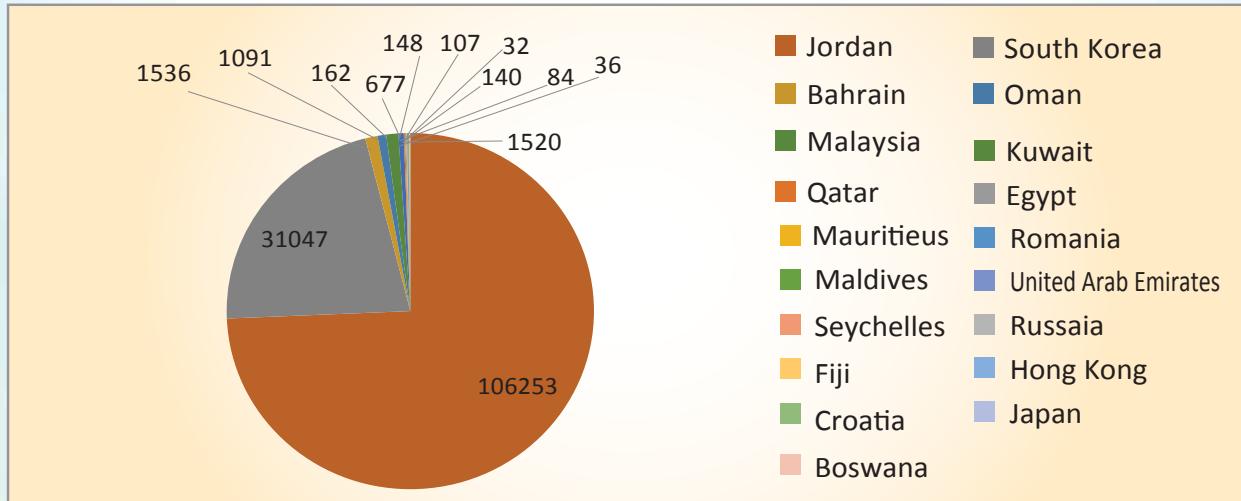


Figure-01: Remarkable destination countries

3.3 Remarkable Destination Countries

3.3.1 Jordan

BOESL started sending RMG workers to Jordan since 2010. 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 106,253 (one lac six thousand two hundred fifty-three) workers have been sent so far.



Managing Director, BOESL greets Group Director, Needle Craft Group, Jordan at BOESL

Jordan going female candidates are waiting for skill test at SFMMTTC



Figure-02: Trends in sending workers in Jordan through BOESL (2010-2024)

3.3.2 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 People's Republic of Bangladesh and the Republic of Korea, Bangladesh Overseas Employment and Services Limited (BOESL) on behalf of Bangladesh and Human Resources Development Service of Korea (HRD Korea) on behalf of South Korea accomplish the migration process. From July 2008 to June 2024 total 34,069 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.



Managing Director with High Official of HRD Korea

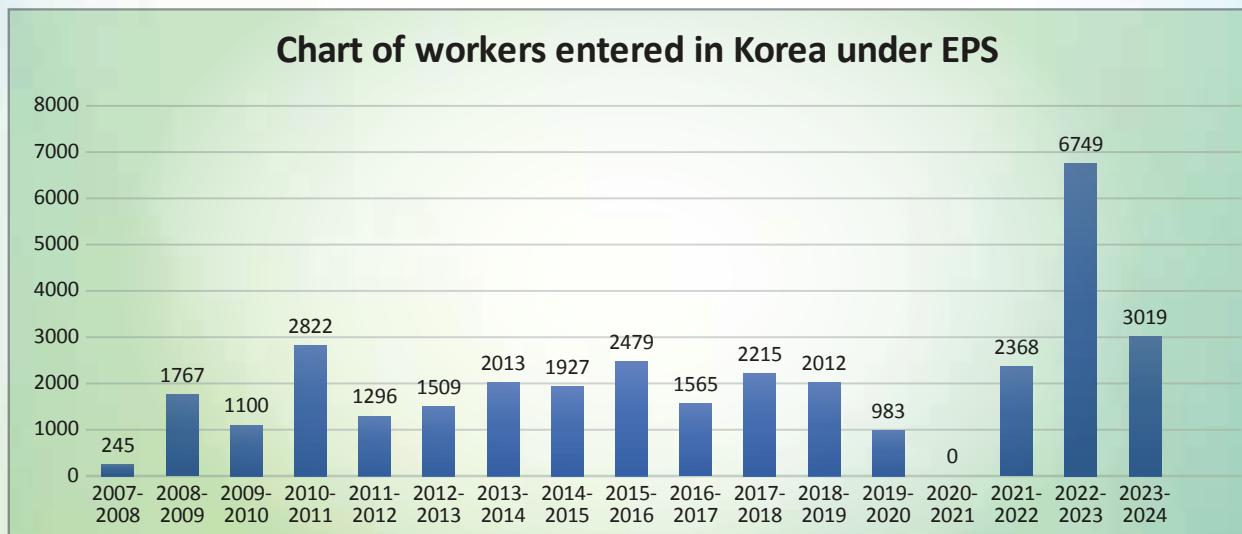
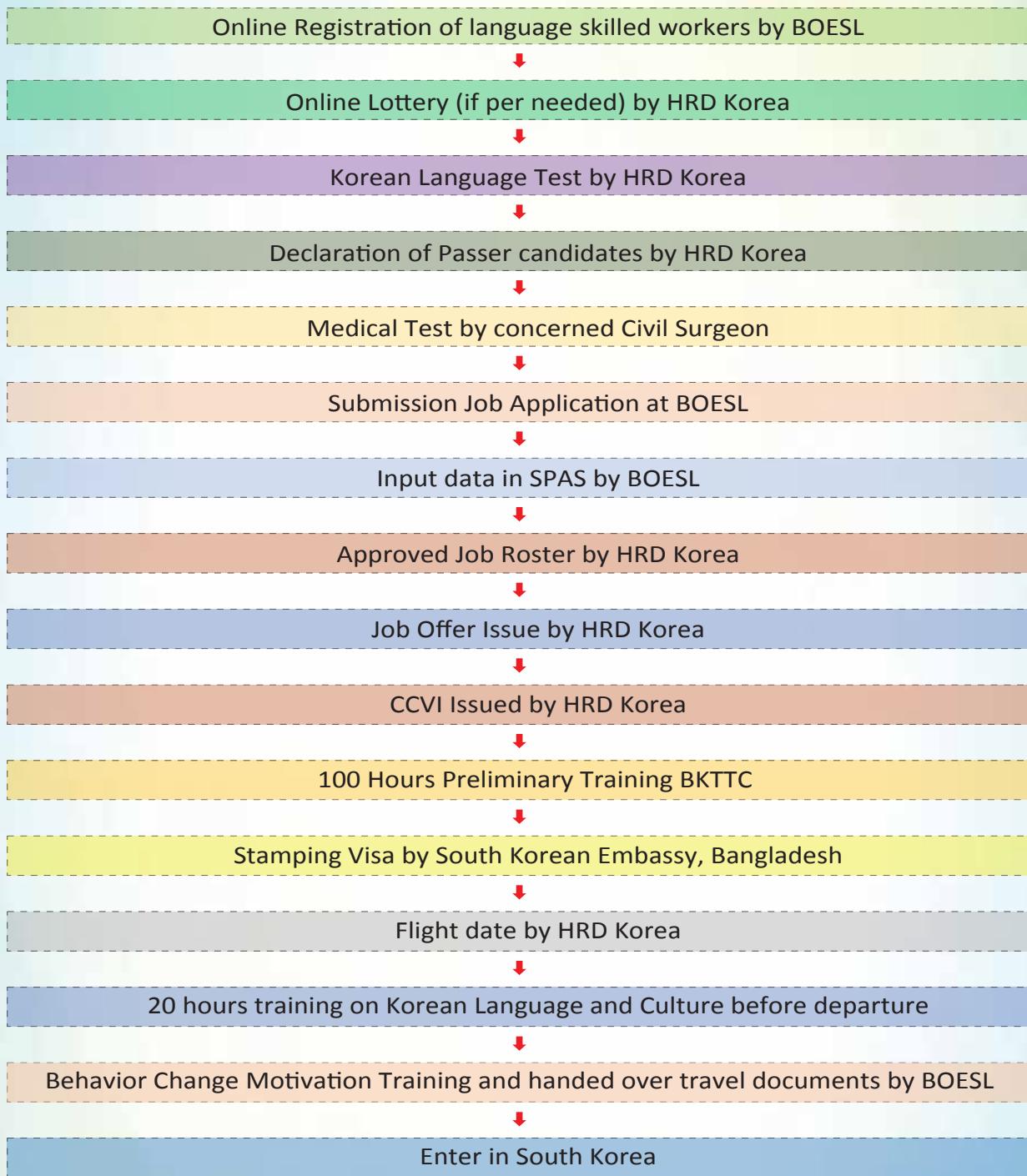


Figure-03: Employment of workers to South Korea under EPS (2008-2024)

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.

3.3.3 Brunei Darussalam

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.

Employers must give attested demand letter by the Bangladesh High Commission in Brunei for workers through the agency to BOESL. BOESL publishes advertisements according to the demand and arranges both online and direct interviews 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 has received 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 the workplace in July 2024.

3.3.4 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/-.



Assembly of Bangladeshi Nurses at the workplace before their duty in Kuwait



Kuwait going nurses with BOESL officials

3.3.5 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. As a result of 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.



Briefing session for Fiji going workers at BOESL office



Fiji going workers at Hazrat Shahjalal International Airport, Dhaka

3.3.6 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.



Executive Director of BOESL, with Russian Delegation team at his office.



Managing Director of BOESL meeting with Delegation team from Russia.

3.3.7 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 Probashi" 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.



The Secretary, Ministry of Expatriates' Welfare & Overseas Employment & MD BOESL with Malaysia going worker



After briefing session along with happy faces of Malaysia going guest workers

3.3.8 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

Bangladeshi worker in Japan with First Secretary, (Labor), Bangladesh Embassy, Tokyo, Japan.



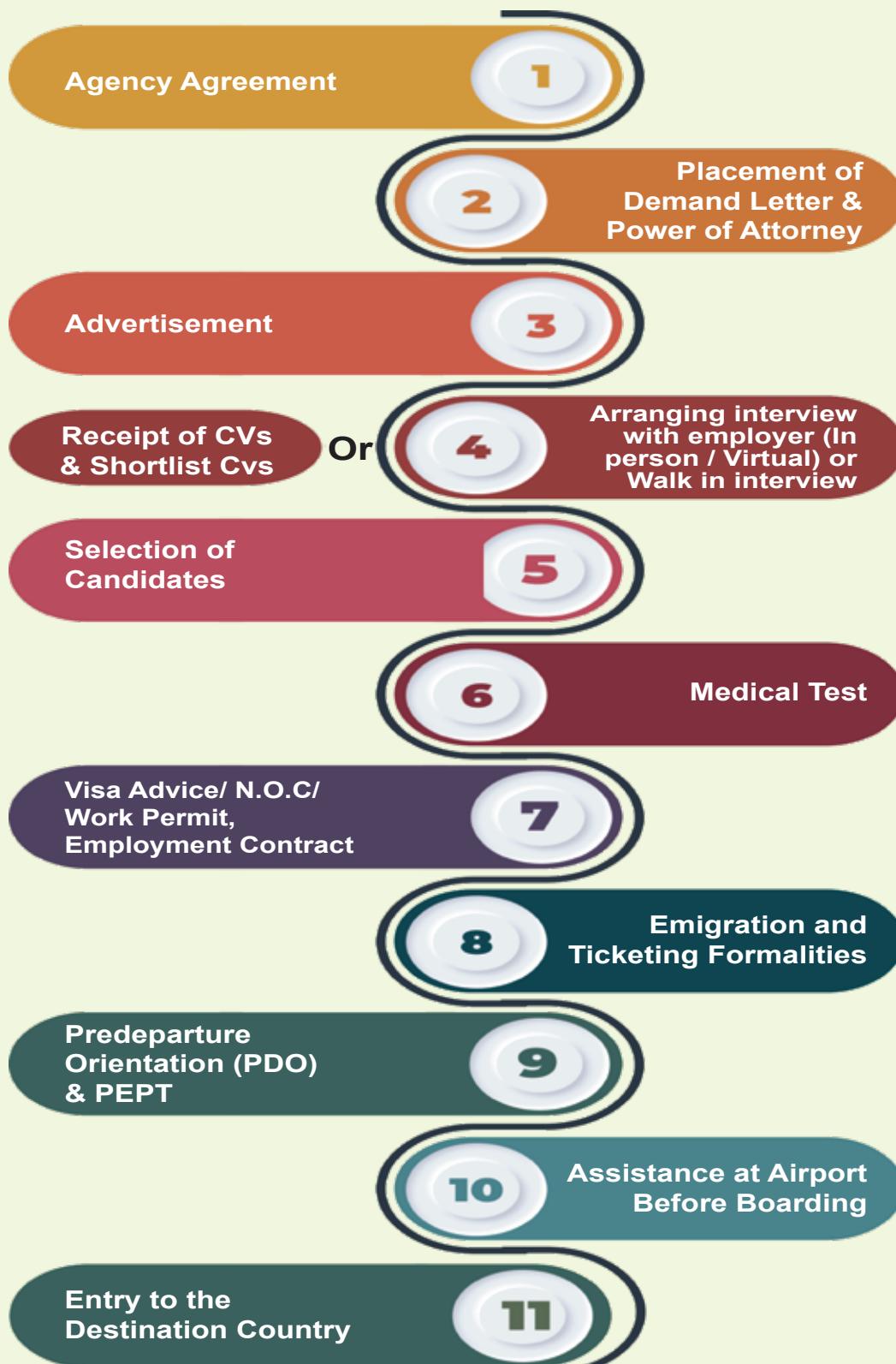
BOESL is implementing multi-faceted activities with the aim of creating continuous opportunities for foreign employment for the aspiring migrant workers of Bangladesh. Empowering women, contributing in remittance flow, and reducing poverty and unemployment through safe, ethical, and low-cost migration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

3.4 Recruitment Procedure

Bangladesh Overseas Employment and Services Ltd (BOESL) is the only government-owned manpower exporting agency among around 2300 agencies in Bangladesh. It has developed a transparent and effective overseas recruitment process over the years. Its recruitment process is mostly online based. One can do his registration for an interview in any country sitting at home just using a smartphone. It saves the TCV (time, cost, and visit) without the interruption of the middleman.

Overseas employment procedures of the migrant workers through BOESL are fair and transparent. 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. BOESL also arranges customized interview sessions as per employers' demand.

BOESL RECRUITMENT PROCESS



3.4.1 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.

3.4.2 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 online registration for an interview. Without online registration, no candidate is allowed to participate in the interview session.

Sample of Advertisement

3.4.3 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.

3.4.4 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.

3.4.5 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.

3.4.6 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 expenses
- h. Insurance
- i. Other conditions according to the labor laws of the host country

3.4.7 Briefing Sessions of BOESL

BOESL arranges 03 (three) days of mandatory briefing 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.

3.4.8 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 communicating 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 airline, 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. However, it depends on getting visa from host country.

Safe, ethical, and low-cost migration is the main mission of BOESL. As a government organization BOESL never looks for high profit rather than focuses more on the welfare of the workers. BOESL, thus, provides services to the aspirant migrant workers at the lowest possible migration cost with utmost fairness.

Chapter 4 Administrative Structure

The Bangladesh Overseas Employment and Services Limited (BOESL) has 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 to achieve BOESL's vision.

According to the approved organizational structure, a workforce of 90 individuals, consisting of 26 officers and 64 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. Office of the Company Secretary;
- b. Administration and Human Resources;
- c. Field Administration and Training;
- d. Budget, Finance and Accounts;
- e. Audit and Reconciliation;
- f. Information Technology;
- g. Overseas Employment and
- h. Development and Research.

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 responsible for overseeing the process of sending eligible Bangladeshi workers to various countries 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 Development and Research

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.

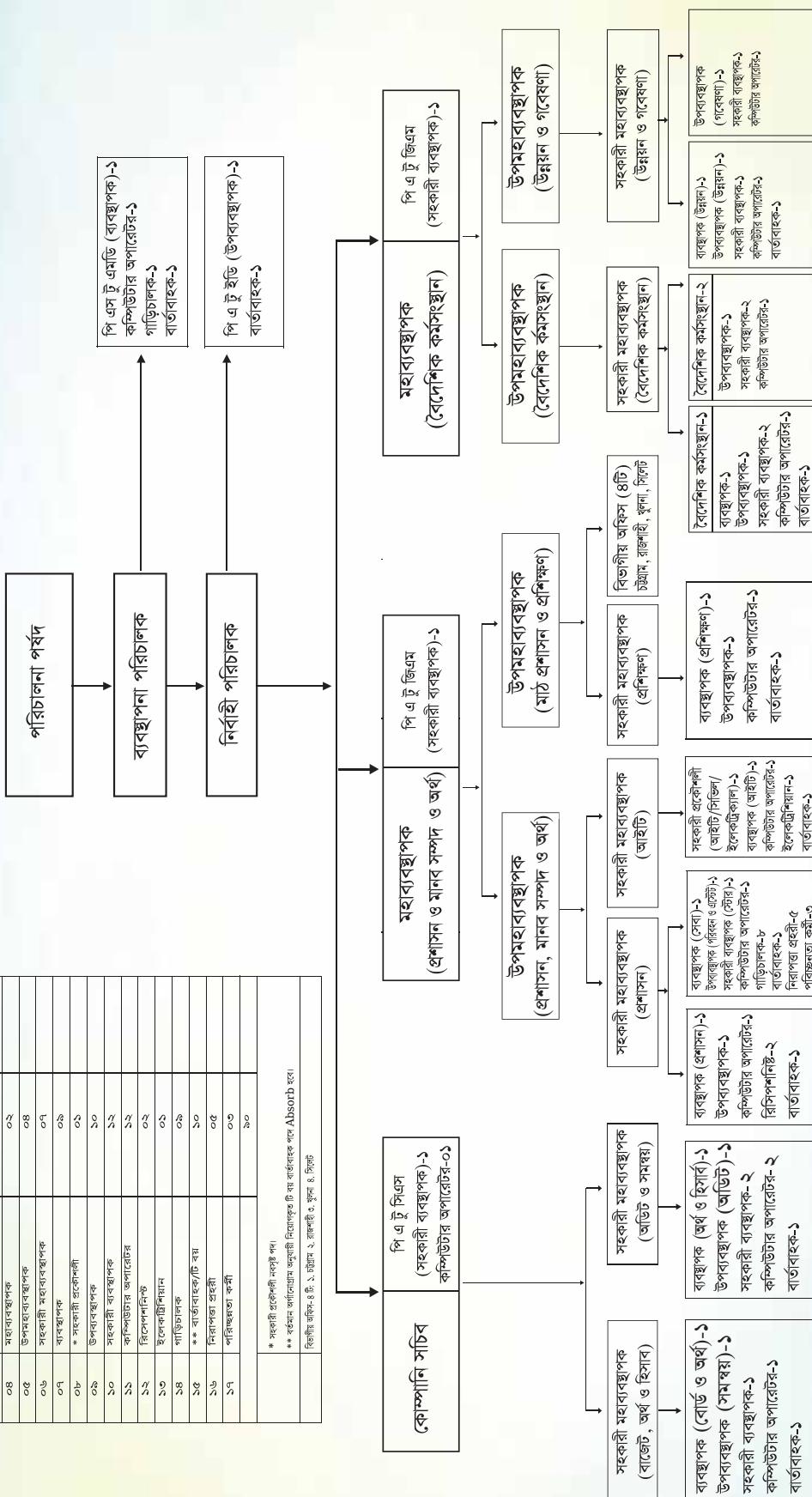
4.09 Chairman of the Board of Directors and their tenure:

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. Mohammad Abdullah	03-05-2010	16-09-2012
12	Dr. Md. Abu Hena Mostafa Kamal	17-09-2012	22-12-2012
13	Mr. Helal Uddin Ahmed	23-12-2012	11-04-2013
14	Dr. Md. Abu Hena Mostafa Kamal	12-04-2013	28-04-2013
15	Mr. Md. Abdul Hannan	29-04-2013	28-01-2016
16	Mr. Maran Kumar Chakraborty	28-01-2016	02-12-2019
17	Dr. Yeameen Akbory NDC	02-12-2019	22-12-2019
18	Mr. Md. Saiful Hassan Badal	22-12-2019	28-02-2021
19	Mr. Md. Mahabubur Rahman	01-03-2021	02-06-2021
20	Mr. Md. Billal Hossain	03-06-2021	31-08-2022
21	Dr. Mallick Anwar Hossain	08-09-2022	30.09.2024
22	Mr. Md. Shawkat Ali	30-09-2024	Till date

বাংলাদেশ ওভারসিজ এমপ্লায়মেন্ট অ্যান্ড সার্টিসেস লিমিটেড (বোয়েসল)-এর যাংগঠনিক কাঠামো



২৯.০৫.২০২৩ তারিখে অনুষ্ঠিত ২৯৬ তম বোর্ড সভায় অনুমোদিত।

ড. মল্লিক আনন্দিয়ার হোসেন
৩৫.৩৬৫

ବାହ୍ୟପତ୍ର

Chapter 5 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 78,87,58,749.00 (Seventy-Eight Crore Eighty-Seven Lac Fifty-Eight Thousand Seven Hundred Forty-Nine). The sources of operating income are service charge which is BDT 24,25,60,715.00 (Twenty-Four Crore Twenty Five Lac Sixty Thousand Seven Hundred Fifteen), Data entry registration fees which amount is BDT 36,41,719.00 (Thirty Six Lac Forty One Thousand Seven Hundred Nineteen), Online registration & CBT fees which is BDT 30,19,38,550.00 (Thirty Crore Nineteen Lac Thirty Eight Thousand Five Hundred Fifty), South Korean training fees which is BDT 1,23,35,100.00 (One Crore Twenty Three Lac Thirty Five Thousand One Hundred), Management Fee (Japan) which is BDT 6,86,572.00 (Six Lac Eighty Six Thousand Five Hundred Seventy Two) and the sources of Non-operating income are interest on FDR which is BDT 16,57,13,327.00 (Sixteen Crore Fifty Seven Lac Thirteen Thousand Three Hundred Twenty Seven), Profit on Govt. Bond 4,17,97,625.00 (Four Crore Seventeen Lac Ninety Seven Thousand Six Hundred Twenty Five) Taka, Interest on STD account which is BDT 1,36,72,522.00 (One Crore Thirty Six Lac Seventy Two Thousand Five Hundred Twenty Two) and Miscellaneous income is BDT 64,12,619.00 (Sixty Four Lac Twelve Thousand Six Hundred Nineteen) 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	24,25,60,715.00	78,87,58,749.00	30,21,97,455.00	48,65,61,294.00
Data Entry Reg.	36,41,719.00			
Online Registration & CBT Fee	30,19,38,550.00			
South Korea Training Fee	1,23,35,100.00			
Management Fee	6,86,572.00			
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			
Miscellaneous Income	64,12,619.00			

5.2 Audited Balance sheet of FY 2023-24

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.

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



5

5.3 Statement of Profit and Loss and other Comprehensive Income for FY 2023-24

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

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

Managing Director

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

Md. Mahmudul Ambia, FCA

ICAB Enrolment No. 1067

For and on behalf of

Mahfel Huq & Co.

Chartered Accountants

DVC:

Place: Dhaka
Dated: 03 September 2024

Chairman



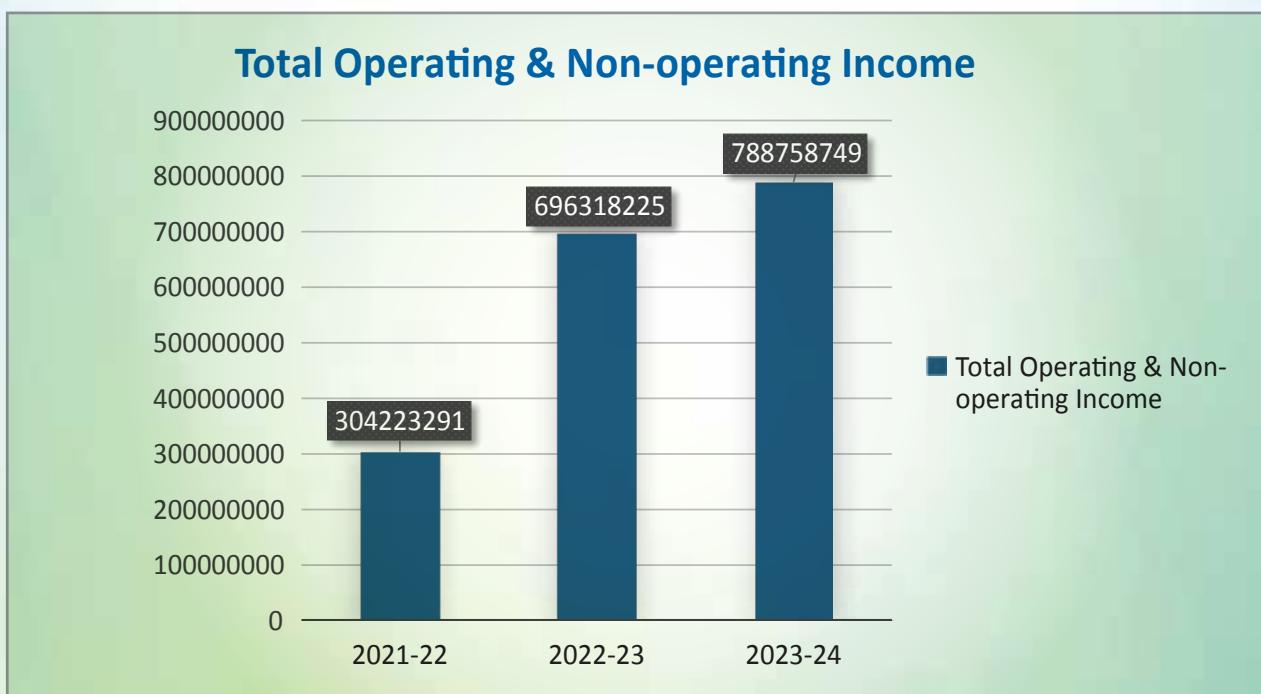
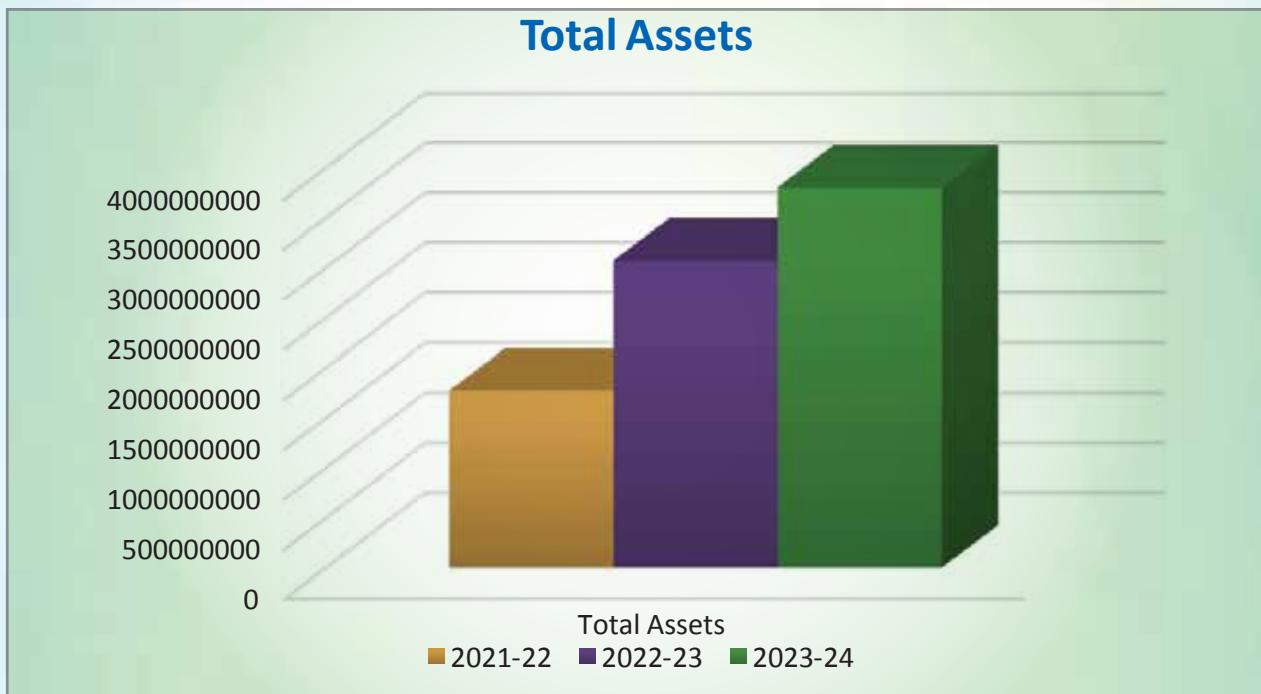
Table 7: Statement of yearwise Income & Expenditure, Profit, Tax & Dividend

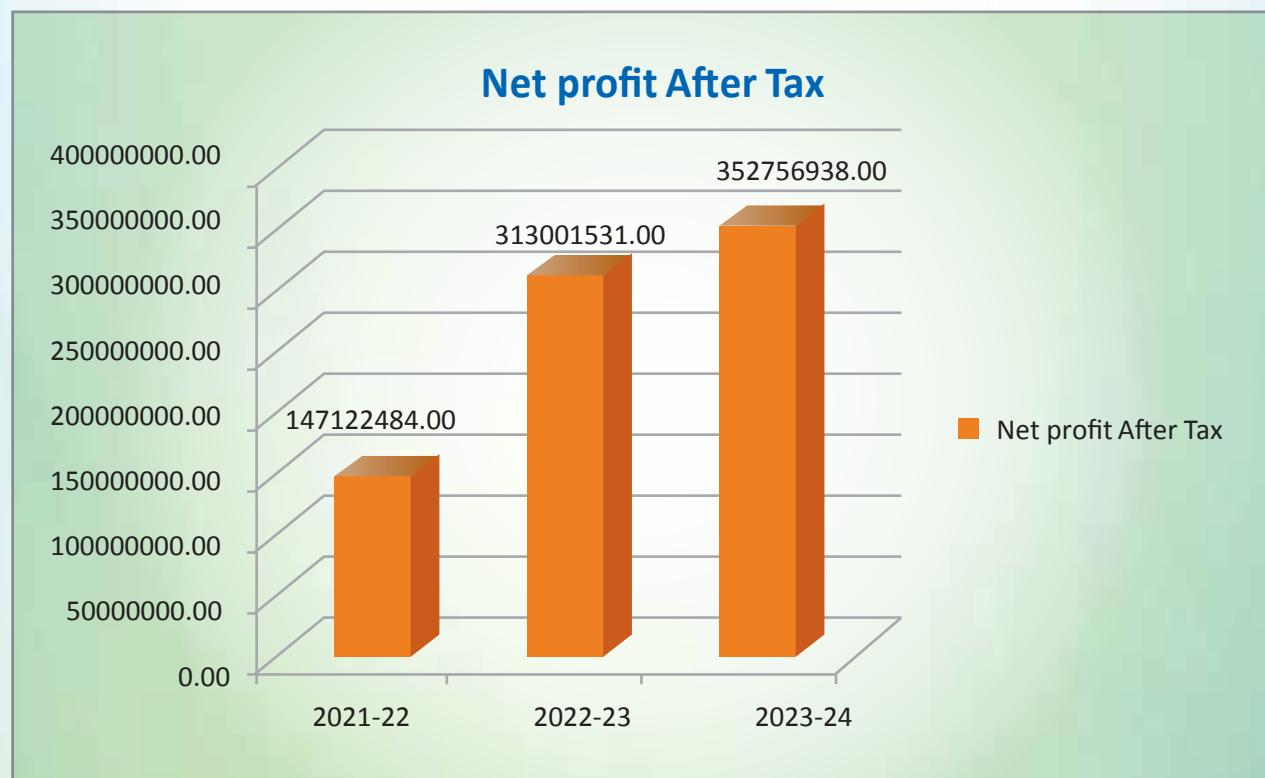
Financial Year	Income (BDT)	Expenditure (BDT)	Total Profit (BDT)	Tax Paid (BDT)	Dividend (BDT)
1983-1984	284,204.00	369,795.00	(85,591.00)	--	--
1984-1985	8,050,604.00	1,830,864.00	6,219,740.00	4,325,163.00	510,000.00
1985-1986	17,894,820.00	5,149,508.00	12,744,612.00	8,609,335.00	765,000.00
1986-1987	7,768,457.00	2,998,848.00	4,769,609.00	2,873,598.00	765,000.00
1987-1988	3,490,594.00	3,114,250.00	376,344.00	300,000.00	-
1988-1989	7,839,489.00	3,293,893.00	4,545,596.00	3,351,131.00	269,981.00
1989-1990	7,636,952.00	3,024,089.00	4,612,863.00	3,125,315.00	510,000.00
1990-1991	5,052,980.00	3,218,240.00	1,834,740.00	1,282,500.00	408,000.00
1991-1992	5,415,769.00	3,944,122.00	1,471,647.00	1,031,196.00	255,000.00
1992-1993	5,872,431.00	4,052,593.00	1,819,838.00	1,124,611.00	510,000.00
1993-1994	4,787,121.00	4,310,899.00	476,222.00	543,344.00	24,000.00
1994-1995	6,007,076.00	3,926,283.00	2,080,793.00	898,842.00	510,000.00
1995-1996	16,561,968.00	6,268,020.00	10,293,948.00	4,280,594.00	1,020,000.00
1996-1997	29,092,871.00	8,950,659.00	20,142,212.00	8,769,438.00	1,530,000.00
1997-1998	9,306,547.00	8,274,177.00	1,032,370.00	655,150.00	510,000.00
1998-1999	10,491,595.00	9,707,749.00	783,846.00	673,498.00	102,000.00
1999-2000	7,124,577.00	7,943,047.00	(818,470.00)	1,739,451.00	-
2000-2001	13,147,482.00	11,069,289.00	2,078,193.00	2,095,831.00	-
2001-2002	6,803,237.00	9,031,958.00	(2,228,721.00)	1,340,596.00	-
2002-2003	12,764,843.00	11,273,074.00	1,491,769.00	1,171,985.00	255,000.00
2003-2004	17,073,598.00	11,373,033.00	5,700,565.00	1,020,071.00	255,000.00
2004-2005	15,462,286.00	14,545,882.00	916,404.00	1,663,544.00	-
2005-2006	18,918,812.00	16,117,647.00	2,801,165.00	1,608,396.00	255,000.00
2006-2007	24,272,951.00	19,460,712.00	4,812,239.00	2,282,909.00	255,000.00
2007-2008	27,624,733.00	24,397,826.00	3,226,907.00	2,335,328.00	255,000.00
2008-2009	40,225,729.00	16,564,390.00	23,661,339.00	2728094.00	1,785,000.00
2009-2010	23,617,633.00	13,846,125.00	9,771,508.00	2472121.00	510,000.00
2010-2011	73,551,990.00	22,654,108.00	50,897,882.00	14,820,814.00	1,020,000.00
2011-2012	68,371,109.00	31,007,378.00	37,363,731.00	6,119,558.00	1,020,000.00
2012-2013	98,349,486.00	30,286,771.00	68,062,715.00	14,545,295.00	5,000,000.00
2013-2014	119,243,073.00	31,707,509.00	87,535,564.00	31,253,053.00	6,485,496.00
2014-2015	147,990,391.00	32,843,522.00	115,146,869.00	40,301,404.00	7,484,546.00
2015-2016	143,900,474.00	39,084,300.00	104,816,174.00	36,685,660.00	6,813,051.00
2016-2017	149,837,122.00	46,819,077.00	103,018,045.00	36,056,316.00	510,000.00
2017-2018	170,699,527.00	55,678,542.00	115,020,985.00	40,257,344.00	765,000.00
2018-2019	190,558,349.00	60,216,194.00	130,342,155.00	45,619,754.00	765,000.00
2019-2020	207,702,220.00	59,639,610.00	148,062,610.00	48,120,348.00	765,000.00
2020-2021	139,906,458.00	69,004,023.00	70,902,436.00	21,270,731.00	765,000.00
2021-2022	304,223,291.00	101,295,727.00	20,297,564.00	55,805,080.00	10,20,000.00
2022-2023	69,63,18,225.00	26,45,91,975.00	43,17,26,250.00	11,87,24,719.00	12,75,000.00
2023-2024	78,87,58,749.00	30,21,97,455.00	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 8: 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
Total Profit Before Tax	20,29,27,564.00	43,17,26,250.00	48,65,61,294.00
Net Profit After Tax	14,71,22,484.00	31,30,01,531.00	35,27,56,938.00

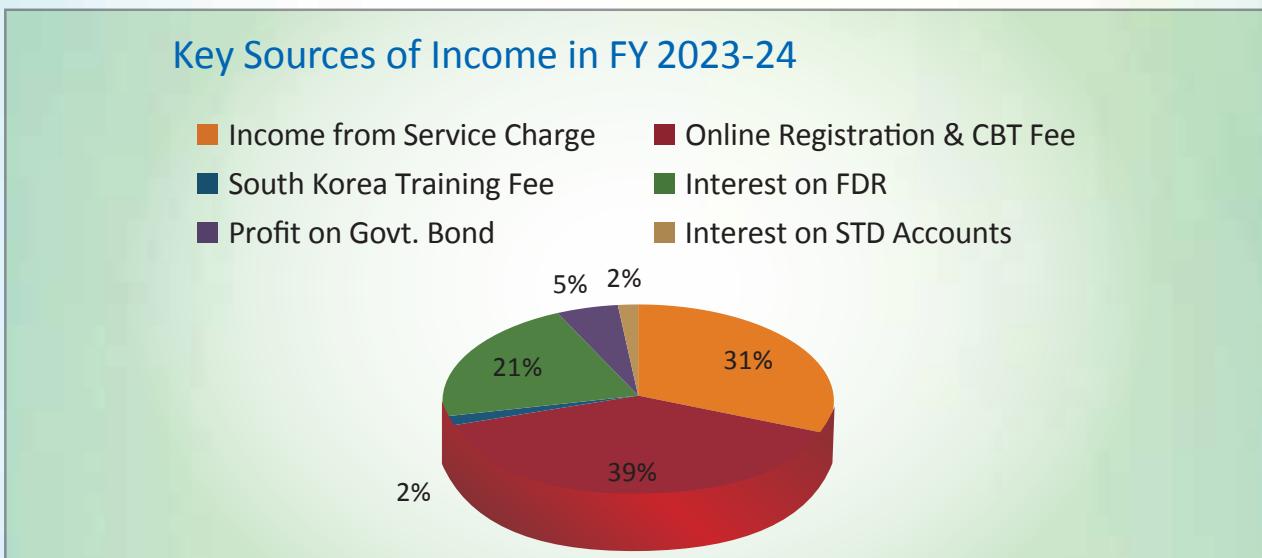




The above charts show that the total assets, income, expenses & net profit after tax are higher than the two previous financial years. This indicates that the financial conditions of the company are becoming stronger rapidly.

Table 9: Key Sources of Income in FY 2023-24

SL	Description	Amount (BDT)
01	Income from Service Charge	24,25,60,715.00
02	Online Registration & CBT Fee	30,19,38,550.00
03	South Korea Training Fee	1,23,35,100.00
04	Interest on FDR	16,57,13,327.00
05	Profit on Govt. Bond	4,17,97,625.00
06	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

Total Assets		
23.86%	2022-23	2023-24
	306,95,68,380.00	380,19,83,576.00
Total Income (Operating & Non-Operating)		
13.28%	2022-23	2023-24
	69,63,18,225.00	78,87,58,749.00
Total Expenses		
14.21%	2022-23	2023-24
	26,45,91,975.00	30,21,97,455.00
Net Profit After Tax		
12.70%	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					
SL	Particulars	2023-24		Comments	
		Amount	Ratio		
1	Current Ratio:			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		
	Current Liabilities	233,96,99,779			
2	Quick/Acid Test Ratio:			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		
	Current Liabilities	233,96,99,779			
3	Profit Margin (PM):			Profit Margin (PM) of current Financial Year is better than previous Financial Year (Larger value is better)	
	Net Income $\times 100$	35,27,56,938 $\times 100$	62.86%		
	Sales revenue	56,11,62,656			
4	Asset Turnover Ratio:			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		
	Total Assets	380,19,83,576			
5	Debt-Equity Ratio:			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		
	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	
		28.21%	24.12%	
ROE =	Net Income		Revenue	Total Assets
	Revenue	\times	Total Assets	

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

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

Chapter 6 Market Expansion

Remittance is a significant aspect of Bangladesh's growing economy. To achieve its overall benefits, BOESL has strengthened its activities to expand existing and explore new labor markets, prioritizing the issue of making the labor migration process transparent, secure and versatile. We are implementing multi-faceted activities to create 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 also use digital and social platforms like websites, Facebook, and YouTube to promote our activities. BOESL is doing overseas market promotion in 2 ways which are:

- Exploring New Overseas Job Markets
- Domestic Market Promotion

6.1 Exploring New Overseas Job Markets

Bangladesh is going through a demographic transition and is experiencing a once-in-a-lifetime demographic dividend. It is not possible to employ all of them within the country. To reduce unemployment and poverty overseas employment is necessary. But the orthodox labor market is decreasing day by day. So, it's 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.

6.2 Process of Exploring New Overseas Job Markets

The first step in 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 the Bangladeshi Mission there and collect primary information. Then we contact 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. In 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.

6.3 Success in Exploring Job Market in 2023-24

BOESL has successfully entered into 5 (Five) new job markets besides the existing markets and created new record in this fiscal year (2023-24). The new markets are:

- Brunei
- Bulgaria
- Croatia
- Maldives
- Lebanon



Brunei

Brunei is a tiny nation on the island of Borneo, in 2 distinct sections surrounded by Malaysia and the South China Sea. It's known for its beaches and bio diverse rainforest, much of it protected within reserves. The capital, Bandar Seri Begawan, is home to the opulent Jame'Asr Hassanal Bolkiah mosque and its 29 golden domes. The capital's massive Istana Nurulman palace is the residence of Brunei's ruling sultan.

Brunei is a developed country which is absolutely the gift of natural oil and gas. Brunei is an attractive destination country for Bangladeshi migrant workers. Bangladeshi workers are working in various sectors including construction, cleaning, restaurants and oil and gas field in Brunei Darussalam.



Fig: Map of Brunei

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 in October 2022. 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 has been started to Brunei at the 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.

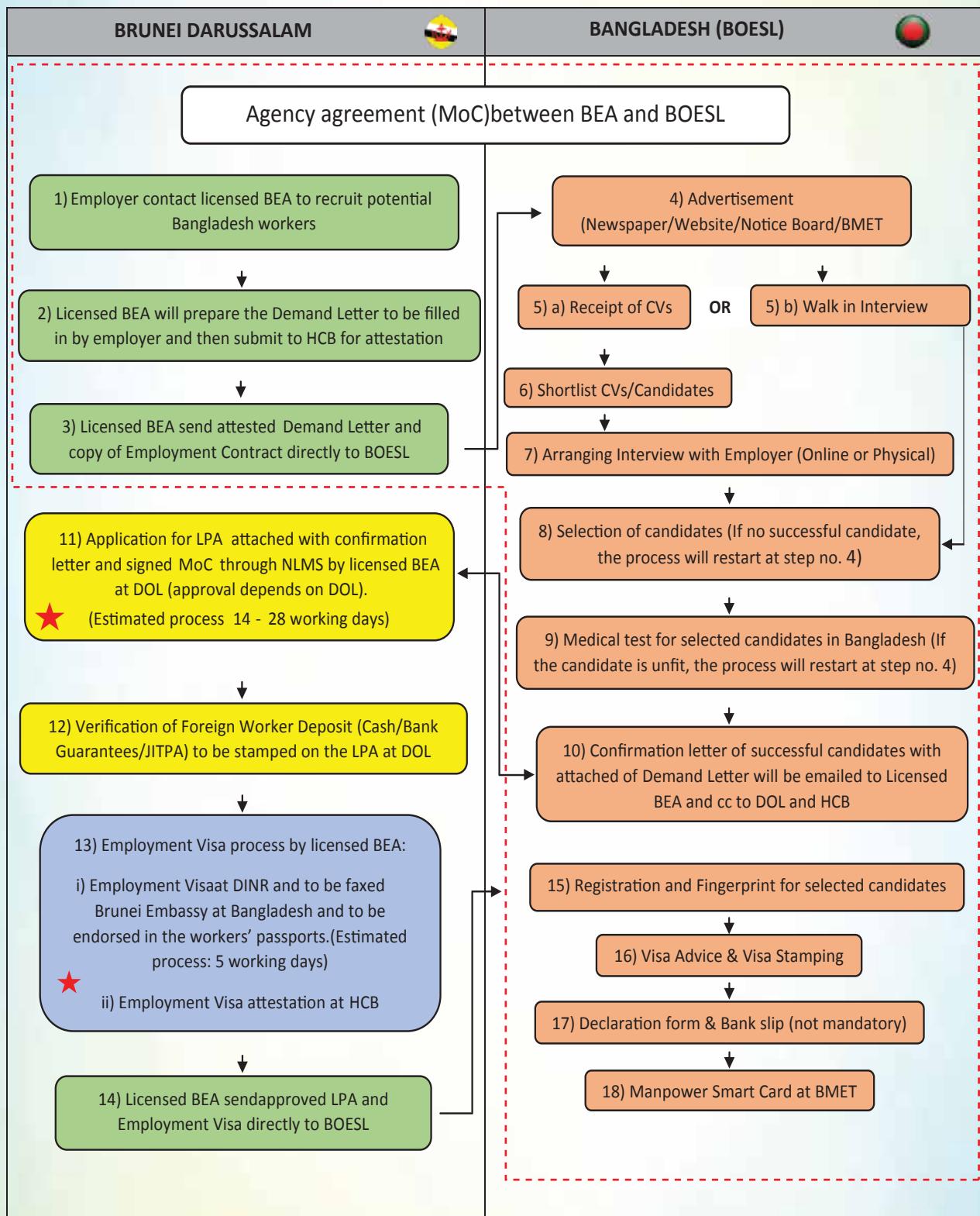


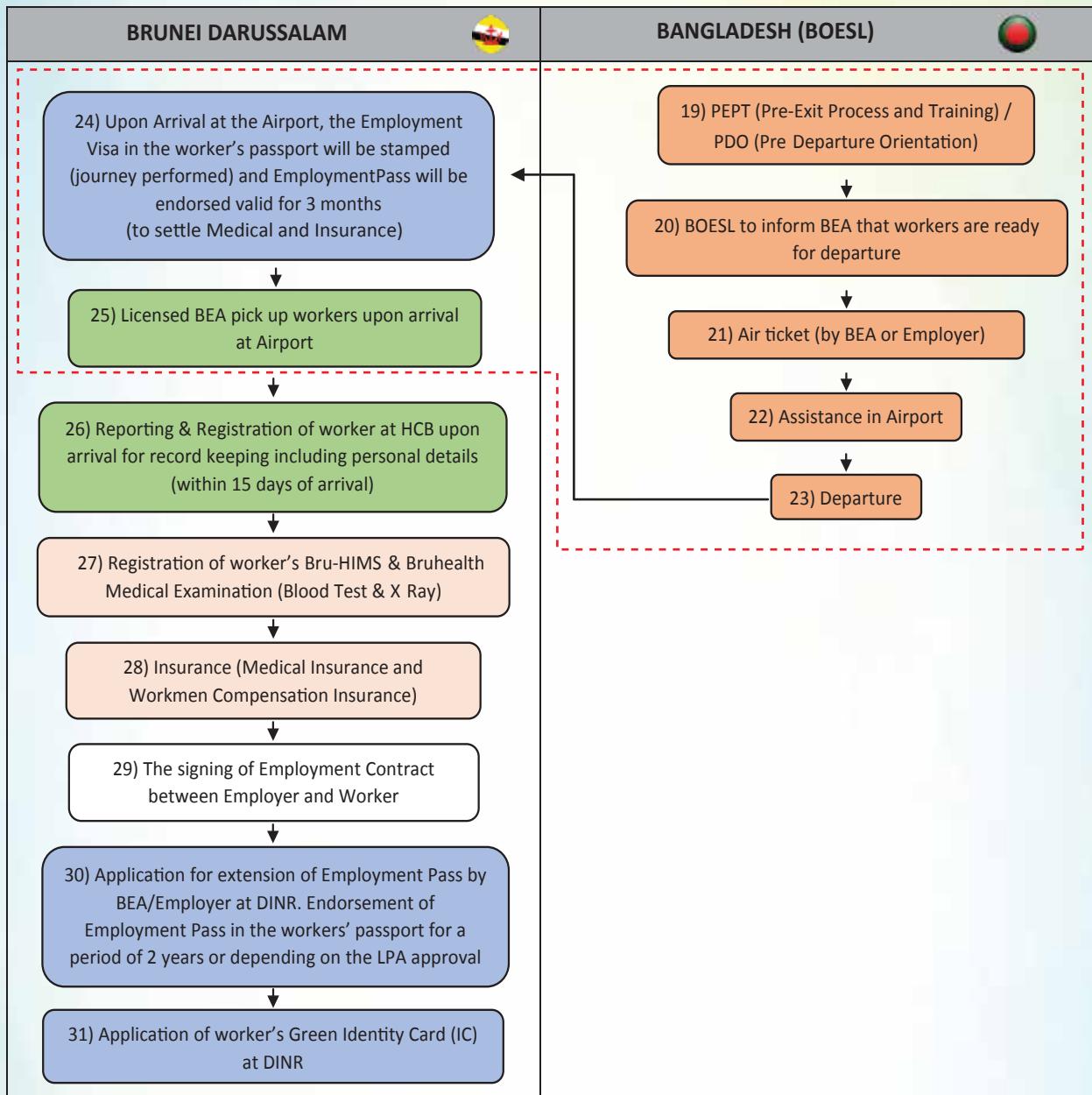
Mr. Md. Shawkat Ali (Joint Secretary), Managing Director (In charge)
BOESL in briefing session for Brunei going workers



Bangladesh High Commission, Brunei welcoming workers in Brunei Airport

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

6.4 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.

6.4.1 Manpower Dispatch to Maldives Health Care Sector through BOSEL:

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. The basic salary is 15090 MVR 117,000-taka (for a medical officer), MVR 30,990=240,000 (for specialist doctors) Overtime, Accommodation, Food, Insurance and other facilities also be provided. Their migration cost is BDT.56350



Briefing for Maldives going doctors



Managing Director of BOESL with Maldives going Doctors

6.5 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 Lebanon going workers

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' workers have entered 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 are also provided. Their migration cost is BDT.56350.

6.6 Croatia

Bangladesh Overseas Employment and Services Limited (BOESL) first explored 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 costs are provided by the employer. Migration cost for BOESL 41,350 BDT including manpower clearance and insurance excluding airfare to Croatia.

Candidates have to go to 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 a non-judicial stamp that they will not flee away to another country. Their guardian also assures an oath in non-judicial stamp for one lac taka. Probashi Kallyan Bank (PKB) provided two lac taka loan to each worker at a low interest rate. All workers get good salary with overtime and other benefit.



Managing Director, Dr. Mallick Anwar Hossain (Additional Secretary), BOESL with Croatia going workers

6.7 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 the Recognition of Prior Learning (RPL) test under the 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 Bulgaria going workers

6.8 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 to these countries in the upcoming year. Also, we are trying to enter KSA, Qatar, UAE, Bahrain, Oman, Singapore, Germany, Italy, Albania etc. soon.

6.9 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 of the process of safe, ethical and low-cost migration and to make them interested in overseas employment through BOESL.

6.9.1 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, Facebook, website and phone.
- ◆ To do job fairs and awareness meetings regularly in different districts to address the root level of skilled workers.
- ◆ To make people aware of the process of ethical migration of BOESL to save them from the harassment of middlemen.
- ◆ Job fairs and seminars are held in 11 districts like Khulna, Jassore, Kustia, Bagerhat, Manikganj, Norail, Brahmanbaria, Pirojpur, Chattogram, Faridpur etc.



Managing Director of BOESL Dr. Mallick Anwar Hossain (Additional Secretary) in job fair in BKTTC, Chittagong

6. 10 Ceramic welding lab for Shipbuilding industry, South Korea

South Korean government approved some agents in 2023, the opportunity to send workers from Bangladesh to South Korea in the private sector in the shipbuilding industry on E-7 visa. The South Korean agent collects the demand letter on behalf of the Bangladeshi sending agency. Based on the communication with various companies/agents in Korea and as per the decision of 295th and 301st Board of Directors meeting of BOESL, a MoU was signed with an agent in South Korea to send workers in the shipbuilding industry. In continuation of this, a state-of-the-art ceramic welding lab has been built in Bangladesh Korea Technical Training Centre (BKTTC) and 20 heavy welding machines imported from South Korea have been installed in this lab. The welding lab was set up at BKTTC with the joint funding of BOESL and the South Korean company.

In September 2024, under the EPS program, it was decided to hire workers who know the Korean language mostly trained in the root industry sector like welding and moulding. According to HRD Korea job demand, 120 hours of welding training is being provided to select at the first step 20 skilled workers. Candidates will be interviewed on welding and moulding by HRD Korea. Candidates who pass the test will be included in the job roster. Roster candidates will have the opportunity to go to South Korea on job.

On the other hand, to expand the South Korean labor market and to improve worker skills, all EPS workers who have received labor contracts under the EPS program will be trained in Dirty, Difficult, Dangerous (3D) work for 3 (three) days of welding and grinding. In this context, training of EPS workers has been started at the BKTTC lab.



Trainee workers going to Korea in Ceramic Lab at BKTTC, Dhaka

6. 11 Participation of international organization in the progress of BOESL

To ensure discipline and good governance in the migration sector, BOESL works with various UN affiliates such as the International Labor Organization (ILO), International Organization for Migration (IOM), United Nations Development Program (UNDP) works on migration and migrant workers' rights to practice ethical, safe and cost-effective migration.

Bangladesh Overseas Employment and Services Limited (BOESL) and the International Organization for Migration (IOM) Bangladesh signed a Cooperation Agreement on the sidelines of the Strategic Consultation between IOM and the Ministry of Expatriates' Welfare and Overseas Employment.

Under the framework of this agreement, BOESL and IOM will coordinate, collaborate and jointly implement activities related to awareness-raising campaigns, job fairs, development of country-specific Pre-Departure Orientation (PDO) and Pre-Employment Orientation (PEO) materials, and overseas market exploration for the recruitment of aspirant Bangladeshi migrant workers.



MoU signing ceremony on ethical migration between IOM and BOESL

The International Organization for Migration (IOM) is a United Nations agency that provides migration-related services and advice to governments and migrants, including internally displaced persons, refugees and migrant workers. BOESL has been conducting various awareness programs as well as job fairs on migration in collaboration with IOM in different districts

Through this cooperation agreement, IOM and BOESL continue to address migration challenges and promote ethical, safe and cost-effective migration for Bangladeshi migrant workers.

Chapter 7 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. 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. 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 dividend this year. This continuous journey towards success has been possible with the guidance and cooperation of the esteemed Board of Directors. BOESL the dynamic Honorable Secretary Mr. Md. Ruhul Amin, Ministry of Expatriates' Welfare and Overseas Employment and BOESL team.

7.1.1 Overseas Employment and Market Expansion

BOESL explores new overseas job market in collaboration with embassy and the labour welfare wing of the ministry. In this fiscal year, BOESL has opened four new job markets (Brunei, Maldives, Croatia & Lebanon) for Bangladeshi aspirant migrant workers. Other remarkable achievements 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-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 become unique by providing is quick, effective and hassle-free migration services to the aspirant migrants workers. 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 NIS, 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 proven itself one of the best sending organization in the world. For example, BOESL has been sending workers to South Korea. 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 35 Destinations



The Secretary of MoEWOE and the Managing Director, BOESL with Malaysia going workers



Bangladesh delegation in a meeting with the Deputy Minister in to Premier's department, Malaysia

BOESL started its journey by sending 42 workers in the year 1984. In 2023-24 we have sent 15,558 workers to different destination countries. Since 1984, 1,61,435 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

In 2023-24 BOESL has sent 15,558 professional nurses, construction workers, RMG machine operators and EPS workers. All the workers get standard salary, accommodation, and medical facilities along with other benefits according to the respective rules and regulations of destination country.

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



EPS workers appeared in Korean language test (Upskilling test)



BOESL delegation with the workers in United Plantation Berhad, Malaysia

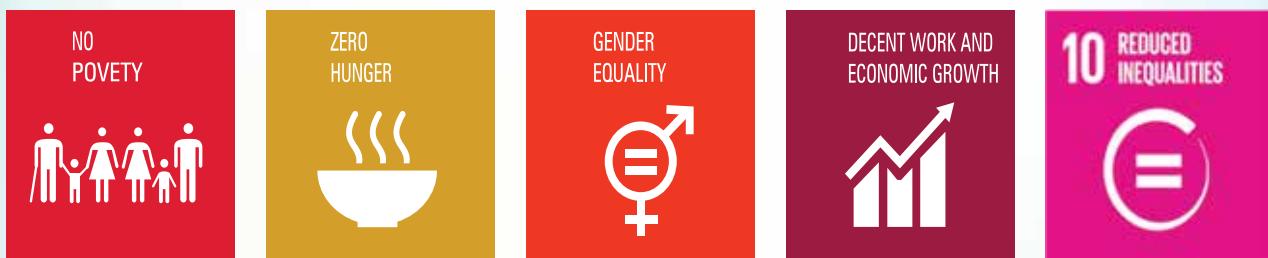
BOESL is committed to provide quality training to its selected workers according to the desire of employers. Since 2021, BOESL has started significant initiatives in skill development. During 2023-2024 BOESL has trained 2,537 workers on language, self-presentation and motivation on multi-cultural work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

7.7 13 Destination Countries in this Year



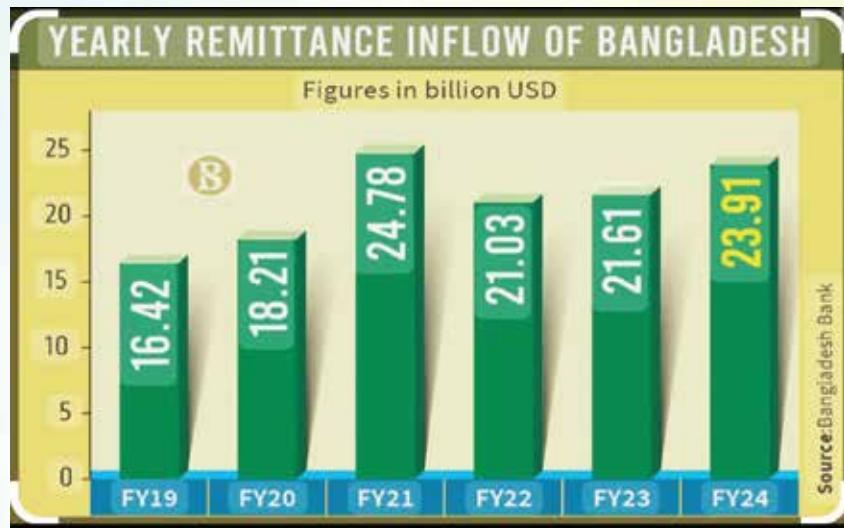
BOESL has sent 3,805 professionals/skill and 11,753 semi-skilled workers to 13 destinations in Asia and Europe during 2023-2024. These are Jordan, South Korea, Malaysia, Kuwait, Romania, Russia, Bulgaria, Maldives, Fiji, Hong Kong, Croatia, Lebanon and Japan.

7.8 Contribute to achieve Sustainable Development Goals (SDGs)



BOESL has been contributing to achieve the SDG no: 1,2,5,8 and 10 by providing decent job opportunities. We ensure the right people for the right job and ensure everyone's equal and fair participation. 80% of our migrants 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 able to go abroad without having a bank account through BOESL. We help them to open their bank account ever.

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-Metric 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.

BOESL for Ethical and low-cost Migration



Chapter 8

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 Ekpay 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 provides 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.bd>

8.13 YouTube Page

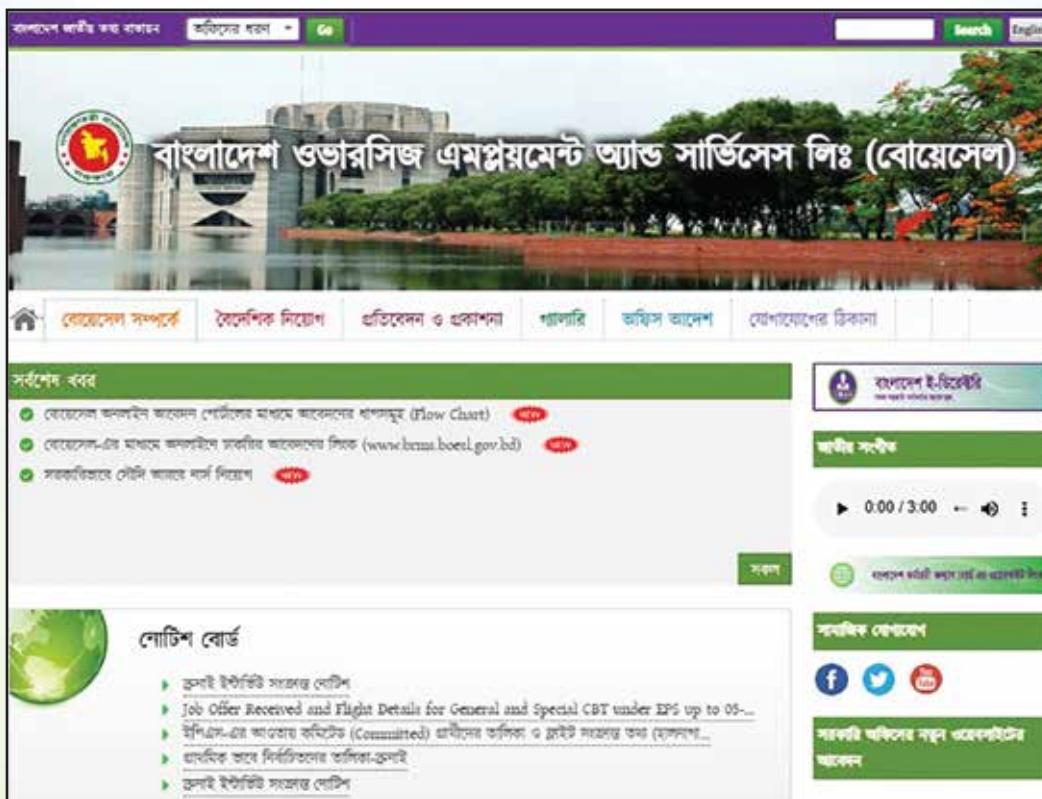
BOESL has officially introduced its YouTube channel, featuring a diverse range of promotional and awareness-raising videos that are updated regularly. We invite readers to subscribe to the BOESL YouTube channel to help foster its development.

Link: <https://www.youtube.com/channel/UCPGxI5r6zk5WQx91a-pjjPw>

8.14 BOESL in My Govt. 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.



cèwmi AwaKvi, Augw'ì A^{1/2}Kvi ! ^el g'ñh ewj w'k, Augw'ì mevi !!



Sample of Demand Letter

Date:-----

Bangladesh Overseas Employment and Services Ltd (BOESL)

Probashi Kallyan Bhavan (4th Floor)

71-72 Eskaton Garden, Ramna, Dhaka-1000

Subject: Demand Letter For Recruitment Ofemployees From Bangladesh.

Dear Sir

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

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

OUR RECRUITMENT TERMS AND CONDITIONS ARE AS FOLLOW:-

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

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

Thank you,

Yours faithfully,

Sample of Agency Agreement

Date:-----

CONTRACT AGREEMENT

This agreement is made and entered on the date ----- between ----- (hereinafter referred to as The first party) and -----

Bangladesh Overseas Employment and Services Ltd (BOESL), Probashi Kallyan Bhavan (4th Floor), 71-72, Eskaton Garden, Ramna, Dhaka-1000. Phone: +88 02 48312796 (hereinafter referred to as the second party) whereby , it is mutually agreed as follows :

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

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

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

First Party

Signature & Stamp

Second Party

BOESL

Signature & Stamp

Sample of Power of Attorney

POWER OF ATTORNEY

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

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

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

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

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

১ (এক) কপি ছবি

বরাবর
ব্যবস্থাপনা পরিচালক
বোয়েসেল, ঢাকা।

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

জনাব,

আমি নিম্নস্বাক্ষরকারী নাম: , পিতা/স্বামীর নাম: , জন্ম তারিখ: ,
 পাসপোর্ট নং: , (কপি সংযুক্ত), বোয়েসেলের প্রদত্ত রেফারেন্স নং: , বোয়েসেলে
 জমাকৃত জামানতের অর্থ: টাকা পে-অর্ডার নং: (কপি সংযুক্ত), দক্ষিণ কোরিয়া
 যাওয়ার তারিখ: ও দক্ষিণ কোরিয়া থেকে আসার তারিখ: (কপি সংযুক্ত), জমাকৃত
 অর্থ ফেরত প্রদানের জন্য ব্যাংক হিসাব নং: ব্যাংকের
 নাম: শাখা:
 , জমাকৃত অর্থ ফেরত চাওয়ার কারণ, দক্ষিণ কোরিয়াতে বৈধ চাকরিকাল সঠিকভাবে সম্পন্ন করি। উল্লেখ্য
 যে, বোয়েসেলে জমাকৃত জামানত ইতোপূর্বে ইহণ বা উত্তোলন করি নাই। বিধি মোতাবেক আমার জমাকৃত
 টাকার জামানত ফেরত প্রদানের বিষয়ে পদক্ষেপ গ্রহণের জন্য অনুরোধ করা হলো।

স্বাক্ষর ও তারিখ :

মোবাইল নম্বর :

নীচের অংশ বোয়েসেল পুরণ করবে

ହିସାବ ଶାଖାର ମନ୍ତ୍ରୟ:

সহকারী মহাব্যবস্থাপক/ ব্যবস্থাপক (হিসাব ও অর্থ)

ଆবেদনকাৰীৰ বৰ্ণনামোতাবেক নিম্নবৰ্ণিত ডকুমেন্ট অবশ্যই সংযুক্ত কৰতে হবে:

- ১। পাসপোর্ট-এর ফটো কপি
- ২। জমাকৃত জামানত-এর পে-অর্ডারের মুদ্রির অংশ/কপি
- ৩। দক্ষিণ কোরিয়া থেকে আসার পাসপোর্টের ডিপার্চারসহ সকল তথ্যের কপি।
- ৪। জাতীয় পরিচয়পত্রের কপি।
- ৫। ইপিএস কর্মীর ব্যাংক হিসাবের বিবৃতি (Bank Statement of Account)-এর কপি।

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

বরাবর
ব্যবস্থাপনা পরিচালক
বোয়েসেল, ঢাকা।

ইপিএস কর্মীর
১ (এক) কপি ছবি

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

আমি নিম্নস্বাক্ষরকারী নাম: , পিতা/স্বামীর
নাম: , জন্ম তারিখ: ,
পাসপোর্ট নং: , (কপি সংযুক্ত), বোয়েসেলের প্রদত্ত রেফারেন্স নং: , বোয়েসেলে
জমাকৃত জামানতের অর্থ: টাকা পে-অর্ডার নং: , (কপি সংযুক্ত), দক্ষিণ কোরিয়া
যাওয়ার তারিখ: ও দক্ষিণ কোরিয়া থেকে আসার তারিখ: (কপি সংযুক্ত), জমাকৃত
অর্থ ফেরত প্রদানের জন্য ব্যাংক হিসাব নং: , ব্যাংকের
নাম: শাখা:
..... , জমাকৃত অর্থ ফেরত চাওয়ার কারণ:
.....
..... উল্লেখ্য যে, বোয়েসেলে জমাকৃত জামানত ইতোপূর্বে গ্রহণ বা উত্তোলন করি
নাই। বিধি মোতাবেক 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 , ত্রিমিক 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)

সহকারী মহাব্যবস্থাপক/ ব্যবস্থাপক (হিসাব ও অর্থ)

আবেদনকারীর বর্ণনা মোতাবেক নিম্নবর্ণিত ডকুমেন্ট অবশ্যই সংযুক্ত করতে হবে:

- ১। পাসপোর্ট-এর ফটো কপি
- ২। জমাকৃত জামানত-এর পে-অর্ডারের মুদ্রির অংশ/কপি
- ৩। দক্ষিণ কোরিয়া থেকে আসার পাসপোর্টের ডিপার্চারসহ সকল তথ্যের কপি।
- ৪। জাতীয় পরিচয়পত্রের কপি।
- ৫। এইচআরডি কোরিয়ার প্রত্যয়নপত্র।
- ৬। ইপিএস কর্মীর ব্যাংক হিসাবের বিবৃতি (Bank Statement of Account)-এর কপি।

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

ইপিএস কর্মীর ১ (এক) কপি ছবি

ব্রাহ্ম

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

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

জনাব,

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

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

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

আবেদনকারীর নাম ও স্বাক্ষর:

ଶ୍ରୀମଦ୍ଭଗବତ

এইচআরডি কোরিয়া ইপিএস সেন্টার ইন বাংলাদেশ এর মন্তব্য:

জামানত ফেরত ফরম
(মৃত ইপিএস কর্মীর বৈধ অভিভাবকের জন্য)

বরাবর
ব্যবস্থাপনা পরিচালক
বোয়েসেল, ঢাকা।

মৃত ইপিএস কর্মীর
১ (এক) কপি ছবি

অভিভাবকের
১ (এক) কপি ছবি

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

জনাব,

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

স্বাক্ষর ও তারিখ :

মোবাইল নম্বর :

নীচের অংশ বোয়েসেল পূরণ করবে

হিসাব শাখার মন্তব্য:

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

সহকারী মহাব্যবস্থাপক/ ব্যবস্থাপক (হিসাব ও অর্থ)

আবেদনকারীর বর্ণনা মোতাবেক নিম্নবর্ণিত ডকুমেন্ট অবশ্যই সংযুক্ত করতে হবে:

- ১। মৃত ইপিএস কর্মীর পাসপোর্ট-এর ফটোকপি।
- ২। জমাকৃত জামানত-এর পে-অর্ডারের মুদ্রিত 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 (Bank Statement of Account)-এর কপি।

সহকারী মহাব্যবস্থাপক/ ব্যবস্থাপক (হিসাব ও অর্থ)

কল্যাণ তহবিল ফরম
(মৃত ইপিএস কর্মীর বৈধ অভিভাবকের জন্য)

বরাবর
ব্যবস্থাপনা পরিচালক
বোয়েসেল, ঢাকা।

মৃত ইপিএস কর্মীর
১ (এক) কপি ছবি

অভিভাবকের
১ (এক) কপি ছবি

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

জনাব,

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

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

স্বাক্ষর ও তারিখ :

মোবাইল নম্বর :

নীচের অংশ বোয়েসেল পূরণ করবে

হিসাব শাখার মন্তব্য:

জামানতের রেজিস্টার এর পৃষ্ঠা নম্বর , ক্রমিক নং ,
মোতাবেক আবেদনকারীর জমাকৃত জামানত এক/তিনি লক্ষ টাকা জমা আছে। তিনি ইতোপূর্বে বোয়েসেল থেকে জমাকৃত এক/তিনি লক্ষ
টাকার জামানত ফেরত নেন নাই। উক্ত কর্মীর পক্ষে অদ্যাবধি কোনো ধরণের কল্যাণ তহবিল গ্রহণ করেন নাই। ইতোমধ্যে কল্যাণ
তহবিল বাবদ টাকার অর্থ গ্রহণ করা হয়েছে, তারিখ: |

সহকারী মহাব্যবস্থাপক/ ব্যবস্থাপক (হিসাব ও অর্থ)

আবেদনকারীর বর্ণনা মোতাবেক নিম্নবর্ণিত ডকুমেন্ট অবশ্যই সংযুক্ত করতে হবে:

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

সহকারী মহাব্যবস্থাপক/ ব্যবস্থাপক (হিসাব ও অর্থ)

পাসপোর্ট / সার্ভিস চার্জ / জামানত ফেরত পাওয়ার ফরম

বরাবর
ব্যবস্থাপনা পরিচালক
বোয়েসেল, ঢাকা।

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

প্রার্থীর নাম : _____

পিতা/স্বামীর নাম : _____

নিয়োগকারী কোম্পানির নাম ও দেশের নাম : _____ জর্ডান।

সিরিয়াল নম্বর : _____

পাসপোর্ট নম্বর : _____

পে-অর্ডার নম্বর ও ব্যাংকের নাম : _____

নির্বাচিত পদের নাম : অপারেটর/ কিউসি/ সুপারভিজার: _____

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

নিবেদক,

স্বাক্ষর : _____

ঠিকানা : _____

মোবাইল নম্বর : _____

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

ফাইল অফিসার

এজিএম/ডিজিএম/কোম্পানি সচিব/জিএম

বিদেশ হতে কর্মী ফেরত আনার ফরম

বরাবর
ব্যবস্থাপনা পরিচালক
বোয়েসেল, ঢাকা।

বিষয় : বিদেশ হতে কর্মী ফেরত আনা প্রসংগে।

মহোদয়,

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

আবেদনকারীর নাম : _____

পিতার নাম : _____

যে কর্মী ফেরত আসবে তার নাম : _____

কর্মীর পিতার নাম : _____

পাসপোর্ট নম্বর : _____

বোয়েসেলের সিরিয়াল নম্বর : _____

কোম্পানির নাম : _____

কোম্পানির আইডি নম্বর : _____

ফেরত আনার কারণ : সন্তান, স্বামী, পিতা, মাতা অসুস্থ/ সন্তান লালন পালনে সমস্যা/ পারিবারিক সমস্যা / কর্মী নিজে অসুস্থ।

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

বিনীত নিবেদক,

স্বাক্ষর : _____

ঠিকানা : _____

মোবাইল নম্বর : _____

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.		Dallah Albaraka
15.		Saudi Yanbu Petrochemical Co.
16.		Al-Yamamah Hospital Director
17.		Kuwait Shipbuilding
18.		Arabian Bemco Contracting Co. Ltd
19.		Al-Ahsal Inter 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.

S.L.	Country	Name of the Company
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

S.L.	Country	Name of the Company
87.	Qatar	Mesaieed Power Co. Ltd. (M-POWER)
88.		Qatar Fertilizer Co., (Qafco)
89.		Ras Girtas 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. Elegantly 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	Maebashi Kokusai Shien Kyoudi Kumiai
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 Organization (IFTO)

S.L.	Country	Name of the Company
133.		The Yokohama City Welfare Management Association
134.		Techno mate Cooperative
135.		ZENBI CO-OP
136.		Kaicom Solutions Japan
137.		Koudo Sang you Gijutsu Sinkou Kyyoudou 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 Modern Garments
180.		W&D Garments Manufacturing Ltd
181.		Prestige Garments
182.		AI Masera

S.L.	Country	Name of the Company
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	Ministry of Health
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.	Malaysia	Around 750 Factories
215.		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

S.L.	Country	Name of the Company
225.	Singapore	Ministry of Shipyeard
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.		Fabcraft Clothers Ltd.
233.	Hong Kong	Blue Harbour Recruitment Pte Ltd.
234.		Gracefull Worker Employment Agency
235.	Croatia	Crotal d.o.o
236.	Seychelles	Geffory's Farm
237.		Butcher with Pascalo Fisheries
238.		Constance Lemuria Resort
239.		O Nivo Construction
240.		Sylvview Deleons 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
248.	Brunei	Mariah Munawwarah Employment Agency
249.		Single H Employment Agency
250.		Marya Indra Az-Zahra Employment Agency
251.		Be Best Employment Agency
252.		Azaq Employment Agency
253.		Alam Mesra Employment Agency
254.		H.P.P Employment Agency
255.		Amerlee Employment Agency
256.		Ganda Sakai Employment Agency
257.		Teras Maju Employment Agency
258.		LKK Employment Agency
259.		D'MAID 4U Employment Agency
260.		Hannanur Employment Agency
261.		M K Johan Employment Agency
262.		Leely Employment Agency
263.		Miraza Employment Agency
264.		Nurmewah Employment Agency
265.		Ashlaily Employment Agency
266.		KBA Employment Agency

“BOESL Family”



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(Joint Secretary) BOESL
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(Deputy Secretary)
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Company Secretary
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Mst. Nazmun Naher



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Mr. Md. Mahbubul Alam



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Mr. Md. Masud Alam Sharif



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Mr. Md. Habibullah Khan



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Mr. Mohammad Faisaluddin



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Ms. Mahmuda Poly



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Mr. Rasedul Islam



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Mr. Md. Masbahul Islam



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Mst. Tania Haq



Computer Operator

Mr. Md. Amran Uddowla Pahlowan



Computer Operator

Mr. Fardous Mohammad Emran



Computer Operator

Mr. Subrata Kumar Bhoumick



Computer Operator

Mr. Md Parvez Miah



Computer Operator

Mr. Mohammad Hasan Goura



Computer Operator

Ms. Konok Akter



Mr. Md. Sabuj Khan



Computer Operator



Receptionist
Attachment Over Employment

Mr. Jahidul Islam



Receptionist
Attachment Database

Mr. Al Amin Shuvo



Electrician

Mr. Abdullah Ibne Masud



Driver

Mr. Md. Mokhlesur Rahman



Driver

Mr. Md. Abu Tarek Liton



Driver

Mr. Baki Billah



Driver

Mr. Md. Mahbub Alam



Driver

Mr. Abdullah Al Mamun



Driver

Mr. Rumon Kurmi



Driver

Mr. Md. Jasim Uddin



Messenger

Mr. Md. Saydul Islam



Messenger

Mr. Alam Hossain



Messenger

Mr. Md. Ali Hossain



Messenger

Mr. Md. Omar Faruq



Messenger

Mr. Md. Faruq Hossain



Messenger

Mr. Torikul Islam Sabu



Messenger

Khorshad Alam



Security Guard

Mr. Md. Abul Kalam



Security Guard

Mr. Md. Mojibur Rahman



Security Guard

Mr. Abdul Hamid



Security Guard

Mr. Suruj Khan



Security Guard

Mr. Md. Nazrul Islam



Cleaner

Mrs. Paki Rani Malakar



Cleaner

Mr. Md. Ismail



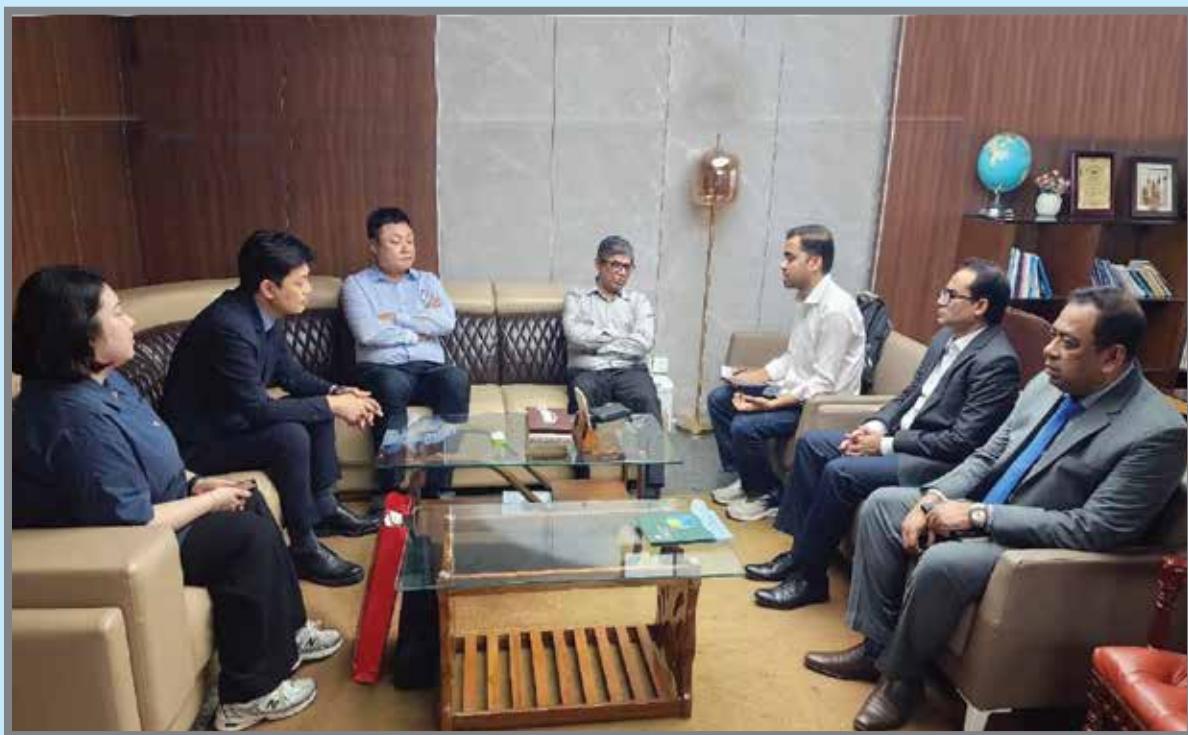
Memory Lane



Honorable adviser Dr. Asif Nazrul of MoEWOE delivering speech to the Jordan going female migrants



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



South Korean Skill Test Delegation in a meeting with Mr. Md. Ruhul Amin, Secretary, MoEWOE



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

BOESL Night



Unveiling of BOESL's Annual Report 2022-23 by the Distinguished Guests



Officers of BOESL at BOESL Night 2023

BOESL Night



H.E. Ambassador of South Korea delivering speech on the occasion of BOESL Night 2023



H.E. High Commissioner of Brunei Darussalam delivering speech at BOESL Night 2023

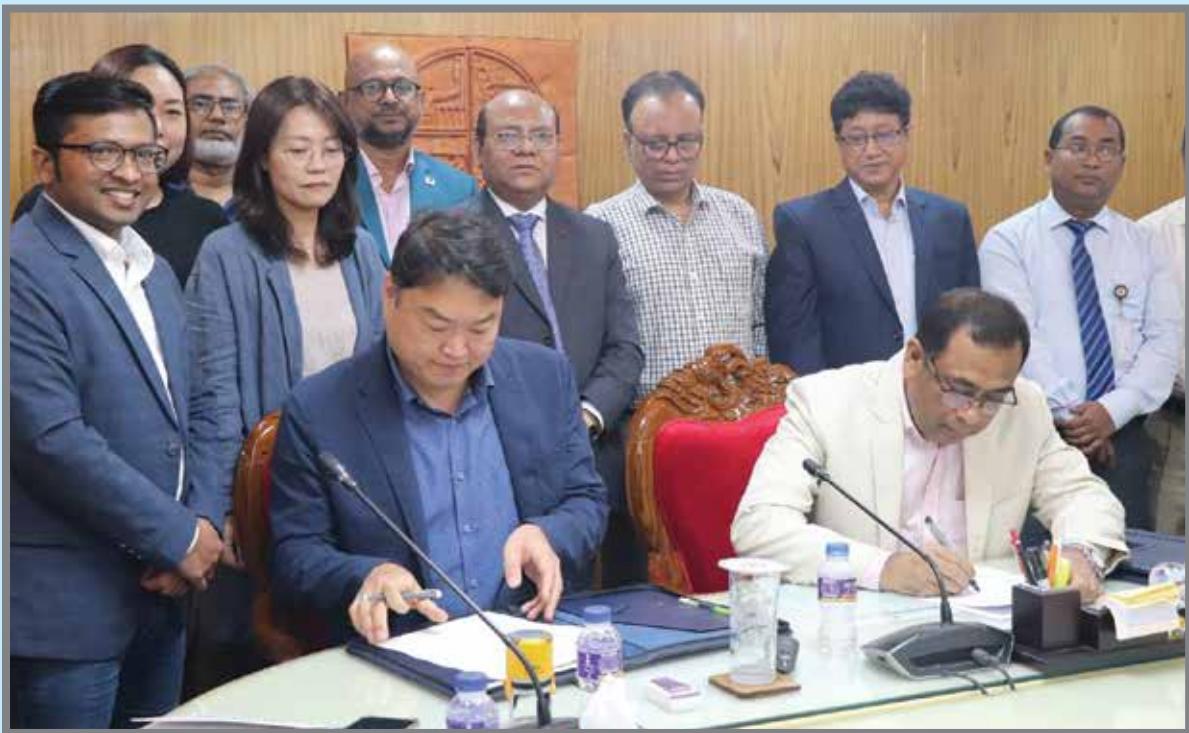
BOESL Night



H.E. High Commissioner of Malaysia delivering speech at BOESL Night 2023



Cultural programme at BOESL Night 2023



Company Secretary of BOESL signing MoU with Vuelo Aviation



Photo session after completing EPS Returnee Workshop at BKTTC



The Chairman of Board of Directors, BOESL welcoming new Director



Managing Director of BOESL welcoming H.E. High Commissioner of Brunei Darussalam



Managing Director of BOESL visiting K-BIZ for the 20th Anniversary Program of EPS



Welcoming Dr. Ahmed Munirul Salehin, Senior Secretary and Chief Guest of the debate competition organized on the occasion of International Migrants Day 2023



Prize distribution of debate competition organized on the occasion of International Migrants Day 2023



Drawing competition at BOESL on the occasion of International Migrants Day 2023



Send off ceremony for South Korea & Jordan bound migrant workers



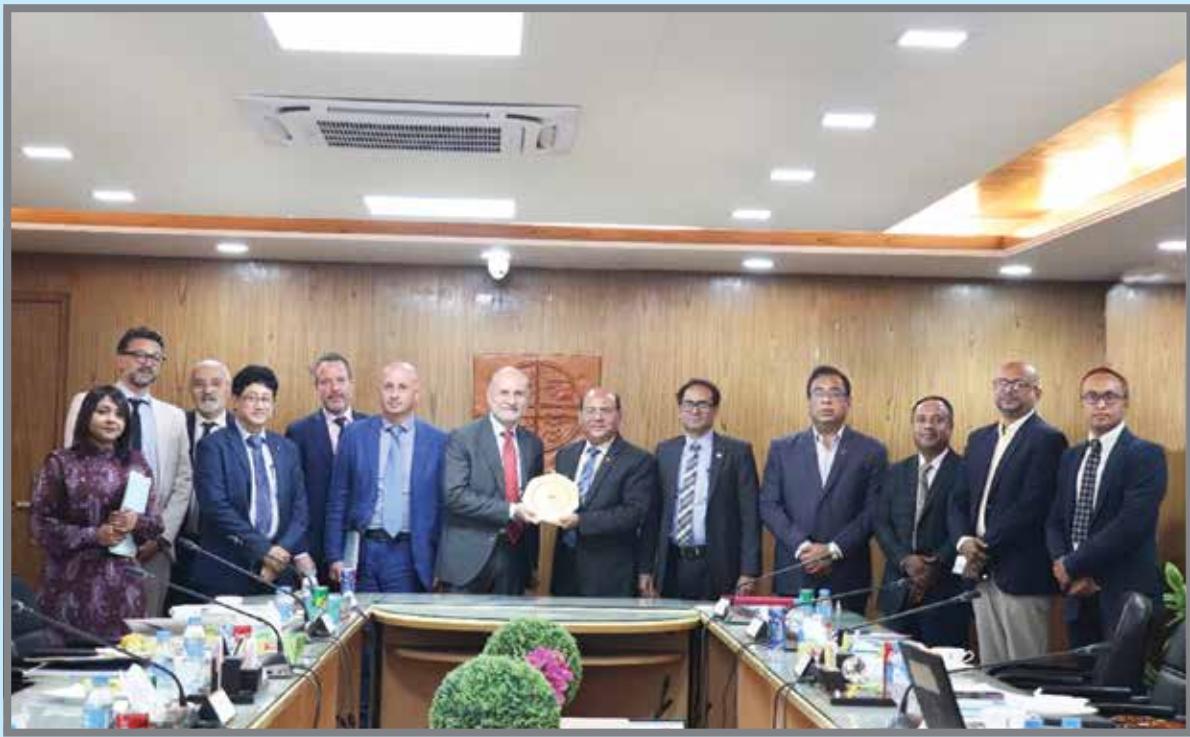
Managing Director of BOESL with the doctors going to Maldives



Photo session with Malaysia going workers



Photo session with the South Korean delegates after 1st round skill test 2024



Italian Delegates lead by H.E. Ambassador at BOESL



Managing Director of BOESL giving his speech in the programme of International Migrants Day 2023



Managing Director of BOESL receiving the award
in the 20th EPS anniversary for 2nd Fastest Manpower Sending Agency under EPS



Reception of Bangladeshi workers by the officers of Bangladesh High commission
and the company representative at Brunei Airport



Introductory meeting with Mr. Md. Ruhul Amin, Secretary of MoEWOE at BOESL



Participants in the Job Fair in Jessore



Managing Director of BOESL delivering his speech on the occasion of National Expatriates' Day 2023



Managing Director of BOESL handing over the flight documents to the Maldives going Medical Officer



Annual Performance Agreement (APA) 2024-25 signing ceremony



Managing Director of BOESL delivering his speech in awareness workshop on Citizen Charter



Managing Director of BOESL, Director, HRD Korea, Officials of Bangladesh Embassy in Seoul and others in front of Bangladeshi stall during 20th anniversary program of EPS



A segment of participants in the Job Fair at Vandaria, Pirojpur



Managing Director of BOESL with IOM high officials



BOESL delegates visit Bangladesh High Commission in Malaysia



BOESL officials Welcoming the Korean delegates to conduct the skill test



Managing Director delivering speech in awareness workshop at Chattogram



Photo session with the Maldives going Medical Officers



Briefing session of selected female garments workers at SFMMTTC



A photo session with participants of Job Fair in Brahmanbaria TTC



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



Managing Director in a talk Show on Nexus TV



Principal of Faridpur TTC welcoming Managing Director of BOESL



Send-off ceremony of EPS workers at Airport



Managing Director (In charge) of BOESL handing over the memento to the team leader of skill test delegation



Skill test delegaties of South Korea with the officials of MoEWOE



Mr. Nurul Islam Kiron, AGM, BOESL receiving the crest by HRD Korea as the recognition of dedicated service



Send off program for South Korea going EPS workers at Airport



Send off program for Brunei going workers at BOESL



Managing Director, BOESL in a meeting with H.E. Ambassador of South Korea



Meeting with CEO, Sarawak Timber Association (STA), Malaysia, BOESL and Bangladesh High Commission, Malaysia



The evaluation of the drawing competition by the evaluation committee
on the occasion of International Migrants Day 2023



A virtual meeting with the Bashkortostan Chamber of Commerce, Russia, in which MD BOESL,
the Bangladesh Embassy in Russia, and the President of the Chamber participated.



Meeting with Dr. Nasir Latif, Chairperson, Borneo Corporation, Brunei Darussalam at the office of Managing Director, BOESL



A heartiest greetings from BOESL to the Managing Director Dr. Malick Anwar Hossain

গণপ্রজাতন্ত্রী বাংলাদেশ সরকার



“বোয়েসেল নেতৃত্ব, নিরাপদ ও দক্ষ
অভিবাসন নিশ্চিত করে”

বাংলাদেশ ওভারসিজ এমপ্লায়মেন্ট অ্যান্ড সার্ভিসেস লিমিটেড (বোয়েসেল)

প্রবাসী কল্যাণ ও বৈদেশিক কর্মসংস্থান মন্ত্রণালয়

৭১-৭২, ইকাটন গার্ডেন, রমনা, ঢাকা-১০০০



BOESL

“BOESL for Ethical, Safe
and Skilled Migration”

বিদেশে চাকরি সংক্রান্ত গণবিজ্ঞপ্তি

বোয়েসেল গণপ্রজাতন্ত্রী বাংলাদেশ সরকারের জনশক্তি প্রেরণকারী একমাত্র রাষ্ট্রীয় মালিকানাধীন প্রতিষ্ঠান। ১৯৮৪ সালে প্রতিষ্ঠার পর হতে বিশ্বের ৩৫টি দেশে প্রায় দুই লক্ষ স্বল্প দক্ষ ও দক্ষ কর্মী প্রেরণ করা হয়েছে। নেতৃত্ব ও নিরাপদ অভিবাসন বোয়েসেল-এর অঙ্গীকার। বোয়েসেল-এর মাধ্যমে উল্লেখযোগ্য গন্তব্য দেশে কর্মী নিয়োগ সংক্রান্ত তথ্য নিম্নরূপ:

দক্ষিণ কোরিয়ায় এমপ্লায়মেন্ট পারমিট সিটেম (ইপিএস) কর্মসূচির আওতায় কর্মী নিয়োগ

- এইচআরডি কোরিয়ার চাহিদা মোতাবেক পাসপোর্টের মেয়াদ থাকা সাপেক্ষে প্রার্থীদের (নির্ধারিত তারিখ ও সময়ে) বোয়েসেলের ওয়েবসাইটে নির্ধারিত লিংকে নিবন্ধন করতে হবে। উক্ত বিজ্ঞাপন বছরে একবার প্রকাশ করা হয়।
- প্রার্থীর বয়স ১৮-৩৯ বছরের মধ্যে থাকতে হবে।
- শিক্ষাগত যোগ্যতা নূন্যতম এসএসসি/সমমানের হতে হবে।
- কোরিয়ান ভাষায় পড়া, লেখা ও বোারার যোগ্যতা সম্পন্ন প্রার্থীর পরীক্ষায় অংশগ্রহণের সুযোগ আছে। আগ্রহী প্রার্থীদেরকে কোরিয়ান ভাষা জানা থাকতে হবে।
- বিমান ভাড়াসহ অন্যান্য ব্যয় প্রায় ১,১০,২০০/- (এক লক্ষ দশ হাজার দুইশ) টাকা কর্মীকে বহন করতে হবে।

জর্জনে মহিলা গার্মেন্টস অপারেটর নিয়োগ

- জর্জনে নিযুক্ত এসব কর্মী বিনা খরচে থাকা, খাওয়া ও প্রাথমিক চিকিৎসা সুবিধাদি পেয়ে থাকে।
- নির্বাচিত কর্মীদের মাসিক বেতন ৩০,০০০ -৮০,০০০ টাকাসহ আসা-যাওয়ার বিমান ভাড়া ও অন্যান্য সুবিধাদি নিয়োগকারী কর্তৃপক্ষ প্রদান করে থাকে।
- প্রার্থীর বয়স ২০-৩৫ বছরের মধ্যে হতে হবে।
- বোয়েসেল-এর ওয়েবসাইটে নিয়োগ বিজ্ঞপ্তি প্রকাশ করা হয় এবং প্রতি শুক্রবার সকাল ৮.০০ ঘটিকা হতে নিয়ন্ত্রিত ২টি স্থানে কর্মী বাছাই করা হয়:
 - শেখ ফজিলাতুল্লেহা মুজিব মহিলা কারিগরি প্রশিক্ষণ কেন্দ্র, দারুস সালাম, মিরপুর-১, ঢাকা।
 - বাংলাদেশ কোরিয়া টেকনিক্যাল ট্রেনিং সেন্টার, দারুস সালাম, মিরপুর-১, ঢাকা।

ক্রনাই-এ দক্ষ কর্মী নিয়োগ

- নিয়োগকারী কর্তৃপক্ষের চাহিদা মোতাবেক সংশ্লিষ্ট কাজে অভিজ্ঞ হতে হবে।
- প্রার্থীর বয়স: ১৮-৪৫ বছরের মধ্যে হতে হবে, চাকরির মেয়াদ ০২ বছর ও নবায়নযোগ্য।
- বেতন: গড়ে ৫০ হাজার টাকা, কর্মস্থল: দৈনিক ০৮ ঘণ্টা, ওভারটাইম ক্রনাই-এর শ্রম আইন অনুযায়ী।
- থাকা: কোম্পানি বহন করবে, খাবার: কর্মী বহন করবে।
- বিমান ভাড়া: কোম্পানি কর্তৃক প্রদান করা হবে।
- মেডিকেল, বিমা, ছুটি ও অন্যান্য সুযোগ সুবিধাদি ক্রনাই-এর শ্রম আইন অনুযায়ী প্রযোজ্য হবে।
- অনলাইন ফি একশ টাকা প্রদান সাপেক্ষে আগে আসলে আগে পাবেন ভিত্তিতে নিবন্ধন সম্পন্ন করে অনলাইনে ইন্টারভিউ-এর মাধ্যমে কর্মী নির্বাচন করা হয়।
- বোয়েসেল-এর সার্ভিস চার্জ (স্বল্প দক্ষ কর্মীর ক্ষেত্রে ৪৪,৮৫০/- টাকা ও দক্ষ/প্রফেশনাল কর্মীর ক্ষেত্রে ৫৬,৩৫০/-), এছাড়াও তিসা ফি এবং বাংলাদেশে মেডিকেল টেস্ট ফি কর্মীকে বহন করতে হবে।

এছাড়াও মালয়েশিয়া, জাপান, ফিজি, বুলগেরিয়া, রোমানিয়া, রাশিয়া, মালদ্বীপ, সৌদি আরব ও ক্রেয়েশিয়াসহ বিভিন্ন দেশ হতে চাহিদা প্রাপ্তি সাপেক্ষে বোয়েসেল-এর মাধ্যমে বিদেশে কর্মী প্রেরণ করা হয়। বিজ্ঞাপনে প্রার্থীর যোগ্যতা ও চাকুরীর সুযোগ সুবিধা উল্লেখ করা হয়।

চূড়ান্তভাবে কর্মী নির্বাচিত
না হওয়া পর্যন্ত
বোয়েসেল-কে কোনো প্রকার
কি প্রদান করতে হয় না।

নিয়োগ প্রক্রিয়ায়
বোয়েসেল-এর কোন এজেন্ট,
সা-ব-এজেন্ট বা প্রতিনিধি নেই
এবং কর্মী নির্বাচনে
কর্তৃপক্ষের সিদ্ধান্ত চূড়ান্ত
বলে গণ্য হবে।

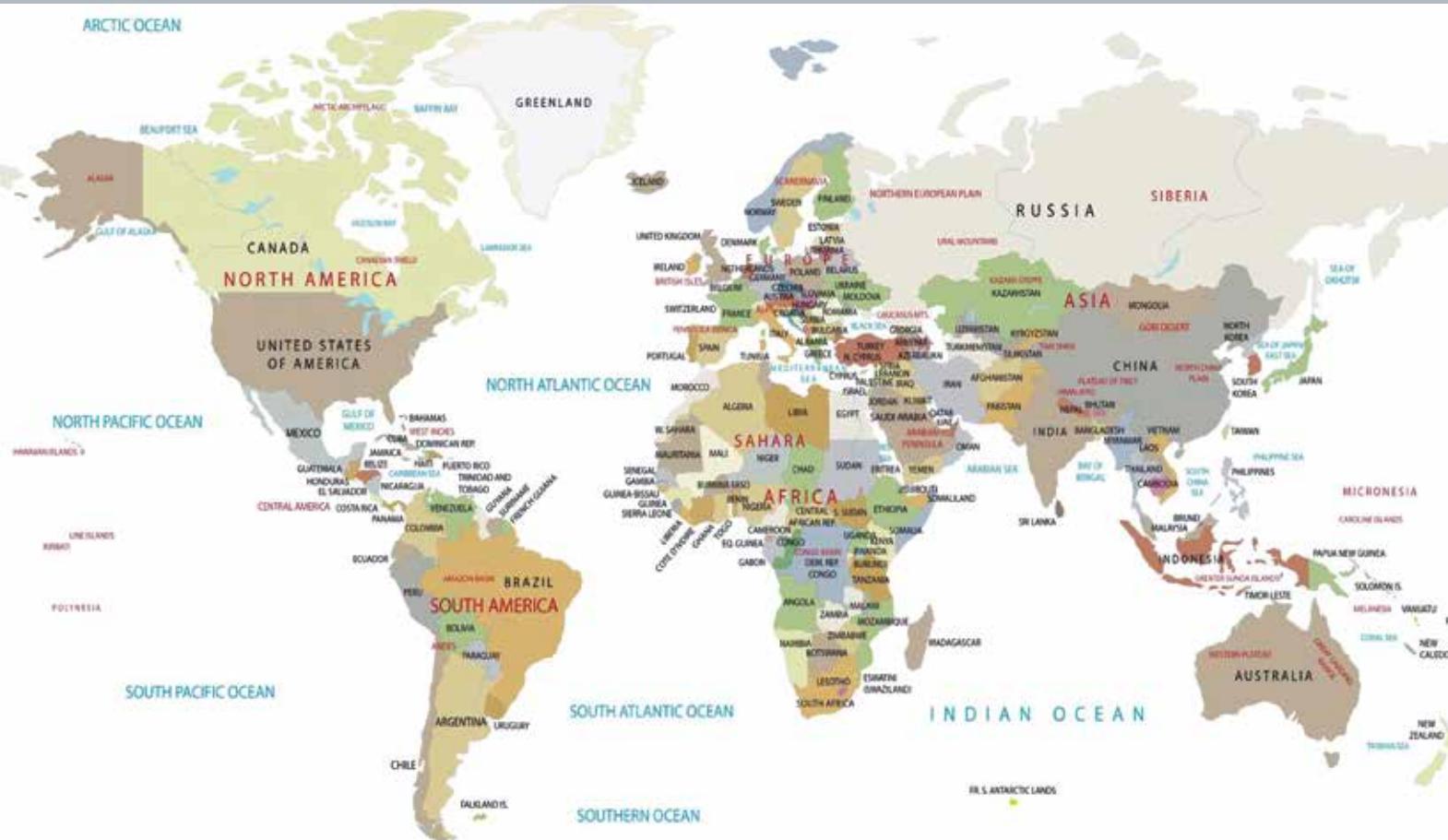
বিএমইটি-এর অধীনস্থ
কারিগরি প্রশিক্ষণ কেন্দ্র হতে
সংশ্লিষ্ট কাজে প্রশিক্ষণপ্রাপ্ত
ও দক্ষ কর্মীদের অঞ্চাধিকার
দেয়া হবে।

বিদেশে চাকরির জন্য নিয়মিত বোয়েসেল-এর ভেরিফাইড Facebook Page www.facebook.com/boesl.gov.bd;

বোয়েসেল-এর ইউটিউব চ্যানেল www.youtube.com/@boeslofficial; বোয়েসেল অনলাইন পোর্টেল brms.boesl.gov.bd ভেজিট করুন।

প্রয়োজনে: ০২-৫৮৩০১১৮৩৮, ০২-৮৮৩১৯১২৫, ০২-৮৮৩০১৭৫১৫, ০১৭৬৫৪১১৬৩০ এবং প্রবাস বন্ধু কল সেন্টার ১৬১৩৫-এ যোগাযোগ করা যেতে পারে।

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