

“BOESL for Ethical, Safe
and Skilled Migration”



ANNUAL REPORT

2024-25



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



ANNUAL REPORT 2024-25



BOESL

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

BOESL for Ethical, Safe & Skilled Migration



Annual Report 2024-25

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

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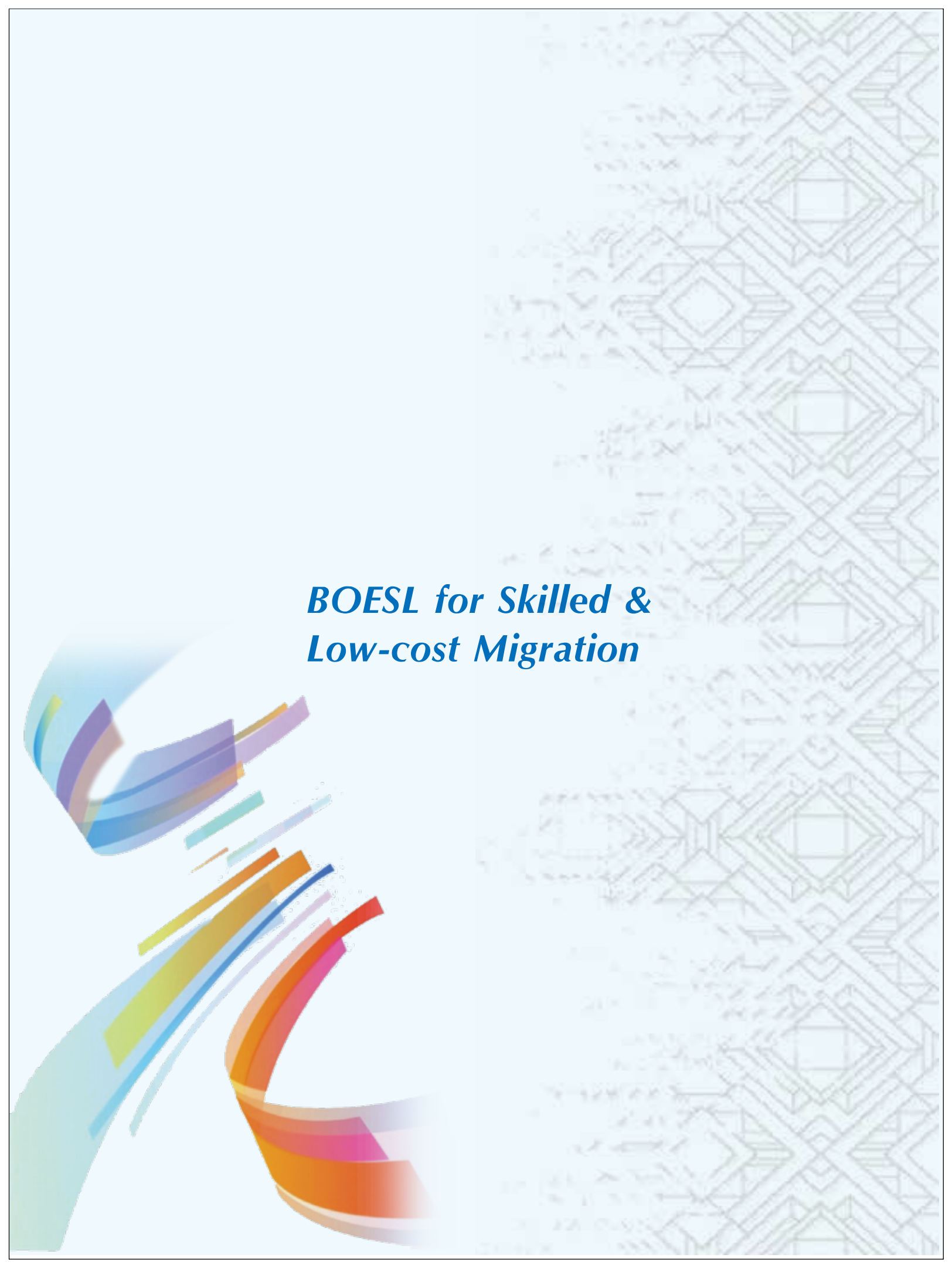
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**A Publication of
Bangladesh Overseas Employment and Services Ltd (BOESL)**

October 2025

The background of the slide is a light blue gradient. On the right side, there is a faint, repeating geometric pattern of interlocking squares and diamonds. On the left side, there are several thick, curved, overlapping lines in various colors including blue, purple, green, yellow, orange, and red, creating a sense of movement and depth.

BOESL for Skilled & Low-cost Migration



Md. Saiful Islam
Managing Director
(Additional Secretary)
Bangladesh Overseas Employment
and Services Limited (BOESL)

Message

BOESL stands today as a beacon of integrity and excellence in the overseas employment sector of Bangladesh. As the only state-owned recruiting agency, BOESL has set a role model of safe, transparent, and ethical migration, reflecting the nation's commitment to protecting and promoting the interests of its migrant workforce across the globe.

The journey of overseas employment is never simple—it is dynamic, competitive, and full of challenges. Yet, through dedication and innovation, BOESL continues to rise above every obstacle. During 2024–2025, we strengthened our initiatives endeavours in established markets such as Jordan, South Korea, Brunei Darussalam, Japan, Russia, and Malaysia, while opening new opportunities in Iraq and Lebanon. A landmark initiative was also introduced to facilitate student migration to South Korea, expanding BOESL's role beyond traditional labor migration and into the domain of skilled and knowledge-based mobility.

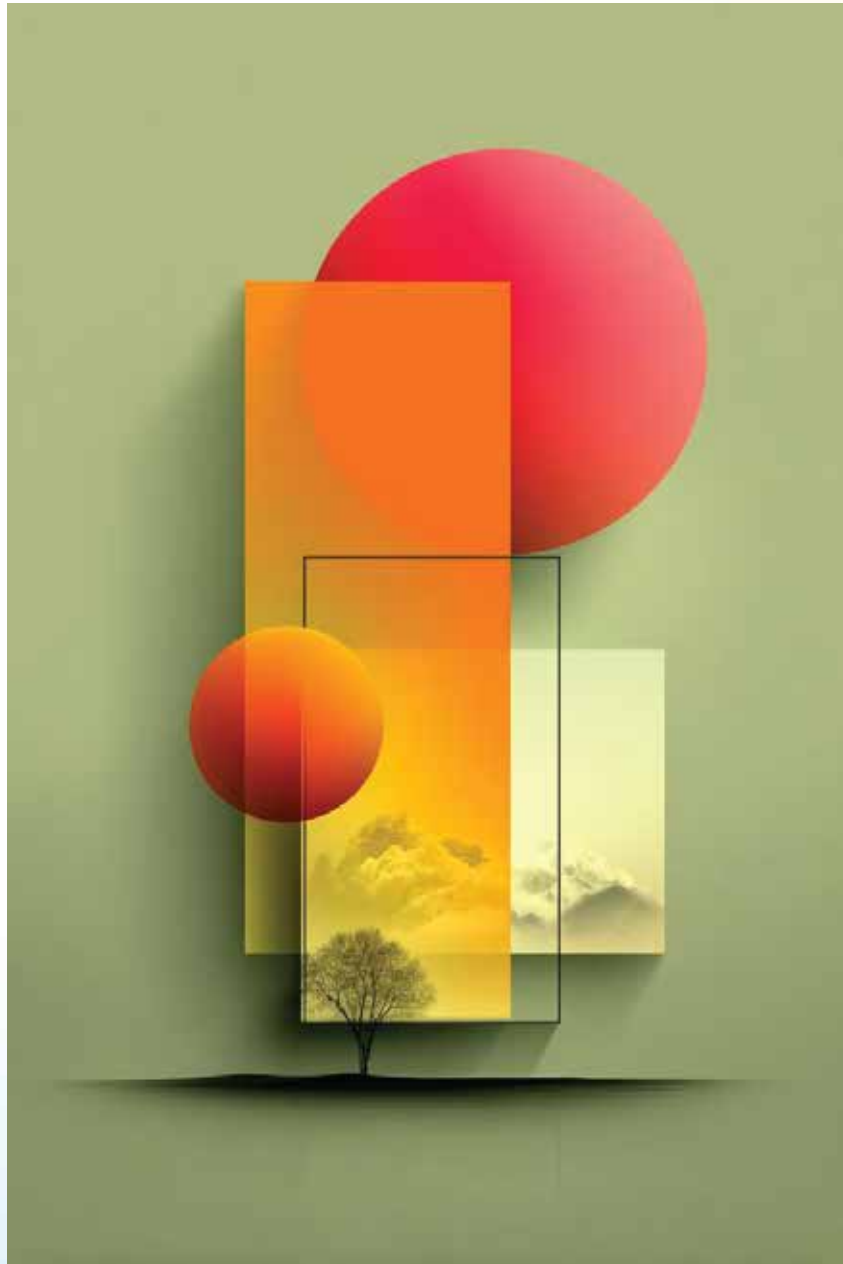
Empowering workers through training and capacity building remains a cornerstone of our mission. With the cooperation of BMET, BOESL has established a modern Training Center in Singair, focusing on developing skills in key industries such as RMG and construction. Our goal is simple yet powerful — to ensure that Bangladeshi workers are not only employed abroad but are also being respected, skilled, and valued contributors to the global economy.

I extend my deepest appreciation to the Ministry of Expatriates' Welfare and Overseas Employment, the Board of Directors, and the BOESL team for their unwavering support and tireless efforts. Together, we have strengthened BOESL's position as a profitable, responsible, and worker-centric organization that continues to uphold national pride world wide.

As Managing Director, I remain firmly committed to expanding opportunities, enhancing skills, and ensuring the dignity of every Bangladeshi migrant. With unity, professionalism, and purpose, BOESL will continue to lead the way in building a brighter future for our workforce and for Bangladesh.

Mr. Md. Saiful Islam

“Transparency, Integrity and Opportunity-The BOESL Promise.”





Md. Shawkat Ali

Executive Director

(Joint Secretary)

**Bangladesh Overseas Employment
and Services Limited (BOESL)**

Editorial

The fiscal year 2024–25 has been a remarkable period for Bangladesh Overseas Employment and Services Limited (BOESL), marked by continued progress, resilience, and commitment to ethical overseas employment. Despite global economic fluctuations and changing migration dynamics, BOESL has upheld its reputation as the only state-owned recruiting agency ensuring transparent, cost-free, and safe migration for Bangladeshi workers.

During this year, BOESL successfully deployed over 16,000 workers to various destinations, with female RMG workers constituting more than 90% of the total. The ongoing collaboration between the Governments of Bangladesh and Jordan has played a pivotal role in maintaining a steady flow of employment opportunities for skilled Bangladeshi women in the ready-made garment sector. This contribution has not only strengthened our foreign employment portfolio but also enhanced women's economic empowerment at the national level.

While the organization has achieved notable success, it has also faced several challenges, including the need for diversification of labour markets and the rising global competition in overseas recruitment. However, through dedicated efforts, strategic policy initiatives, and the support of the Ministry of Expatriates' Welfare and Overseas Employment, BOESL remains committed to overcoming these challenges and exploring new employment destinations, particularly in the Middle East, Europe, and East Asia.

Looking ahead, BOESL aims to expand its operations with a renewed focus on skill development, market diversification, women empowerment, and ethical recruitment practices. The organization will continue to play a leading role in promoting safe migration, enhancing worker welfare, and contributing to the nation's remittance growth and socioeconomic development.

On this occasion, I extend my sincere appreciation to the Ministry of Expatriates' Welfare and Overseas Employment, the Board of Directors, BOESL officials and employees, and our foreign partners for their dedication and continued support. My heartfelt gratitude also goes to all the migrant workers whose hard work abroad strengthens the foundation of our economy and upholds the pride of Bangladesh.

Together, we remain committed to advancing BOESL's mission- ensuring ethical, transparent, and people-centered overseas employment opportunities that empower individuals and contribute to the progress of our nation.

Md. Shawkat Ali



Board of Directors



Dr. Neyamat Ullah Bhuiyan

Senior Secretary
Ministry of Expatriates' Welfare & Overseas Employment
& Chairman of the Board of Directors, BOESL.



Mr. Saleh Ahmed Mujaffor

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



Barrister Md Golam Sorwar Bhuiyan

Director General (Additional Secretary)
Wage Earners' Welfare Board



Dr. Humayra Sultana

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



Mr. Munshi Abdul Ahad

Additional Secretary (Implementation, Law & SOE)
Finance Division, Ministry of Finance



Mr. Md. Saiful Islam

Managing Director
(Additional Secretary), BOESL



Mr. Faisal Ahmed

Additional Secretary (Immigration Wing)
Ministry of Home Affairs



Mr. Md. Shahidul Islam Chowdhury

Joint Secretary (Employment wing)
Ministry of Expatriates' Welfare
and Overseas Employment



Mr. Md. Toufiq-ur-Rahman

Director General, Multilateral Economic Affairs Wing (MEA)
Ministry of Foreign Affairs



Acknowledgement

At the outset of publishing the Annual Report 2024–25, we express our deepest gratitude to Almighty Allah for giving us the strength and opportunity to continue our mission of promoting safe, ethical, and skilled migration for the people of Bangladesh. We also extend our sincere appreciation to everyone who has supported BOESL throughout the year and contributed to our progress in overseas employment services.

We remain thankful to the Ministry of Expatriates' Welfare and Overseas Employment and the BOESL Board of Directors for their continuous guidance and leadership. Our appreciation also goes to the Ministry of Home Affairs, Ministry of Foreign Affairs, Ministry of Finance (Finance Division), and the Ministry of Civil Aviation and Tourism for their steadfast support.

BOESL gratefully acknowledges the cooperation of the Embassy of the Republic of Korea, HRD Korea, the High Commissions of Brunei Darussalam and Malaysia, JGATE, and the Embassies of Italy, Kuwait, UAE, Saudi Arabia, Maldives, Albania, Russia, Japan, and all Bangladesh Missions abroad. We also value the dedication of Labor Attachés and the contributions of international partners such as IOM and ILO for strengthening our efforts in safe and ethical migration.

We also extend sincere thanks to Bureau of Manpower, Employment and Training (BMET), Wage Earners Welfare Board (WEWB), Probashi Kallyan Bank (PKB), Department of Immigration and Passport (DIP), Civil Aviation Authority of Bangladesh (CAAB), Airport Immigration Authorities, All Deputy Commissioners (DCs), All Superintendent of Police (SPs), All Upazila Nirbahi Officers (UNOs), All District Employment and Manpower Offices (DEMOs), All Technical and Training Centers (TTCs), and the Expatriates' Welfare Desks for their timely and effective cooperation.

Our gratitude goes to BOESL-enlisted medical centers, Jordanian company representatives in Dhaka, clients, suppliers, development partners, and NGO, CSO stakeholders whose support enabled smooth operations throughout the year.

Finally, we express our deepest respect to the migrant workers of Bangladesh, the true ambassadors of our nation. Their dedication, hard work, and contribution to the national economy inspire BOESL to continue its efforts to ensure safe, transparent, and dignified migration for all.

Executive Summary

Bangladesh Overseas Employment and Services Limited (BOESL) continue its commitment to ensuring safe, ethical, orderly, and low-cost overseas migration for Bangladeshi workers. As the only state-owned and ISO-certified overseas recruitment agency in Bangladesh, BOESL works to create fair opportunities for job seekers based on their skills, experience, and aspirations. Since its establishment in 1984, BOESL has been dedicated to supporting destination countries by supplying trained and professional human resources, while also protecting the rights and welfare of migrant workers.

BOESL functions under the policy guidance of a nine-member Board of Directors, chaired by the Senior Secretary of the Ministry of Expatriates' Welfare & Overseas Employment. The Managing Director, an Additional Secretary of the Government, leads the operational and administrative functions of BOESL and ensures systematic execution of its strategic goals.

During the reporting year, BOESL facilitated overseas employment for a significant number of Bangladeshi workers across diverse markets, while also expanding its focus on skills enhancement, worker protection, and ethical recruitment. Training initiatives — including EPS Mission-100 Hours, Pre-Exit Processing and Training (PEPT), behavioural and motivational sessions, and country-specific orientation — remained central to BOESL's strategy to prepare workers for international standards. BOESL also continued its one-stop service facilities for medical testing, fingerprints, visa processing, emigration clearance, ticketing, and airport assistance.

In FY 2024–25, BOESL maintained strong financial performance, recording a total income of BDT 63.94 crore. Total expenditure stood at BDT 19.13 crore, with a pre-tax profit of BDT 44.82 crore. BOESL deposited BDT 12.32 crore in taxes to the Government and proposed a dividend payment of BDT 25.5 lakh. These financial achievements reflect BOESL's steady growth and efficient management.

To expand overseas employment opportunities, BOESL undertook several initiatives in research, market exploration, job fairs, and awareness campaigns across districts and divisions. The organization also worked closely with IOM and other international partners to strengthen ethical recruitment practices and identify new business prospects.

BOESL successfully operationalized and expanded new markets in Brunei Darussalam, Bulgaria, Lebanon, Malaysia, Kuwait, Fiji, and Russia, alongside strengthening regular markets such as Jordan, South Korea (EPS), and Japan (TIT). Efforts also continued to open new pathways in Italy, Saudi Arabia, and other prospective destinations.

The consistent growth in BOESL's turnover and profit, along with new openings in global job markets and extensive programs for worker skill development, is the result of effective leadership, teamwork, and dedicated service. BOESL remains committed to expanding safe, ethical, and low-cost migration pathways and will continue its forward march with confidence and determination.



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“BOESL for Promoting Safe Migration”





Chapter 1

Organisational Overview and Strategic Performance

1.1 A Brief History of BOESL

The Bangladesh Overseas Employment and Services Limited (BOESL) was established in 1984 as the country's only state-owned overseas recruitment agency. Over the years, it has distinguished itself as a pioneer in ethical and transparent labor migration, earning ISO certification for its commitment to quality and accountability.

BOESL began its journey modestly, deploying just 42 workers abroad in its initial phase. However, through sustained efforts and strategic partnerships, the organization has grown significantly. As of June 2025, BOESL has successfully facilitated the migration of over 177,142 Bangladeshi workers to 36 different countries, contributing to national development and global workforce integration.

BOESL's success is attributed to its unique migration model, which emphasizes safe, low-cost, and orderly migration. This model is built on principles of transparency and ethics, ensuring that workers are protected and empowered throughout the recruitment process.

BOESL operates under the governance of a Board of Directors comprising nine members drawn from relevant ministries and organizations. The board is chaired by the Secretary of the Ministry of Expatriates' Welfare and Overseas Employment, ensuring alignment with national policies and priorities.

1.2 Board of Directors:

No.	Ministry	Designation
01.	Senior Secretary Ministry of Expatriates' Welfare & Overseas Employment	Chairman
02.	Director General (Grade-1) Bureau of Manpower, Employment & Training	Member
03.	Director General (Additional Secretary) Wage Earners' Welfare Board (WEWB)	Member
04.	Managing Director (Additional Secretary) Bangladeshi Overseas Employment and Services Ltd (BOESL)	Member
05.	Additional Secretary (Admin & Coordination) Finance Division, Ministry of Finance	Member
06.	Additional Secretary Security Services Division, Ministry of Home Affairs	Member
07.	Additional Secretary (Biman & CA) Ministry of Civil Aviation and Tourism	Member
08.	Director General (MEA) Ministry of Foreign Affairs	Member
09.	Joint Secretary (Employment Wing) Ministry of Expatriates' Welfare and Overseas Employment	Member

Through its dedicated efforts, BOESL continues to play a vital role in promoting responsible labor migration and enhancing the global reputation of Bangladeshi workers.

1.3 BOESL's Role in Facilitating Overseas Employment

Bangladesh Overseas Employment and Services Limited (BOESL) plays a pivotal role in the country's labor migration landscape as the only government-owned manpower exporting agency among more than 2,300 licensed recruitment agencies. Its unique position allows it to uphold the highest standards of transparency, fairness, and efficiency in overseas employment facilitation.

BOESL provides comprehensive, end-to-end recruitment services, beginning with demand collection from foreign employers and extending through advertisement, online registration, candidate selection, training, medical examination, visa processing, and pre-departure orientation. This integrated approach ensures that workers are well-prepared and informed before embarking on their overseas assignments.

A key strength of BOESL lies in its mostly online-based recruitment process, which significantly reduces the involvement of middlemen and lowers migration costs for workers. By leveraging digital platforms, BOESL ensures a streamlined and accountable system that protects the interests of both employers and jobseekers.

BOESL also facilitates direct engagement between employers and candidates, allowing employers to conduct interviews and select workers based on their specific requirements. This direct connection enhances the quality of recruitment and ensures that the workforce matches the needs of the destination country.

Specializing in the deployment of skilled, semi-skilled, and professional workers, BOESL places particular emphasis on women's participation and poverty alleviation. Through targeted initiatives and inclusive policies, the organization contributes to socio-economic development while empowering individuals to access better livelihoods abroad.

In summary, BOESL's structured and ethical approach to overseas employment continues to set a benchmark in labor migration, reinforcing Bangladesh's reputation as a reliable source of competent and committed workers.

1.4 The Rationale of Publishing the Annual Report

The Annual Report of Bangladesh Overseas Employment and Services Limited (BOESL) for the fiscal year 2024–25 serves as a comprehensive document that reflects the organization's commitment to transparency, accountability, and strategic growth. It is designed to present a clear picture of BOESL's financial, operational, and administrative performance over the past year, offering valuable insights to shareholders, stakeholders, and the wider public.

One of the primary objectives of the report is to ensure transparency and accountability in all aspects of BOESL's operations. By detailing financial statements, recruitment statistics, and administrative activities, the report reinforces the organization's dedication to ethical governance and responsible management.

The report also aims to highlight key achievements, identify challenges faced, and outline strategic directions for the upcoming year. This includes updates on market expansion efforts, digital transformation initiatives, and innovations in service delivery that are shaping the future of overseas employment facilitation.

Additionally, the Annual Report documents BOESL's partnerships with national and international entities, recognitions received, and its compliance with relevant standards. These elements underscore BOESL's role as a trusted and forward-thinking organization in the global labor migration ecosystem.

In essence, the Annual Report is not just a record of past performance—it is a roadmap for future progress, reflecting BOESL's vision to enhance its services, expand its reach, and continue contributing to the socio-economic development of Bangladesh through ethical and efficient overseas employment facilitation.

1.5 Overseas Employment Performance

In the fiscal year 2024–25, BOESL continued to uphold its unique identity in the global market as the only state-owned enterprise committed to safe, transparent, and low-cost migration services. A total of 16,066 Bangladeshi workers were deployed abroad during this period, with Jordan, South Korea, Russia, Brunei and Malaysia emerging as the leading destinations. The recruitment achievements were made possible through the active support of the Labour Wings of Bangladesh Missions abroad, whose facilitation in employer coordination, worker protection, and grievance redressal significantly enhanced the migration process. BOESL also ensured strict compliance with the Overseas Employment and Migrants Act of Bangladesh, under which every worker is deployed on the basis of a written and legally binding contract. These contracts clearly safeguard wages, working conditions, and welfare benefits, thereby strengthening the trust of both employers and migrant workers

Table 1: Overseas Employment in the Fiscal Year 2024-2025

Month	Name of the Countries								Grand Total
	Jordan	South Korea	Malaysia	Russia	Fiji	Brunei	Maldives	Japan	
July	754	260			01	13	5		1,033
August	738	388		31	23	12	2		1,194
September	1,594	109			10	39	1		1,713
October	1,108	233	162		9	8			1,520
November	597	260	77		4	57		8	1,003
December	1,295	199	2	3	5	20			1,524
January	820	221	174		2	45		6	1,268
February	908	110	122	12		52			1,204
March	1,088	226	198	15		73			1,600
April	867	85		34		168			1,154
May	833	244		17		195			1,289
June	1,279	182				103			1,564
TOTAL	11,841	2,517	735	112	54	785	08	14	16,066

Jordan remained the dominant destination, accounting for 73.7% of total deployments (11,841 workers). The demand from Jordan's garment sector continues to be a cornerstone of BOESL's overseas placement.

South Korea ranked second with 2,517 workers, reflecting the sustained success of the EPS (Employment Permit System), which has remained one of the most transparent and worker-friendly programs. Brunei becomes as a notable market, absorbing 785 workers after a period of fluctuations in recruitment policy. This indicates renewed opportunities for semi-skilled workers.

Newer or smaller destinations such as Russia (112), Fiji (54), Malaysia (735), the Maldives (8), and Japan (14), although comparatively modest in volume, highlight BOESL’s ongoing efforts to diversify overseas labour markets and reduce dependency on a limited number of countries. Among these, Brunei showed a remarkable absorption capacity (785 workers), signaling potential for future expansion.

Overall, the upward deployment trend in 2024–25 demonstrates BOESL’s resilience in navigating shifting global labour demands while maintaining its mandate of ethical migration.

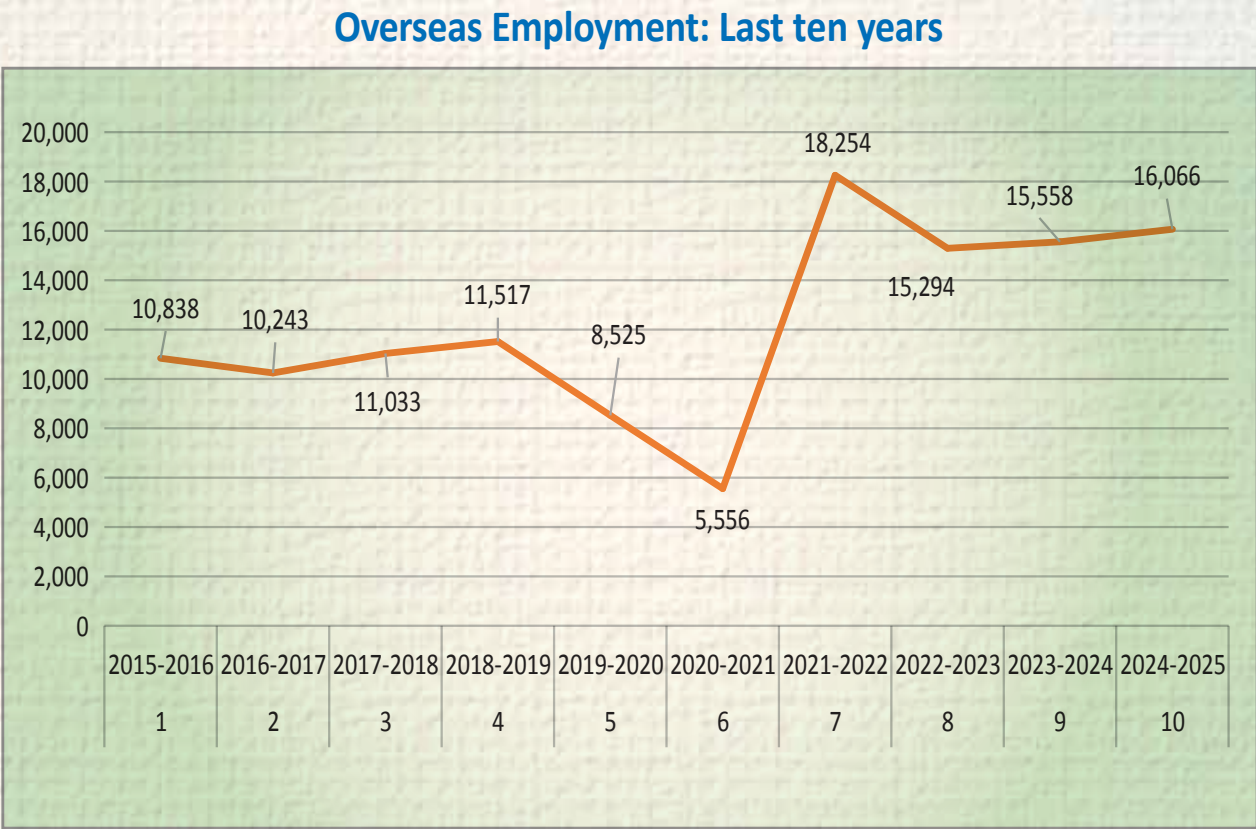


Figure 1: Progress of overseas employment for the last ten years

1.6 Financial Progress of the Last Ten Years

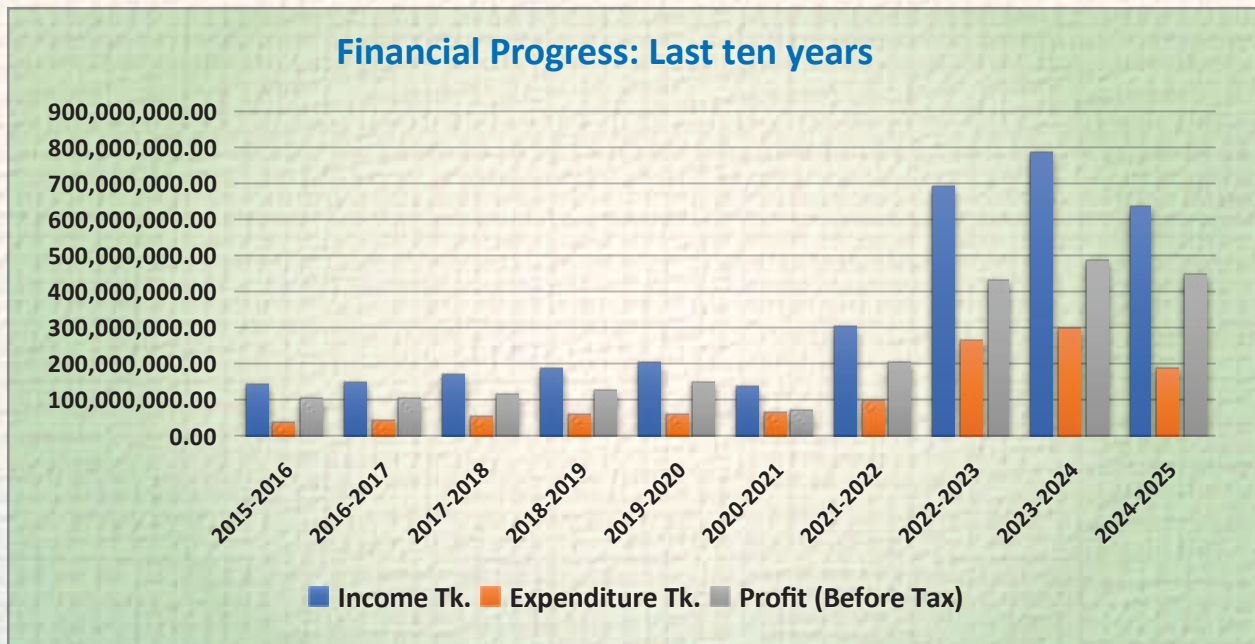
The financial performance of BOESL over the past decade reflects a route of consistent growth and institutional resilience. The dedication, sincerity, and tireless efforts of BOESL’s officers and employees have been instrumental in achieving this progress and in contributing significantly to the overall remittance inflow of Bangladesh.

During the fiscal year 2024–25, BOESL successfully deployed 16,066 workers abroad, achieving a record operating profit of BDT 44,81,66,061.00 (Taka Forty-four Crore Eighty-one Lakh Sixty-six Thousand and Sixty-one), a testament to the company’s operational excellence and efficient management.

Financial Progress of BOESL: Last ten years

SL	Fiscal Year	Income Tk.	Expenditure Tk.	Profit (Before Tax)
01	2015-2016	143,900,474.00	39,084,300.00	104,816,174.00
02	2016-2017	149,837,122.00	46,819,077.00	103,018,045.00
03	2017-2018	170,699,527.00	55,678,542.00	115,020,985.00
04	2018-2019	190,558,349.00	60,216,194.00	130,342,155.00
05	2019-2020	207,702,221.00	59,639,609.00	148,062,612.00
06	2020-2021	139,906,458.00	69,004,023.00	70,902,436.00
07	2021-2022	304,223,291.00	101,295,727.00	202,927,564.00
08	2022-2023	696,318,225.00	264,591,975.00	431,726,250.00
09	2023-2024	788,758,749.00	302,197,455.00	486,561,294.00
10	2024-2025	639,438,868.00	191,272,807.00	448,166,061.00

Since its beginning, BOESL, founded by the Government of Bangladesh with a paid-up capital of BDT 51 lakh, has shown steady financial growth and earned strong institutional trust. As the only state-owned company in the overseas employment sector, BOESL has established a strong reputation among foreign employers and is now recognized as one of the most reliable and transparent recruitment agencies in Bangladesh.



1.7 Declaration and payment of Dividend

According to the audit report in the financial year 2024-25, the total profit earned by BOESL was BDT 44,81,66,061.00 (Forty-four crore eighty-one lakh sixty-six thousand sixty-one). After deduction of 27.5% income tax, amounting to BDT 12,32,45,667.00 (Twelve crore thirty-two lakh forty-five thousand six hundred sixty-seven), the net profit for the financial year stood at BDT 32,49,20,394.00 (Thirty-two crore Forty-nine lakh Twenty thousand Three hundred ninety-four).

Declaration and Payment of Dividends last five years:

Serial No.	Fiscal year	Net Profit	% of dividend	Declared Dividend
1	2020-21	4,96,31,705.00	15%	7,65,000.00
2	2021-22	14,71,22,484.00	20%	10,20,000.00
3	2022-23	31,30,01,531.00	25%	12,75,000.00
4	2023-24	35,27,56,938.00	50%	25,50,000.00
5	2024-25	32,49,20,394.00	50%	25,50,000.00 (Proposed)

The proposed dividend against the paid-up capital of Tk. 51,00,000.00 (Taka fifty-one lakh) is 50%, amounting to Tk. 25,50,000.00 (Twenty-five lakh fifty thousand), which will be paid to the Government upon approval at the 41st Annual General Meeting (AGM).

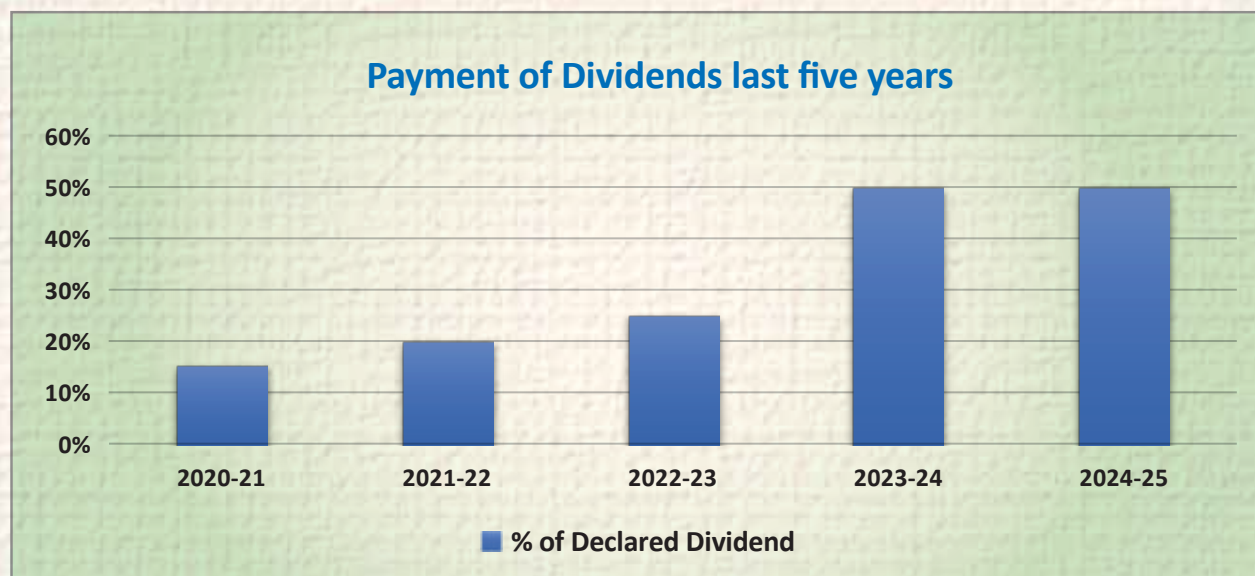


Figure: Declared Dividend by BOESL

1.8 Financial Status of BOESL

In accordance with the directives of the Board of Directors, BOESL appointed Mahfel Huq & Co., Chartered Accountants, to conduct an independent audit of the company's financial position for the period 1 July 2024 to 30 June 2025. The external audit firm thoroughly examined BOESL's financial statements and confirmed that the company has maintained full compliance with all applicable accounting standards, principles, and financial regulations. The auditors also evaluated the performance and effectiveness of the company's internal audit and control systems, as well as assessed potential operational and financial risks.

BOESL's Internal Audit Control Committee continues to function actively under the direct supervision and guidance of the Managing Director, ensuring transparency, accountability, and sound financial governance across all operations.

According to the audit report, BOESL's financial statements present a true and fair view of its affairs and are free from any material misstatement. The company's strong financial performance during the reporting period is summarized below (as of 30 June 2025):

SL	Description	Amount (BDT)
1.	Fixed Asset	1,85,67,373.00
2.	Current Asset	416,68,10,103.00
3.	Current Liabilities	240,47,53,452.00
4.	Net Current Asset	176,20,56,651.00
5.	Total Net Asset	178,06,24,024.00
6.	Total Income	63,94,38,868.00
7.	Expenditure	19,12,72,807.00
8.	Profit (Before Tax)	44,81,66,061.00
9.	Profit (After Tax)	32,49,20,394.00

The above figures demonstrate BOESL's robust financial stability, prudent resource management, and consistent growth in profitability. A detailed financial statement and auditor's report are provided in Chapter 7 of this Annual Report.

1.9 BOESL's Evolution

1.9.1 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 the 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.

1.9.2 In-house Training for Employees

As per government guidelines, all BOESL officers and staffs must complete 60 hours of in-house training each year. The company has introduced a mandatory program to improve employees' skills and efficiency.

The 2025–26 Training Manual has been updated with the following key modules:

- Module 1: Secretariat Instructions 2024, Code of Conduct 2020, and Human Trafficking Prevention Act 2012.
- Module 2: Rules of Business, Service Commitment, Public Procurement Act, 2006 (PPA) and Public Procurement Rules (PPR) 2008.
- Module 3: Recruiting Agent Act 2013 (Amended 2023), and Ethical Migration.
- Module 4: Drafting MoUs/MoCs, Worker Deployment Process, and D-nothi Practice.
- Module 5: Complaint and Office Management, Dress Code, Ethics, and Service Orientation.
- Module 6: Audit Settlement, Drug Abuse Awareness, and Income Tax Filing.
- Module 7: Gratuity Rules, Professional Etiquette, and Migrants Management Rules 2017.
- Module 8: Transparency, Accountability, Citizens' Charter, and Right to Information (RTI).
- Module 9: Fire Safety Awareness and Emergency Response.
- Module 10: Workshops on SDG, GRS, MoU, MoC, and Audit Issues.

Renowned experts and resource persons conduct these sessions. Regular training and workshops strengthen employees' skills, morale, and loyalty, and contribute to BOESL's overall growth and efficiency.

1.9.3 Migrant Welfare and Training Programs

BOESL provides Pre-exit Preparation Training (PePT) to departing workers, covering essential topics such as the language, culture, and lifestyle of the destination country; nature of assigned work; terms and conditions of service; and issues related to safety and security. To discourage illegal stays and runout, BOESL has also introduced Behavioral Change Motivational Training. This program engages expert resource persons, including psychologists, doctors, police officers, lawyers, experienced EPS workers, delegates from HRD Korea, and Government officials. The comprehensive day-long training consists of sessions on:

- Safe Migration and the Role of HRD Korea and BOESL;
- Legal Proceedings on Illegal Stay;
- Breach of Contract;
- Manners, Etiquette and Code of Conduct;
- Counselling and Psychotherapy for Self-awareness;
- Korean Language and Culture;
- Physical Exercise and Healthy Lifestyle; and
- Sending Remittance through Official Banking Channels.

In addition, BOESL regularly arranges "Mission-100: Korean Language and Culture Training"- a 100-hour program conducted in collaboration with HRD Korea. This initiative enhances workers' communication and cultural adaptability, improving their efficiency both in the workplace and in everyday life in Korea.

1.10 Welfare of Employees

1.10.1 Contributory Provident Fund (CPF)

BOESL maintains a Contributory Provident Fund (CPF) for all employees, administered by a Trustee Board. Both the company and employees contribute equally- each providing 10% of the employee's basic salary. As of 30 June 2024, the total CPF balance stood at BDT 3,19,06,217.00 (Taka three crore nineteen lakh six thousand two hundred seventeen).

1.10.2 Gratuity

The company operates an unfunded gratuity scheme for all regular employees. Staff members become eligible for gratuity benefits after completing a minimum of five years of continuous service. The benefit is calculated based on the last drawn basic pay and paid at the rate of two months' basic salary for each completed year of service.

1.10.3 Group Insurance

To ensure financial security for its workforce, BOESL agreed with Jiban Bima Corporation in 1997 to introduce a Group Insurance Scheme for employees. Under this arrangement, three group insurance claims were successfully settled during the 2015–2016 and 2021–2022 financial years with the support of Jiban Bima Corporation.

1.10.4 Profit Bonus

BOESL remains committed to implementing various employee welfare and motivation programs to sustain high morale and productivity. With consistent growth in revenue and profitability, BOESL continues to share its success with its employees. In the previous financial year 2023–2024, the company achieved a net profit of BDT 48,65,61,294.00 (Taka forty-eight crore sixty-five lakh sixty-one thousand two hundred ninety-four). A portion of this profit was distributed among employees as a profit bonus, recognizing their dedication and contribution to organizational performance.

1.10.5 E-Governance and Automation of BOESL

BOESL has established an Innovation Committee to promote e-governance and enhance service delivery through digital transformation and automation. During the fiscal year 2024–25, several significant initiatives were implemented to enhance transparency, efficiency, and accessibility across all operational areas. The major initiatives include:

- Introduction of an Online Registration System (brms.boesl.gov.bd) for faster and more convenient applicant enrollment;
- Implementation of Online Training Programs to strengthen the skills of migrant workers;
- Launch of a Mobile Application to improve communication and ensure easy access to services;
- Adoption of the D-Nothi System to facilitate paperless office management;
- Cloud-Based Mail Server to enhance the organization’s digital communication infrastructure;
- Facilitation of Online Interviews to streamline recruitment processes;
- Arrangement of Virtual MoU Signing Ceremonies to ensure uninterrupted international collaboration;
- Organization of a 4IR-Oriented Workshop to build the technological capacity of BOESL officials;
- Establishment of a Language Lab/ Language Training Centre to support EPS workers in preparing for the TOPIK examination and to enhance foreign language proficiency;
- One-Stop Service Centre for EPS workers to access all required services under one roof;
- Continuous Service Simplification Initiatives to minimize procedural complexities; and
- Organization of job fairs at district/upazila levels to broaden employment opportunities.

Through these innovative initiatives, BOESL continues to advance its journey toward digital governance and automation, ensuring greater operational efficiency, transparency, and client satisfaction.

1.11 Risk Management Programs for Migrants

BOESL has implemented comprehensive risk management initiatives to ensure transparency, fairness, and cost-effectiveness in the recruitment and selection process. BOESL is committed to minimize the financial burden on migrant workers and upholding ethical recruitment standards. To mitigate the risk of high migration costs, BOESL ensures that employers or their authorized representatives are present during interviews and skill tests. The overall recruitment process is regularly monitored by officials from the Ministry of Expatriates’ Welfare and Overseas Employment and BOESL to maintain strict compliance and accountability.

All recruitment-related transactions are processed through banking channels only, ensuring full financial transparency. BOESL does not receive any service charge in cash from candidates. In most cases, the employer directly deposits the service charge into BOESL's bank account. There are no hidden fees charged to workers, and for female workers migrating to Jordan, all necessary expenses are fully borne by the employers.

To protect the migrant workers and ensure informed participation:

- The terms and conditions of employment are clearly explained to the candidates during Pre-departure Orientation and Pre-exit Preparation Training sessions.
- Recruitment notices and advertisements are regularly published on the official website and in national newspapers.
- Billboards, notice boards, leaflets, special announcements, and the Citizen Charter are used to inform and guide potential candidates.
- Television commercials (TVCs) are broadcast on Bangladesh Television to raise public awareness about foreign employment processes and ethical migration practices.

1.12 Recruitment of Female Workers through BOESL

During the fiscal year 2024–25, BOESL successfully recruited more than 90% female workers out of its total overseas employment placements. Following the discontinuation of employment for Bangladeshi male workers in Jordan in 2006, the Government of Bangladesh, through continuous diplomatic efforts, persuaded the Jordanian authorities to reopen employment opportunities, specifically for female ready-made garment (RMG) workers under BOESL's supervision since 2010.

Under the guidance of the MoEWOE, BOESL has implemented a special program ensuring safe, transparent, and zero-cost migration for female garment workers to Jordan. The key features of this recruitment program include:

- **Regular Selection Missions:** Representatives from Jordanian garment factories visit the BOESL recruiting centre every week to select skilled female (and occasionally male) workers through practical skill assessments.
- **Employer-Borne Costs:** BOESL's maximum service charge for deploying a female worker to Jordan is BDT 18,240, which is fully borne by the employer company, ensuring no financial burden on the worker.
- **Decent Earnings and Facilities:** Each female worker earns a minimum monthly income of BDT 30,000–40,000, in addition to employer-provided free accommodation, meals, and primary healthcare services.
- **Transparent and Direct Recruitment:** BOESL maintains a dalal-free process, engaging no middlemen, agents, or sub-agents. Workers are directly recruited through BOESL, eliminating risks of exploitation or harassment.
- **Sustained Success:** From 2010 to 30 June 2025, a total of 1,18,094 Bangladeshi garment workers has migrated to Jordan through BOESL, of whom approximately 90% are female workers.

1.13 Recruitment of Technical Interns in Japan

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

- Maebashi Kokusai Shien Kyoudo Kumiai;
- Japan Human Support Cooperative Organisation (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 Students and Human Resources Total Support Organisation (IFTO);
- The Yokohama City Welfare Management Association;
- Association for the Promotion of Spreading International Persons;
- Technomate Cooperative;
- Zenbi Co-Op;
- Koudo Sangyou Gijutsu Sinkou Kyyoudou Kumiai;
- Okayama Prefectural Export Garment Industry Cooperative; and
- New Sky Japan Recruit (NSJP).

Up to 2024-2025, FY BOESL has sent 40 Technical Interns in the Construction, Caregivers, Garments and Automobile sectors. Besides these, BOESL received another 14 demands in the Garments Sector. All 14 candidates have 180 hours of training, and their sending process is ongoing. BOESL signed MOCs with eleven Supervising organizations for TITP and three Supervising organizations for SSW. Some new Supervising organizations showed their interest in signing MOC with BOESL.

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

To launch the EPS (Employment Permit System) program, a Memorandum of Understanding (MoU) was signed between the Government of Bangladesh and the Government of South Korea on June 4, 2007. Subsequently, the MoU was last renewed (re-signed) on April 1, 2022. According to this MoU, Bangladesh Overseas Employment and Services Limited (BOESL) represents the Government of Bangladesh, and the Human Resources Development Service of Korea (HRD Korea) represents the Government of South Korea in carrying out the migration activities. Under this MoU, BOESL is the sole authorized agency to send workers to South Korea under the EPS program through the E-9 category visa.

From 2008 to October 2025, a total of 37,065 workers has migrated to South Korea under the EPS program. Last month, employment contracts for 216 workers in the manufacturing sector under the E-9 category were issued. In accordance with HRD Korea's demand, training for these workers has been scheduled for November 5, 2025. In the current year, a total of 1,547 workers under the E-9 category in the manufacturing, fisheries, and construction sectors have migrated to South Korea through the EPS program. To increase the number of employment contract issuances, communication is ongoing with job centers across various provinces in South Korea through BOESL representatives.

1.15 Market Promotion Initiatives

Market promotion is one of the core functions of BOESL, aimed at expanding overseas employment opportunities for Bangladeshi workers and strengthening the positive image of Bangladesh in the global labor market. BOESL continuously undertakes strategic branding, marketing, and institutional collaboration to ensure that Bangladeshi workers are recognized as skilled, disciplined, and dependable human resources.

1.15.1 Domestic Market Promotion

BOESL promotes overseas employment by directly engaging potential migrant workers and providing accurate information on foreign job opportunities. It organizes awareness campaigns and job fairs nationwide, especially in rural areas, to encourage safe migration and discourage dealing with unauthorized agents. In FY 2024–25, BOESL assumed management of Singair Technical Training Centre (TTC), Manikganj, to train RMG workers for employment in Jordan. A special program for 30 candidates, supported by Classic Garments, Jordan, began on 1 February 2025, offering residential and training facilities. These initiatives strengthen trust, ensure transparency, and enhance Bangladesh’s reputation as a source of skilled manpower.

1.15.2 Overseas Market Promotion

Bangladesh is currently experiencing a demographic dividend, making overseas employment a key strategy for reducing unemployment and ensuring optimal utilization of the labour force. Recognizing this, BOESL continues to explore new and emerging markets while maintaining its presence in traditional destination countries. A dedicated Research and Development (R&D) wing has been established to identify and assess potential overseas job markets. The Division undertakes detailed studies of labor demand, maintains close coordination with the Labor Welfare Wings of Bangladesh Missions, and communicates directly with foreign employers through meetings, correspondence, and virtual conferences to negotiate recruitment agreements and Memorandum of Understanding (MoUs).

1.15.3 Seasonal Worker Employment in South Korea

For the first time, under the E-8 category, BOESL has sent 40 fisheries workers as seasonal employees to Wando-gun City. Meanwhile, an MoU has been signed with Dangjin City under the Ministry of Expatriates’ Welfare and Overseas Employment, and the process of signing an MoU with Hampyung-gun City is currently underway. Additionally, communication is ongoing for signing MoUs with the following local governments in South Korea: Buan County, Jeollabuk-do; Gimje City, Jeollabuk-do; Iksan City, Jeollabuk-do; Buyeo County, South Chungcheong Province; Seochon County, South Chungcheong Province; Nonsan City, South Chungcheong Province; Goseong County, Gangwon Province; Pyeongchang County, Gangwon Province; Hoengseong County, Gangwon Province; Paju City, Gyeonggi Province; Yongin City, Gyeonggi Province; Pocheon City, Gyeonggi Province; Muan-gun City; and Boseong-gun City.

1.15.4 Student Migration Program to South Korea

To facilitate safe and affordable higher education opportunities, BOESL entered into a collaboration with 3 (three) reputed South Korean consultancy firms to recruit Bangladeshi students for admission to various universities in South Korea. Eligibility criteria include SSC and HSC GPA of 3.5, with IELTS 5.5 or TOPIK-2. Estimated costs range between BDT 6–7 lakh, significantly lower than private agency fees. Students may earn up to BDT 2 lakh per year through part-time employment, allowing them to save approximately BDT 70–80 thousand per month after expenses. The BOESL Board has approved a structured visa processing and management system to facilitate the annual migration of 2,000–3,000 students, ensuring transparency, quality, and protection from fraudulent practices.

1.16 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	08.08.2025
21	Dr. Neyamat Ullah Bhuiyan	Senior Secretary	08.03.2025	Till date

1.17 Managing Directors and their Tenure:

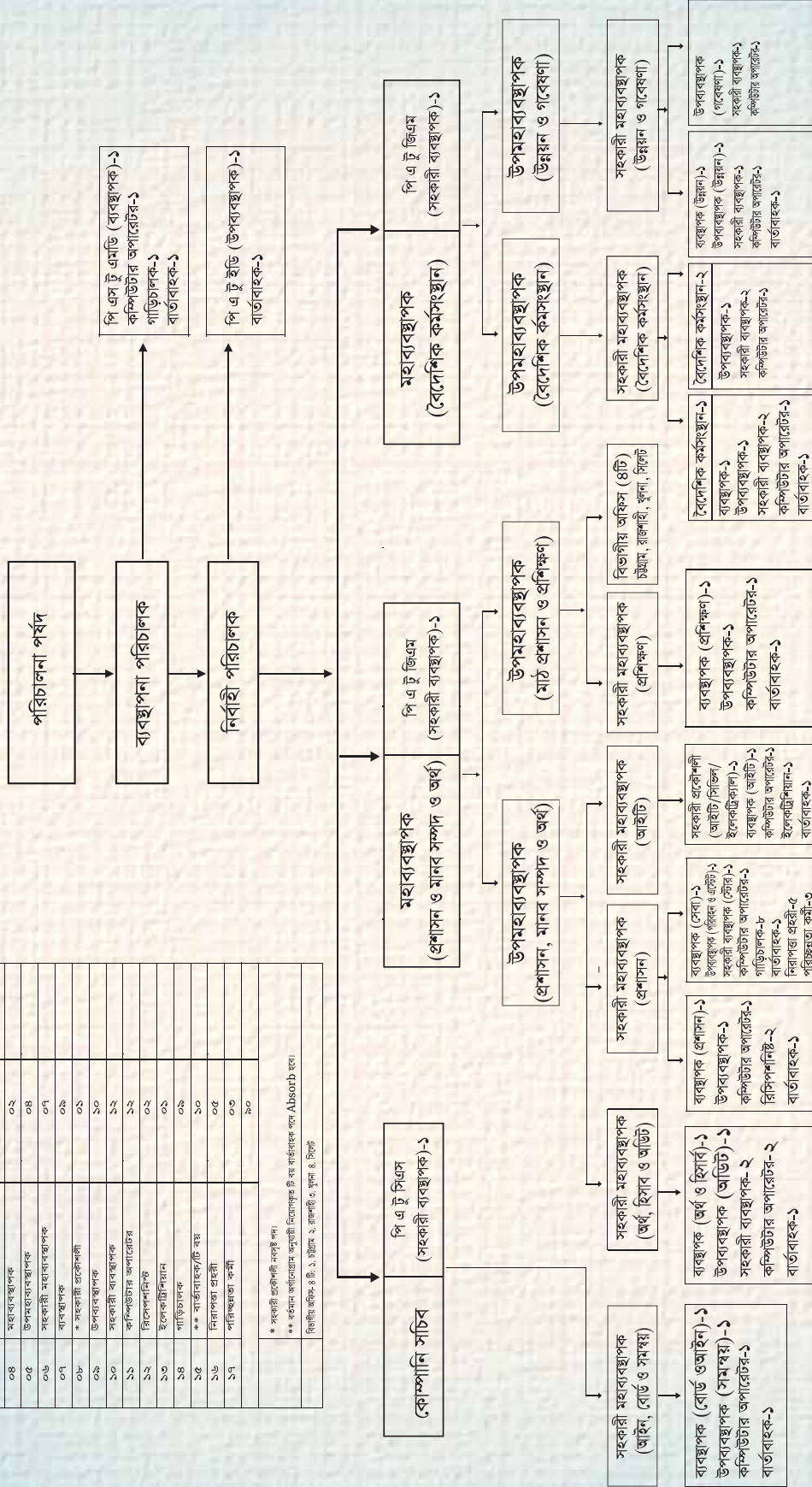
Sl.	Name of Managing Director	From	To
1	Mr. Mohammad Abu Misir	26-01-1984	16-08-1984
2	Mr. Abul Hossain	17-08-1984	09-01-1985
3	Mr. Habibur Rahman	10-01-1985	31-12-1990
4	Mr. Mujibur Rahman Chowdhury	01-01-1991	12-08-1991
5	Mr. M. A. Siddiq	13-08-1991	12-08-1995
6	Mr. Momtazuddin Ahmed	13-08-1995	11-08-1998
7	Mr. A. K. M. Reazul Islam, Bir Bikram	12-08-1998	05-07-2004
8	Mr. Mahbubur Rahman	06-07-2004	30-12-2008
9	Mr. Monjurul Hoque	31-12-2008	05-01-2010
10	Begum Shamsun Nahar	21-01-2010	02-05-2010
11	Mr. Mohammad Abdullah	03-05-2010	16-09-2012
12	Dr. Md. Abu Hena Mostafa Kamal	17-09-2012	22-12-2012
13	Mr. Helal Uddin Ahmed	23-12-2012	11-04-2013
14	Dr. Md. Abu Hena Mostafa Kamal	12-04-2013	28-04-2013
15	Mr. Md. Abdul Hannan	29-04-2013	28-01-2016
16	Mr. Maran Kumar Chakraborty	28-01-2016	02-12-2019
17	Dr. Yeameen Akbory NDC	02-12-2019	22-12-2019
18	Mr. Md. Saiful Hassan Badal	22-12-2019	28-02-2021
19	Mr. Md. Mahabubur Rahman	01-03-2021	02-06-2021
20	Mr. Md. Billal Hossain	03-06-2021	31-08-2022
21	Dr. Mallick Anwar Hossain	08-09-2022	30.09.2024
22	Mr. Md. Shawkat Ali	30-09-2024	26.12.2024
23	Mr. Md. Shekhabur Rahman	26.12.2024	24.02.2025
24	Mr. Md. Shawkat Ali	25.02.2025	10.08.2025
25	Mr. Md. Saiful Islam	11.08.2025	Till Date

বাংলাদেশ ওভারসিজ এমপ্লয়মেন্ট অ্যান্ড সার্ভিসেস লিমিটেড (বোয়েসেল)-এর সাংগঠনিক কাঠামো

ক্র.সং	পদের নাম	অনুমোদিত পদ	মন্তব্য
০১	ব্যবস্থাপনা পরিচালক	০২	
০২	নির্বাহী পরিচালক	০১	
০৩	কোম্পানি সচিব	০১	
০৪	মহাব্যবস্থাপক	০২	
০৫	উপমহাব্যবস্থাপক	০৪	
০৬	সহকারী মহাব্যবস্থাপক	০৭	
০৭	ব্যবস্থাপক	০৯	
০৮	* সহকারী প্রকৌশলী	০১	
০৯	উপব্যবস্থাপক	১০	
১০	সহকারী ব্যবস্থাপক	১২	
১১	কম্পিউটার অপারেটর	১২	
১২	রিপেপারশনিক	০২	
১৩	ইলেকট্রিশিয়ান	০২	
১৪	পাতিচালক	০৯	
১৫	** যান্ত্রিক/টি বয়	১০	
১৬	নিরাপত্তা প্রহরী	০৫	
১৭	পরিস্কারতা কর্মী	০৩	
৯০			

* সহকারী প্রকৌশলী নবুট পদ।
 ** প্রধান অফিসের প্রযুক্তি নিয়ন্ত্রক টি বয় খারচবক পদ Absorb যাবে।

বিভাগীয় কর্মকর্তা: ১ টি, ১ ইউনিট, ১ রক্তকর্ষী, ১ ফুল, ১ সিঁদে



২২.১১.২০২৩ তারিখে অনুষ্ঠিত ৩০৩ তম বোর্ড সভায় অনুমোদিত।

২২.১১.২০২৩

ড. মল্লিক আলোয়ার হোসেন
 ব্যবস্থাপনা পরিচালক
 বোয়েসেল

২২.১১.২০২৩

ড. আহমেদ মুনিরুজ্জ সালেহীন
 সিনিয়র সচিব, প্রবাসী কল্যাণ ও বৈদেশিক কর্মসংস্থান মন্ত্রণালয়
 ও চেয়ারম্যান, বোয়েসেল পরিচালনা পর্ষদ



Chapter 2

Achievements of Bangladesh Overseas Employment and Services Limited (BOESL)

Bangladesh Overseas Employment and Services Limited (BOESL) stand as the country's only state-owned recruiting company, playing a pivotal role in promoting ethical, transparent, and cost-effective overseas employment for Bangladeshi workers. Its unique position ensures that the migration process remains fair and accessible, with migration costs significantly lower than those charged by private agencies.

2.1. Promoting Ethical and Transparent Migration

BOESL's commitment to ethical recruitment practices has established a migration system that prioritizes transparency and fairness. By maintaining government oversight, BOESL has minimized the risk of exploitation and corruption, setting a benchmark for responsible migration management.

Successful Deployment of Bangladeshi Workers Abroad

The agency has facilitated the deployment of hundreds of thousands of Bangladeshi workers to a diverse range of countries, including South Korea, Malaysia, Japan, Jordan, Saudi Arabia, UAE, and Brunei. Notably, under the Employment Permit System (EPS) in South Korea.

Excellence in the EPS (South Korea) Program

BOESL is the exclusive authority for managing Korea's EPS recruitment from Bangladesh. The country consistently ranks among the top 3-5 EPS-sending nations, with fastest deployment of EPS workers. The introduction of digital platforms for online registration, lotteries, and result publication has further reduced corruption and increased operational efficiency.

Expansion into New Labour Markets

BOESL has initiated government-to-government (G2G) recruitment projects in Brunei and Malaysia. Diplomatic efforts are also underway to explore new markets such as Hongkong, Singapore, Thailand, Italy, and Eastern European countries, broadening opportunities for Bangladeshi workers.

Support to Migrant Welfare

The agency has successfully implemented programs for the rehabilitation and reintegration of returnee migrants, offering counseling and entrepreneurship training. It also ensures worker protection, grievance handling, and coordination with Bangladeshi embassies in destination countries.

Digital Transformation and Service Innovation

BOESL has embraced digital transformation by launching online application systems, databases, SMS alerts, and worker tracking systems. The implementation of e-recruitment platforms has made the entire process faster, more transparent, and user-friendly.

Collaboration with International Partners

The agency has signed bilateral agreements and MoUs with foreign ministries, HR agencies, and employers. It works closely with international organizations such as ILO, IOM, KOICA etc to enhance capacity building, worker rights, and responsible recruitment.



IOM high officials handover the PDO Training Manual to the Executive Director of BOESL

Financial Contribution to the National Economy

BOESL's efforts have significantly contributed to foreign remittances, one of Bangladesh's largest sources of foreign currency. Its initiatives have also helped reduce unemployment and improve the livelihoods of thousands of families across the country.

Training & Skill Development

In partnership with BMET and private institutions, BOESL provides skills training, trade tests, language education, and pre-departure orientation. The introduction of Korean language training centers and skill assessment systems has produced globally competitive workers.

Crisis Management & Special Initiatives

BOESL played a leading role during the COVID-19 pandemic, managing repatriation, job retention negotiations, and the safe resumption of migration. It is currently engaged in rehabilitation and deployment solutions for thousands of stranded workers in Malaysia and EPS workers to South Korea demonstrating strong diplomatic and humanitarian commitment.

Major Challenges (2024-25)

Despite its achievements, BOESL faces several challenges:

- Shortage of skilled workers to meet demand.
- Incidents of employees absconding and engaging in unethical activities.
- Language barriers and reluctance to adapt to the food, culture, and values of destination countries.
- Difficulty in selecting suitable, trained seasonal workers for agriculture and fisheries.
- Delays in visa processing, especially in Brunei Russia.
- The need to appoint representatives to collect worker demand from European countries.
- Political and economic instability in several destination countries, including Korea and in the Middle East.

2.2 Recognitions and Awards of BOESL

BOESL, Bangladesh's state-owned manpower export agency, has received several notable recognitions for its innovations, digital services, and leadership in overseas employment.

Key Recognitions & Awards

- **ISO Certification:** BOESL's ISO certification (9001-2015) affirms its commitment to quality management and alignment with international standards.
- **Agency of the Year:** BOESL secured 2nd place among 16 countries for efficient management and rapid deployment of workers to South Korea.
- **Internal Recognition:** Achievements and milestones are documented in BOESL's annual reports and brochures.
- **Record Deployment:** BOESL set a national record by deploying nearly 4,941 workers to South Korea in a 2023 under the EPS program, enhancing its reputation among stakeholders.

Significance

- These recognitions strengthen BOESL's institutional credibility, support its competitive position in government-to-government recruitment, and demonstrate its commitment to ethical, transparent, and technology-driven service delivery.

Opportunities for Improvement

- BOESL should pursue additional international awards, enhance public documentation of achievements, and develop measurable impact indicators. Improved communication and strategic use of recognitions can further support partnerships and market expansion.

BOESL's recognitions reflect its institutional growth and commitment to best practices. By expanding its award portfolio and increasing visibility, BOESL can further solidify its leadership in Bangladesh's overseas employment sector.

2.3 Organizing Events and Initiatives by BOESL

Job Fairs

BOESL organises job fairs to connect job seekers with overseas employment opportunities, facilitating direct engagement between candidates and employers.



Respected Senior Secretary of MoEWOE delivering his speech in the awareness workshop and Job Fair at Cumilla.

Grass-Roots Level Information Dissemination and Awareness Campaigns

Targeted campaigns at the community level are conducted to raise awareness about safe migration practices, available opportunities, and the risks of fraudulent recruitment.

Fraud-Prevention Action

BOESL regularly issues formal warnings to migrant workers about fraudulent job offers, emphasizing that official information is only available through its website and verified social media channels. These efforts underscore BOESL's commitment to both placement and the protection of prospective migrants.

Innovation Showcase and Internal Development

The organization maintains an "Innovation Corner" to promote digitalization, process improvement, and organizational culture change through events such as innovation showcases and annual planning sessions.

Participation in G2G Programs

BOESL organizes sending-off ceremonies, orientations, and photo sessions for large groups of workers deployed abroad, particularly under the EPS program with South Korea. Collaboration with embassies and destination country missions is regularly acknowledged in annual reports, reinforcing BOESL's credibility and visibility.

Annual Reports and Stakeholder Engagement

The publication of annual reports is accompanied by formal launches, seminars, and stakeholder meetings, highlighting achievements, policy alignment, and future directions.

Special Tender & Procurement Events

BOESL conducts operational events such as tenders to ensure safe and efficient logistics for worker deployment, including direct flight arrangements for Korea-bound workers.

Launch of the BOESL Mobile App

BOESL introduced a smartphone application to deliver real-time overseas job notifications, provide audio-visual migration guidance, and enable complaint submissions. The app was officially launched on 12 December 2017 by the Hon'ble Speaker of the Bangladesh National Parliament, marking a significant step in digital service delivery and expanding access for rural and disadvantaged job-seekers.

Chapter 3

Overseas Employment Activities

Bangladesh Overseas Employment and Services Limited (BOESL) As the only state-owned human resources sending company in Bangladesh. BOESL has been playing a pivotal role to be a trusted gateway to overseas employment since 1984. With a strong commitment to safety, ethics, and transparency, BOESL connects skilled, semi-skilled, and professional Bangladeshi workers with reliable global opportunities.

Through its dedication to quality service and responsible migration practices, BOESL continues to support national development goals while ensuring a secure and rewarding overseas employment experience for Bangladeshi citizens.

BOESL consistently builds strong connections between reputable foreign employers and aspiring Bangladeshi migrants to ensure a smooth, safe, and efficient migration process. As a demand-driven organization, BOESL initiates recruitment only after receiving official demand letters (Attested by the Bangladesh Embassy/High Commission in destination countries) from valued employers. Based on their requirements, BOESL advertises job vacancies and ensures the right candidates are matched with the right positions.

The entire selection process is fully transparent, as employers choose their workers through rigorous interview sessions either in person or virtually according to their convenience.

3.1 Deployment of Workers through BOESL over the Years

Year / Period	Workers Deployed	Notes
1984-2008	14,800	Small scale; private recruiters dominated the sector.
1984-2018	85,469	Includes skilled, semi-skilled, and RMG workers. Special in Jordan market.
1984-2021	111,069	Over 37 years; during this period total national migration reached 1.30 crore.
1984-2023	144,617	Marked growth in recent years.
Up to FY 2024-25	176,241	Includes 118,099 workers to Jordan and 36,584 to South Korea.

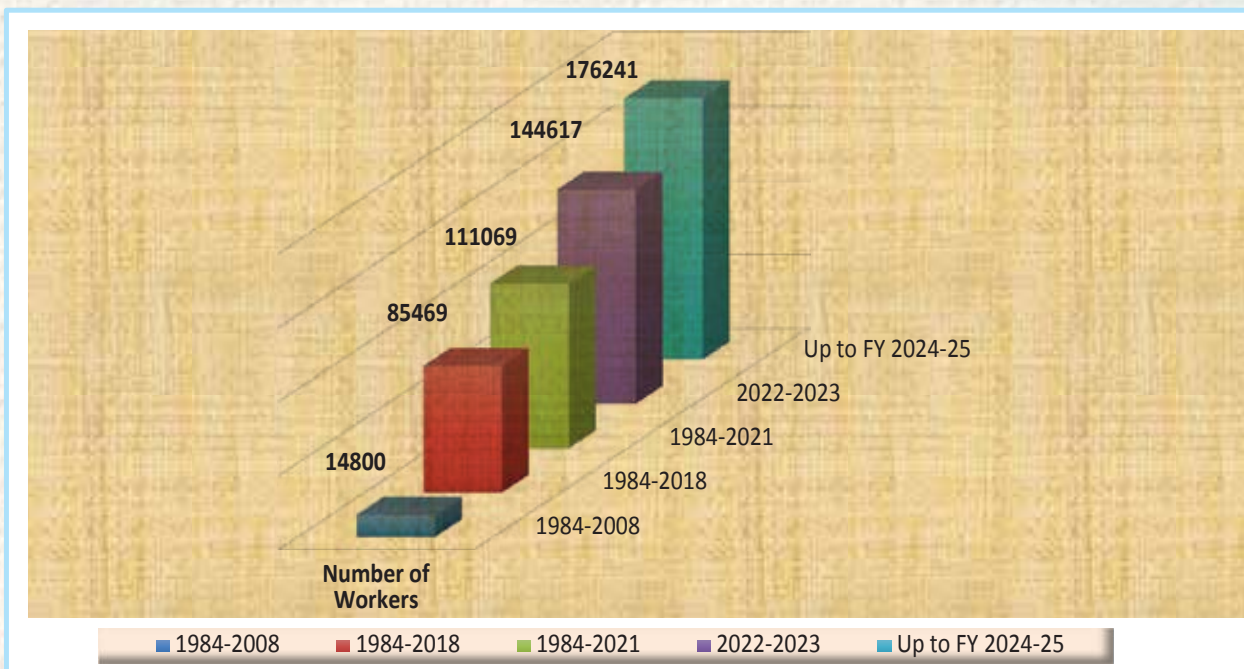
BOESL has successfully deployed workers to 36 countries. In FY 2024–25 alone, the agency arranged overseas employment for 16,066 workers at low or zero migration cost—ensuring affordability, transparency, and access for all.

Country	Total Workers Deployed	Notes
Jordan	118,099	Mainly RMG workers (Majority are Women).
South Korea	36,584	Under EPS (2008-2025).
Brunei Darussalam	1,045	Multiple sectors; BOESL-exclusive channel since 2024.
Malaysia	2,258	Under Special One-Off G2G Project.
Kuwait	677	Diploma/BSc nurses under Ministry of Health, Kuwait
Fiji	207	Skilled trades workers through Blue Harbor Recruitment agency in FIJI.
Russia	149 + 166 + 20 = 335	Shipbuilding, Construction, Poultry Processing Sector.
Japan	44	Technical interns Trinee (TITP).
Other Countries	Small numbers	Croatia, Romania, Bulgaria, Maldives, Seychelles, Lebanon etc.

Total Deployment by Major Destinations

Fiscal-Year Performance (Workers, Revenue, Profit)

Fiscal Year	Workers Deployed	Revenue (Tk Crore)	Profit (Tk Crore)	Notes
FY 2022-23	15,294	69.63	43.17	High EPS deployment (6,749).
FY 2023-24	15,558	78.87	48.65	Jordan 11,502; Korea 3,019.
FY 2024-25	16,066	63.94	44.81	Jordan 11,841; Korea 2,517.



Workers migrated through BOESL from 1984- June, 2025

3.2 Labour Migration to the Republic of Korea under EPS

The Republic of Korea began recruiting foreign workers in 1994 under the Industrial Trainee System (ITS). Due to irregularities and high migration costs in many sending countries, the Korean government replaced ITS with the Employment Permit System (EPS) in 2004 a government-to-government (G2G) recruitment mechanism that excludes private recruiting agents. Bangladesh signed MoU with HRD Korea on 4th June 2007.

Purpose of the MoU

The MoU aims to ensure a transparent and efficient process for sending Bangladeshi workers to Korea under EPS by outlining the responsibilities of both countries.

Roles of the Parties

- Ministry of Expatriates' Welfare and Overseas Employment (MoEW&OE): Primary sending authority; designated BOESL as the exclusive organization for EPS recruitment.
- BOESL: Responsible for recruiting, processing, and sending workers; no other Bangladeshi agency is allowed to participate.
- Ministry of Employment and Labour (MoEL), Korea: Primary receiving authority; designated the Human Resources Development Service of Korea (HRD Korea) to manage job seeker rosters and receive workers.

Countries Under EPS

EPS initially included 16 countries (2004–2008) and was expanded to include Tajikistan in 2024. Bangladesh joined in 2007 and remains one of the key participants.

Countries included in EPS

Year	Country Name	Year	Country Name
2004	1. Indonesia	2007	10. Bangladesh
	2. Vietnam		11. China
	3. Thailand		12. Kyrgyzstan
	4. Philippines		13. Nepal
	5. Sri Lanka		14. Myanmar
	6. Mongolia		15. Timor-Leste
2006	7. Uzbekistan	2008	16. Laos
	8. Pakistan		17. Tajikistan
	9. Cambodia	2024	



Positive Features of EPS

- Equal labour rights for foreign and local workers.
- Minimal migration cost ensured.
- Reduction of illegal migration.
- Highly transparent, IT-enabled selection and recruitment process.
- BOESL is the exclusive sending agency—ensuring protection from fraud and malpractice.
- Minimum wages and worker rights are guaranteed under EPS.

Employment Quotas

South Korea determines annual quotas for each country based on past performance and compliance. Higher performance leads to higher quotas. A worker can stay for 4 years and 10 months, after which they may re-enter Korea for a second term.

From July 2008 to July 2025, a total of 36,461 workers migrated to South Korea under EPS at low cost and high salary:

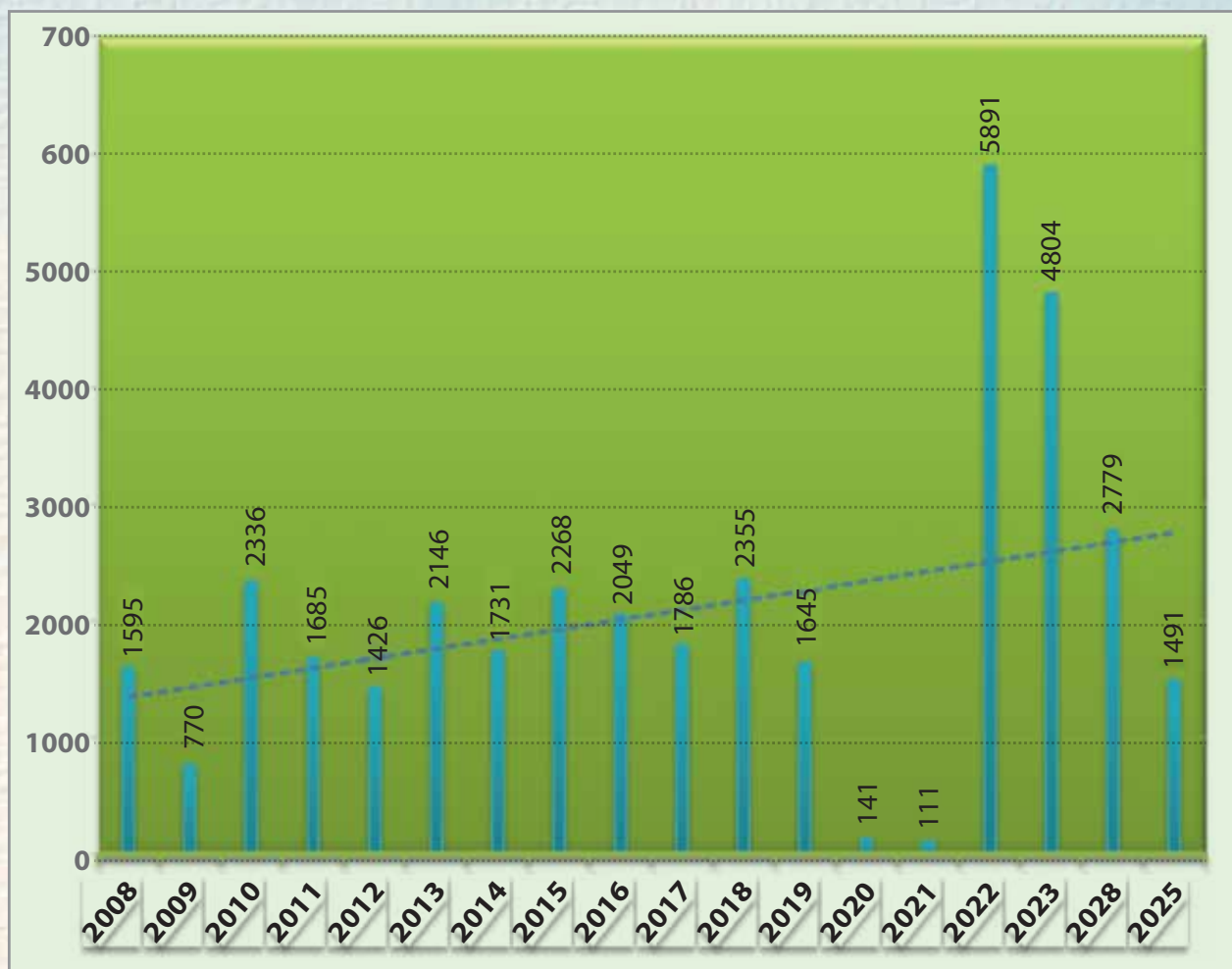


Figure: Employment of workers to South Korea under EPS (2008-2025)



The Managing Director and Executive Director of BOESL with the EPS worker's

Flow Chart of EPS



- N. B:
- BOESL: Bangladesh Overseas Employment & Services Ltd.
 - EPS: Employment Permit System
 - CCVI: Certificate for Confirmation of Visa Issuance
 - HRD KOREA: Human Resources Development Service of Korea
 - SPAS: Sending Public Agency System
 - BKTTC: Bangladesh Korean Technical Training Center

1. 4A. Cumulative EPS Deployments (2008–2025)

Period	Workers Deployed
July 2008 – July 2025	36,461

2. 4B. EPS Annual Quotas vs Deployment (Past 6 Years)

Indicator (6-Year Total)	Number
Total EPS quota	47,255
Total deployed	17,346
Fulfillment rate	37%

3. EPS Quota

Year	Quota	Deployment	Gap
2025	11,500	Below quota	Large shortfall

3.3 Participation of Women in Overseas Employment

Women's overseas employment has become an important source of empowerment and remittances. The Jordan RMG Corridor is the most significant model in women migration arena.

Jordan RMG Worker Deployment

- Jordan is now the top destination for Bangladeshi female garment workers.
- 44,000 Bangladeshi women are currently working in Jordan's RMG sector.
- In FY 2024–25, BOESL deployed 11,841 female RMG workers, significantly higher than the previous year.



Jordan bound worker after their final selection



Female Garments workers' final selection after completing training at Singayir TTC, Manikganj

Jordan RMG – Women Workers

Indicator	Value
Total Bangladeshi women in Jordan RMG sector	44,000
Women deployed via BOESL in FY 2024-25	11,841
Migration cost	Zero (employer pays almost all expenses)
Worker contribution	Tk 220 (fingerprint), Tk 305 (PDO), Medical fee Tk 1000, Declaration form Tk 500

Zero-Cost Migration Model

Under BOESL's G2B model, employers cover all major expenses:

- Work permit
- Airfare
- Accommodation & food
- Recruitment charges

Workers pay only a nominal amount (e.g. Tk 220 for fingerprinting, Tk 305 for PDO, Medical fee Tk 1000, Declaration form Tk 500).

Follow Chart

Broader Impact

- Greater financial autonomy for women
- Increased household investments in education and health
- Debt-free migration leads to immediate remittance contributions
- The Jordan RMG model is a leading example of ethical female migration

3.4 Destination Countries and Sectorial Trends

- Major destinations: Jordan, South Korea, Brunei Darussalam, Malaysia and Russia
- Other destinations: Croatia, Romania, Bulgaria, Fiji, Kuwait, Lebanon, Maldives, Seychelles, etc.

Trends Over Time

1. Slow Start (1980s–2000s)
Very low deployment—14,800 workers from 1984–2008. Private recruiters dominated.
2. Gradual Growth (2010s–2020s)
EPS (Korea) and Jordan RMG corridor boosted numbers significantly.
3. FY 2024–25 Highlights
 - ◆ Total deployment: 16,066
 - ◆ To Jordan: 11,841
 - ◆ To South Korea: 2,517
 - ◆ Revenue: Tk 63.94 crore
 - ◆ Profit: Tk 44.81 crore

Quotas & Fulfillment Challenges (South Korea)

- Quota for 2025: 11,500, but not met
- Over six years: 17,346 workers sent vs 47,255 quota → 37% fulfillment

Strengths

- Low/zero-cost migration options
- Focus on skilled and semi-skilled workers
- Strong presence in highly regulated, ethical labour markets
- Growing financial performance

Challenges

- Small share of total national migration
- Over-reliance on two main destinations
- Capacity limitations (language, skills, perception issues)

Recommendations

1. Expand destination markets
2. Strengthen language and technical training
3. Enhance international marketing and diplomacy
4. Maintain low-cost recruitment models
5. Improve data reporting and transparency

3.5 Compliance and Monitoring

BOESL adheres strictly to the Overseas Employment and Migrants Act, 2013, and all MoEWOE guidelines. Its work aligns with international frameworks, including the ILO Principles for Fair Recruitment.

Monitoring Mechanisms

- End-to-end monitoring: worker selection → training → deployment → follow-up
- Digital verification systems
- Field visits and Embassy Coordination

Ethical Recruitment

- Zero tolerance for corruption and unauthorized intermediaries
- Strict fee controls (often zero migration cost)
- Ensure all demand/Job order duly attested by Embassy.

3.6 Grievance Redresses and Continuous Improvement

BOESL operates an active grievance redress mechanism accessible via physical offices, online platforms, and hotlines. Complaints are reviewed promptly, and corrective actions are taken.

Regular audits, compliance reviews, and staff capacity-building initiatives ensure continuous improvement of operational integrity. BOESL remains committed to transparent, ethical, and responsible migration management—upholding trust among workers, employers, and international partners.

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 2258 workers have been sent to 6 companies in Malaysia through BOESL. Workers registered on “Ami Prabashi” apps are selected through interview by the nominated representative of the hiring company. Workers are traveled to Malaysia with zero migration cost.



Providing PEPT to workers going to Malaysia

3.8 Brunei Darussalam

Brunei Darussalam is an attractive destination country for Bangladeshi migrant workers. Brunei Darussalam is a small but developed country rich in natural oil and gas. Previously, Bangladeshi workers were sent to the Brunei Darussalam 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 Ministry of Expatriates’ Welfare and Overseas Employment of Bangladesh and the Ministry 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 Darussalam at an official migration cost of only BDT 44,850 to 56,350 in construction, oil & gas, garments, care giving, nursing, tourism & hospitality, pastry & bakery, agriculture, technologist, beautician and other sectors.



Interview process for Brunei (Direct & Online)

Over hundred agencies work in Brunei Darussalam to recruit foreign workers there. As the only sending agency in Bangladesh, BOESL signs a Memorandum of cooperation (MoC) with the interested agency in Brunei Darussalam. The process of sending workers to Brunei Darussalam through BOESL started on 1st February 2024 through the signing of MoCs with Brunei Darussalam an agency. So far, BOESL has signed MoCs with 67 agencies in Brunei Darussalam.

Employers have to give attested demand letter by the Bangladesh High Commission in Brunei Darussalam for workers through the agency to BOESL. BOESL publishes advertisement according to the demand and arranges both online and direct interview with the employers. Interested eligible workers are selected through interview by the employers by applying at home through the online link mentioned in the advertisement. Total migration cost is mentioned in the advertisement 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. Till 30th June, 2025 BOESL has sent 785 workers in Brunei Darussalam.



Motivational and Safety Training before departure of Brunei Darussalam going workers

3.9 Russia

BOESL is the only government agency sending manpower under the Ministry of Expatriates' Welfare and Overseas Employment. BOESL always conducts activities to explore new labor markets for workers interested in going abroad. As part of this activity, BOESL took the initiative to recruit workers in the Russian labor market and, in cooperation with the Bangladesh Embassy, Moscow, Russia, started discussions with various Russian companies about recruiting workers from Bangladesh.



Online interview conducting by Russian companies for recruiting Bangladeshi workers



Honorable Managing Director of BOESL delivering Pre-Departure Orientation to Russia bound workers

Rosneft Petroleum Refineries Company of Russia, which is one of the world's largest natural oil and gas exploration, extraction, production and refining companies. Zvezda Shipbuilding Complex, a part of Rosneft Petroleum Refineries Company and the largest shipbuilding company in Russia, expressed interest in recruiting workers from Bangladesh in the shipbuilding sector. A tripartite online meeting was held between the Bangladesh Embassy, Moscow, Russia, BOESL and Zvezda Shipbuilding Complex regarding the recruitment of workers and an agreement was signed between BOESL and the company on 25.05.2022 for the recruitment of workers.

BOESL has so far sent 149 workers to the shipbuilding sector in the said company and the workers are working successfully in their respective fields. The company is bearing the expenses of their accommodation, healthcare, joining the job and returning home after the job. Currently, 130 people have been finally selected by the company representative in five categories against the demand of 310 people and the recruitment process is ongoing.

Note: - Bangladeshi workers sent through BOESL to the said company receive a provincial bonus in addition to the basic salary, which is about 30,000 rubles.

On the other hand, Pondera Industry, one of the natural oil and gas extraction companies in Russia, has expressed interest in recruiting workers from BOESL. Pondera Industry is particularly well-known in Russia for its oil and gas plants. An agreement was signed with BOESL on 28.09.2023 for the recruitment of workers with the said company as before and sent a request for the recruitment of 600 workers in January 2024. The company will bear the cost of accommodation, food, life insurance and healthcare, as well as air fare for joining the job and returning to the country after the job.

Against the demand letter of 600 people sent, 204 workers were finally selected by the company's representative in May 2025 through direct interviews. Out of which, 180 received invitations and out of the workers who received invitations, 166 workers left for Russia after completing all the activities. The company has informed BOESL that the invitations of 18 workers are likely to be issued by the Russian Immigration soon.

Another Russian company, Magnitogorsk Poultry Complex, expressed its interest in recruiting poultry processors (general workers) and Cleaner from Bangladesh in the poultry sector through BOESL. After discussions with the said company, it was learned that the company is willing to recruit about 600 workers from Bangladesh whose monthly salary is 55,000/- - 1,00,000/- rubles. The company will bear the cost of accommodation, food and air fare for the recruited workers to join the job and return to the country after the job. An agreement was signed between BOESL and the said company on 20.12.2024 for the purpose of sending workers to the poultry sector from Bangladesh. Since the company will be recruiting workers from Bangladesh for the first time, the company will currently recruit 60 workers as poultry processors.

3.10 Japan

TITP and SSW Program in Japan:

Japan is an island nation located in East Asia, renowned for its vibrant culture, advanced technology, and breathtaking natural landscapes. Often referred to as the Land of the Rising Sun, Japan comprises over 14,000 islands and archipelagos, with the four primary islands being Honshu, Hokkaido, Shikoku, and Kyushu. The Pacific Ocean borders the country to the east and the Sea of Japan to the west.

Technical Internship Program: The Japanese government initiated the Technical Intern Training Program (TITP) to facilitate the acquisition of technical skills and knowledge through apprenticeship training in Japan. This program provides foreign nationals with the chance to gain state-of-the-art technical skills and experience while in Japan. The Japanese government established the Technical Intern Program as the Technical Intern Training and Safety Act on November 28, 2016, and it has been in effect since November 1, 2017. BOESL, as a government entity, was registered on March 19, 2018, to facilitate the transfer of tokenized income to Japan.



BOESL officials with Japan Delegation team

Steps of the Technical Internship Program:

- Step-1. Establish an agreement between the supervising organization and the sending organization.
- Step-2. Acquire an attested demand form from the supervising organization.
- Step-3. Advertise the opportunity on the BOESL website.
- Step-4. Conduct interviews and select candidates in the presence of BOESL and the Japanese delegation.
- Step-5. Secure a labor contract from the supervising organization.
- Step-6. Complete the necessary documentation for Japan OTIT to obtain CoE approval.
- Step-7. Submit a visa application.
- Step-8. Undergo a health check and fingerprinting.
- Step-9. Finalize exit clearance and PDO.
- Step-10. Attend a pre-departure briefing and board the flight.

Number of workers in the pipeline: A total of 09 workers have been directly chosen based on the new requirements from the Okayama Prefectural Export Garment Industry Cooperative. These workers have completed 180 hours of Japanese language training, and the sending process is currently in progress. Recently, an organization named Sojioka Tsukuoba Kano Kaizen Kumaei has shown interest in employing workers as caregivers through BOESL, and the interview process for these workers is ongoing.

Additionally, a Japanese organization known as MLG Cooperative is also interested in hiring garment workers and has selected 03 individuals. Potential Sectors: There is a significant demand for labor across various industries in Japan, particularly in the ready-made garments, construction, caregiving, agriculture, automobile, and shipbuilding sectors. The process of sending workers to Japan as technical interns through Boesel is ongoing, in line with the received requirements. In the worker selection process, Boesel consistently emphasizes ethical, safe, and cost-effective immigration practices, taking into account the workers' skills, Japanese language proficiency, understanding of Japanese culture, manners, and other relevant factors. The monthly salary for technical interns in Japan is approximately 1,30,000 (one lakh thirty thousand taka), while the immigration cost amounts to 56,350/- (fifty-six thousand three hundred and fifty taka). Furthermore, to achieve proficiency in Japanese, employees must pass a Japanese language examination. However, in certain specialized sectors such as ready-made garments and cleaning, a minimum of 160-180 hours of Japanese language training is prioritized as a qualification based on the company's needs. Moreover, BOESL continues to engage with various supervising organizations, with support from the Labor Wing of the Bangladesh Embassy in Japan, to facilitate the sending of more workers from Bangladesh to Japan.

3.11 Kuwait

BOESL always conducts activities to search for new labor markets for workers interested in going abroad. As part of this activity, BOESL took the initiative to recruit male/female nurses (B.Sc./Diploma) in the health sector of Kuwait and in collaboration with the Bangladesh Embassy, Kuwait, an agreement was signed between BOESL and two companies registered with the Kuwait

Ministry of Health, Advance Technology Company (ATC) and City Group Company (CGC). Later, 677 nurses were successfully sent to the two companies through BOESL. Their monthly salary is from 1,10,000/- (one lakh ten thousand) taka to 1,30,000/- (one lakh thirty thousand) taka. The company bears the necessary accommodation, food, first aid and airfare of the nurses. The sent nurses are working successfully in their respective workplaces. In continuation of this, City Group Company (CGC) expressed interest in recruiting 100 nurses again through BOESL and according to their needs, a recruitment notice was published on the BOESL website. The candidates were interviewed online on by the representative of the Kuwait Ministry of Health and 15 people were finally selected. Those whose travel to Kuwait is ongoing.



Representative of Kuwait Health Ministry conducting nurse recruitment exam in BOESL office

3.12 Fiji

Bangladesh High Commission, Canberra, Australia started communicating with various organizations in Fiji since 2021 to recruit manpower from Bangladesh through BOESL officially. At one stage of this process, Blue Harbour Recruitment Pte Limited, Fiji - a company expressed interest in recruiting workers from Bangladesh in various categories.

In this regard, the High Commissioner and the First Secretary (Labour) of Bangladesh High Commission, Canberra, Australia continued to communicate with the company and several meetings were organized. At one stage of this process, a tripartite virtual meeting (Zoom platform) was organized between the Managing Director of the said company, the High Commissioner and the First Secretary (Labour) of Bangladesh High Commission, Canberra, Australia and the Managing Director of BOESL. At the end of the meeting, the High Commissioner and First Secretary (Labour) of the Bangladesh High Commission, Canberra, Australia gave positive comments for the recruitment of workers through BOESL in the said company and gave recommendations to conduct the recruitment activities. To this end, an agreement was executed on 28.08.2022 AD between Blue Harbour Recruitment Pte Limited, Fiji and BOESL for conducting the recruitment activities. From the date of execution of the agreement, 209 workers have been recruited as professionals/skilled and semi-skilled workers in various trades including construction sector, automobile trade, hotels and restaurants. Their monthly salary varies from minimum 60,000/- (sixty thousand taka) to 1,20,000/- (one lakh twenty thousand taka). The employment contract is for 03 (three) years which is renewable. The company bears the cost of accommodation with necessary furniture, first aid and airfare to return to the country after 03 (three) years of service. The employee has to bear the airfare from Bangladesh to Fiji. Currently, the recruitment process in Fiji is closed due to the employer not receiving the requisition letter.

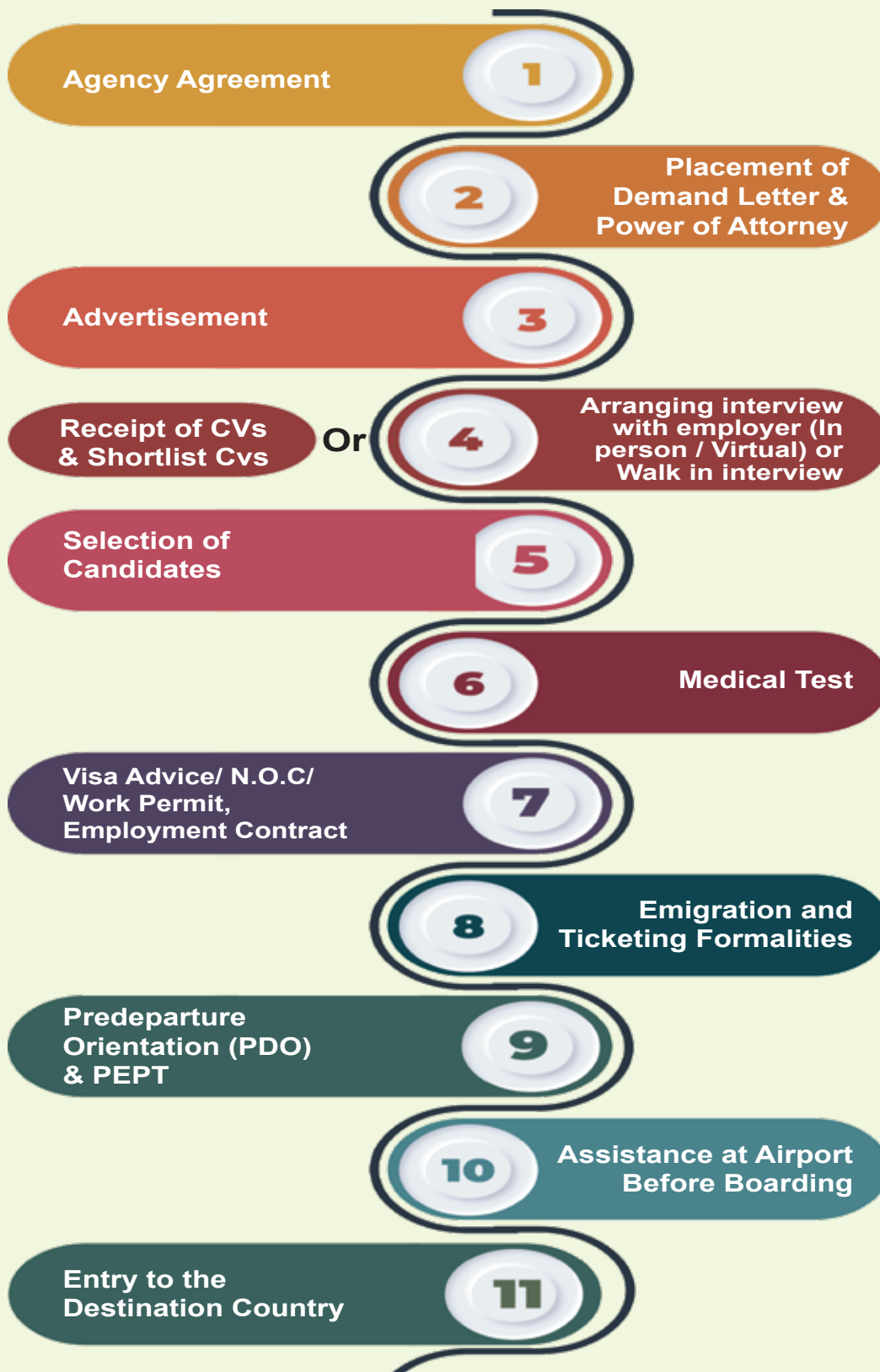


PEPT training provided for Fiji bound workers



Fiji delegations' team at BOESL office

BOESL RECRUITMENT PROCESS



2. Summary of Chapter 3

BOESL, Bangladesh's only state-owned overseas employment agency, has deployed over 176,000 workers since 1984, mostly to Jordan and South Korea. It ensures ethical, low-cost, and transparent migration—often at zero migration cost for key sectors like Jordan's RMG industry.

Major Achievements

- 16,066 workers deployed in FY 2024–25
- 118,099 workers sent to Jordan and 36,584 to South Korea to date
- Strong ethical recruitment model, especially for female RMG workers (11,841 in FY 2024–25)
- Expansion to new markets: Kuwait, Fiji, Russia, Malaysia, Japan, Brunei Darussalam

EPS (Korea)

- Highly transparent G2G recruitment
- 36,461 workers migrated since 2008
- Challenges meeting annual quotas due to skill gaps and demand fluctuations

Women's Employment

- Jordan is the main destination; 44,000 women currently employed
- Zero-cost migration model ensures protection and empowerment

BOESL's Strengths

- Low/zero migration cost
- Strong presence in regulated labour markets
- Increasing revenue and institutional credibility

Challenges

- Small share of national migration
- Under-fulfillment of EPS quotas
- Heavy reliance on Jordan and South Korea
- Limited capacity in language and skill development

Compliance & Monitoring

- Strict adherence to national and international labour standards
- Comprehensive monitoring and grievance systems
- Ethical recruitment framework with high transparency

New and Emerging Destinations (2022–2025)

Country	Sector(s)	Workers Sent	Key Notes
Kuwait	Nursing	677	Salaries Tk 115,000-130,000.
Fiji	Technical trades	209	Chefs, drivers, mechanics, electricians.
Russia	Shipbuilding, natural gas, poultry processing	335	Salary BDT 70,000.00 to 1,35,000.00 Includes 156 to Pondera Industries.
Malaysia	Manufacturing	2,258	Zero-cost migration; Ami Probashi selection.
Japan	Technical interns, caregivers	44	High demand due to demographic shift.
Brunei Darussalam	Multiple sectors	1,045	Exclusive BOESL channel since Feb 2024. MoCs signed with 67 agencies.

Overall Progress

BOESL has made significant progress as a safe, ethical, and efficient migration agency, but needs diversification, enhanced training, and stronger international outreach to expand its role within Bangladesh's migration sector.

Migration Cost Structure (Selected BOESL Corridors)

Destination	Migration Cost	Who Pays?	Notes
Jordan (RMG)	Zero	Employer	Model ethical recruitment example.
South Korea (EPS)	Very low	Employee	Highly regulated; equal rights.
Brunei Darussalam	Tk 44,850-56,350	Worker	Minimized cost compared to private channels.
Kuwait	Tk 44,850-56,350	Worker	B to B
Russia	Tk 56,350	Worker	B to B
Fiji	Tk 44,850	Worker	B to B

Executive Summary – Overseas Employment Activities

Bangladesh Overseas Employment and Services Limited (BOESL), the country's only state-owned manpower exporting agency, has made notable progress in expanding ethical, safe, and low-cost overseas employment opportunities for Bangladeshi workers. Since its establishment in 1984, BOESL has deployed more than 176,000 workers to 36 countries, with strong recent performance driven by its government-to-Government (G2G) and Government-to-Business (G2B) recruitment models

Major Destinations & Achievement

BOESL's largest corridors—Jordan and South Korea—account for the bulk of deployments.

- Jordan: Over 118,000 workers, primarily in the RMG sector under a zero-cost migration model. In FY 2024–25 alone, 11,841 skilled female garment workers migrated, contributing to a total expatriate female workforce of 44,000 in 44 companies in Jordan.
- South Korea (EPS): More than 36,461 workers have migrated since 2008 under the highly transparent Employment Permit System. EPS ensures equal labour rights, minimal migration cost, and a technology-enabled, corruption-free recruitment process.

In FY 2024–25, BOESL deployed 16,066 workers, generating Tk 63.94 crore in revenue and Tk 44.81 crore in profit. The agency also expanded its footprint in emerging markets such as Kuwait (healthcare), Fiji (technical trades), Russia (shipbuilding and energy), Malaysia, Japan, and Brunei Darussalam.

Women's Participation

Women's overseas employment continues to grow, led by the structured and safe Jordan RMG corridor. BOESL's zero-cost model ensures that employers pay for work permits, airfare, accommodation, and food—protecting workers from exploitation and allowing them to remit earnings from day one. The model strengthens financial autonomy, family welfare, and overall women's empowerment.

Key Strengths

- Low or zero migration cost for major destinations
- Exclusive G2G and G2B mechanisms ensuring transparency and ethical recruitment
- Strong presence in regulated labour markets offering better worker protection
- Improving financial performance and operational efficiency
- Enhanced monitoring, grievance redress, and compliance with national and international labour standards

Key Challenges

- BOESL accounts for a small share of national migration compared to private channels
- Under-fulfillment of EPS quotas (37% over the last six years) due to skill and language gaps
- Heavy reliance on Jordan and South Korea
- Limited diversification of destination countries and sectors

Way Forward

For BOESL to strengthen its role in Bangladesh's migration ecosystem, the organization must pursue market diversification, expand language and technical training capacity, intensify diplomatic outreach, maintain ethical low-cost recruitment models, and enhance data-driven operations. By doing so, BOESL can further solidify its position as a model institution ensuring safe, fair, and sustainable overseas employment for Bangladeshi workers.

Chapter 4

Market Promotion Initiatives

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

Market promotion for Bangladeshi overseas job seekers/human resource is a core activity of BOESL, aimed not only at creating employment opportunities abroad but also at building a strong and respectable image of Bangladeshi human resources in the global labor market. To achieve this, BOESL invests in branding, strategic marketing, and fostering relationships with international employers

4.1 BOESL's initiatives for market promotion:

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



Honorable Chief Advisor Dr. Muhammad Yunus delivers remarks at the inauguration of the Probashi Lounge dedicated for expatriate workers at Hazrat Shahjalal International Airport on 11 November, 2024

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

Promoting overseas employment requires a multifaceted and strategic approach. BOESL emphasizes the skills, reliability, and dedication of Bangladeshi workers, presenting them as competitive and valuable contributors to foreign industries. Through continuous branding, effective communication, and targeted outreach, BOESL ensures that Bangladesh is recognized as a trusted source of skilled and disciplined manpower.



Send Off Program of Jordan going workers in Airport

4.2. Overseas Market Promotion

Bangladesh is currently undergoing a demographic transition, presenting a unique demographic dividend. However, the domestic economy cannot absorb the entire workforce, making overseas employment essential to alleviate unemployment and reduce poverty. Rapid technological advancements have also contributed to the shrinking of traditional labor markets, emphasizing the need to explore new international job opportunities for Bangladeshi youth and position them as a national asset in the global economy.

In response, BOESL has continued to innovate and expand overseas market promotion, exploring alternative destinations alongside traditional labor markets. A dedicated Research and Development division has been established to identify new employment opportunities. The initial phase involves thorough research on labor demand in potential destination countries, close coordination with the Labor Welfare Wings of Bangladesh Missions, and direct engagement with employers or agents through meetings, emails, or Zoom conferences to negotiate agreements or Memorandum of Understanding (MoUs) for worker recruitment



H.E High Commissioner of Brunei Darussalam and H. E Ambassador of Bahrain visiting BOESL

Negotiation with foreign employers remains a critical step in entering new job markets. BOESL ensures that no worker is deployed without confirming safe working conditions, competitive salaries, and adequate fringe benefits. Employers are typically assessed through the labor welfare wings or on-site visits. BOESL consistently promotes the “Employer’s Pay Model” and encourages ethical recruitment practices.

In the current fiscal year, BOESL achieved notable success, including entry into the Malaysian market with a Zero Migration Cost model. Additionally, BOESL facilitated the deployment of 671 nurses to Kuwait, 155 workers to Fiji, 17 to Croatia, 37 to Russia, 179 to Romania, and 52 to Bulgaria, 44 to Japan marking significant milestones in expanding overseas employment opportunities for Bangladeshi workers.

In 2024–25, BOESL continued its strategic efforts to expand overseas employment opportunities and strengthen its role in promoting safe, ethical, and productive labor migration for Bangladeshis. Through innovative market promotion, research-driven approaches, and strong coordination with foreign employers and government agencies, BOESL has successfully opened new avenues for workers and students abroad.

4.3 Talent Partnership Program:

BOESL is a member of Talent Partnership Program and BOESL is listed as a manpower sending agency for European market. Construction, Agriculture, Caregiver, Healthcare professionals, IT professionals, Engineer, Technicians, RMG sector and others categories job are included in the Talent Partnership Program.

4.4 New Market Promotions:

Italy:

BOESL is trying to send seasonal workers like agriculture worker in Italy. Shipbuilding workers, Mechanical Engineer, Textile Engineer and technician job opportunity is available in Italy. We have arranged several meetings with Italian Ambassador in Bangladesh and Italian company’s delegation team. Bangladesh Embassy in Rome, Italy cooperating us to explore manpower market in Italy. Italian language is essential for workers to go Italy for job visa.

Greece:

There are seasonal workers like agriculture and hotel job opportunity in Greece. Construction workers job also available in Greece. We have arranged several meetings with Bangladesh Ambassador in Greece to

explore new job market. Bangladesh Embassy in Greece cooperating us heart and soul to open this market. The obstacle to get Greece visa is workers have to go India or nearest others countries to stamp visa as there is no Greece embassy in Bangladesh.

Iraq:

We have got a demand number 375 construction workers like Plumber, Electrician, Tiles Mason, Gypsum Board workers from Iraq. An agreement is signed between BOESL and Estithmar Properties Company in Iraq. Basic salary is 350 USD, accommodation, food facilities and air passage will be paid by employer. Recruiting workers is under process.

South Korea:

Among its numerous initiatives, two achievements stand out as flagship accomplishments for the fiscal year:

- (a) Seasonal Worker Employment in South Korea
- (b) Student Migration Program to South Korea

4.4.1 Seasonal Worker Employment in South Korea:

Under an MoU with Wando-gun, South Korea, BOESL deployed 50 Bangladeshi male seasonal workers for the Land Fishery and Sea Farming sectors. Candidates were selected from Barishal Division, and 25 have received visas. After completing training, they are scheduled to depart on 28 April 2025. Employment is initially six months, extendable based on performance, with priority for future recruitment and the potential for an E7 visa upgrade after three years.

The BOESL Board of Directors approved measures to ensure affordable migration, structured training, and proper worker welfare, with representatives overseeing recruitment, training, and safe return. This initiative represents a major milestone in seasonal worker deployment abroad, demonstrating BOESL's commitment to providing safe and dignified employment opportunities for Bangladeshi workers.



Sr. Secretary, MoEWOE Dr. Neyamat Ullah Bhuiyan in briefing South Korea going seasonal workers

4.4.2 Student Migration to South Korea:

Every year, a significant number of Bangladeshi students travel to South Korea for higher education, where they can also earn attractive incomes. While private agencies charge high fees (BDT 10–12 lakh), many students fall victim to fraudulent practices. Three reputed South Korean student management companies have partnered with BOESL to recruit students from Bangladesh to various universities in South Korea. Around 50 Universities of South Korea will receive Bangladeshi students through BOESL

Eligibility & Program Details:

Bachelor's applicants: SSC GPA 3.5, HSC GPA 3.5, IELTS 5.5 or TOPIK-2

Master's or second-class bachelor's degree holders eligible for postgraduate programs

Program Duration: Bachelor's – 4 years (8 semesters); Master's – 2 years (4 semesters)

Semester Duration: 3 months per semester, 2 semesters per year

Scholarships: 10–50% depending on the university/college

The estimated total cost for admission, including travel and fees, is BDT 6–7 lakh. Students can earn approximately BDT 2 lakh per year through part-time work during their studies, potentially saving BDT 70,000–80,000 per month after covering expenses.

The BOESL Board of Directors approved the student visa processing program, which will enable 2,000–3,000 students annually to pursue higher education in South Korea. The program includes structured visa processing, agent coordination, training, and BOESL service management, ensuring transparency, protection, and quality outcomes. This initiative promotes legal and safe migration, access to quality education, and increased remittance inflows for Bangladesh.



Delegates of Kangwon National University, South Korea visiting BOESL

The deployment of seasonal workers and the student migration program to South Korea are the flagship achievements of BOESL in 2024–25, reflecting the organization's commitment to innovative market promotion, safe and ethical overseas employment, and empowering Bangladeshi workers and students as global assets.

4.5 Country Representative for market expansion:

BOESL appointed Country Representative to explore overseas market expansion in various countries like Republic of Korea (ROK), Malaysia, Russia, Middle East, European countries and probable migration workers destination countries. Representative will explore job market and they will be benefited according to rules and regulations.

4.6 International Standards Certification

BOESL, an ISO 9001:2015 certified organization, upholds international standards in quality management, ensuring consistent service delivery and continuous improvement. Recognized as the top organization under IPEG, BOESL demonstrates transparency, accountability, and excellence in public sector performance.

4.7 International Collaboration with BOESL

Through strategic collaborations with UN agencies such as ILO, IOM, and UNDP, BOESL promotes ethical, safe, and cost-effective migration, safeguarding the rights of Bangladeshi workers. The formal Cooperation Agreement with IOM Bangladesh enables BOESL to implement awareness campaigns, job fairs, country-specific pre-departure and pre-employment orientation programs, and market exploration for overseas employment.



PDO Manual Finalization Session of BOESL officials arranged by IOM

These initiatives underscore BOESL's commitment to innovative, transparent, and responsible labor migration, ensuring that Bangladeshi workers benefit from safe and dignified overseas employment opportunities.

4.8 Awareness programs for migrants' workers

BOESL's focuses on connecting directly with potential migrant workers and ensuring that they receive accurate, transparent information about overseas employment opportunities. The goal of this initiative is twofold to collect skilled and competent workers for foreign employment and to raise awareness among jobseekers about safe, lawful, and ethical migration practices.



Job Fair and Awareness Building Program arranged by BOESL

To achieve these objectives, BOESL organizes a variety of awareness-raising campaigns, particularly in rural areas where most migrant workers originate. These campaigns are designed to educate communities about the risks of dealing with unauthorized intermediaries and encourage them to engage directly with BOESL for genuine opportunities.

As part of promotional activities, BOESL regularly arranges job fairs across the country, allowing workers to meet representatives from recruiting companies, receive guidance, and learn about overseas job requirements. Additionally, audio-visual materials, leaflets, posters, and branded vehicles are used to spread information widely and effectively.

BOESL conducts country-specific customized training programs to align workers' skills with the demands of destination countries, enhancing their technical, linguistic, and adaptive capabilities before deployment. In 2024–25, BOESL undertakes the management of Singair TTC, Manikganj, to develop skilled manpower for the RMG sector in Jordan, enabling low-skilled workers to upgrade their competencies under BOESL's supervision.

These efforts extend beyond conventional marketing. BOESL leverages both traditional and digital tools to reach wider audiences while maintaining close communication with embassies, employers' associations, stakeholders and government bodies in destination countries. Such collaborations foster trust, build long-term partnerships, and open new avenues for overseas employment.



Managing Director, BOESL Mr. Md. Saiful Islam (Additional Secretary)
discussing with Jordan bound female garments worker before interview in BKTTC

“Safe Journey, Bright Future — BOESL Leads the Way.”



Chapter 5

Training and Skill Development for BOESL

Bangladesh Overseas Employment and Services Limited (BOESL), established in 1984, is the only state-owned human resource exporting agency in Bangladesh. Over four decades, it has played a central role in facilitating the overseas employment of skilled, semi-skilled, low-skilled, and professional workers through a regular, safe, and ethical migration process.

BOESL (Bangladesh Overseas Employment and Services Limited) is committed to promoting ethical, safe, and skilled migration. As part of this commitment, skill development and training programs are essential to upgrade the existing skill levels of Bangladeshi workers and enhance their competitiveness in the international labor market.

5.1 Training Programs Conducted by BOESL

BOESL organizes various training programs focused on preparing workers for foreign employment, meeting international standards, and ensuring ethical migration.

5.1.1 Skill Development & Technical Training

Objective: Up skill workers technical knowledge with job-specific technical skills based on international demand.

Key Features:

- Job-oriented training for trades such as:
 - ◆ Construction (masonry, plumbing, electrical, labour)
 - ◆ Manufacturing (CNC operation, welding)
 - ◆ Health care (nursing assistants, caregivers)
 - ◆ Hospitality (hotel staff, cleaners)
 - ◆ IT and electronics
- Delivered in collaboration with:
 - ◆ Technical Training Centers (TTCs)
 - ◆ Private training providers accredited by BOESL/BMET



South Korean Training Orientation Programme.

5.1.2 Language Training

Objective: Improve language proficiency for countries requiring standardized tests.

Languages Offered:

- Korean (for EPS - Employment Permit System)
- Japanese (for TITP and SSW programs)
- Arabic (for Middle Eastern countries)
- English (general communication, especially for hospitality, care giving)

Includes:

- Spoken language practice
- Written test preparation
- Mock exams and interviews



South Korean Language Training programme.

5.1.3 Pre-Departure Orientation Program (PDO)

Objective: Prepare selected workers mentally, emotionally, and practically for life abroad.

Topics Covered:

1. Employer Engagement Workshops

- Cultural awareness and behavioral expectations
- Workplace etiquette and rights
- Legal responsibilities in host countries
- Remittance management and financial literacy
- Emergency contact points and embassy services

Duration: Typically, 2–7 days depending on the destination country

Mandatory for:

All selected workers under BOESL placements.



Delivering Orientation by Honorable Managing Director of BOESL for Russia bound workers

5.1.4 Digital Literacy & Soft Skills Training

Objective: Enhance adaptability in modern workplaces and reduce exploitation risks.

Modules Include:

- Using smart phones and internet securely
- Online remittance services
- Personal safety and digital security
- Time management, teamwork, and discipline

Workshops Conducted by BOESL

Workshops are arranged for various stakeholders involved in overseas employment, not just for workers but also for policymakers, employers, and training providers.

1. Employer Engagement Workshops

- Held with foreign employers and recruitment agencies
- Showcase the skill levels of Bangladeshi workers
- Promote ethical recruitment practices
- Improve transparency in the selection process

2. Awareness Workshops for Aspiring Migrants

- Informative sessions on:
 - ◆ Safe migration routes
 - ◆ Risks of irregular migration
 - ◆ Importance of certification and skills
- Conducted in both urban and rural areas

3. Capacity-Building Workshops for TTCs and Staff

- Upgrades training curricula based on foreign job market demands
- Brings in experts from international organizations (ILO, IOM, JICA, etc.)
- Ensures trainers are up to date with global training methods and standards

4. Workshops on Women's Migration

- Special focus on promoting safe migration for women
- Train women in caregiving, domestic work, and hospitality
- Educate them on rights, legal protections, and health issues



Senior Secretary, MoEWOE visiting RMG workers
Training Program Organized by BOESL at Cumilla TTC

Collaboration and Support

- Partners:
 - ◆ BMET, IOM, ILO, JICA
 - ◆ Embassies and labor wings in destination countries

Outcomes and Impact

- Increased number of certified and skilled workers
- Higher employer satisfaction from destination countries
- Better earnings and working conditions for migrants
- Reduction in irregular migration and fraud cases

The Certification, Upskilling, and Pre-Departure Orientation Program of BOESL (Bangladesh Overseas Employment and Services Limited) is a set of initiatives designed to prepare Bangladeshi workers for employment abroad by improving their skills, knowledge, and readiness for foreign job markets. Here's a structured overview of these programs:

1. Certification Program

Objective:

To ensure that workers meet the required standards of foreign employers and destination countries.

Key Features:

- Verification of technical and vocational skills
- Language proficiency certification (e.g., English, Korean, Japanese, Arabic, Russian)
- Health and medical fitness certification
- Background and criminal record verification
- Country-specific qualifications (e.g., EPS-TOPIK for South Korea)

Conducted by:

- BOESL in collaboration with:
 - ◆ Bangladesh Technical Education Board (BTEB)
 - ◆ Bureau of Manpower, Employment and Training (BMET)
 - ◆ Authorized assessment centers



Executive Director of BOESL visiting Singaie TTC Manikganj along with Japanese delegation team

2. Upskilling Program

Objective:

To enhance the competencies of workers to match international job standards.

Key Sectors Covered:

- Sewing Machine Operation
- Construction
- Manufacturing
- Hospitality
- Health care (nursing, elderly care)
- Agriculture
- Domestic work



Malaysia going Construction worker's training at Mohonpur TTC, Rajshahi.



Divisional Commissioner, Dhaka, observing Malaysia going Construction worker's training at Singair TTC, Manikganj

- Short-term and long-term technical training
- Soft skills (communication, discipline, cultural understanding)
- Language training
- Digital literacy (for modern workplace adaptation)

Partners:

- Technical Training Centers (TTCs)
- International development partners (ILO, IOM, GIZ, etc.)
- Private training institutes under BOESL supervision



Managing Director of BOESL visits Jordan bound garments worker training.

BOESL's Role in These Programs

- Acts as the official recruiting agency for government-to-government (G2G) and business-to-business (B2B) job placements.
- Ensures transparent and ethical recruitment.
- Coordinates with foreign employers and governments for skills alignment.
- Monitors training quality and updates course content as per market demand.

Benefits to Migrant Workers

- Higher chances of selection by foreign employers
- Better wages due to higher skill levels
- Legal and safe migration pathways
- Cultural adaptation support
- Reduced exploitation and abuse risks

In response to the rising demand for female garment workers in Jordan, BOESL has recently initiated specialized skill enhancement programs. These programs are being conducted through various Technical Training Centers (TTCs), with a particular focus on the Singaire TTC in Manikganj.

Additionally, in collaboration with Classic Fashion in Jordan, BOESL has dedicated three TTCs specifically for garment machine operator training. These centers are:

- Dhaka Mohila TTC
- BKTTC (Bangladesh-Korea Technical Training Center)
- Cumilla TTC

These initiatives aim to ensure that Bangladeshi female workers receive industry-standard training, improving their employment prospects abroad and promoting sustainable migration practices.

“BOESL—The Government’s Trusted Bridge to Global Opportunities.”



Chapter 6

Financial Statement

This chapter presents the financial statements of BOESL for the fiscal year 2024–25, offering a comprehensive overview and the financial position, performance, and resource utilization. It highlights income, expenses, assets, and liabilities, giving an overall picture of BOESL's financial health. Through detailed analyses of income, expenditure, assets, and liabilities, this chapter reflects BOESL's commitment to transparency and responsible financial management.

6.1 Comparative Statement of Income and Expenditure for FY 2023–24 and FY 2024–25

The audit firm M/S Mahfel Huq & Co., appointed by BOESL, has completed the audit for the Financial Year 2024–25 and submitted a draft audit report. As per the draft audit report, the total income of BOESL during the Financial Year 2024–25 amounted to $(32,22,54,109.00 + 31,71,84,759.00) = \text{BDT } 63,94,38,868.00$ (Taka Sixty-three crore Ninety-four lakh Thirty-eight thousand Eight hundred sixty-eight).

The total expenditure during the same period stood at BDT 19,12,72,807.00 (Taka Nineteen crore Twelve lakh Seventy-two thousand Eight hundred seven). Accordingly, the gross profit for the year 2024–25 was $(63,94,38,868.00 - 19,12,72,807.00) = \text{BDT } 44,81,66,061.00$ (Taka Forty-four crore Eighty-one lakh Sixty-six thousand Sixty-one).

After deduction of 27.5% income tax, amounting to BDT 12,32,45,667.00 (Taka Twelve crore Thirty-two lakh Forty-five thousand Six hundred sixty-seven), the net profit for the financial year stood at $(44,81,66,061.00 - 12,32,45,667.00) = \text{BDT } 32,49,20,394.00$ (Taka Thirty-two crore Forty-nine lakh Twenty thousand Three hundred ninety-four).

Table 6: Summary of Income, Expenditure & Profit for the FY 2023-24 and FY 2024-25

SL	Description of Income, Expenditure & Profit	30 June 2025	30 June 2024	Remarks
01	Income from service charge	28,20,30,875.00	24,25,60,715.00	
02	Data entry registration fees	65,45,298.00	36,41,719.00	
03	Online registration fees, UBT registration fees, Korean language & skill training fees, and Management fee (Japan)	4,75,340.00 1,39,18,264.00 1,83,28,610.00 9,55,722.00	3,36,77,936.00 31,49,60,222.00	
04	Total operating income (01+02+03)	32,22,54,109.00	56,11,62,656.00	
05	Profit on FDR and other non-operating income	31,71,84,759.00	22,75,96,093.00	
06	Total income (04+05)	63,94,38,868.00	78,87,58,749.00	
07	Total expenditure for the year	19,12,72,807.00	31,12,73,548.00	
08	Gross profit (06–07)	44,81,66,061.00	47,74,85,201.00	
09	Income tax @ 27.5%	12,32,45,667.00	13,13,08,429.00	
10	Net profit after tax (08–09)	32,49,20,394.00	34,61,76,771.00	

Overall, BOESL's financial performance during the Financial Year 2024–25 remained strong and satisfactory. Although the total income decreased slightly compared to the previous year due to fluctuations in overseas employment demand, the organization successfully maintained operational efficiency and ensured a stable level of profitability. The consistent net profit after tax reflects BOESL's prudent financial management, transparency, and commitment to sustainable growth in promoting ethical overseas employment opportunities for Bangladeshi workers.

6.2 Statement of Financial Position of FY 2024-25

Bangladesh Overseas Employment & Services Ltd. (BOESL)

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

Statement of Financial Position

As at 30 June 2025

Particulars	Notes	Amount in Taka	
		30 June 2025	30 June 2024
Assets			
A. Non-Current Assets			
Property, Plant and Equipment		66,672,261	64,946,189
Less: Accumulated Depreciation		48,104,888	45,399,930
Net Property, Plant & Equipment	3.00	18,567,373	19,546,258
Financial Assets - Long Term	4.00	1,049,115,091	1,286,313,921
Total Non-Current Assets		1,067,682,464	1,305,860,179
B. Current Assets			
Inventories			
i) Others (including spare parts)	5.00	102,422	51,325
Total Inventories		102,422	51,325
Advance, Deposit, Pre-payments	6.00	155,102,020	129,076,153
Financial Assets- Short Term	7.00	2,513,026,817	1,934,553,293
Cash and Cash Equivalents	8.00	449,463,752	450,434,194
Total Current Assets		3,117,695,012	2,514,114,965
Total Assets		4,185,377,476	3,819,975,144
Equity & Liabilities			
C. Equity			
Authorized Capital		30,000,000	30,000,000
Ordinary Share Capital:			
Government (%) = 100%	9.00	5,100,000	5,100,000
Other Fund/ Reserve	10.00	200,000,000	200,000,000
Retained Earnings	11.00	1,575,524,024	1,250,603,629
Shareholders Equity		1,780,624,024	1,455,703,629
D. Current Liabilities			
Others Payble	12.00	2,275,044,563	2,204,013,656
Advance Received from Custommer	13.00	4,818,527	17,991,565
Provision for Expense	14.00	1,644,696	10,957,866
Provision for Income Tax	14.02	123,245,667	131,308,429
Total Current Liabilities		2,404,753,452	2,364,271,516
Total Shareholder's Equity & Liabilities		4,185,377,476	3,819,975,144

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

Managing Director

Chairman

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



Place: Dhaka
Dated:

Skh Md Mahmudul Ambia FCA

ICAB Enrolment No. 1067

For and on behalf of

Mahfel Huq & Co.

Chartered Accountants

DVC:

6.3 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 2025

Particulars	Notes	Amount in Taka	
		01 July 2024 to 30 June 2025	01 July 2023 to 30 June 2024
A Revenue			
Service Revenue (Net of VAT)	15.00	322,254,109	561,162,656
Total Revenue		322,254,109	561,162,656
Less: Cost of Services		-	-
Gross Profit/(Loss)		322,254,109	561,162,656
B Operating Expenses:			
General & Administration Expense	16.01	123,047,136	109,439,622
Other Operating Expenses	16.02	68,225,671	201,833,926
Total Operating Expenses		191,272,807	311,273,548
C Operating Profit (A-B)		130,981,302	249,889,108
D Non Operating Income			
i) Interest Income	17.01	302,889,547	221,183,474
ii) Other Non-Operating Income	17.02	14,295,212	6,412,619
E Total Non Operating Income		317,184,759	227,596,093
F Net Profit/(Loss) Before Tax		448,166,061	477,485,201
G Less: Provision for Income Tax			
Current Tax	14.02	123,245,667	131,308,429
H Net Profit/(Loss) After Tax		324,920,394	346,176,771
I Other Comprehensive Income		-	-
J Total Comprehensive Income		324,920,394	346,176,771

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

Managing Director

Chairman

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

Skh Md Mahmudul Ambia FCA

ICAB Enrolment No. 1067

For and on behalf of

Mahfel Huq & Co.

Chartered Accountants

DVC:

Place: Dhaka

Dated:



Table 7: Statement of Comprehensive Income & Expenditure: Last ten years.

SL	Financial Year	Income (BDT)	Expenditure (BDT)	Comments
01	2015-2016	143,900,474.00	39,084,300.00	
02	2016-2017	149,837,122.00	46,819,077.00	
03	2017-2018	170,699,527.00	55,678,542.00	
04	2018-2019	190,558,349.00	60,216,194.00	
05	2019-2020	207,702,220.00	59,639,610.00	
06	2020-2021	139,906,458.00	69,004,023.00	
07	2021-2022	304,223,291.00	101,295,727.00	
08	2022-2023	69,63,18,225.00	26,45,91,975.00	
09	2023-2024	78,87,58,749.00	31,12,73,548.00	
10	2024-2025	63,94,38,868.00	19,12,72,807.00	

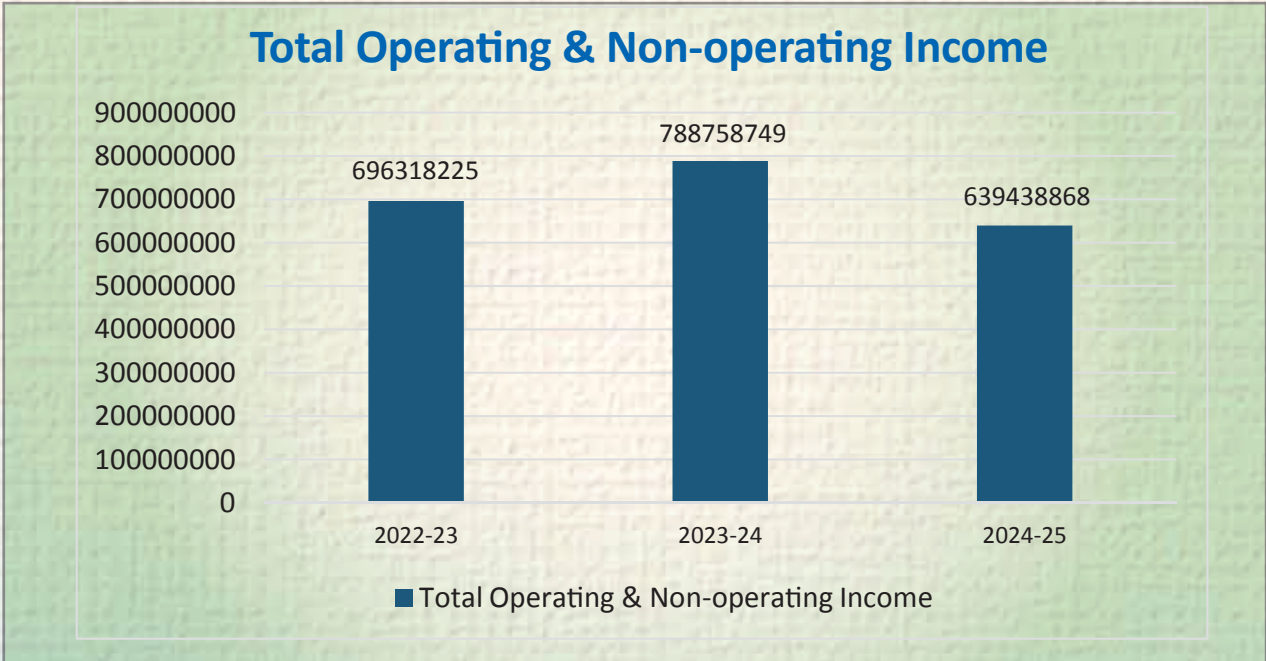
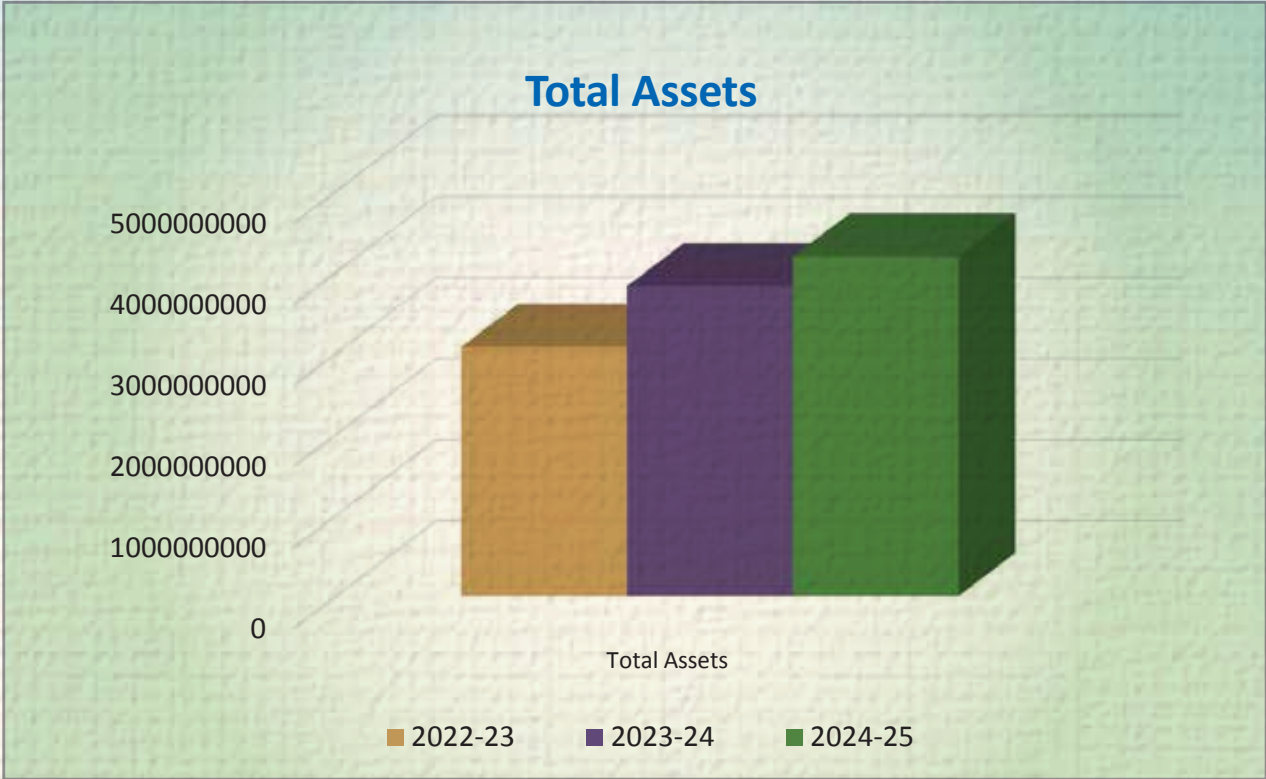
Table 8: Statement of Profit-Loss, Tax & Dividend

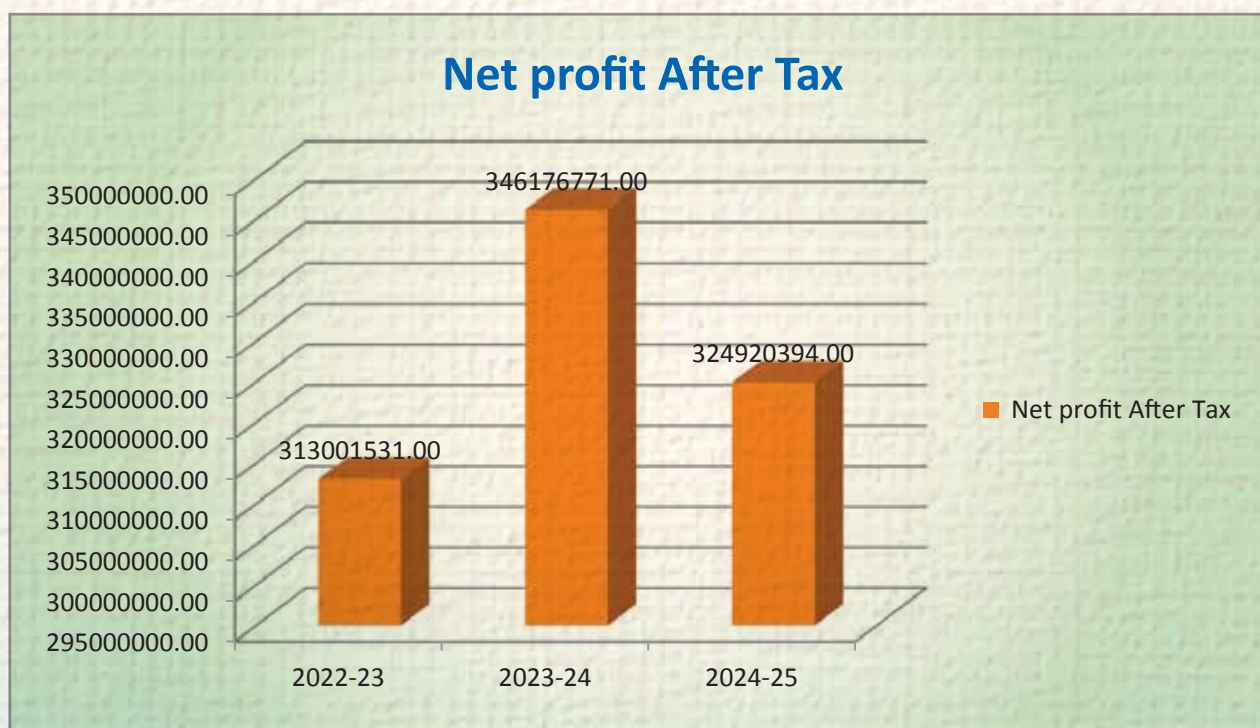
SL	Financial Year	Profit/ Loss (BDT)	Tax Paid (BDT)	Dividend (BDT)
01	2015-2016	104,816,174.00	3,66,85,660.00	68,13,051.00
02	2016-2017	103,018,045.00	36,056,316.00	5,10,000.00
03	2017-2018	115,020,985.00	40,257,344.00	7,65,000.00
04	2018-2019	130,342,155.00	45,619,754.00	7,65,000.00
05	2019-2020	148,062,610.00	48,120,348.00	7,65,000.00
06	2020-2021	70,902,436.00	21,270,731.00	7,65,000.00
07	2021-2022	20,29,27,564.00	5,58,05,080.00	10,20,000.00
08	2022-2023	43,17,26,250.00	11,87,24,719.00	12,75,000.00
09	2023-2024	47,74,85,201.00	13,13,08,429.00	25,50,000.00
10	2024-2025	44,81,66,061.00	12,32,45,667.00	25,50,000.00

**Annual General Meeting (AGM) of FY 2024-25 has not been held yet.*

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

SL	Particulars	2022-2023	2023-2024	2024-2025
01	Total Assets	306,95,68,380.00	381,99,75,144.00	418,53,77,476.00
02	Total operating & Non-operating income	69,63,18,225.00	78,87,58,749.00	63,94,38,868.00
03	Total Expenses	26,45,91,975.00	31,12,73,548.00	19,12,72,807.00
04	Net profit After Tax	31,30,01,531.00	34,61,76,771.00	32,49,20,394.00

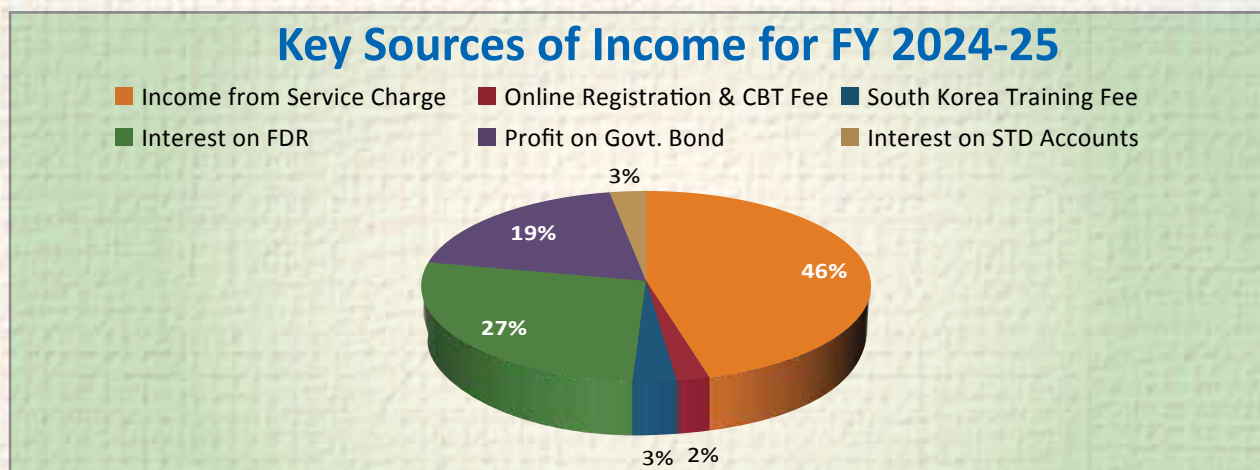




The above charts show that the total assets are higher than in the previous Financial Year. On the other hand, the income, expenses & net profit after tax are lower than the previous Financial Year.

Table 10: Key Sources of Income in FY 2024-25

SL	Income from Service Charge	28,20,30,875.00
01	Online Registration & CBT Fee	1,39,18,264.00
02	South Korea Training Fee	1,83,28,610.00
03	Interest on FDR	16,81,99,822.00
04	Profit on Govt. Bond	11,77,46,627.00
05	Interest on STD Accounts	1,69,13,586.00



The above chart states that the key sources of operating income of BOESL are service charge, Online Registration & CBT Fee & South Korea training fees. However, Non-operating income also has a significant impact on total income.

6.4 Yearly Growth

	Total Assets	
9.57%	2023-24	2024-25
	381,99,75,144.00	418,53,77,476.00
	Total Income (Operating & Non-Operating)	
(18.93%)	2023-24	2024-25
	78,87,58,749.00	63,94,38,868.00
	Total Expenses	
(36.71%)	2023-24	2024-25
	30,21,97,455.00	19,12,72,807.00
	Net Profit After Tax	
(6.14%)	2023-24	2024-25
	34,61,76,771.00	32,49,20,394.00

Total assets of BOESL in the financial year 2024-25 have increased to Tk. 418,53,77,476/- which was Tk. 381,99,75,144/- in the financial year 2023-24 (i.e. 9.57% growth). Total income (operating & non-operating) & Net profit have decreased to 18.93% and 6.14% respectively and the total expenses also decrease to 36.71% comparing the previous year.

6.5 Key Performance Indicators (KPI)

for the year ended 30 June 2025						
S.L	Particulars		2024-25		202324	Comments
			Amount	Ratio	Ratio	
1	<u>Current Ratio:</u>					The Current Ratio of the previous Financial Year was better than current Financial Year (Smaller value is better)
	Current Assets		416,68,10,103	1.74:1	1.62:1	
	Current Liabilities		240,47,53,452			
2	<u>Quick/Acid Test Ratio:</u>					Quick/Acid Test Ratio of the current Financial Year is better than the previous Financial Year (Larger value is better)
	Quick Assets		416,67,07,681	1.73:1	1.61:1	
	Current Liabilities		240,47,53,452			
3	<u>Profit Margin (PM):</u>					Profit Margin (PM) of the current Financial Year is better than the previous Financial Year (Larger value is better)
	Net Income × 100		32,49,20,394 × 100	100%	63%	
	Sales revenue		32,22,54,109			
4	<u>Asset Turnover Ratio:</u>					The Asset Turnover Ratio of the previous Financial Year was better than current Financial Year (Larger value is better)
	Sales Revenue		32,22,54,109	0.08	0.15	
	Total Assets		418,53,77,476			
5	<u>Debt-Equity Ratio:</u>					The Debt-Equity Ratio of the current Financial Year is better than the previous Financial Year (Smaller value is better)
	Total Debt		240,47,53,452	1.35	1.60	
	Total Equity		178,06,24,024			

** Quick Assets = Current Assets – Stock of Inventory

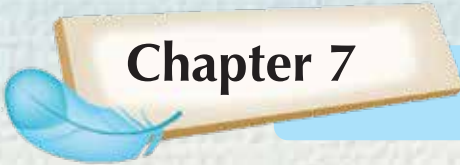
6.6 DuPont Analysis:

Particulars	Formula	2023-24	2024-25	Comment
ROE=	Net Income	34,61,76,771	32,49,20,394	Return on Equity of previous Financial Year was better than current Financial Year (Larger value is better)
	Total Equity	145,57,03,629	178,06,24,024	
		23.78%	18.25%	

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

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

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



Chapter 7

Challenges and Future Plans

7.1 Major Challenges Faced During FY 2024–25

During the fiscal year 2024–25, Bangladesh Overseas Employment and Services Limited (BOESL) made significant progress in expanding overseas employment opportunities for Bangladeshi workers. However, this advancement was accompanied by several complex challenges that influenced both operational activities and long-term planning. These challenges arose from global labor market transitions, increased international competition, internal capacity constraints, and the growing demands of foreign employers.

7.1.1 Dependence on Limited Overseas Markets

Despite BOESL's continuous efforts to explore new opportunities, worker deployment remained predominantly centred in Jordan and South Korea. This dependency created vulnerability, as unexpected policy changes, economic slowdowns, or geopolitical shifts in either of these countries could disrupt BOESL's overall deployment performance. Although new markets have been identified, expansion efforts have progressed slowly due to regulatory complications, employer verification issues, and the need to strengthen confidence among foreign partners.

7.1.2 Skill Gaps and Worker Readiness Issues

The global labor market is becoming increasingly selective, with employers preferring workers who are trained, certified, and linguistically capable. Many Bangladeshi candidates still lack specialized skills that match international standards, which reduces their competitiveness. Limited proficiency in key languages, such as Korean, Japanese, and Arabic—further affected exam pass rates, quota utilization under specific programs, and overall worker retention abroad. Moreover, training facilities for high-demand sectors like caregiving, construction, hospitality, and shipbuilding remain insufficient in both scale and specialization.

7.1.3 Difficulty in Meeting EPS (Korea) Quotas

While Bangladesh maintains a strong reputation under the Employment Permit System (EPS), BOESL was unable to fully meet the annual Korea quota. Lower language exam pass rates, limited skills alignment, and issues related to worker absconding contributed to lower deployment levels. These challenges also affected Korea's overall evaluation of Bangladesh, indicating the need for stronger motivation and counselling activities before deployment.

7.1.4 Slow Visa Processing and Delays in Document Attestation

Visa processing for several destination countries, including Russia and Brunei Darussalam, experienced notable delays. Embassy procedures, administrative backlogs, and complex attestation requirements extended deployment timelines. As a result, workers faced uncertainty after selection, and BOESL had to manage extended communication with employers and foreign missions to minimize disruptions.

7.1.5 Unauthorized Intermediaries and Worker Misguidance

Despite BOESL's strict zero-middlemen policy, unauthorized intermediaries continued attempts to mislead job seekers by providing false information and unrealistic promises. This created misinformation, raised false expectations, and occasionally damaged BOESL's reputation. Ensuring that workers receive accurate information remained a consistent challenge throughout the year.

7.1.6 Worker Non-Compliance Abroad

Some workers abroad were found to breach contract terms, engage in unauthorised job changes, or overstay. Such actions negatively affected employer confidence, strained diplomatic relations, and reduced future demand for Bangladeshi workers. These incidents highlighted the need for improved pre-departure counselling and stronger monitoring mechanisms.

7.1.7 Limited Institutional Capacity and Human Resources

As BOESL's workload expanded with new market opportunities and an increasing number of job seekers, the organization's institutional capacity faced pressure. Additional human resources were required in market promotion, digital transformation, research, legal services, and training. A stronger workforce is essential to support BOESL's long-term operational effectiveness.

7.1.8 Economic and Geopolitical Uncertainty Worldwide

Global labour markets experienced instability due to inflation, rising fuel prices, and geopolitical tensions. These uncertainties reduced recruitment opportunities in some sectors and caused temporary disruptions in planned deployment initiatives.

7.1.9 Lack of Overseas Representation

Unlike many competitor countries that maintain recruitment desks or labour attachés in key employment destinations, BOESL has limited overseas representation. This absence makes it more difficult to negotiate demands, provide timely worker support, and build stronger employer relationships abroad.

7.1.10 Growing Competition from Other Labour-Sending Countries

Countries such as Nepal, Indonesia, the Philippines, and Vietnam have significantly improved their recruitment processes and worker training systems. Their enhanced competitiveness poses challenges for Bangladesh, especially in high-skill and high-wage job categories.

7.2 Proposed Strategies to Address the Challenges

In response to the challenges identified, BOESL has outlined a comprehensive set of strategies aimed at enhancing its operational efficiency, expanding market reach, strengthening institutional capabilities, and ensuring better protection for migrant workers.

7.2.1 Advancing Market Diversification and Expansion

BOESL plans to intensify its efforts to enter emerging labor destinations across Europe, including Romania, Croatia, Italy, Bulgaria, and Greece, while strengthening its engagement with GCC countries and East Asia. Market promotion missions composed of BOESL officials, domain experts, and employer representatives will be deployed to identify demand, negotiate opportunities, and establish long-term partnerships.

7.2.2 Enhancing Sector-Based and Internationally Certified Training

To ensure worker readiness, BOESL aims to widen training programs covering RMG, shipbuilding, caregiving, construction, hospitality, agriculture, and manufacturing. These programs will be aligned with global qualification standards such as CBT&A and NVQ. Language training centers for Japanese (JLPT and N4 level) and Korean (TOPIK) will also be expanded to improve testing outcomes.

7.2.3 Improving EPS (Korea) Performance

BOESL will introduce advanced language training systems, mock examinations, digital learning materials, and targeted guidance for Korean job applicants. Strengthened behavioral and motivational sessions will help reduce absconding job switching rates and maintain Bangladesh's strong position under the EPS program.

7.2.4 Accelerating Digital Transformation

A full-cycle e-recruitment system, covering digital registration, payments, biometric verification, and e-contracts, will be advanced. The BRMS, BOESL online job application portal BOESL will be upgraded to support job tracking, notifications, and improved user experience. Integration with national digital migration platforms will also be prioritized.

7.2.5 Strengthening Visa Processing and Compliance Support

BOESL plans to establish a dedicated Visa and Compliance Desk for key destination countries. This unit will coordinate with foreign missions to expedite documentation, attestation, and visa approvals while ensuring that all selected workers meet readiness and compliance standards.

7.2.6 Improving Worker Welfare and Grievance Handling Abroad

Digital grievance monitoring systems will be introduced to track worker safety, contract fulfilment, and workplace issues. Coordination with Labour Welfare Wings will be enhanced, and workers will receive improved training on workplace discipline, cultural norms, and their rights and responsibilities.

7.2.7 Expanding Institutional and Human Resource Capacity

BOESL intends to recruit skilled personnel specializing in IT, market research, legal affairs, language instruction, and promotional activities. Strengthening the Research and Development Wing will support better labour market forecasting, employer engagement, and analytical reporting.

7.2.8 Promoting Safe and Ethical Migration Practices

Nationwide awareness campaigns through media, digital channels, arranged job fairs and awareness workshops at the field level, and community programs will highlight BOESL's zero-cost recruitment model and address misinformation. District-level information desks and digital help centres will expand access to accurate guidance for aspiring migrants.

7.2.9 Building Stronger Employer Partnerships

Regular virtual job fairs, employer meetings, and international networking events will be organized to enhance BOESL's global outreach. A dedicated Employer Relations Desk will be introduced to streamline communications and facilitate employer satisfaction.

7.3 Vision and Targets for FY 2025–26

Looking ahead, BOESL has articulated a forward-looking vision that emphasizes expanded deployment, digital transformation, institutional strengthening, and global leadership in ethical recruitment.

7.3.1 Deployment Target of 20,000 Workers

To meet this ambitious target, BOESL will further improve language training quality, accelerate utilization of EPS quotas, and expand opportunities in RMG and other sectors, especially for female workers.

7.3.2 Establishment of Divisional and Regional Offices

BOESL plans to open branch offices in Chattogram, Sylhet, Rajshahi, and Khulna. These offices will enhance regional accessibility, reduce travel time for job seekers, and ensure more equitable access to overseas employment services.

7.3.3 Strengthening Women’s Migration Opportunities

With growing global demand for female workers in caregiving, hospitality, and light manufacturing, BOESL will enhance training facilities for women while ensuring that all female migration remains safe, ethical, and cost-free.

7.3.4 Achieving Full Digital Governance

BOESL aims to transform all services, including registration, payments, training, and documentation fully digital processes. Real-time dashboards will support data-driven decision-making and strengthen monitoring systems.

7.3.5 Establishing Overseas Representative Offices

To strengthen employer relations and provide on-ground support, BOESL plans to deploy representatives in South Korea, Jordan, Malaysia, Japan, and selected European countries. These representatives will help coordinate demands, negotiate opportunities, and address worker issues promptly.

7.3.6 Promoting Ethical Recruitment as a National Standard

Through collaboration with ILO, IOM, and global partners, BOESL aims to enhance its compliance frameworks and reinforce its role as a model Government-to-Government (G2G) recruitment agency.

7.3.7 Expanding the National Skill Ecosystem

BOESL will work closely with TTCs, private training institutes, and industry partners to strengthen practical training and develop employer-led curricula tailored to sector-specific needs. On this occasion, Singair Technical Training Centre (TTC) Manikganj will be converted into a full-fledged training centre dedicated to BOESL.

7.3.8 Strengthening Monitoring and Reporting Mechanisms

The development of an integrated Management Information System (MIS) will support tracking of the entire recruitment cycle, worker safety, remittances, and employer feedback. This will help enhance reporting to the Ministry and ensure transparency.

“BOESL Family”



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(Additional Secretary)

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Executive Director
(Joint Secretary)

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Assistant Manager

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Mr. Subrata Kumar Bhoumick



Assistant Manager

Mr. Abdullah Ibne Masud



Computer Operator

Mr. Mohammad Hasan Gaura



Computer Operator

Ms. Konok Akter



Computer Operator

Mr. Md. Sabuj Khan



Computer Operator

Mr. Md. Farhad Hossen



Computer Operator

Mr. Md. Ali Hossain



Computer Operator

Mr. Md. Omar Faruq



Receptionist

Mr. Jahidul Islam



Receptionist
Attachment Database

Mr. Al Amin Shuvo



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. Faruq Hossain



Messenger

Mr. Torikul Islam Sabu



Messenger

Khorshad Alam



Messenger

Mr. Md. Ismail



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

“Ethical Recruitment, Empowered Migrants.”



Guardianship of BOESL



Dr. Asif Nazrul

Honorable Adviser

Ministry of Expatriates' Welfare and Overseas Employment

Government of the People's Republic Of Bangladesh



Dr. Neyamat Ullah Bhuiyan

Senior Secretary

Ministry of Expatriates' Welfare & Overseas Employment

& Chairman of the Board of Directors, BOESL

Mr. Md. Saiful Islam

Managing Director

(Additional Secretary)

Bangladesh Overseas Employment and Services Ltd, (BOESL)

Ministry of Expatriates' Welfare and Overseas Employment



Memory Lane



Group photo session of during the unveiling ceremony the annual report 2024



Honorable Adviser, Dr. Asif Nazrul, Ministry of Expatriates' Welfare and Overseas Employment delivering his speech at the send of program of Malaysia going workers



Managing Director, BOESL and invited guests at the send off program of Malaysia going workers



Senior Secretary, Dr. Neyamat Ullah Bhuiyan is delivering his motivational speech during a training session of Malaysia going workers



Executive Director and other officials of BOESL handover the crest to the winners of the online essay writing competition on the occasion of International Migrants Day 2024



Respected Senior Secretary of MoEWOE delivering his speech in the awareness workshop and Job Fair at Cumilla



Former Managing Director Mr. Shekhabur Rahman of BOESL has signed an MoU with the Brunei Darussalam



Meeting of the Board of Directors of BOESL



Meeting Between BOESL officials and Japanese Delegation Team



Job Fair and awareness workshop at Gazipur



Job fair and awareness workshop at Netrokona



BOESL delegation visits Bangladeshi owned RMG Industry in Jordan



The delegation team from Brunei Darussalam attended the PDO training with the Brunei going male migrants



A group photo of a training session of Brunei going workers



Senior Secretary Dr. Neyamat Ullah Bhuyian delivering speech to the July warrior's family in seminar organized by BOESL



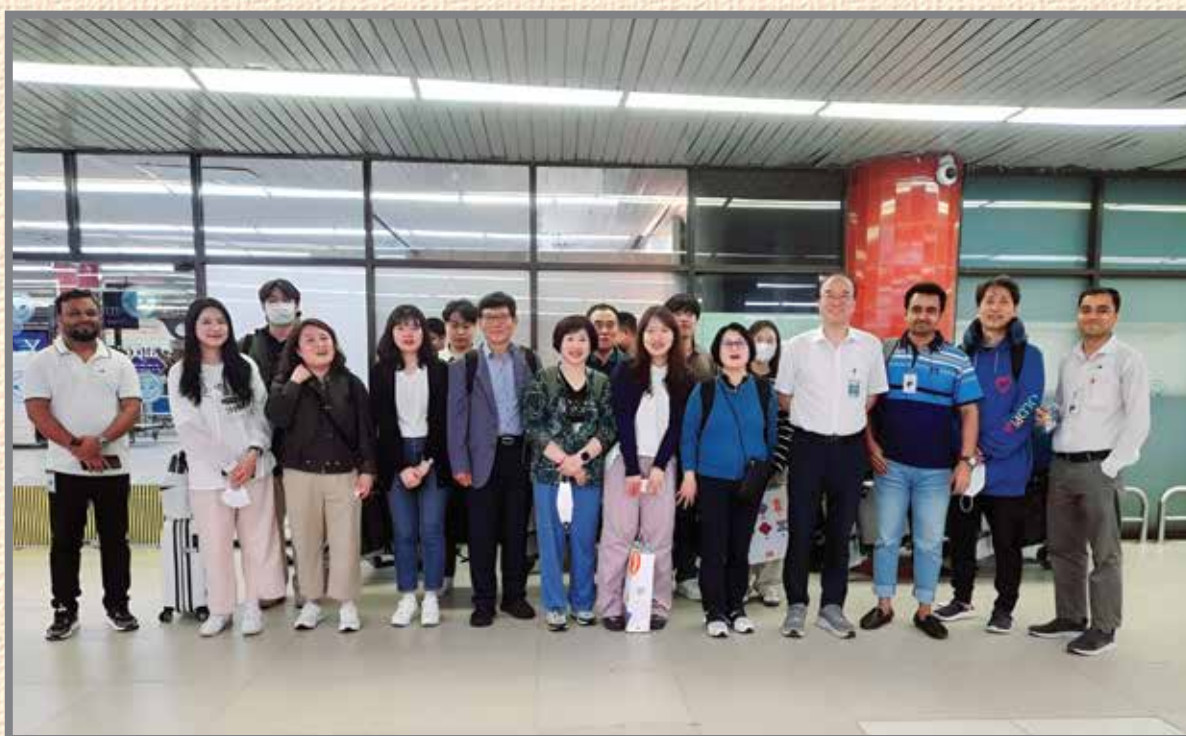
Group photo of Jordan going female migrants workers



Candidates interested in going to South Korea are awaiting for skill test at BKTTC



Giving a memorial crest on the occasion of farewell to the director of HRD Korea EPS center by the Managing Director of BOESL



Group photo session with the Korean delegates after completing the successful skill test 2025



The Mormer Managing Director of BOESL delivering his speech at PDO training for the Malaysia going workers



BOESL, BMET and IOM officials attended an workshop at Dera Resort, Manikganj



Esteemed guests in the Expo, Riyadh Saudi Arabia 2025



A part of audience in the Human Resource and Manpower Expo 2025, Season 7, Saudi Arabia



Respected Senior Secretary of MoEWOE visiting the BOESL Stall,
Human Resources & Manpower Expo, Season 7 in Riyadh, Saudi Arabia 2025



Photo session of Bangladesh Delegation after successful meeting with construction labour exchange center, Berhad, Malaysia 2025



Briefing session at BOESL for the newly appointed Minister, Counselor, and First Secretary of the Bangladesh Mission



Group photo of BOESL officials



Group Photo session of IOM & BOESL official on the occasion of PDO training manual development



General Manager of BOESL delivering his motivational speech to the Jordan going female workers



Pre-departure photo session of the Jordan going female workers



Group photo session of Jordan going female workers before flight



PDO at BOESL for Malaysia going workers



BOESL stall for student Migration Job Fair at Rajshahi University



Awarding the crest delivering for job fair in Rajshahi University by the Executive Director of BOESL



The outgoing and newly joined Director of HRD Korea, Bangladesh with the Former Managing Director of BOESL



Group photo with distinguished guest during BOESL night in honor of Brunei delegation



PS to Honorable Advisor handed over a greetings to BOESL representatives in South Korea



BOESL team in South Korea



At BOESL stall on the eve of celebrating International Migration Day 2024



Visiting Meeting with K-Biz, South Korea



Group photo of Bangladesh-Brunei joint working group meeting



Send of program at Hazrat Shahjalal International Airport for Jordan going workers



Presenting award of honor to the Korean University Representative



Honorable Executive Director of BOESL and Japanese Delegation team has Visited the Singair TTC at Manikganj



Bangladesh delegation visits various garments factory in Jordan



BOESL delegation meeting with CEO of the Largest RMG Group in Jordan



Skilled Construction workers receiving travel documents before flight.



Cultural and Motivational Training for the stranded workers after selection

Sample of Demand Letter

Date:-----

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

Subject: Demand Letter For Recruitment ofemployees From Bangladesh.

Dear Sir

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

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

OUR RECRUITMENT TERMS AND CONDITIONS ARE AS FOLLOW:-

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

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

Thank you,

Yours faithfully,

Sample of Agency Agreement

Date:-----

CONTRACT AGREEMENT

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

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

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

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

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

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

১ (এক) কপি ছবি

বরাবর
ব্যবস্থাপনা পরিচালক
বোয়েসেল, ঢাকা।

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

জনাব,

আমি নিম্নস্বাক্ষরকারী নাম: , পিতা/স্বামীর
নাম: , জন্ম তারিখ: ,
পাসপোর্ট নং: , (কপি সংযুক্ত), বোয়েসেলের প্রদত্ত রেফারেন্স নং: , বোয়েসেলে
জমাকৃত জামানতের অর্থ: 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 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 , ক্রমিক নং ,
মোতাবেক আবেদনকারীর জমাকৃত জামানত এক/তিন লক্ষ টাকা জমা আছে যা ইং তারিখে
ব্যাংকে জমা করা হয়েছে। তিনি ইতোপূর্বে বোয়েসেল থেকে জমাকৃত এক/তিন লক্ষ টাকার জামানত ফেরত নেন নাই।

সহকারী মহাব্যবস্থাপক/ ব্যবস্থাপক (হিসাব ও অর্থ)

আবেদনকারীর বর্ণনামোতাবেক নিম্নবর্ণিত ডকুমেন্ট অবশ্যই সংযুক্ত করতে হবে:

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

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

ইপিএস কর্মীর
১ (এক) কপি ছবি

বরাবর
ব্যবস্থাপনা পরিচালক
বোয়েসেল, ঢাকা।

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

জনাব,

আমি নিম্নস্বাক্ষরকারী নাম: , পিতা/স্বামীর
নাম: , জন্ম তারিখ: ,
পাসপোর্ট নং: , (কপি সংযুক্ত), বোয়েসেলের প্রদত্ত রেফারেন্স নং: , বোয়েসেলে
জমাকৃত জামানতের অর্থ: 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 , 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। পাসপোর্ট-এর ফটো কপি
- ২। জমাকৃত জামানত-এর পে-অর্ডারের মুড়ির অংশ/কপি
- ৩। দক্ষিণ কোরিয়া থেকে আসার পাসপোর্টের ডিপারচারসহ সকল তথ্যের কপি।
- ৪। জাতীয় পরিচয়পত্রের কপি।
- ৫। 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

বরাবর

এইচ আর ডি কোরিয়া ইপিএস সেন্টার ইন বাংলাদেশ

কোরিয়া দূতাবাস, ঢাকা।

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

জনাব,

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

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

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

আবেদনকারীর নাম ও স্বাক্ষর:

ইমেইল:

এইচআরডি কোরিয়া ইপিএস সেন্টার ইন বাংলাদেশ এর মন্তব্য:

জামানত ফেরত ফর্ম
(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 মুড়ির অংশ/কপি।
- ৩। দক্ষিণ কোরিয়াতে মৃত্যুর সনদের কপি।
- ৪। চেয়ারম্যান/কমিশনার কর্তৃক বৈধ অভিভাবকের সনদের কপি।
- ৫। বৈধ অভিভাবকের জাতীয় পরিচয়পত্রের কপি।
- ৬। বৈধ অভিভাবকের (Bank Statement of Account)-এর কপি।

কল্যাণ তহবিল ফরম
(মৃত ইপিএস কর্মীর বৈধ অভিভাবকের জন্য)

বরাবর
ব্যবস্থাপনা পরিচালক
বোয়েসেল, ঢাকা।

মৃত ইপিএস কর্মীর
১ (এক) কপি ছবি

অভিভাবকের
১ (এক) কপি ছবি

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

জনাব,

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

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

স্বাক্ষর ও তারিখ :

মোবাইল নম্বর :

নীচের অংশ বোয়েসেল পূরণ করবে

হিসাব শাখার মন্তব্য:

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

সহকারী মহাব্যবস্থাপক/ ব্যবস্থাপক (হিসাব ও অর্থ)

আবেদনকারীর 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।

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/ সুপারভাইজারঃ _____

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

নিবেদক,

স্বাক্ষর : _____

ঠিকানা : _____

মোবাইল নম্বর : _____

অফিসের মন্তব্য/ সুপারিশ : প্রার্থী _____ গার্মেন্টস, জর্ডান এ নির্বাচিত হয়েছিল। কিন্তু কোম্পানি হতে ভিসা আসতে দেরি / কোম্পানি হতে ভিসা বাতিল / তার পারিবারিক সমস্যা / পাসপোর্টের মেয়াদ না থাকার কারণে সে তার পাসপোর্ট / সার্ভিস চার্জ / জামানত 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 প্রসঙ্গে।

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.		DallahAlbaraka
15.		Saudi YanbuPetrochemcial Co.
16.		Al-Yamamah Hospital Director
17.		Kuwait Shipbuilding
18.		Arabian Bemco Contracting Co. Ltd
19.		Al-AhsaInter Continental Hotel
20.		Ali Reza Group
21.		Vita Food Company
22.		Saudi Technical Engineering Systems Associated (STESA)
23.		Al-Hammam Company
24.		Yusuf Bin Ahmed Kanoo
25.		Saudi Cement Co.
26.		Kanoo Travel,
27.		Al Rushaid Investment CO.
28.		Sait Group
29.	Kuwait	Kuwait Shipbuilding & Repair Yard Co.(SAK)
30.		Al-Ahleia Switchgear Co.
31.		Kuwait Sewage Treatment Plant
32.		Kuwait Municipality
33.		Ministry of Electricity & Water (MEW)
34.		Ministry of Public Health
35.		Kuwait & Gulf Link Transport Co.
36.		Kuwait Oil Co.
37.		National Housing Authority
38.		Fawaz Refrigeration & Air Conditioning Co.
39.		Kuwait National Petroleum Co. (KNPC)
40.		Kuwait Cotton Products
41.		Kuwait Aviation Services Co.
42.		Kuwait Control Co.

S.L.	Country	Name of the Company
43.	United Arab Emirates	Al-Mahaliya Readymix Concrete Co. W.L.L.
44.		Crown Plaza Hotel
45.		Advance Technology
48.		City Group
46.		Dubai Municipality
47.		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 Authrity, 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.

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

S.L.	Country	Name of the Company
129.		Association for the promotion of Spreading International Personnel(APSIP)
130.		Japan Human Support Cooperative Organization (ZENKOKU JINZAI SHIEN JIGYO KYODO KUMIAI)
131.		Global Cooperative Association
132.		Institute of Foreign Student and Human Resources Total Support Oranization (IFTO)
133.		The Yokohama City Welfare Management Association
134.		Techno mate Cooperative
135.		ZENBI CO-OP
136.		Kaicom Solutions Japan
137.		KoudoSangyouGijutsuSinkouKyyoudou Kumiai
138.		Okaya Prefectural Export Garment Industry Cooperative
139.		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.	Jordan	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

S.L.	Country	Name of the Company
170.		International Elegance Garments, Jordan
171.		GIA Apparel Industry, Jordan
172.		Friends Apparels LLC
173.		Nour AL Islam
174.		Elegant Prosports Garments
175.		Colonia Garments
176.		Victorious Apparel
177.		Universal Textile Trading
178.		Skill Hands
179.		Jordanian Mordern Garments
180.		W&D Garments Manufacturing Ltd
181.		Prestige Garments
182.		Al Masera
183.		Kanzeen Sweing
184.		ARK Garments
185.		Sana Garments
186.		W&K Garments
187.		Genious Garments
188.	South Korea	Human Recourses Development Service of Korea (HRD-Korea)
189.	Egypt	Sheeba International Garments Co.
190.		Jade Apparels Ltd.
191.		E. L. Petra
192.	Poland	Promoman Limited
193.	Botswana	Ministry of Roads & Highway
194.		Ministry of Health
195.	Nigeria	Ministry of Health
196.		United Cement Co. of (NIG.) Ltd.
197.	Iran	Ministry of Health
198.		Islamic Republic of Iran Shipping Lines
199.	Iraq	Ministry of Light Industries
200.		Ministry of Land Transport
201.		Ministry of Heavy Industries
202.		State Company of Building & Construction
203.		Ministry of Petroleum
204.		Baghdad Municipality
205.		Ministry of Health
206.	Libya	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

S.L.	Country	Name of the Company
213.		Seven Seven Company Ltd
214.		Around 750 Factories
215.		12 Tea Gardens
216.		15 Palm & Rubber Gardens
217.		Ministry of Health,
218.		United Plantations Berhad
219.	Malaysia	BOH Plantations Sdn. Bhd.
220.		EF Furniture
221.		Ladang Tai Tak
222.		South East
223.		MEWAH Oils
224.		Pahang Oils
225.		Ministry of Shipyard
226.	Singapore	Public Service Commission
227.	Brunei	Public Service Commission
228.	Zimbabwe	Ministry of Housing
229.	Zambia	Export Import Corporation
230.	Malawi	K.K. Millars
231.		Ministry of Health
232.	Fiji	FabcraftClothers Ltd.
233.		Blue Harbour Recruitment Pte Ltd.
234.	Hong Kong	Gracefull Worker Employment Agency
235.	Croatia	Crotal d.o.o
236.		Geffory's Farm
237.		Butcher with PascaloFisheres
238.		Constance Lemuria Resort
239.	Seychelles	O Nivo Construction
240.		SylvviewDeleons Builders
241.		Sullivans Motors
242.		Smart Building
243.		KDC Construction
244.	Romania	Sonoma Sportswear S.R.L
245.	Russia	Zvezda Shipbuilding Complex
246.	Bulgaria	MiZi 96Ad
247.	Lebanon	Gant Balance



“বোয়েসেল নৈতিক, নিরাপদ ও
দক্ষ অভিবাসন নিশ্চিত করে”



“BOESL for Ethical, Safe
and Skilled Migration”

গণপ্রজাতন্ত্রী বাংলাদেশ সরকার
প্রবাসী কল্যাণ ও বৈদেশিক কর্মসংস্থান মন্ত্রণালয়
৭১-৭২, ইন্সটান গার্ডেন, রমনা, ঢাকা-১০০০

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। নৈতিক ও নিরাপদ অভিবাসন বোয়েসেল-এর অঙ্গীকার। বোয়েসেল-এর মাধ্যমে উল্লেখযোগ্য গন্তব্য দেশে কর্মী নিয়োগ সংক্রান্ত তথ্য নিম্নরূপ:

দক্ষিণ কোরিয়ায় এমপ্লয়মেন্ট পরমিট সিস্টেম (ইপিএস) কর্মসূচির আওতায় কর্মী নিয়োগ

- এইচ আরডি 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 বছর এর মধ্যে থাকতে হয়। শিক্ষাগত যোগ্যতা ন্যূনতম এসএসসি/সমমানের হতে হবে।
- কোরিয়া ভাষায় পড়া, লেখা ও বোঝার যোগ্যতাসম্পন্ন প্রার্থীগণ নির্ধারিত পদ্ধতিতে নিবন্ধন করে কোরিয়ান ভাষা পরীক্ষায় অংশগ্রহণ করতে পারবে।
- নির্বাচিত প্রার্থীর জব রোস্টারভুক্ত হওয়ার পর কেবল কোরিয়ান নিয়োগকর্তার চাহিদামতে দক্ষিণ কোরিয়ায় গমন সম্ভব হয়।
- বিমান ভাড়া সহ অন্যান্য ব্যয় প্রায় ১,১০,২০০/- (এক লক্ষ দশ হাজার দুইশ) টাকা কর্মীকে বহন করতে হবে।
- এমপ্লয়মেন্ট পারমিট সিস্টেম-এর আওতায় নিবন্ধিত কোন কর্মীর চাকরির নিশ্চয়তা নেই।

জর্ডানে মহিলা গার্মেন্টস অপারেটর নিয়োগ

- জর্ডানের শ্রম আইনে নিযুক্ত এসব কর্মী বিনা খরচে থাকা, খাওয়া ও প্রাথমিক চিকিৎসা সুবিধাদি পেয়ে থাকে।
- নির্বাচিত কর্মীদের মাসিক বেতন ২৫,০০০-৩৫,০০০ 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 শুরুর সপ্তাহ ৮.০০ ঘটিকা হতে নিম্নবর্ণিত ২টি স্থানে কর্মী বাছাই করা হয়:
১। মহিলা কারিগরি প্রশিক্ষণ কেন্দ্র, দারুস সালাম, মিরপুর-১, ঢাকা।
২। বাংলাদেশ কোরিয়া টেকনিক্যাল ট্রেনিং সেন্টার, দারুস সালাম, মিরপুর-১, ঢাকা।
৩। সিংগাইর, মানিকগঞ্জ টিটিসিতে প্রশিক্ষণের সুযোগ।

ব্রুনাই-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, কর্মঘণ্টা: দৈনিক ০৮ ঘণ্টা, ওভারটাইম ব্রুনাই-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 ব্রুনাই-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 ভিসা ফি এবং বাংলাদেশে মেডিকেল টেস্ট ফি কর্মীকে বহন করতে হবে।

এছাড়াও মালয়েশিয়া, জাপান, ফিজি, রাশিয়া, মালদ্বীপ, সৌদি আরব, লাউস ও ইরাকসহ 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
ফি প্রদান করতে হয় না।

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

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

বিদেশে চাকরির জন্য নিয়মিত বোয়েসেল-এর ভেরিফাইড ফেইসবুক পেইজ www.facebook.com/boesl.gov.bd;
বোয়েসেল-এর ইউটিউব চ্যানেল www.youtube.com/@boeslofficial; বোয়েসেল অনলাইন পোর্টাল brms.boesl.gov.bd ভিজিট করুন।
প্রয়োজনে: ০২-৫৮৩১১৮৩৮, ০২-৪৮৩১৯১২৫, ০২-৪৮৩১৭৫১৫, ০১৭৬৫৪১১৬৫৩ এবং প্রবাস বন্ধু কল সেন্টার ১৬১৩৫-এ যোগাযোগ করা যেতে পারে।

