

Government of the People's Republic of Bangladesh  
Ministry of Labour and Employment  
Establishment-1 Section  
[www.mole.gov.bd](http://www.mole.gov.bd)

No-40.00.0000.020.99. 004.25-285

Date: 14-07-1432  
30-10-2025

Subject: Permission for foreign employment.

The undersigned is directed to inform that the Government of the People's Republic of Bangladesh is pleased to permit Mr. Md. Forhad Mahmud Sohag, Assistant Inspector General (General), Department of Inspection for Factories and Establishments, Deputy inspector general office, Faridpur (Attachment: Head Office, Dhaka) to serve in the post of Enterprise Advisor at International Labour Organization for a period of **04-12-2025 to 30-06-2026** with effect from the date he relinquishes his duties in the service under the Government of Bangladesh under the terms and conditions mentioned below:

a.	The period of his service with the foreign employer shall be counted from the date of relinquishment to the date prior to the date of resumption of his duties in the service of the Government of Bangladesh and her services for the same period will be treated as foreign service under the said foreign employer, with lien, on his post in the service of the Government of Bangladesh.
b.	The period of his foreign employment shall be counted towards his seniority, annual increment of pay and retirement. No benefit other than those stipulated herein shall accrue to him for the period.
c.	The Government of Bangladesh is at liberty to decide whether to extend the period of his absence, if he applies for such extension, from the service under the Government of Bangladesh. Even if such extension is approved, he will automatically cease to be in the service under the Government of Bangladesh, under the provisions of Rule 34 of Part 1 of Bangladesh Service Rules in the event of being absent for a continued period of five years.
d.	During the period of his employment under the foreign employer, he will not receive any pay or allowances (including traveling allowance etc.) or leave from the Government of Bangladesh.
e.	The Government of Bangladesh has no responsibility of regulating the terms of his leave or paying leave salary due in respect of such leave during the period of his employment under the foreign employer. No liability in respect of leave salary on account of such leave earned or taken during foreign employment shall devolve on the Government of Bangladesh or any organization under it. The Government of Bangladesh will not recover any leave salary contribution from the foreign employer;
f.	No expenses to be incurred in connection with his joining the post under the foreign employer or resuming his post in the service under the Government of Bangladesh after completing of foreign employment shall be borne by the Government of Bangladesh. During her service under the foreign employer, he will draw his pay and allowances, etc. from that employer as per terms and of her employment with the foreign employer;
g.	He will not be entitled to receive any leave salary from the Government of Bangladesh or from any organization under it in respect of disability leave on account of any disability arising out of his employment with the foreign employer, even though the disability might manifest itself after the termination of his foreign employment;



h.	During the period of his employment with the foreign employer, he will not be entitled to any medical facility in respect of self or members of his family at the expense of the Government of the People's Republic of Bangladesh;
i.	The Government of the People's Republic of Bangladesh will not involve itself in any way in determining his terms to service with his foreign employer or in settling any dispute of any kind arising out of his employment with the foreign employer. However, he may be given consular, legal or any other form of help, if necessary, as a citizen of Bangladesh;
j.	He will regularly pay his contributions to General/Contributory Provident Fund, Group Insurance Premium and Benevolent Fund. His pension contributions and leave salary contributions will be paid by himself or by his foreign employer. He will also pay regularly to the Government Account the instalments of his House Building/Motor Car/Motorcycle/Bicycle Loan/advance and other loans or dues payable to the Government;
k.	During the lien period he will submit the required information (such as statement of assets, income tax return etc.) as instructed by the Government from time to time;
l.	If his contact address/telephone number/fax number or e-mail address is changed during the lien period, he immediately informs the concerned authority of it;
m.	On termination of his foreign employment, he will resume the duties of his post in Bangladesh immediately. In case of his failure to report to his employer in the Government of Bangladesh within the approved period of lien, the period of his absence beyond the approved period of lien will be treated as unauthorized absence and disciplinary actions will be taken against him;
n.	The Government of Bangladesh may cancel the permission of foreign employment/lien at any time for public interest or for violation of any of the undertakings agreed by him;
o.	During the period of his employment with the foreign employer, he shall pay 1% of his Basic Pay of such foreign employment to the Government Treasury Account. He will submit a declaration duly attested by the employer regarding the salary drawn him during the lien period;
p.	On completion of foreign employment, he will join his administrative Ministry/Division/Workplace (whichever is applicable) and inform the concerned authority permitting lien within 7 (seven) working days;
q.	Before the completion of the approved period of foreign employment, he may join her administrative Ministry/Division/Workplace with release order from the concerned foreign employer. In such a case, the concerned authority will take necessary action to cancel the remaining period of his lien;
r.	He will comply with any other condition mentioned in the rules.

1. Violation of any of the terms and conditions mentioned above and also in the undertaking appended hereto any lead to cancellation of the lien and initiation of disciplinary actions him.

30-10-2025

(Mohammad Ashraf Hossain)

Deputy Secretary

Phone No: +8802-223357140

Ministry of Labour and Employment

Bangladesh Secretariat, Dhaka

To  
Mr. Md. Forhad Mahmud Sohag,  
Assistant Inspector General (General),  
Department of Inspection for Factories  
and Establishments, Deputy inspector  
general office, Faridpur (Attachment:  
Head Office, Dhaka)

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Copy forwarded (not in order of seniority) for information and necessary action to:

01. Cabinet Secretary, Cabinet Division/Principal Secretary, Chief advisor Office.
02. Senior Secretary/Secretary, Ministry of Public Administration/Home Affairs/  
Foreign Affairs.
03. Secretary, Ministry of Labour and Employment. Bangladesh Secretariat, Dhaka.
04. Inspector General, Department of Inspection for Factories and Establishments,  
Dhaka.
05. Controller General of Accounts.
06. Director General, Department of Immigration and Passports.
07. Director, Government Accommodation, Bangladesh Secretariat, Dhaka (Where  
necessary).
08. Immigration Officer, Hazrat Shahjalal International Airport, Dhaka.
09. Senior System Analyst, Ministry of Public Administration (Where necessary).
10. System Analyst, Ministry of Labour and Employment (With request for publication  
on web site. )
11. General Manager, Exchange Control Department of Bangladesh Bank, Dhaka.
12. Country Director, International Labour Organization (ILO), Dhaka, Bangladesh.
13. District Accounts and Finance Officer, Faridpur.
14. Office Copy/ Gard File

*MASH*  
30-10-2025  
(Mohammad Ashraf Hossain)  
Deputy Secretary