Government of the People's Republic of Bangladesh
Ministry of Expatriates' Welfare and Overseas Employment
Probashi Kallyan Bhaban, Eskaton Garden,
Ramna, Dhaka-1000

Record Number: 49.00.0000.000.044.18.0253.25.344 Date: 09/11/2026

Subject: Initial Recruitment Permission to Japan.
Reference: Application of M/S Ishraq Overseas (RL-2388).

With reference to the above subject and application of recruitment agent M/S Ishraq Overseas (RL-2388) the undersigned is directed to convey the approval of initial recruitment permission in favour of the said recruiting agent to process for the employment of following 30 (Thirty) Bangladeshi nationals as Specified Skilled Worker (SSW) at under mentioned Supervising Organizations and Implementing Organization in compliance with the following terms and conditions:

Sl. No.	Supervising Organizations with Address	Implementing Company with Address	Name and Passport number of Specified Skilled Worker (SSW)	Number of SSW	Job Specification	Salary and Other benefits As per Demand Letter
1.	ADSEC Co., Ltd. Address: Shimomoto Bldg. 3F, 1-46-3 Hatsudai, Shibuya-kn, Tokyo, 151-0061, Japan	AS PARTNERS Co., Ltd. Address: 11F, Ochanomizu Kyouun Bild., 2-2, Kandasurugadai, Chiyoda-ku, Tokyo	(1) Malati Chakma PP No:A06247835 DoB: 28-12-1996 (2) Mim Akter Jui PP No:A18855384 DoB: 05-07-2005 (3) Sumiya Afrin PP No:A21207183 DoB: 25-11-1998 (4) Saptarshi Chakma PP No:A09738566 DoB: 09-08-2001 (5) Sumona Akter PP No:A20504732 DoB: 18-01-2001 (6) Mst Tamanna Akter PP No:A08317590 DoB: 18-07-2002 (7) Aka Chakma PP No:A16993473 DoB: 06-07-2002 (8) Dipashi Chakma PP	06 Male+ 24 Female = 30 (Thirty) persons	Caregiver	**Basic Salary: 198000 Yen per monthly (page-556)** Age Requirement: 18 years above. Overtime: Within 60 hours per month (25%), Over 60 hours per month (50%), Exceeding the prescribed amount (25%), Statutory holidays (35%), Late night (25%). Period of Contact: Up to 10 years based on Japanese laws and regulations. Working Hours and Days: 2016 Hour/256 Days (Yearly). Accommodation, Transportation: Arrange by the employer (Employer deducts rent from Salary). Food: Employees own arrangement. Others Participation status for social insurance/labor insurance: (Employment insurance, Worker's compensation insurance, Health insurance, Welfare pension). Medical benefit and deduction: According to Japanese Labor Law. Air Ticket: Round trip Air ticket (Dhaka-Narita) Will be provide by the employer. Validity: 31 December 2028.

			No:A21565355 DoB: 20-02-1997 (9) Kelina Chakma PP No:A20553678 DoB: 21-04-2002 (10) Miss Anika Akter PP No:A17032936 DoB: 02-09-2005 (11) Misty Chakma PP No:A20871432 DoB: 10-10-2000 (12) Nira Chakma PP No:A21355835 DoB: 08-02-1998 13) Shantana Chakma PP No:A15383412 DoB: 14-02-1999 (14) Oyshe Jahan PP No:A21638897 DoB: 21-10-2004 (15) Marina Akter Mim PP No:A12305731 DoB: 02-03-2002 (16) Mrabai Marma PP No:A08440341 DoB: 13-10-2004 (17) Mishipru Marma PP No:A16898760 DoB: 01-10-1999 (18) Mirza Sadia Nun PP No:A13746762 DoB: 11-07-2000 (19) Susmita Saha Bristy PP No:A01057769 DoB: 20-06-2004 (20) Afrin Sarker PP			

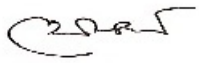
			No:A21439630 DoB: 28-06-2000 (21) Sukhi Chakma PP No:A20873443 DoB: 15-06-1997 (22) Mitu Akter PP No:A21910334 DoB: 02-11-1998 (23) Sumiaya Akter Turjo PP No:A15260039 DoB: 27-12-2004 (24) Praghaptee Chakma PP No:A20197159 DoB: 09-12-1998 (25) Jabed Hossain PP No:A20764251 DoB: 15-08-2004 (26) Md Mahamudul Hasan PP No:A18107680 DoB: 21-08-2002 (27) Md Abdullah PP No:A15701972 DoB: 25-07-2002 (28) Md Farhad PP No:A19550435 DoB: 02-09-2004 (29) Md Emon Hossain PP No:A15144450 DoB: 10-01-2003 (30) Md Sohel Rana PP No:A14008353 DoB: 25-11-2002			
			Total	30 (Thirty) Persons		

Terms and Conditions:

1. The Sending Organization shall not employ any sub-agent in the entire relevant process of sending Specified Skilled Worker.
2. The amount of money to be taken by the concerned Sending Organization as pre-selection training and post-selection management cost must not be greater than the amount of BDT 1,48,250

already determined by the Ministry.

3. The Implementing Organization shall bear all the necessary expenses for the finally selected Specified Skilled Worker and provide all facilities described in Employment contract and demand letter.
4. The necessary written agreement must have to be signed in between the Sending Organization and the Implementing Organization according to the written model treatise approved by Organization of Specified Skilled Worker Training (SSW) & Ministry of Expatriates' Welfare and Overseas Employment (MOEWOE).
5. This approval is valid only for the demand for the Specified Skilled Worker described in this letter.
6. All the terms and conditions prescribed in Guidelines must have to be followed for sending Specified Skilled Worker to Japan under the supervision of both SSW and the MOEWOE. Moreover, other related laws of Bangladesh and International laws will have to be followed strictly. Necessary instructions of SSW shall also be followed.
7. Humanity and ethics must be maintained usually all the time and everywhere under the sphere of existing laws.
8. The clearance shall be terminated or cancelled and necessary legal action shall be taken, if violation of any term and condition depicted above is proved.
9. In case of violation of any of the Conditions described in the Guidelines and Employment Contract the concerned Sending Organization (SO) will bear the responsibility given by the Ministry.
10. BMET will verify the authenticity of academic certificate, Japanese language training certificate and other related documents of the candidates prior to issuance of Emigration Clearance Card or Smart Card as per the guideline related to Specified Skilled Worker (SSW).



09-11-2026
Md. Hedaietul Islam Mondol
Deputy Secretary
Phone : 02-41030242
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mail : dsemployment1@probashi.gov.bd

Director Generel
DG Office, BMET.

Record Number: 49.00.0000.000.044.18.0253.25.344/1 (9) Date: 09/11/2026

Copy for Kind Information and Necessary Action(Not in the order of seniority):

1. H. E. Ambassador,, Embassy of Japan in Bangladesh..
2. H.E. Ambassador,, Embassy of the People’s Republic of Bangladesh, Tokyo, Japan..
3. Personal Secretary to Minister, Office of the Minister, Ministry of Expatriate Welfare & Overseas Empl oyment.
4. Private Secretary to State Minister, Office of the State Minister, Ministry of Expatriate Welfare & Overs eas Employment.
5. Personal Secretary to Secretary, Office of the Secretary, Ministry of Expatriate Welfare & Overseas E mployment.
6. Counselor (Labor-Local), Embassy of the People’s Republic of Bangladesh, Tokyo, Japan..
7. Programmer, ICT Cell, Ministry of Expatriate Welfare & Overseas Employment.
8. Programmer, Employment Wing, Ministry of Expatriate Welfare & Overseas Employment.
9. M/S Ishraq Overseas (RL-2388), 177, Shahid Sayed Nazurl Islam Sarani, Mahtab Center (7th Floor), Bijoy Nagar, Dhaka-1000..

09-11-2026
Md. Hedaietul Islam Mondol
Deputy Secretary