

Government of the People's Republic of Bangladesh
Ministry of Expatriate's Welfare and Overseas Employment
Probashi Kallyan Bhaban, Eskaton Garden, Ramna, Dhaka.
Employment-02 Section

www.probashi.gov.bd

No-49.00.0000.044.18.253.25 (Part-3)- **112**

Date: 10 May 2026

Subject: Initial Recruitment Permission to Japan.

Ref: 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 12 (Twelve) Bangladeshi nationals as Technical Intern Trainees at under mentioned Supervising Organizations and Implementing Organization in compliance with the following terms and conditions:

S. L.	Supervising Organization with Address	Implementing Organization with Address	Name and Passport number	Number of Employee	Job Specification	Salary and Other Benefits as per Demand Letter
1.	Innovative Organization for Human Resource Cultivation and Encouragement 8 th floor Toshin Kuramae Bldg. 3-2-2 Kuramae, Taito-Ku, Tokyo 111-0051 Japan	Hamada Maple Farm Co. Ltd. 1342 Inoho, Misumicho, Hamada City, Shimane 699-3301 Japan	(1) Habiba Akter Tanha PP No: A19567223 DoB No: 18-10-2004 (2) Payel Bhuiyan Nila PP No: A20485236 DoB No: 25-12-2006 (3) Japri Chakma PP No: A21257649 DoB No: 28-04-2008 (4) Boyshali Chakma PP No: A20777439 DoB No: 02-05-2007	04 (Four) Persons Female	Livestock Agriculture (Dairy)	Basic Salary: 1,79,053 Yen Monthly Age Requirement: 18 years old or above; Working hours Per day: (7-8 Hours); Overtime: As Per Japanese Laws; Period of Contract: Maximum 3 Years; Working and Holidays: Shifting system (2 Days off per a week) Accommodation, Transportation: Provided by the Company; Food: Employees own Arrangement; Medical benefit and deduction: According to Japanese Labour law; Air Ticket: Round trip Air ticket will be provided by the employer/supervising organization.
2.	Innovative Organization for Human Resource Cultivation and Encouragement. 8 th floor Toshin Kuramae Bldg. 3-2-2 Karamae, Taito-Ku, Tokyo 111-0051 Japan	Karen Ltd. 2362-1 Angyohara, Kawaguchi City, Saitama Prefecture 344-0057	(1) Ashrafur Rahman Rahat PP No: A05121148 DoB No: 26-07-1993 (2) Rofikul Islam PP No: A19270123 DoB No: 05-12-1994 (3) Rubel Hossen PP No: A13777562 DoB No: 11-12-1999	03 (Three) Persons Male	Tile roofing Work	Basic Salary: 2,54,775 Yen Monthly Age Requirement: 20-45 Years; Overtime: Within 60 hours per month (25%) Over 60 hours per month (50%) Exceeding the prescribed amount (25%), Statutory holiday (35%), Late night (25%); Period of Contract: Up to 3 Years Based on Japanese Laws and regulations; Working Hours & Days: 2072 Hour/259 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 Labour law; Air Ticket: Round trip Air ticket (Dhaka-Narita) will be provided by the employer/supervising organization.

3.	Business Navi Cooperative 2-14-14 4F. Miyahara, Yodogawa-ku, Osaka-shi, Osaka 532-0003 Japan	M-Quality Co. Ltd. 2-15-2 Ikue, Asahi-Ku, Osaka-shi, Osaka 535-0004 Japan	(1) Filip Chakma PP No: A20522301 DoB No: 05-02-2002 (2) Lovin Chakma PP No: A21866516 DoB No: 08-11-2002	02 (Two) Persons Male	Interior finishing and board finishing work	Basic Salary: 1,96,952 Yen Monthly Age Requirement: 18 years old or above; Working hours Per day: 8 Hours; Overtime: As Per Japanese Laws; Period of Contract: Maximum 3 Years; Working and Holidays: Shifting system (2 Days off per a week) Accommodation. Transportation: Provided by the Company; Food: Employees own Arrangement; Medical benefit and deduction: According to Japanese Labour law; Air Ticket: Round trip Air ticket will be provided by the employer/supervising organization.
4.	Innovative Organization for Human Resource Cultivation and Encouragement, 8 th floor Toshin Kuramae Bldg. 3-2-2 Karamae, Taito-Ku, Tokyo 111-0051 Japan	OMK Co. Ltd. 5-21-37 Yamatedai, Ibaraki City, Osaka 567-0009 Japan	(1) Toufik Alam Shanta PP No: A07270503 DoB No: 10-06-2003 (2) Md Raihan Chowdhuri PP No: A01659878 DoB No: 05-06-2003	02 (Two) Persons Male	Reinforcing bar construction (Assembling reinforced rod bar work)	Basic Salary: 1,92,243 Yen Monthly Age Requirement: 18 years old or above; Working hours Per day: (7-8 Hours); Overtime: As Per Japanese Laws; Period of Contract: Maximum 3 Years; Working and Holidays: Shifting system (2 Days off per a week) Accommodation. Transportation: Provided by the Company; Food: Employees own Arrangement; Medical benefit and deduction: According to Japanese Labour law; Air Ticket: Round trip Air ticket will be provided by the employer/supervising organization.
5.	Business Navi Cooperative. 2-14-14 4F. Miyahara, Yodogawa-ku, Osaka-shi, Osaka 532-0003 Japan	Matsumoto Kensetsu Co. Ltd. Yokoojisenryo matsucho, Fushimi-ku, Kyoto-shi, Kyoto 612-4244 Japan	(1) Md Rokib Uddin PP No: A12731101 DoB No: 01-01-1998	01 (One) Person Male	Construction Equipment road Rolling Work	Basic Salary: 2,37,132 Yen Monthly Age Requirement: 18 years old or above; Working hours Per day: 8 Hours; Overtime: As Per Japanese Laws; Period of Contract: Maximum 3 Years; Working and Holidays: Shifting system (2 Days off per a week) Accommodation. Transportation: Provided by the Company; Food: Employees own Arrangement; Medical benefit and deduction: According to Japanese Labour law; Air Ticket: Round trip Air ticket will be provided by the employer/supervising organization.
Total=				12 (Twelve) Persons		

Terms and Conditions:

1. The Sending Organization shall not employ any sub-agent in the entire relevant process of sending Technical Interns/Specified Skilled Worker (SSW).
2. The accepting organization shall bear all the necessary expenses for the finally selected Technical Interns/SSW and provide all facilities described in employment contract and demand letter.
3. Both the Sending Organization and the finally selected Technical Interns/SSW must complete and submit a narration in the form of written affirmation that the Technical Interns/SSW must return to Bangladesh upon completion of training of 03 (Three)/5 (Five) years or in prescribed

4. The necessary written agreement must have to be signed in between the Sending Organization and the accepting organization according to the written MoC approved by Organization of Technical Intern Training (OTIT) & Ministry of Expatriates' Welfare and Overseas Employment (MoEWOE).
5. This approval is valid only for the demand for the Technical Interns/SSW described in this letter.
6. All the terms and conditions prescribed in Guidelines must have to be followed for sending Technical Interns to Japan under the supervision of both OTIT and the MoEWOE. Moreover, other related laws of Bangladesh and International laws will have to be followed strictly. Necessary instructions of OTIT shall also be followed.
7. Humanity and ethics must be maintained usually all the time and everywhere under the sphere of existing laws.
8. All expenses (levies, airfare, etc.) at the end of Japan shall be borne by the employer. Recruiting agency cannot accept check/bank draft/pay order for pre-selection training and post-selection management expenses exceeding TK.1,48,250/- subject to confirmation of worker's visa and flight, whose credentials are to be submitted to the Director General, BMET.
9. 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.
10. In case of violation of any of the conditions described in Guidelines and employment contract the concerned Sending Organization (SO) will bear the responsibility given by the Ministry.
11. This is an initial permission. Before issuing the emigration clearance card, BMET will verify the relevant credentials through OEP to ensure accuracy.

Sd/-

(Hasina Begum)

Deputy Secretary

Employment-2

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Director General
Bureau of Manpower Employment and Training (BMET)
89/2, kakrail, Dhaka.

No-49.00.0000.044.18.253.25 (Part-3)- 112

Date: 10 May 2026

Copy for kind information and necessary action: (Not according to 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. PS to Honorable Minister, Ministry of Expatriate's Welfare and Overseas Employment (For the kind information of the Honorable Minister).
4. PS to Honorable State Minister, Ministry of Expatriate's Welfare and Overseas Employment (For the kind information of the Honorable State Minister).
5. PS to Secretary, Ministry of Expatriate's Welfare and Overseas Employment (For the kind information of the Honorable Secretary).
6. Counselor (Labor-Local), Embassy of the People's Republic of Bangladesh, Tokyo, Japan.
7. System Analyst (ICT), Ministry of Expatriate's Welfare and Overseas Employment (With request to upload it in the Ministry's website).
8. PO to Joint Secretary (Employment wing), Ministry of Expatriate's Welfare and Overseas Employment.
9. Managing Partner, M/S Ishraq Overseas (RL-2388) 177, Shahid Sayed Nazrul Islam Sarani, Mahtab Center (7th Floor), Bijoy Nagar, Dhaka-1000.
10. Office Copy.

21/5/26 (A/B)
10.05.26
(Hasina Begum)
Deputy Secretary