

RECRUITMENT AND PLACEMENT OF BANGLADESHI MIGRANT WORKERS AN EVALUATION OF THE PROCESS

INTERNATIONAL ORGANIZATION FOR MIGRATION (IOM)

NOVEMBER 2002



IOM International Organization for Migration
আইওএম আন্তর্জাতিক অভিবাসন সংস্থা



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**Prepared for
INTERNATIONAL ORGANIZATION FOR MIGRATION (IOM)
REGIONAL OFFICE FOR SOUTH ASIA, DHAKA
by
REFUGEE AND MIGRATORY MOVEMENT RESEARCH UNIT (RMMRU)**

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ABBREVIATIONS AND ACRONYMS

AIDS	: Acquired Immune Deficiency Syndrome
AMS	: Ansan Migrant Shelter
ASK	: Ain-o-Salish Kendra
BAIRA	: Bangladesh Association of International Recruiting Agencies
BBS	: Bangladesh Bureau of Statistics
BISS	: Bangladesh International Strategic Studies
BLAST	: Bangladesh Legal Aid and Services Trust
BMC	: Bangladesh Migrant Centre
BMET	: Bureau of Manpower Employment and Training
BNWLA	: Bangladesh National Women Lawyers' Association
BOESL	: Bangladesh Overseas Employment Services Limited
BRTA	: Bangladesh Road Transport Authority
BSEHR	: Bangladesh Society for Enforcement of Human Rights
CCDB	: Christian Commission for Development of Bangladesh
CIP	: Commercially Important Person
DG	: Director General
EPZ	: Export Processing Zone
GAMCA	: GCC Approved Medical Centre Association
GCC	: Gulf Cooperation Council
GSA	: General Sales Agent
HIV	: Human Immunodeficiency Virus
HSC	: Higher Secondary Certificate
ILO	: International Labour Organization
JCMK	: Joint Committee of Migrant workers in Korea
KD	: Kuwaiti Dinar
MEWOE	: Ministry of Expatriate Welfare and Overseas Employment
MFA	: Ministry of Foreign Affairs, Government of Bangladesh
MOLE	: Ministry of Labour and Employment, Government of Bangladesh
MWWF	: Migrant Workers Welfare Fund
NGO	: Non-Government Organization
NOC	: No Objection Certificate
RMMRU	: Refugee and Migratory Movement Research Unit, University of Dhaka
SR	: Saudi Riyal
TNO	: Thana Nirbahi Officer
TTC	: Technical Training Centre
UAE	: United Arab Emirates
UCEP	: Under Privileged Children's Education Programme
UK	: United Kingdom
UN	: United Nations
UPL	: University Press Limited
USA	: United States of America
WARBE	: Welfare Association of Repatriate Bangladeshi Employees

EXECUTIVE SUMMARY

Why does some one become a migrant worker? The available literature is rich in economic aspects of migration, focussing mostly on the (post migration) remittance and investment of the sums earned in foreign lands. These exercises may not suffice in terms of understanding the rationale and motive for migration. Hence, the present investigation has attempted to capture 'non-economic' dimensions of the decision to migrate and the planning and processes involved in migration as temporary workers (unskilled, semi skilled, skilled and professional) to foreign countries.

How is the process initiated? What are the sources of information for the migrant worker? Are the information culled and gathered from informal sources? Is the process of migration facilitated by official and/or unofficial agencies or bodies? Do the migrants or would-be migrants look for specific information about their destinations and types of work they expect to be engaged in? Do they prepare themselves in terms of acquiring particular skills and expertise? Or is it a process where 'anything' goes?

What are the roles of different 'players' involved in the process? The spectrum of such involvement is multi-dimensional as the number of parties in any transaction for migration involves persons and organisations of various categories, both formal and informal.

Ultimately, how can the process of migration, from planning on the part of the would be migrant worker, to the selection or 'procurement' of job, to conditions of work and abode in foreign land be improved, rationalised and made user friendly.

These and a host of other questions posited in the survey document intend to probe ways and means for improving the planning and recruitment process, both at the levels of individual migrant worker and institution, governmental and private.

Literature on Bangladesh migrant workers is inadequate. Tasneem Siddiqui's monograph (UPL, 1998) deals only with women migrants, in sociological perspectives. UPL's 'Forlorn Migrants' focuses on the 1990 UN Convention on the Protection of the Rights of All Migrant Workers and Their Family". Information on the process and management of recruitment and placement of migrant workers, and particularly on economic aspects, is few and far between. Hence, the present work used a number of approaches and methods to collect and analyse data and convert the same into information. These include :

- primary data collection through field survey among migrant workers;
- interview with GoB officials (including policy makers), academicians executives of non-government entities like recruiting agencies/travel agencies, go-betweens of various kinds, etc.;
- records of GoB organisations and non-government agencies.

The analyses of the data generated and information gathered through this study will hopefully facilitate a good understanding at the policy levels of issues related to the process of planning, recruitment and placement of migrant workers.

The recruitment process of migrant workers is a complex one. It involves, firstly, a number of persons, institutions and agencies. Secondly, these institutions are both governmental and private, on the one hand, local and foreign on the other. Thirdly, the whole process is often marshalled through deployment of a host of intermediaries, some official and formal, while others clandestine and dubious. Lastly, at least at the formal level, there are a plethora of rules and regulations, implementing and overseeing authorities and bodies, further complicating the task of a narrative and analysis.

It seems, from interviews with a good number of small/medium recruiting agencies that some of these have hardly any formal or structured relationship with employers in migrant receiving countries. Their 'business' emanates from chance encounters. Sometimes, these agencies rely on the migrants workers they have sent abroad to procure 'work permit' from their place of work and process these through the recruiting agency concerned. However, there seem to be a good network of acquiring information if any representative of a prospective employer has encamped in any of the hotels of Dhaka with 'work permit'.

The reasons for such an *ad hoc* nature of their enterprise may substantially be understood in terms of lack of access to information. Most of the recruiting agents may not have firm notions nor information about dynamics of the employment market in the migrant receiving countries. None of the recruiting agents (owners or representatives) interviewed were themselves 'white collar' professionals with some understanding of professions such as medical, engineering, telecommunication, construction etc. Their understanding of information technology for tapping into websites/other sources of information about the economy, upcoming large projects or projection about the employment scenario in the migrant receiving countries seemed almost non-existent.

In the absence of any information base or ability to appraise future trends of employment pattern or apprehend the current state of affairs vis-à-vis job market in migrant receiving countries, they are dependent on 'chance business' and 'favours' bestowed upon them by relatives, friends and others in migrant receiving countries.

It needs to be emphasised that (a) the skill level of the recruiting agents, particularly regarding major economic development in migrant-receiving countries is less than adequate; (b) the change or *ad hoc* nature of their 'business' may make it difficult for them to plan investment in upgrading their own capacity, and (c) the negative perception of 'recruiting agency' (manpower business) oblige these business people to diversify and invest in other enterprises so that they may get out of 'recruiting business', compounding the task of skill and capacity upgrading in this sector and (d) more than 500 recruiting agencies 'going after' less than 300,000 migrant workers

yearly makes this really a 'business'. This, in turn, duels activities to maximise profit at any cost as the 'normal turnover' in terms of the number of migrant workers sent abroad by an agency may not be high enough to ensure a sufficient profit or decent earning.

Functioning as a Directorate of the Ministry of Labour and Employment, the BMET's activities are geared towards ensuring that all activities leading to the departure of a migrant worker is regulated by it.

As for the complaint procedure, it makes, as it were, two rounds, i.e., first at the BMET and then, on recommendation for disciplinary/punitive action, the matter goes to the Ministry of Expatriates Welfare and Overseas Employment (MEWOE) which again scrutinises the matter and if satisfied, sends it back to the BMET for initiating action against the guilty recruiting agency. Such a long drawn procedure, presumably established to ensure natural justice in the sense that the parties are given sufficient opportunity to clarify their actions and deeds, however, make it an inordinately lengthy involving two governmental bodies – in fact twice by BMET and once by the Ministry. A simplification of the procedure by conferring authority on BMET to impose punitive measures on recruiting agents, if found guilty could suffice, with provisions for appeal to the Labour Court by the recruiting agent against measures taken by BMET. This may avoid hearing of the whole matter by the Ministry and then confirming the decision of BMET and asking BMET to implement or enforce its earlier decision subsequently confirmed by the Ministry. The provision for appeal to the Labour Court would ensure scrutiny of the legality and veracity of BMET's decision without involving the MEWOE in the process *de novo*.

As for training facilities and related issues, it may be reiterated that while the basic infrastructure for training are in place and with the introduction of SSC Vocational certificate, the acceptability of the courses offered by TTCs have increased substantially over the recent years. However, the lack of attention to these institutions in terms of budget and absence of recognition of the fact that unlike general education, technical education must be able to respond to the changing market needs may make these institutions obsolete vis-à-vis present day requirement of skills.

It needs to be pointed out that the state intervention to facilitate migration of workers for temporary employment abroad in the form of budgetary allocation for the MEWOE as compared to other Ministries, is negligible. For example, budget provisions are big in the export processing zones where the investors are entitled to a very long list of benefits, concessions, and priority treatments; but the Total budget for the Ministry of Labour and Employment is hardly 0.2% of the national revenue budget. In other words, the allocation for BMET (a little more than 10 million Taka per year) is around 0.1% of the national revenue budget.

The association of recruiting agencies, BAIRA, is more concerned with rights and privileges of its members. Nevertheless, a number of suggestions put forward by

BAIRA particularly, the proposal for special passport for migrant workers, better facilities at the airport, etc. are worthy of government's attention. Then, the utilisation of the Migrant Workers' Welfare Fund (MWWF) can hardly be said to have been done primarily for the welfare of migrant workers.

The recommendations of the Morshed Khan Committee vis-à-vis streamlining of the chain of command, and functional and budgetary allocation for Labour Attaché needs a fresh attention. More importantly, the ad hoc nature of 'foreign employment' as Labour Attaché for officials from Ministries other than the Ministry of Foreign Affairs and the fact that these Labour Attaches, after serving for a few years in a particular migrant receiving country will move on to positions in other Ministries can but be a disincentive towards acquiring skill and expertise in current and prospective demands for Bangladeshi workers in the country of their postings.

Despite the fact that, unlike private recruiting agencies, the BOESL can maintain a presence in migrant receiving countries, it is not known as a major 'recruiting' agent in the 'market'. Privatisation of this company can be a move forward to the extent that, unlike other privatisation measures of the government bogging down in the quagmire of labour disputes and conflicts, the BOESL is not a 'labour' dependent production unit and its professional staff may be easily amenable to privatisation, with prospects of more efficient use of their resources and contacts.

The three most important aspects of the findings from the survey on recruitment and placement of Bangladesh migrant workers is that most of the migrant workers had received knowledge about jobs abroad from private sources, i.e., friends, family members, dalals, etc. Secondly the money for going abroad was also raised from family and friends or through selling or mortgaging land, and other assets but not from formal lending institutions. Thirdly, their contacts with official institutions in terms of assistance, information, skill training, etc. were minimal.

In spite of minimum role of the government, the migrant workers have officially remitted more than 17 billion dollars! Now, if this is juxtaposed with less than 50 cases filed in the main Labour Court of the country during a decade and a half under the only statute for the 'protection' of Migrant Workers, one can conclude that the government has failed to uphold rights and provide protection to migrant and would-be migrant workers.

It is true that BMET has its own procedure for illegalities committed by recruiting agents, including, suspension or cancellation of recruiting license, forfeiture of security money, etc. but it is also true that the regulatory function of the BMET is diluted due to lack of appropriate regulation and information on migrant workers. Data available are yet to become a tool for better policy and management.

To sum up, involvement of the government in the migrant sector is characterised by lack of due concern and attention, particularly in consideration of its large contribution to the national economy.

SECTION 1

INTRODUCTION

Available information on amount of remittance by Bangladeshi migrant workers indicate that remittance by migrant workers in 1999 was about Taka 89 billion and during 2000 it was more than Taka 100 billion, representing an increase of around 15% over the previous year.

During 1999, a Total of 268,182 Bangladeshis had gone abroad as migrant workers. While for 1998 the number of migrant workers was 267,667. During 2000 the number of migrant workers was about 205,000. The official figures for migrant workers indicate a very high figure for 1997 (381,077) which was the result of legalising, 150,000 Bangladeshi workers in Malaysia that year.

Needless to say, the above official figures do not indicate all the dimensions of the economy and sociology of migrant workers. Though the variance of the official number with the actual number of migrant workers may not be as wide as the difference between the official figures of remittance and the actual remittance, yet it is clear that the migrants do play a very important role in the national economy and their remittance is the largest single source of foreign exchange earning of Bangladesh.

In spite of this big role of the 'migrant sector' to the economy, available information on various aspects of the migration process are meagre.

Why does one become a migrant worker? A simplistic answer based on conventional wisdom will be that economic concern or aspirations for a good life are primary reasons for decision to migrate. Literature on economic aspects of migration, focussing mostly on remittance and investment of money earned overseas is rich; but information or analyses to help a good understanding of the rationale and motive for migration is not sufficient. This study has made an attempt to explain 'non-economic' dimensions of the decision to migrate, and the processes leading to migration as temporary workers (unskilled, semi skilled, skilled and professional).

Once the decision, (or is it a 'chance decision') has been taken to migrate, how is the process initiated? What are the sources of information for the migrant worker? Are the information culled from informal sources? Has the process of migration been facilitated by official and/or unofficial agencies or bodies? Do the migrants look for specific information about their destinations and types of work they expect to be employed? Do they prepare themselves in terms of acquiring any particular skill or expertise? Or is it a process where 'anything' goes? Are the economic compulsions so pressing that most of the migrants are willing to accept any job, anywhere, on the

consideration that earning from the designated job would pay for the investment for securing the job? Is the prospective earning the only motivating factor or whether a host of other social and hierarchical consideration are equally or partially important? Is there a deliberate planning involved, from the point of view of migrants, government agencies or others?

What are the roles of different 'players' involved in the process? The spectrum of such involvement is multi-dimensional as the number of parties in any transaction for migration involves persons and organisations of various categories, both formal and informal.

Finally, how can the process of migration, from the day of decision by the migrant worker, to the day of joining the job abroad be improved, rationalised and made worker friendly. What could be the role of government and other organisations in improving the process? What form of interventions can be made by the government at policy, planning and implementation levels?

A migrant worker has to return back to Bangladesh after termination of 'job' abroad. Can s/he be employed at home or can her/his skills and expertise be utilised?

These and a host of other questions posited in the survey document intend to probe ways and means for improving upon the planning and recruitment process, both at individual migrant worker and at institutional (e.g. government, private, NGO, etc.) levels.

1.1. Study Structure

To begin with, the study has been structured in a manner so that it responds to assigned tasks. This means that data has been generated and analysed to cover the whole process of recruitment and placement of migrant workers. For example, data and information have been collected on job-availability, decision by the migrant worker to run for a job, the step-by-step approach by the worker/ facilitator for getting into the job, rules and regulations governing such a set of activities, hindrances to functioning of the process in Bangladesh and in host countries, improving upon the quality of recruitment process, etc.

The study also takes into account the formal and informal sources of information on scope of migration, expenditure incurred, and time involved in processing migration, as also the nature of agencies involved in the migration process.

Secondly, an assessment of the social and economic cost of migration has been attempted for a good understanding of the planning and processing of recruitment and placement of migrant workers.

Thirdly, the study critically reviews the role of government and non-government organisations on migration. The present level of activities of the Ministry of Labour and Employment, Ministry of Expatriate Welfare and Overseas Employment and the

Ministry of Foreign Affairs have been analysed. Government agencies such as the Bureau of Manpower Employment and Training (BMET) and Bangladesh Overseas Employment Service Limited (BOESL) are the migration processing agencies of government. Their present capacities have been scrutinised in order to highlight the future needs of these organisations in enhancing the efficiency of the process of recruitment and placement of migrant workers.

Fourthly, the extent of involvement of civil society organisations such as and human rights groups have been examined.

Fifthly, the existing laws, rules, regulations, and government orders related to labour migration have been compiled and examined.

Lastly, a host of recommendations and suggestions, as appropriate, have been made to improve upon and enhance the quality of the process of planning, recruitment, and integration of the returnee migrant workers.

1.2. Data Sources

The review of literature constitutes the background section of this study. It, may be pointed out that such literature is limited to utilisation of remittances, issues of investment, impact on foreign exchange reserve and balance of payments, terms of trade, etc. Sources of review literature have mainly been government, private, and civil society ones.¹

1.2.1. Government Sources

Bureau of Manpower Employment and Training (BMET) is the most important agency of the government dealing with 'manpower export'. The agency is the keeper of all official records pertaining to labour migration. Workers who have gone overseas through the official channel had to register with the agency. In that context

1. For example, Qazi Kholiquzzaman Ahmed and Fatema Zohra, "Utilisation of Remittance from Abroad for Local Employment Promotion – The Case of Sylhet Division", mimeo, prepared by ILO and BUP, Dhaka, 1997; Raisul Awal Mahmood, "Emigration Dynamics in Bangladesh: Level, Pattern and Implications", mimeo, a paper prepared at the initiative of the "Asiatic Society Bangladesh", Dhaka, 1996; Quazi Abdul Bayes, "Bangladesh: Country Paper", mimeo, presented at the Regional Meeting of Labour Exporting Countries, Colombo, 1997; Raisul Awal Mahmood, "Globalisation, International Migration and Human Development: Linkages and Implications", mimeo, Dhaka, 1998; Raisul Awal Mahmood, "International Migration, Remittances and Development: Untapped Potentials for Bangladesh, BISS Journal, Vol. 12, No. 4, 1991; Siddiqui, A.M.A.H., "The Economic and Non-Economic Impact of Labour Migration from Bangladesh" in Arnold, F. and Nasra H.S. (eds) Asian Labour Migration: Pipeline to the Middle East, Westview Press Inc., 1986; Raisul Awal Mahmood and Farid Bakht, "Overseas Remittances and Informal Financing in Bangladesh" Research Report No. 101, Bangladesh Institute of Development Studies, 1989; Wahiuddin Mahmud and S.R. Osmani, "Manpower Export from Bangladesh to the Middle East: A Cost Benefit Analysis", Bangladesh Development Studies, 1980; etc.

Tasneem Siddiqui's "National Responsibility Towards the Migrant Workers", RMMRU, Dhaka, 1998 is probably the only available work on 'non-economic' aspects of migration.

the agency has been tapped for information on migrant workers who went abroad through official channels. However, due to various constraints the extent of compiled data is not comprehensive and information is not adequate.

The Ministry of Labour and Employment had been the line ministry in charge of labour migration. At present, the Ministry of Expatriate Welfare and Overseas Employment deals with the process of recruitment and placement. The Ministry suggests legislation and implements laws regarding migrant workers. The Ministry constitutes an important source of information on factors leading to various changes in policy affecting the migrant workers.

The Ministry of Foreign Affairs is also one of the arms of the government involved in exploring employment opportunities for migrant workers and for protection and welfare of migrant workers. The Missions in countries that have officially hosted migrant workers are an important source for gathering information on migrant workers. However, information from the labour attaches from the countries concerned could not be collected, study resources had not been adequate for the purpose.

1.2.2. Private Sources

Among the private bodies, Bangladesh Association of International Recruiting Agencies (BAIRA) constitutes a major source of information. Its registered membership stands at close to 725, though all those who had obtained registration in the past may not be active now. BAIRA is an active organisation run by a 27-member Executive Committee.

Over the last couple of years a few more organisation of migrant workers have emerged. These include WARBE, Migrant Workers Centre and Association of the Returnees from Kuwait and Iraq. WARBE's membership is constituted by returnees from the Middle Eastern states. Membership of Migrant Workers' Centre is open to all. Its leadership, however, is provided by returnees from the Republic of Korea. The Bangladesh Migrant Centre has contact with a church-based Korean NGO that implement welfare and protection programmes for Bangladeshi migrant workers in Korea. Contact and interview with the officials and members of the organisations were conducted to gather primary data on the process through which some migrants sought and got employment abroad.

1.2.3. Civil Society Organisations

Various civil society organisations have been tapped in order to understand their level of involvement with migrant workers.

1.3. Methodology

Data collection methodologies included the following :

- primary data collected through field survey among migrant workers;

- interviews with executives of private recruiting companies and travel agencies, and officials of the government;
- secondary literature, eg. records of various agencies, both public and private; and
- interviews discussions with policy planners and academicians and other stakeholders.

1.3.1. Review of Literature

- Secondary information has been collected from clippings of national Dailies on migrant worker related issues;
- Collection of published materials and research reports that are available in various government agencies (Bangladesh Bureau of Statistics, Planning Commission), research institutions (e.g. Bangladesh Institute of Development Studies, Bangladesh Unnayan Parishad), and universities;
- Advertisement in the media (e.g. the Daily Ittefaq) on jobs offered; and
- Existing law, rules, regulations, procedures, circulars, notifications, etc. on labour migration issued by different ministries and agencies.

1.3.2. Interview with Government Officials Recruiting Agencies and Workers

Interviews with the concerned officials of BMET provided the 'official' understanding of the role and activities of BMET. However, informal discussions, sometime with the assurance that identities would not be used, also provided a wealth of information.

The orientation programme at BMET was observed on three separate occasions, over a week, to ensure a comprehensive understanding of the orientation itself as well as the reaction of the participants. Informal discussion with some of the participants of these orientations were also conducted.

The complaint procedure by a migrant or would be migrant against recruiting agencies at the BMET was also observed.

Under the Emigration Ordinance, 1982, BMET is the only authorised agency which can file cases in the Labour Courts of the country for violation of the Ordinance. Hence, this aspect of regulatory function of BMET was scrutinised through court documents of concerned cases. (see section 4.1 below)

The rationale and activities of BOESL was explained by concerned personnel of this organisation and published materials of BOESL were consulted. (see section 4.3 below).

Discussions with concerned Foreign and Labour Ministry officials and migrant workers who have had experience of dealing with the Labour Attachys in their

country of employment was the method deployed to investigate into the role of labour attachys.

Interviews with selected recruiting agencies and migrant workers have been conducted in the form of qualitative interviews, keeping in focus the diversity of destination and employment.

The list of members of BAIRA for 1999-2000 is provided in Annexure 2 to this study. The most recent information on registration indicates that more than 700 such agents have been registered. However, not all those who have registered as recruiting agents in the past are now functioning.

The travel agents, include permit holders from the government and GSA of the major airlines operating flights to the primary destination countries of Bangladeshi migrant workers.

Information was also generated through administration of questionnaire from among migrant workers. They include workers who have gone abroad through middlemen and also those who paid money to such middlemen for securing employment abroad but have not succeeded.

1.4. Other Points/Issues Related to Methodology

It is a common knowledge that there is a gulf of difference between the 'official' charge for recruitment fixed by the government and the actual amount paid or expenses incurred by migrants. It has been found that figures related to expenses and incomes (e.g., household income-expenditure surveys) are notoriously problematic to the extent that the respondents are not willing to 'disclose' actual transactions or expenses incurred. While the official charges are fixed (travel, documentation, insurance, recruitment agency's fees, other fees, etc.), the actual transaction between a recruiting agency and a migrant worker is often influenced, if not determined, by the job offered, the country of destination, length of the contract, skill levels and other related factors.

In addition to the questionnaire for survey for generating information an additional method has been used to counter-balance subjective information. Recruiters traditionally publish recruitment advertisements in the Bangla newspaper with the highest circulation, the Daily Ittefaq. In fact, on an average, the Friday Daily Ittefaq run half a dozen advertisements for a number of vacancies, by various large recruiting agencies. All such advertisements in the Daily Ittefaq for the year 1999 was scanned for compilation of information regarding the number, skill, destination and other related information regarding employment offered.

These are provided in the relevant section, as information from other sources mentioned above.

1.4.1 Training Facilities

Questions regarding training, their usefulness and other related issues have been made part of the information used in this Report.

1.4.2. Contractual Issues

Two exercises, one relating to the complaint procedure, and the other on the cases filed in one of the three Labour Courts of Dhaka were scrutinised. It needs mentioning that seven Labour Courts of the country (of which three are located in Dhaka, two in Chittagong and one each in Khulna and Rajshahi) are authorised to hear and dispose of cases under the only statute relating to migrant workers, that is, Emigration Ordinance, 1982. Data from one labour court, out of seven indicate that 50 cases were filed during 1985-99 in the 2nd Labour Court of Dhaka. This is indeed a low figure. Findings from this study consider it unlikely even if 100 cases were filed during a period of 15 years under the Emigration Ordinance, 1982. This is an indication of unreliability of legal/court system for resolving disputes under the Ordinance.

1.4.3 Pre-departure Information for Migrant Workers

Questionnaire and attendance at pre-departure briefing by BMET was the main source of information for assessment of the assistance provided to migrant workers regarding employment, health and other related issues.

To summarise, information and data for the study have been generated through

- interviews with government officials, BIARA personnel, migrant workers' associations, travel agents, airlines and middlemen;
- discussions with policy planners, academicians and civil society organisations involved with migration issues; and
- administration of questionnaire among 200 migrant workers in four districts.

1.5. Generation of Data through Questionnaire Administration

This study is mainly based on administration of a questionnaire among returnee migrants in four areas of the country, namely, Dhaka, Comilla, Madaripur and Chittagong. Two hundred returnees responded to the questionnaire.

The four areas were selected on consideration that three of these namely, Chittagong, Comilla and Dhaka are reputed as 'migrant-producing' areas, while the fourth one, Madaripur, was chosen as a 'control' area which is not known to be a prominent 'migrant-producing' area. One thana in each of these areas was chosen and 50 workers selected at random from the selected areas were interviewed over, on an average, five days in each area. The survey was conducted by a team of four

trained research assistants of RMMRU. The survey instrument was tested on 10 respondents in Dhaka and Comilla before the main survey. The research assistants were occasionally accompanied by a consultant.

Data generated by the survey was analysed through use of SPSS package, showing relationship between activities, roles and participants in the process of planning and recruitment of migrant workers, particularly relationship between employers and recruiters;

- role of recruiters and middle-men;
- role of BAIRA and Migrant Workers Association;
- role of labour attaché;
- role and activities of BMET; and
- role of BOESL.

Analysis of data has provided information on the recruitment process, both official and private, which have been discussed in the following sub-sections:

- financial aspects of recruitment
- training facilities
- contractual issues
- pre-departure information; and
- migrant workers.

The last section of the study offers suggestions and recommendations, while the study begins with the literature review.

SECTION 2

LITERATURE REVIEW

Whys and hows of migration have produced a large body of scholarly-theoretical writings, initially by economists and subsequently by sociologists and broader multi-disciplinary academicians. However, available literature on migration by Bangladeshi workers to various countries over the last fifty or so years do not, usually, situate such flows within any specific theoretical parameter, offering instead an eclectic mix of the underlying paradigms.

For example, Kholiquzzaman and Zohra wrote:

But then massive unemployment, widespread low productivity, and rampant poverty have been characteristic feature of Bangladesh economy since before liberation.

Under such conditions, it is natural that those who can, particularly from among the poverty-stricken mass of the people, would like to escape to other countries with employment opportunities. There has also been a tendency among educated and somewhat better off people to migrate for employment in order to further improve their economic prospects.²

This reflects an uncritical adherence to the initial neo-classical macro theory paradigm of migration caused by differential in income and employment opportunities and as an individual decision for income maximisation.³ Raisul Awal Mahmood emphasises that factors such as unemployment and underemployment, low level of income; therefore, poor living standard at home, etc. should not be seen in isolation from socio-political and economic environments prevailing in the global economy as fundamental motives behind international migration for employment. Nevertheless, he suggests that:

The upsurge in interest and level of international migration should be seen in terms of prevailing labour market imbalances between countries, i.e., labour surplus in one country and deficit in others reflected in differential income and employment opportunities and respective trends over time. Such differential opportunities act as both push and pull factors underlying international migration.⁴

². Ibid., at p.5.

³. For the purpose of this Report, such a formulation is, obviously, a simplified version of what popularly came to be known, by the late 1970s, as the Harris-Todaro model, following Harris J.R. and Todaro, Michael P, "Migration, Unemployment, and Development: A Two-Sector Analysis", *American Economic Review*, vol. 60, 1970, pp. 126-142. Also, Lewis, W. Arthur, "Economic Development with Unlimited Supply of Labour", *The Manchester School of Economics and Social Studies*, vol. 22, 1954, pp.139-191; and Ranis, Gustav and Fei, J.C.H, "A Theory of Economic Development", *American Economic Review*, vol. 51, 1961, pp. 533-565.

⁴. Raisul Awal Mahmood, "Emigration Dynamics in Bangladesh: Level, Pattern and Implications", mimeo, a paper prepared "at the initiative of the Asiatic Society Bangladesh", Dhaka, 1996, at pp.1-2.

Such a summation also indicates a reliance on economic approaches.⁵ More recent paradigms of dual labour market theory, world system theory, cumulative causation theory, etc., are yet to find application in analysing international migration by Bangladeshi workers.⁶ However, recent analytics of internal rural-urban migration have begun to move away from the conventional economic rationale and income maximisation paradigm to the increasingly determining influence of 'social resources' such as network, mediator groups, cultural construction of obligations to kinsmen and fellow-villagers, etc., in situating the migration flow.⁷

This study does not dwell on the causes and factors of international migration of Bangladeshi workers. Nevertheless, in narrating the migration flow of recent years, it may not be inappropriate to suggest that in addition to the conventional economic factors (such as income and employment opportunities, shortage of labour in recipient countries particularly, at the menial and unskilled end); the role of social factors such as networking and support by older migrants; and the increasingly important roles of entrepreneurs, middlemen and institutions dedicated to promoting international migration for profit, yielding a black market in migration; as well as government policies and steps need to be brought within any analytical framework for a fuller understanding of the international migration of labour from Bangladesh. This study, to an extent, attempts to locate these 'other factors'⁸ in understanding the migration process.

2.1. Newspaper Advertisements

As the planning and recruitment process is the focus of this study, it was decided to undertake a scrutiny of the advertisement published by the recruiting agencies in a widely circulated vernacular daily newspaper during a year to gauge an understanding of the jobs advertised, salaries offered and countries of destination. Accordingly, the Daily Ittefaq was scanned for 1999. Our initial random scanning of a number of other newspapers indicated, first, that there was hardly any advertisement by recruiting agencies in English newspapers. For example, the Daily Star does not seem to have had a single such advertisement during 1999. This initial scan

⁵. Similarly, see also the summation, "... encouraged by better job opportunities in new geographical areas, thousand of workers are moving out of the country in search for employment" in Quazi Abdul Bayes, "Bangladesh: Country Paper", mimeo, presented at the Regional Meeting of Labour Exporting Countries, Colombo, 1997, at p. 2.

⁶. A useful summary of these theories is by D.S. Massey, J. Arango, G. Hugo, A. Kouaouchi, A. Pellegrino and J.E.Taylor, "Theories of International Migration: A Review and Appraisal", *Population and World Development Review*, vol. 19, 1993, pp. 431-467.

⁷. A good example of such new approach is Aftab E.A.Opel, "The Labour Market: Where Social Resources Matter", *Discourse: A Journal of Policy Studies*, vol.2, 1998, pp.49-74.

⁸. A recent account on some of these counts is Anwara Bequm, "Social Network in International Migration: A Framework for Analysis", in Chowdhury C. Abrar, *ON the Marin: Refugees, Migrants and Minorities*, RMMRU, Dhaka, 2000, at p. 69.

revealed that the Ittefaq contained, usually on Fridays, the most number of such advertisements. One other Bengali daily newspaper, the Janakantha, also published a good number of advertisements. However, for our purpose, it was decided that a thorough scrutiny of the advertisements for 1999 in the Daily Ittefaq would meet the objective.

It needs to be mentioned that all such advertisements for recruitment for job in foreign countries have to be approved by the Ministry of Labour and Employment. (Now Ministry of Expatriate Welfare and Overseas Employment). The advertisements, therefore, invariably mentions the 'approval', i.e., permission number in the advertisement itself.

Secondly, it needs to be understood that the number of advertised post does not have any relationship with the number of migrants. As the recruiting agencies explained, usually it is only for jobs for which there is a dearth of readily available candidates in the files of the recruiting agents that advertisements are published. In other words, the advertisements are usually for semi-skilled and skilled workers who are not readily accessible by recruiting agencies. This led to the decision to scan the advertisement for an understanding of the job market for 'skilled and semi skilled' migrant workers.

The following table summarises findings from a Total of 171 advertisements published in the Daily Ittefaq.

Table - 1
Country of Employers in the Newspaper Advertisements

Country of Employment	Number of Advertisements
K.S.A.	84
Kuwait	31
Singapore	11
U.A.E.	10
Libya	8
Bahrain	6
Dubai	6
Oman	6
Qatar	2
Brunei	2
Nigeria	1
Iran	1
Mauritius	1
Sharjah	1
Emirates	1
Total	171

It appears that almost half (84 over 171) of advertisements published were for employment in the Kingdom of Saudi Arabia (KSA), followed by Kuwaiti employers. Most of the advertisements for recruitment, except Singapore, were for jobs in the Middle East.

A scrutiny of these advertisements indicate that several categories of engineers, such as electrical, mechanical, civil, maintenance as well as marketing sales engineers' posts were frequently advertised. Operators (equipment operator, data entry operator, forklift operator, steam iron operator, bulldozer operator, sewerage plant operator) were another commonly advertised post as were technicians (electrical, mechanical, air-conditioning, aluminium, etc). Among specific economic sectors, there were a good number of advertisements for the catering sectors with advertisements for cooks, chefs, cleaners, etc. and for the construction sector, including labourers. Demand for operators for various kinds of vehicles including heavy duty trucks, forklift, bulldozers were, as already indicated, common. Advertisements for clerks and accounts officers were not uncommon.

One interesting feature for advertisements for unskilled labourers such as 'cleaning labour', 'labour', 'workshop labour', 'general labour' etc. was the number of posts advertised. For many of the advertisements for such posts, the number advertised often exceeded one hundred.

During our interviews with recruiting agents, some of them had indicated that even if they might have a large pool of intending migrants for posts such as labourer or cleaners they would advertise these posts for 'publicity reasons'. i.e., to draw attention to them as recruiting agencies.

The posts advertised indicated wide areas of specialisations. However, medical profession, it seems, is not advertised in the newspapers any more though it is known that a good number of people from medical profession migrated for work in the late 70s and 80s. However, technical expertise in various fields such as construction, maintenance, electrical, mechanical, along with catering and specialised labour are the common ones and various types of technicians are common demand.

From initial scrutiny of the salaries offered for the posts advertised, it was found that for few posts of engineers the highest salaries mentioned were Saudi Riyal 4,000 or more per month while the lowest for labourers and cleaners were S.R. 400. Most of the advertisements for technical workers such as electrical technician, auto electrician, ultrasonic mechanic, heavy vehicle driver etc. offered salary in the region of SR 1,000 or more per month. Skilled construction workers such as plumbers, mason, tile fitters carpenters were also offered salary in the same region (1,000 SR). There were a very few advertisements for school teaching positions, the salaries for principal being more than 3,000 SR and those for teachers in the region of 1,200 to 1,500 SR.

As for Kuwait, the highest salary offered was for the post of production manager, at the rate of Kuwaiti Dinar 600. Engineers' salary is in the range of KD 200 while skilled workers such as pipe fitter, carpenters etc. commanded salary in the region of 60 to 90 KD per month.

The noteworthy aspect of these advertisements is that a large majority of these advertisements mentioned vacancies of more than 10 for each post/category/skills, i.e., a relatively high number of 'work permits' procured which may have been difficult for the agency concerned to fulfil from its own files. This reinforces the findings from recruiting agents/*dalals* that only when candidates are not readily available with the relevant recruiting agents that they advertise for the posts in the newspapers. Not infrequently, an advertisement would seek to recruit as many as 200 to 300 persons for 10 or so different categories/posts. Such a trend also points to the fact that only when a recruiting agency is called upon to 'supply' large number of migrants workers, they take the route of advertisement through newspapers. There were hardly any advertisement for less than a dozen migrant workers (skilled and unskilled) in any single advertisement.

As for recruiting agents publishing the advertisements it had been found that only one enterprise, BOESL had most advertisement published, (about 13). A few recruiting agents such as Polytrade International, Bay Eastern, Bobby Associates had half a dozen or so advertisements published during the year.

2.2. Reports in Newspaper

It was interesting to find, from the newspaper clippings preserved at RMMRU, that despite the huge number of migrants and their importance to the national economy, the most common news reports on the migrants focussed on their plight, mostly stemming from illegal status or stories of malpractice by recruiting agencies and *dalals*.

Needless to say, these reports do expose the 'underworld' of migration. However, it is interesting to note that all these tales of 'horror' do not seem to have any negative impact on the trend or desire for migration. Some recruiting agents went as far as to assert that one out of every ten persons of the country is connected with the migration flow, in one way or another. Obviously, such a claim is exaggerated; yet the underlying premise that the 'negative' reporting in the newspapers do not seem to have dampened the enthusiasm to migrate as workers in foreign lands.

It is also important to note that there was hardly any 'success story' of the migrant worker, neither in foreign lands nor of achievements in the country on return.

The reports of victimisation, also to be note, have not spurred actions on the part of the government to impose control or ensure regulation, nor trace and punish culprits. At least the reports do not indicate such follow-up actions, except that migration of women workers were jeopardised following some reports of abuse of Bangladeshi

migrant women abroad. Such a prohibition, needless to say, was tantamount to further victimising the victims. Neither has such a prohibition significantly reduced the number of women migrants; it has only increased the transaction cost of such migration and led to further vulnerability of women migrants.⁹

In conclusion, it may be noted that during the last couple of years, a number of analytical efforts have been undertaken to focus on migrant workers, particularly, as it were, non-finance or non-economy related aspects of their being. This, in the backdrop of paucity of analysis on sociological, legal and other non-economic aspects of migrations, is a welcome development. RMMRU has published a number of occasional papers,¹⁰ and a collection of essays on migrants, minorities and refugees has just been published.¹¹ A monograph by Tasneem Siddiqui on women migrant workers has been published by the University Press Limited (UPL). UPL has also published a major study, titled *Forlorn Migrants*¹² which focuses on the 1990 UN Convention on the Protection of the Rights of All Migrant Workers and Members of Their Family. Bangladesh is perceived as a sender of a large number of undocumented migrant workers, particularly to Malaysia and India,¹³ and these publications have begun to urge for a better understanding among the 'sending' and 'receiving' state, leading to ratification of the 1990 Convention and bilateral negotiations.

These foci on migrant workers will also facilitate a better understanding at the policy levels of the issues of concern and lead towards a better planning and recruitment process for migrant workers.

9. Tasneem Siddiqui, "State Policy and Nature of Female Migration from Bangladesh", in Chowdhury C. Abrar, *ibid.*, at p. 83.

10. Tasneem Siddiqui, "National Responsibility towards Migrant Workers", RMMRU, Dhaka, 1998; "State, Migrant Workers and the Wage Earners' Fund" (in Bangla), RMMRU, Dhaka, 1998.

11. Chowdhury R Abrar, *On the Margin: Refugees, Migrants and Minorities*, RMMRU, Dhaka, 2000.

12. Syed Reefat Ahmed, *Forlorn Migrants: An International Legal Regime for Undocumented Migrant Workers*, UPL, Dhaka, 2000.

13. From the standpoint of trans-border movements of people along Bangladesh-West Bengal border, another recent publication, Ranabir Samaddar, *The Marginal Nation: Transborder Migration from Bangladesh to West Bengal*, UPL, Dhaka, 1999, scrutinises the perception of nation state among the people frequently and informally crossing the state borders.

SECTION 3

THE PROCESS OF RECRUITMENT: THE PRIVATE SECTOR

3.1. Overview

The private agencies work under license from the government. On their own initiative they collect information on demands and orders for foreign employment. The labour wings of overseas missions are required to examine the authenticity of the demand notes issued by the foreign employers/agencies. After taking permission from the BMET, the agencies then recruit workers as per specifications of the foreign employers and then process their cases for deployment. Each and every recruited person would have to be issued a clearance certificate from the immigration department. Although under the law, recruiting agencies were required to give priority to those who had earlier enlisted their names with the District Manpower Offices, in reality, the agencies depend on their own sub-agents for recruitment. In the initial stages the recruiting agencies used to receive commission from the overseas employers for their services and as such did not charge the workers recruited. At that time the expenses of the air tickets were also generally borne by the overseas employers. However, over time, due to over competition of the sending countries and among the recruiting agencies the arrangements reversed and now the recruiting agencies levy a charge for their services on those recruited and expenses of the air ticket are also borne by those who are recruited. So far (upto June, 2000) 1,344,595 persons have been sent overseas through the recruiting agencies. This constitutes 45% of the Total number (3,011,890) of those who went overseas. (see following table for details.)

Over time, the recruiting agencies became organised under the Bangladesh Association of International Recruiting Agencies (BAIRA). The Association was formed in December 1984 with representatives of twenty-three recruiting agencies.

For 1999-2000, the Association had a membership of 576 agencies. The member companies have to renew their membership by paying an annual fee. BAIRA has been reasonably successful in articulating the demands of the recruiting agencies. Changes in rules in 1998 authorising the recruiting agencies the sole responsibility for recruiting was one of the successful interventions of BAIRA. Under the new arrangement travel agencies or individuals were barred from processing recruitment cases where visas were procured under private initiative. Currently BAIRA is also lobbying hard to revise the recent government decision to increase the security money from Tk. 6,50,000 to Tk. 10,00,000.

More than half of recruitment cases are conducted through private initiative. Usually persons already deployed in the host countries arrange visas for their friends and relatives through their own contacts. Sometimes these visas are sold to the interested parties. Individuals on receipt of the visa usually approach a travel agent for facilitating his/her departure. The travel formalities, including getting passport issued and visa stamped, issuing an air ticket and procuring the BMET clearance, are completed by the agent, usually on payment of a nominal fee. Earlier, travel agents used to undertake these tasks. In 1998 following a government order, only licensed recruiting agencies were authorised to facilitate cases of those who are in receipt of visas arranged privately. RMMRU research findings suggest that the travel agents still continue the trade by arranging a stamp from a licensed recruiting agent on the form, against a payment. Needless to say, the additional expense incurred is passed on to the migrant worker.

The recruitment process is a complex one. It involves, firstly, a number of persons, institutions and agencies. Secondly, these institutions are both governmental and private, on the one hand, local and foreign on the other. Thirdly, the whole process is often marshalled through deployment of a host of intermediaries, some official and formal while others clandestine and dubious. Lastly, at least at the formal level, there is a large number of rules and regulations, implementing and overseeing authorities and bodies, thereby complicating the task of narration and analysis.

The 'channels' through which Bangladeshi migrant workers procure jobs abroad is detailed in the following table to indicate the comparative role of different avenues:

Table - 2
Channels through which migrants arranged their jobs abroad

Year	BMET	BOESL	Recruiting Agents	Individuals	Total
1976	5279	0	284	524	6087
1977	5729	0	1171	8825	15725
1978	6160	0	1994	14665	22809
1979	6975	0	2966	14572	24495
1980	5715	0	7773	16585	30073
1981	6074	0	22218	27495	55787
1982	4483	0	24939	33330	62762
1983	730	0	26320	32170	59220
1984	0	157	32460	24097	56714
1985	0	1221	39397	37076	77694
1986	0	1895	27859	38904	69658
1987	0	340	33818	39859	74017
1988	0	476	34117	33528	68121
1989	0	707	36508	64509	101724

Year	BMET	BOESL	Recruiting Agents	Individuals	Total
1990	0	435	40258	63121	103814
1991	0	140	64889	82102	147331
1992	47	541	59746	127790	188124
1993	503	559	129479	113967	244508
1994	236	178	95361	90551	186326
1995	73	627	74921	111922	187543
1996	0	398	118670	90846	211714
1997	15	335	235793	144934	381077
1998	0	419	85300	181948	267667
1999	0	309	110669	157204	268182
2000 ¹⁴	0	91	37685	64142	102918
Total	42001	8828	1344595	16114666	3011890

Clearly, most of the migrant workers arrange for their migration through individual efforts. The role of two government organisation, BMET and BOESL are negligible. Understandably, BMET is not a migrant 'sending' organisation and after the initial years it is not involved in sending. However, BOESL, whose primary purpose to arrange for migration, does not seem to be doing a good job, if the number of migrant workers 'channelled' by it is taken as an indicator. The last three years is too short a period for suggesting with confidence that individual efforts will lead to more migration than efforts by recruiting agents, nevertheless, the figures from the previous table indicate that a little less than 1 million migrant workers have been sent by recruiting agents during the last ten years (1991 to 2000), yielding a yearly average of around 100,000 person for all recruiting agents of the country.

3.2. Role of recruiters and middle-men

For the purpose of assessing the role of recruiting agents, a number of interviews has been arranged with owners, employees and associates of recruiting agencies. These interviews were conducted under certain conditions. The most significant of conditions suggested that (a) their identities could not be used and that (b) recording, through audio or written devices should be avoided. In course of interviews, however, the first condition was not waived and the second was ignored. Notes were taken and some of conversations recorded on tape.

3.2.1. Interviews

The interviews with representatives with recruiting agencies were undertaken on a number of occasions, at different sites and times. In each occasion, except one, these were arranged through trusted (by the recruiting agencies) intermediaries and they agreed to come and meet the consultants only in groups. After initial introduction and explanation of the purpose of the interviews (and agreeing to the conditions mentioned above), different representatives were persuaded to be

¹⁴. The figures for the year, 2000, is for the first six months: January to June

interviewed by different consultants. This was done to ensure separate interview of as many representatives of the recruiting agencies as possible, as they had agreed to assemble for these interviews only on a very limited number of occasions.

Later, representatives of two recruiting agencies, both claiming to be employees (though seemed to be as actual owners of the recruiting agencies) agreed to be interviewed at their offices in Purana Paltan.

An informal discussion was arranged with a number of '*dalals*' and recruiting agencies at a house at Shantibagh.

Two such interviews were also turned into focused group discussions in which a number of representatives of recruiting agencies participated and offered differing views on some issues.

This eclectic mix of formats, places and modalities of interviews enabled the researchers to gauge and understand a wide and complex range of issues, activities and perceptions.

3.2.2. Self Perception

One of the representatives of the recruiting agencies claimed that he was the first of five persons given a 'recruiting license' in 1974 under an executive order for a fee of Taka 10,000. His firm has a different name now and he had to change the name and address for 'business reason'. This point was not pressed.

In the mid-70s, according to him, the rate charged by the recruiting agencies (including airfare) were around Taka 12,000 for a 'technical' job in Saudi Arabia but even for that paltry amount, there were not too many takers – people were unsure, Saudi Arabia was not developed and people were sceptical about living conditions there. Besides, there were too many critical rumours about heat and other discomforts and hence the lack of interest.

According to him a Bangladeshi medical doctor who was associated with the first major hospital constructions, initiated substantial recruitment of Bangladeshi medical and unskilled personnel for KSA. He favoured a few agencies in matters of recruitment. These recruiting agents are now millionaires.

This statement indicates private initiative for recruitment of migrant workers without any official support or involvement. It is known that the 'garment' sector was similarly initiated by a few enterprising individuals in the early 80s, gradually turning it into the largest economic sectors of the country. In fact, an interesting and recurring comment from the recruiting agency representatives focussed on the 'pioneering role' of few individuals who had, according to them, transformed the whole country by offering opportunities for employment to 'millions' in the foreign countries. These initiatives include not only employment for migrant workers but also involvement of a chain of institutions and persons in the recruitment process: recruiting agency, travel agency, *dalals*, training sites and institutions, foreign-exchange brokers, airlines,

official agencies and institutions, etc. From the perspective of recruiting agencies, even the shops in the 'migration-producing' areas of the country, are in the retail business simply because migrants from those regions are sending remittance for these business to profit from. Some representatives of recruiting agencies even asserted that if there were no recruiting agents and, hence, (according to them) no migration-business, more than 10 million people would have been unemployed!

The issue is not whether these claims are true or not; but it is perception of making a very important contribution to the country, sometimes with fervour of patriotism, in the whole exercise of 'sending people abroad', and that way helping the country to earn foreign exchange and 'help' millions to shed off poverty.

The number of recruiting agencies currently registered is a little more than 700; of which 250 recruiting agencies are believed to be out of business. Another 200 are known to be 'barely surviving', i.e., making just money enough to keep their agencies running. Then, a third group of about 250 recruiting agencies, said to be making 'decent' money, and some of these are working as sub-agents of the big ones.

At the top of the pyramid are 10 -15 big recruiting agencies who handle 'most of the business'. It is alleged that each of these big agencies may have between 3 and 5 different 'recruiting licenses' under different names. This practice is considered to be as a sort of insurance against punitive action, if any, by the regulatory body. If one of the licenses is cancelled or suspended, they continue business under another license, ensuring that their enterprise is not detrimentally affected. Sometimes these agencies sub-contract their work. For example, if they receive 'order' for 200 persons, they may recruit 150 by themselves and parcel out the other 50 to smaller and 'favoured' agents for a fee.

"The proprietors of top agencies themselves can't keep track of the money they are making."

The informants told the researchers that the top ones have diversified their business, investing in such areas as power plant, shipping, cement factories, garment, etc.,

3.2.3. Earning of Migrant Workers in Saudi Arabia

According to these informants, the minimum rate for which permission is granted by the BMET is 350 Saudi Riyal per month; but recruiting agencies may accept job offers for SR 300. In such case, they temper with documents for presentation to BMET, suggesting earning of more than the minimum allowable rate. According to them, a salary of 500 Riyal per month is considered a decent salary. Anything above 750 SR per month is good salary. Offers of more than 1000 Riyal per month is hard to come by.

This is borne out by preliminary scrutiny of the published advertisements as indicated earlier.

3.2.4. Payments Involved for Travel to Saudi Arabia as a Migrant Worker

According to sources the recruiting agency is required to pay, for each employee a sum of 2,000 Saudi Riyal, equivalent to Taka 28,000 (in rounded numbers), as 'tax'. More importantly, the middlemen who procure the 'working permit' at the Saudi end would charge, as commission, on average of 4 months salary of the job offered. For example, for a job of 500 Riyal per month, the job seeker pays about SR 2,000 as tax and another SR 2,000 as commission at the Saudi end, that is, a Total of SR 4,000 (roughly Taka 56,000). Add to this a minimum airfare of around Taka 30,000. Charges for passport, medical examination and other expenses another Taka 10,000 or so. According to these calculations, even if the recruiting agency does not make any profit, the prospective migrant worker would end up paying around Taka 100,000 for a trip to Saudi Arabia, though the officially permissible ceiling of all payments for a job abroad is lower. The primary hidden cost consists of the commission of 'four times the salary offered' at the Saudi end. However, it was conceded that there may be more than one 'recruiter' at the Saudi end, i.e., one who obtained the Saudi permit may have sold it to another who then contacted a recruiting agent in Bangladesh, and thereby increasing the 'service charge'.

The migrant worker receiving SR 500 in the above case would have to put in a lot of overtime hours to pay off the Taka 100,000 (minimum) expenses incurred for landing in Saudi Arabia. Even at a good number of over time hours, it would take at least one year for him to realise this initial investment, assuming that he continues at the job and his living and other expenses are diligently paid by the employer.

3.2.5. Illegal Entry into Saudi Arabia

Saudi Embassy in Dhaka hardly ever issues any visa other than a 'work visa', minimising chances of entry into the Kingdom of Saudi Arabia. The only other major ground for issuing of Saudi visa is on the occasion of *Haj*, once a year. Though the recruiting agencies refused to get into speculation about numbers involved, they were aware that a good number of '*hajis*' overstayed their visa and sought to work in Saudi Arabia, as long as they could do so without detection. '*Umra*'¹⁵ visa is hardly issued, unless one can obtain special reference from Bangladesh Foreign Ministry or 'such important sources'.

3.2.6. Availability of Skilled Persons

Against demands for semi-skilled or unskilled workers, the recruiting agencies offer employment to applicants already on their files, or recruit the migrant workers through verbal commitments, and with help of travel agents and *dalals*. Generally, only those jobs are advertised in the national dailies for which the agents don't have

¹⁵. *Haj* is once a lifetime obligation, upon those who can afford it, of pilgrimage to Mecca during the specified days in the Arabic month of Zilkad, while '*Umra*' is the same pilgrimage at any other time of the year. *Umra* is less rewarding in religious terms and not an obligatory religious performance.

ready applicants. These are usually the skilled jobs. Sometimes personnel for the skilled jobs are difficult to find. One informant narrated that at a given point of time he had work permit for 5 barbers with the Saudi Defence Forces, at a salary rate of SR 800 per month with a package of other compensations in terms of food, accommodation, medical services, etc. A SR 800 per month job with other benefits is considered a lucrative offer. However, he was finding it difficult to fill in these offers, because most of skilled barbers of Bangladesh are Hindus, who would not be allowed to work in Saudi Arabia.

3.2.7. Alleged Malpractice at the Saudi End

As indicated above, the middlemen who process the 'work permit visa' charge upto four times the proposed monthly salary. Secondly, sometimes visa for same jobs may be 'sold' to more than one recruiting agency. This may lead to the consequence that a migrant worker properly processed through one recruiting agency may find, on arrival at the site of employment in Saudi Arabia, that another migrant worker has already been employed in the same job through another agency and legally. This may lead to expulsion of the worker arriving later.

Needless to say, none of these allegations could be verified.

3.2.8. Route to Taiwan

The informant was a person who had worked in Taiwan from 1989 to 1993 and have travelled to Taiwan thrice after his return. His younger brother also travelled to Taiwan, but was arrested and sent back within a week of arrival. He was also interviewed separately.

According to these informants, there would not be more than a few dozens Bangladeshis currently living in Taiwan, 11 of whom had married Taiwanese women and are, hence, 'legal'. In the absence of diplomatic relationship between Taiwan and Bangladesh, there is no official migration to Taiwan. Moreover, the Filipinos and other nationals have validly been allowed to work in Taiwan, further reducing the scope for 'illegal' work in Taiwan for Bangladeshis.

The route to Taiwan begins as contacts for purchase of Taiwanese goods in a reasonable good quantity – say worth 3 to 5 thousand dollars - and exporting those to neighbouring countries such as Honk Kong, Thailand, etc. Banking arrangements are finalised for procurement for these goods by opening letters of credit, establishing contact with Taiwanese suppliers and then the 'businessman' travels to Hong Kong or Bangkok on route to Taiwan to procure the goods for 'business'. On arrival at Taipei, the 'businessman' secures 'business visa' at the port of entry, hopefully, for three months. He then immediately looks for a job at a factory and goes underground to escape detection.

As migrant workers from other countries are conscious of readiness of these 'businessman' to work at lower wages they, allegedly, inform police of persons

working in Taiwan who had initially arrived on 'business' visa. The investment for the 'businessman' for arranging to arrive at Taipei is high, may be Tk. 150,000 that includes airfare, banking transactions, cash foreign currency at hand at arrival to 'prove' 'businessman' status, etc., The return on such investments, is however, high. A person who can find work in a factory may earn upto Taka 50,000 or more per month and can easily remit 30 to 40 thousand taka per month. However, he is constantly worried about being found out by police and deported. There are cases when a migrant has worked, without being detected by the police, for almost four years. One such worker owns a 'welding' and other shops in old Dhaka. He has travelled to Taiwan subsequently. He hinted that he had taken a woman to Taiwan, the wife of a person working in Taiwan for a number of years, as his wife, on a 'business visa' for himself and the woman. The fact that he has travelled to Taiwan a few times ensures that on arrival he is not questioned by the immigration officials too thoroughly. He indicated that he could take someone to Taiwan on a business trip as his partner, obviously for a handsome reward of say, Taka 150,000.

However, the virtual absence of Bangladeshis in Taiwan has made it too dangerous to work there in factories. In the absence of diplomatic relationship and consequent 'no work permit' arrangement, it is known that Bangladeshis do not have valid status and one could be easily identified by police on the streets, arrested and prosecuted. The situation, as mentioned, has been compounded by 'legal' migrant workers from South East Asian countries.

3.2.9. Route to South Korea

A good number of Bangladeshis have allegedly travelled to South Korea on 'arranged' tourist or business visas. Apparently, it is not too difficult to obtain a tourist or business visa from the South Korean Embassy at Dhaka. However, the traveller is subjected to exacting questioning upon arrival at Seoul and the 'arrangement' with the South Korean counterpart ensures easy passage through the immigration counter at Seoul airport.

The informant elaborated one such arrangement in the following manner. A Korean national came to Bangladesh in mid-March, 2000 and informed a '*dala*' known to a Bangladeshi working in South Korea that he could ensure easy passage through the immigration counters for 10 Bangladeshis on a specific flight to arrive in Seoul on a specific date in the first week of April, 2000. Ten persons were recruited and processed as tourists from the local South Korean Embassy. Their passport numbers were communicated to this South Korean gentleman and the informant told that the 10 Bangladeshis safely negotiated the Seoul immigration, as arranged.

The charge for the South Korean counterpart is US\$ 4,000 per person which the 'tourist' carries with him and hands over the money on arrival in South Korea. If, for any reason, the 'tourist' is turned back from the airport, he 'saves' this 4000 dollars.

The 'tourist' also needs another US \$ 500 or so for negotiating the first few days in South Korea and eventually finds a job with the help of Bangladeshi migrant workers and overstays his tourist visa, working as long as he can before being detected by police and deported.

It has been learnt from informants that the cost for such route to South Korea can be estimated at US \$ 4,500 as detailed above, plus airfare and 'arrangement' fees for the local '*dalal*' which would be in the region of another Taka 100,000 per person, Totally more than Taka 350,000. Now, if the 'tourist' is lucky, gets a good job with overtime, he can recuperate his investment, within 7 to 8 months and thereafter his earning would be his 'profit' for this risky 'business'.

It has been alleged that even reputable recruiting agencies who send migrant workers to South Korea through proper channel would also, sometimes, indulge in this 'tourist' route.

An informant told the researchers that after the recent successful sending of 10 tourists, the dalal concerned has been flooded by offers from intending 'tourists' for similar arrangements. Apparently, this is a well travelled route, with a number of South Koreans taking upon themselves the task of ensuring smooth passage through the immigration counters at Seoul for this standard fee of US \$ 4,000. The competition among local *dalals* for this route is getting intense and, according to the informant, some are even willing to accept their share of Taka 100,000 or so in this side of the business on a deferred basis; the tourist can pay some of the money after finding a job in South Korea.

As for the role of dalals and the cost of migration for the services offered by *dalal*, it is the impression of researchers (through discussions with the migrant-informant during the survey) that *dalals* can be divided into two categories: fraudulent ones and 'regular *dalals*'. The fraudulent ones are those who aim for, and sometimes succeed, in luring a few to part with their money for migration. The operators often vanish with the money collected. However, their number is very few and people now rarely trust an unknown *Dalal*, particularly one from outside the locality. A typical *dalal* would be a person from the locality who have contacts with recruiting agent or who himself had been a migrant workers and have returned to his locality. Such a *dalal* would inform an aspiring migrant (from the locality a *dalal* would know not only who is interested to migrate but also who has the ability to pay tens of thousands of Taka for the migration) of a job opportunity and take a few thousand Taka to go to Dhaka to make further arrangements or finalise the process for migration. The *dalal*, being a local person, ultimately has to deliver. If he fails, the local dispute settlement process in villages may compel him to return the money taken. However, most often, the *dalal* would collect money and it may take months for him to finalise the arrangements and during this period he may use the money for his own purposes. The respondents of the survey questionnaire as detailed in section 4 below, identified dalals as the

source of information regarding jobs abroad (22%), payment of money was often made through *dalal* (payment in own village, 34.5%), visa (25.5%) was procured with the help of *dalal* - all indicating a useful role. The net cost for a migrant worker for the charges by *dalal* is not high, may be in the region of a few thousand Taka. However, as mentioned, the *dalal* may 'sit' with the first instalment and the actual journey may take place six months to a year after the first instalment paid to a *dalal*.

3.2.10. Recruiting agencies: the official scenario

Under section 7 of the Emigration Ordinance, 1982, lawful emigration from Bangladesh is conditional upon selection 'for emigration by a foreign employer through a recruiting agent recognised by the Government itself.' License is granted under section 10 of the Ordinance on payment of a prescribed fee and security deposit, (currently Taka 600,000) and to the satisfaction of government with regard to the 'character, antecedents and solvency of the applicant'.

The license is renewable annually, on recommendation by the BMET. The recommendation is dependent on security, police verification and recommendations from two members of (BAIRA)¹⁶

Section 14(1) and 14(2) of the Emigration Ordinance, 1982, provide for cancellation or suspension of a license and forfeiture of the security deposit.

A 'Code of Conduct' as envisaged in Section 14 of the Ordinance was drawn up by the BMET in September, 1985 in consultation with BAIRA. Depending on the seriousness of the Code violation, the punishments may include a warning, forfeiture of security, suspension of license or cancellation of license.

A typical complaint by a would be migrant would allege that he has paid money to a recruiting agent for a job abroad but the agent has failed to send him or return the money. The complainant submits a petition with documents, if any. A committee in the BMET hears the complaint in presence of both the parties and formulates its recommendation on measures to be taken (e.g., reimburse the money and further punitive action under section 14) to an Assistant Director General of BMET who, in turn, forwards it to the Ministry of Labour and Employment for final action. The Ministry itself issues a 'show cause' notice to the recruiting agent prior to issuing its final order. The Ministry can cancel the recruiting agent's license and cause the agent's security deposit to be forfeited or, institute proceedings in the Labour Court.¹⁷

In 1995, the BMET received a Total of 374 complaints against recruiting agents. Of these, 294 complaints were heard and upheld, securing the complainants monetary relief equivalent to approximately US\$ 240,000. The government cancelled the licenses of five recruiting agencies and suspended the activities of nine others. The 80 remaining complaints were being investigated in 1996.¹⁸

¹⁶. Syed Reefat Ahmed, *Forlorn Migrants*, p. 89

¹⁷. *Ibid.*, at p.90

¹⁸. *Ibid.*, at p.91

The researchers have gone into details of complaint procedure and found that in recent past actions against 30 to 40 recruiting agents were taken and license of 9 of such agents were cancelled in 1999.

3.3. Relationship Between Employers and Recruiters

The above discussion regarding the functioning of the recruiting agents, their *modus operandi* and the sphere of operation indicated a number of important aspects of the 'recruitment trade' which may be summarised, in terms of the scope of work, in the following format to indicate their relationship with employers.

First, most of the medium and small recruiting agencies 'depend' on the business, that is, they are not in a position to arrange 'work permit' unless someone offers them permits. 'Permits' may be obtained from various sources, eg. friends or relatives of the owners of recruiting agencies; someone offering to 'sell' work permit to them; people bringing in work permit with them from the place of work at foreign countries and asking to process those permits for a commission, and so forth.

Secondly, the recruiting agencies have only informal contacts at the countries of migration through relatives, friends, etc. and are not in a position to find out 'business'. These agencies do not have much information on demands for migrant workers. In fact quite a few recruiting agency representatives told the researchers that in spite of their efforts, they haven't been able to travel to any of the countries to which they have 'sent people'. They themselves don't qualify for visas! A few of them, however, have gone on short visits as *hajis*, for pilgrimage to KSA.

Thirdly, sometimes they secure work permits from agents of employers who come to Dhaka with 'work permit' to sell.

Fourthly, only a few big recruiting agents have some type of official presence through authorised agents or representatives in migrant receiving countries.

Interviews with a good number of small/medium recruiting agencies reveal that hardly any one of them has any formal or structured relationship with employers in migrant receiving countries. Their 'business' is full of chance encounters. Sometimes, these agencies rely on the migrants workers they have sent abroad to procure 'work permit' from their place of work and process these through the recruiting agency concerned. However, there seem to be a good network of acquiring information if any representative of prospective employer has encamped in any of the hotels of Dhaka with 'work permit'.

The reasons for such an *ad hoc* nature of their enterprise may substantially be understood in terms of lack of access to information. Most of the recruiting agents may not have firm notions nor information about dynamics of the employment market in the migrant receiving countries. None of the recruiting agents (owners or representatives) the researchers encountered were 'white collar' professionals

themselves with adequate understanding of professions such as medical, engineering, telecommunication, construction, etc. Their understanding of information for tapping into websites and other sources of information about the economy, upcoming large projects or projection about the employment scenario in the migrants receiving countries seemed almost non-existent.

In the absence of any information base or ability to appraise future trends of employment pattern or apprehend the current state of affairs vis-à-vis job market in migrant receiving countries, they are dependent on 'chance business' and 'favours' bestowed upon them by relatives, friends and others in migrant receiving countries.

3.4. Role of BAIRA

3.4.1. BAIRA-Background

Bangladesh Association of International Recruiting Agencies (BAIRA) was established in 1984 with a view to catering for the needs of licensed recruiting agencies to promote migrant labour market abroad and deploy the unemployed Bangladeshi persons in various foreign countries.

The BAIRA has three objectives, namely,

- (a) to promote and protect rights and interests of members of the association;
- (b) to interact with the government and foreign missions and employers to facilitate the migration process of Bangladeshi workers; and
- (c) to explore job opportunities abroad, arrange for training and facilitate the migration process as well as undertake measures for the welfare of Bangladeshi workers and to increase the follow of remittance to Bangladesh.¹⁹

3.4.2 BAIRA-Role and Future Plans

BAIRA leadership had met the Prime Minister twice during the last couple of years: once in September, 1998 and again in May 2000. In the meeting the BAIRA solicited the Prime Minister's support and approval of the following:

- a) 3 to 5 acres of land at Tejgaon for a modern technical and vocational institute. BAIRA feels that even one fourth of the current level of migrant workers would be able to remit as much as US \$ 2.5 billion if these migrants are properly trained and skilled workers, instead of the current practice of sending unskilled and semi skilled ones;
- b) 2 bigha of land at a subsidised price at a suitable place for construction of BAIRA building;
- c) the issue of foreign currency for BAIRA members, not being migrant workers themselves, has been agitated by BAIRA members, which has proposed

¹⁹. The official documents of BAIRA indicate 22 objectives, which we have summarised in the text.

permission for 'buying' US\$ 300 per migrant worker processed by them. This amount, BAIRA argues, will enable its members to travel abroad to procure 'job' or 'work permit' from migrant receiving countries;

- d) expeditious publication of CPI (Commercially Important Persons) list every year. The CPI list of 1998, for example was finalised by the government in September with validity until December, and similarly, the CPI list for the current year (2000) was notified in May.²⁰ Such late notification deprives the CPI of the benefits for most of the year;
- e) an innovative and interesting suggestion of BAIRA is for introduction of 'employment passport' for migrant workers. Arguably, many of the fraudulent practices in migration centres around the passport: insertion of different photograph, fraudulent visa, overstaying on 'visitor' visa and finding employment, etc. Hence, a special passport for migrant workers, with different colour and lesser pages (16 instead of current 48 pages in passport) with check and control;
- f) abolition of GAMCA is a demand articulated more recently. BAIRA alleges harassment and malpractice by the 31 medical clinics which constitute GCC Approved Medical Centres Association (GAMCA) and raised the issue of its abolition with the Foreign, Labour and Health Ministries as well as the Royal Saudi Embassy;
- g) 'labour fare' for airline and a separate departure lounge at the airport are other demands of BAIRA. Besides, recruiting agent are required to deposit Taka 800 for at source and BAIRA wants these deposited income taxes for migrant workers processed by a recruiting agents to be their only income tax.

Understandably, the focus of BAIRA, like most of other interest articulating bodies is on the interest of its members that is, recruiting agents. It is worthwhile to observe that the BAIRA, is yet to emerge as an influential interest articulation lobby in terms of successful advocacy for its own members and migrant workers and would mould policies in their favour. BAIRA's suggestion for separate and distinct passport for migrant workers, better facilities at the airport and 'labour fare' etc. are yet to be acted upon.

According to BAIRA sources the migrant workers, contribute, in addition to remittance, about Taka 3000 million in the form of passport and embarkation fees, travel tax, income tax by the recruiting agencies at the source and contribution to the Wage Earners' Welfare Fund, etc. Bangladesh Biman is also dependent on the air travel generated by the migrant workers, though it is estimated that the share of the national carrier (Bangladesh Biman) is 15% while other airlines ferry the rest 85%. However, these contributions are yet to be recognised and policy interventions undertaken by the government.

²⁰. The list of current CPIs from amongst the recruiting agents is provided in Annexure 2.

3.5. Wage Earners' Welfare Fund

Wage Earners Welfare Fund was created through a government notification dated 15th November, 1990. The notification stated that termination of Bangladeshi migrant workers at the place of employment, breach of employment contract, illness and absence of proper documents and other causes lead to helpless situation for many migrant workers abroad. In such situations, migrant workers may not have means to return home. These and other related considerations led the government to create this Wage Earners' Welfare Fund. The stated objectives of this Fund include:

- a) establishment of a hostel-cum-briefing centre;
- b) briefing for migrant workers by the BMET;
- c) welfare desk at the airport;
- d) in cases of need, payment for bringing back dead bodies of migrant workers from foreign countries;
- e) in cases of need, payment for bringing back sick and disabled migrant workers from foreign countries;
- f) helping families of dead migrant workers;
- g) providing legal aid to migrant workers through Bangladesh Embassies; and
- h) establishing recreation and information centres at Bangladesh Embassies.

Fund for this Wage Earners' Welfare Fund is raised through compulsory contribution of Taka 300 from each migrant worker²¹ and part of charges levied by Bangladeshi Embassies for services (attestation of documents, verification of visa, etc.) and donation.

The Fund is managed by a committee, initially consisting of 9 members with Secretary, Ministry of Expatriate Welfare and Overseas Employment, as the Chairman and eight other members such as Director General of BMET, Joint Secretary of Ministry of Labour and Employment, Director General of Ministry of Foreign Affairs, Joint Secretary of Ministry of Civil Aviation and Tourism, Joint Secretary of Ministry of Home Affairs, Joint Secretary of Ministry of Finance, Executive Director of Bangladesh Bank and Director (Welfare) of BMET. Through a new notification dated the 17th February, 1999, the Managing Director of BOESL and two members of BAIRA were also included into the committee. However, the Fund does not as yet have any representation of the migrant workers.

So far, more than Taka 600 million was collected for the Fund, deposited under the following headings:

²¹. Initially the charge was Taka 100 per migrant worker which was raised 300 from 21st December, 1990.

Table - 3
Deposit of Migrant Workers' Welfare Fund

Deposits	Amount in Taka
71 Fixed Deposits in various Banks	469,649,378
Interests Received	98,078,070
Deposit at Janata Bank Employment Exchange Branch	27,635,000
Deposits at Janata Bank savings account	16,326,360
Total	611,688,808

The Fund Management Committee has made the following payments under different heads between the 23rd June, 1996 and 25th May, 2000:

Table - 4
Expenditures from the Fund (June 1996 to may 2000)

Heads of Expenditure	Amount in Taka
Burials of migrant workers	18,390.000
Compensation for death, 3601 persons	184,127,671
Grant to 1,043 schools in different parts of the country	302,079,324 ²⁶
Documentation of 'illegal migrant workers in Malaysia (150,000 persons)	9,000,000
Arrangement for return of migrant workers	3,000,000
Total Expenditure	516,596,995

Migrant workers, including WARBE, have raised questions over these expenditures, particularly amounts as grant to schools which is more than 50% of Total annual expenditure. The Fund Management Committee justifies these grants (around Taka 400,000 per school) on the ground that by increasing the quality of education through these grants, the Fund is facilitating better education for the children of migrant workers. The issue of contention from the migrant workers' point of view is that expenditures on education is to be defrayed by the Ministry of Education and more so as these grants do not specifically address the training and vocational needs of migrant workers. These expenditures as grants for schools are seen by many as a mechanism for favouring particular persons, schools and localities from a Fund which is not closely monitored.

Similarly, the recent initiative of the government to spend a substantial amount from the Fund for purchase of land at Gazipur for the purpose of building a hostel for

²⁶. Government rejoinder published in the Daily Inquilab on the 13th August, 1999.

migrant workers, it has been alleged, was not done in a transparent manner, giving rise to misgiving about the use of the fund.²³

The amount involved in this Fund is surely substantial generated through contribution by migrant workers. However, as indicated, there is no representation of migrant workers and, allegedly, the fund is hardly used for migrant workers directly. The initiative to construct a hostel in Gazipur would benefit migrant workers, though questions about its distance from the airport, the suitability and price of land being purchased have caused controversy. More importantly, the support for meaningful training programmes, particularly for training institutions which are constrained by lack of funds could be augmented from this Fund. There are other issues that are required to be mitigated with grants from the Migrant Workers' Welfare Fund.

3.6. Returnee Migrant Workers' and Civil Society Organisations

Migrant workers have received little attention from the government or from civil society of Bangladesh. It was stated earlier that the trade union movement in Bangladesh had been generally disinterested in the migrant worker's issues. The same may be stated for non-governmental organisations of Bangladesh. There does not exist any NGO in Bangladesh that works exclusively with the migrant workers. In recent times, however, one sees that a section of returnee migrant workers have taken initiative to form an organisations of their own. In addition, some legal aid, women and human rights activist groups are gradually becoming involved in the migrant workers issues.

3.6.1. Welfare Association of Repatriated Bangladeshi Employees (WARBE)

WARBE was formed by a group of repatriated employees of Bangladesh. It has been dealing with the issue of migrant workers since 1997, keeping the focus on the *UN Convention on the Protection of the Rights of Migrant Workers and Members of their Families*. The objectives of WARBE include (a) empowering migrant workers to become an interest articulating and advocacy group in influencing policies of the government for the welfare of migrant workers; (b) hold pre and post departure AIDS awareness programme and mobilise the community to develop a tolerant and supportive environment for the persons affected with AIDS and (c) work as an information pool from migrant workers to use them in establishing their rights and building awareness against forgery.

So far, WARBE has been engaged in building up its organisational structure. A number of Thana Committees have been formed in and around Dhaka. The organisation has been observing the International Solidarity Day for Migrant Workers and other social events as part of building contacts with returnee migrants.

²³. News reports in the Daily Inquilab on 28th July, 1999 and 4th August, 1999 and the government rejoinder in the same newspaper on the 13th August, 1999.

3.6.2. Bangladesh Migrant Centre (BMC)

One of the few organisations actively working for Bangladeshi migrant workers both at home and abroad is the Bangladesh Migrant Centre (BMC). BMC was established in South Korea a few years ago in the industrial city of Ansan in order to provide support for the Bangladeshi migrant workers in Korea. It has been working in an organised way to look after the migrant workers. BMC also monitors if the workers are treated on the basis of labour law, labour standard law, labour protection law and human rights law of Korea. BMC in Korea is closely linked with the Joint Committee of Migrant Workers in Korea (JCMK) and Ansan Migrant Shelter (AMS).

The BMC office in Bangladesh began functioning in 1998. It provides counseling services to the workers going to Korea. BMC in Bangladesh has undertaken a project to develop a database of 3,000 returnee migrant workers from Korea. So far, they have been able to make contacts with 500 returnees and collected their names, addresses, passport number, duration of stay in Korea, Korean address, job details, name of the company/factory, working skills and duration, other experiences and skills and intention to work in Bangladesh. The purpose for developing this database is to recruit those returnee workers in the Korean companies in the Export Processing Zones (EPZ) in Bangladesh. BMC officials, being fluent in Korean language, have been successful in developing good liaison with the Korean companies here. They have managed the recruitment of some returnee workers in Korean International Co-operation Agency and Korea Bangladesh Friendship Hospital.

3.6.3 Legal Aid and Other Organisations

Bangladesh National Women Lawyers' Association (BNWLA) and Bangladesh Society for Enforcement of Human Rights (BSEHR) have been active in providing support to the migrant workers. BNWLA has taken up the case of a group of garment workers, numbering eighteen, who have been deprived of three years wage in Maldives. BSEHR has also been provided legal aid support to individuals seeking legal redress in cases related to breach of contracts and violation of rights of migrant workers. Bangladesh Legal Aid and Services Trust (BLAST) has also taken up a few cases involving claims of Bangladesh migrant workers in Singapore.

Ain-o-Salish Kendra (ASK) has been working on Bangladeshi migrant workers for the last few years. ASK have close working relationship with Tenaganita, a Malaysian organisation working on migrant workers in Malaysia. Among other activities ASK has undertaken research, placed Demand of Justice Notice, posted protest letters a number of times on different issues of migrant workers to the concerned government officials, and organised seminars and workshops on related issues.

Naripakkha has been working as an women's activist group since the 1980s. Issues such as violence against women, dowry, gender discrimination have been the prime focus of their activities. In 1996 Naripakkha became involved in the issue of the plight of Bangladeshi migrant workers in Malaysia through the Tenaganita report regarding the condition of the migrant workers in Malaysia. Naripakkha disseminated the report among the government agencies and human rights organisations of the country.

The Refugee and Migratory Movements Research Unit (RMMRU) has been involved in several research and advocacy work involving migrant workers of Bangladesh. In December 1997 RMMRU organised a consultation on National Responsibility Towards the Migrant Workers with the support of ILO, Dhaka. The workshop proceedings was subsequently published. In April 1999 the Unit co-sponsored a Conference on Temporary Migrant Workers of Bangladesh: Towards Developing a National Plan of Action with BNWLA. Currently, an IOM commissioned study on Women Migrant Workers of Bangladesh is being undertaken by the Unit. The study involves a survey of 200 households of returnee migrants and migrant families. Over the last two years RMMRU is engaged in developing a Model Law for the Protection of Temporary migrant workers of Bangladesh. A draft law was presented to the conference on migrant workers. With input from the conference deliberation RMMRU is finalising the draft model law. The Unit plans to engage in training activities for the migrant workers, particularly women migrant workers.

SHISUK and Christian Commission for Development of Bangladesh (CCDB) are the other two organisations involved in the health, protection and welfare of the migrant workers.

In concluding this section, it needs to be emphasised that

- (a) the skill level of the recruiting agents, particularly with regard to major economic development in migrant-receiving countries is less than adequate;
- (b) the change or ad hoc nature of their 'business' may make it difficult for them to plan investment in upgrading their own capacity, and
- (c) the negative perception of 'recruiting agency' (manpower business) oblige these business people to diversify and invest in other enterprises so that they may get out of 'recruiting business', compounding the task of skill and capacity upgrading this sector, and
- (d) more than 500 recruiting agencies 'going after' less than 300,000 yearly migrant workers makes this 'business'. This, in turn, duels activities to maximise profit at any cost as the 'normal turnover' in terms of the number of migrant workers send abroad by an agency may not be high enough to ensure a sufficient profit or decent earning;
- (e) the role of BAIRA is less than significant in terms of promotion and protection of migrant workers, though it has raised a number of issues for support from the government and some of these issues such as special passport for migrant workers, training facilities, etc. deserve attention;
- (f) the Migrant Workers' Welfare Fund could certainly have been used more meaningfully for the benefit of migrant and returnee migrant workers with participation of migrant workers in the utilisation of the Fund, and
- (g) neither civil society organisation nor those by migrant or returnee-migrant workers have been able to play a significant role for the, both in the process of migration and integration of migrant workers upon their return.

SECTION 4

THE PROCESS OF RECRUITMENT: THE PUBLIC SECTOR

As stated earlier, migrant workers are recruited from Bangladesh in four ways. The BMET is the principal agency of the government in dealing with recruitment issues. Initially, the agency was active in recruiting people for overseas employment. The Bangladesh Overseas Employment Services Ltd (BOESL) is a public limited company that had subsequently taken over the task of recruitment of professionals from BMET. Private recruiting agencies constitute another important institutional arrangement for recruitment and finally recruitment through personal contacts is a common way resorted to by the migrant workers.

4.1. Bureau of Manpower Employment and Training (BMET)

Form the British India period the state has been actively involved in matters of employment. As early as 1944 the region that comprises Bangladesh today had four Employment Exchange offices under the Department of Employment and Resettlement of the Government of British India. During the Pakistan period one more office was added.. Within a few years after independence the Bureau of Manpower Employment and Training (BMET) was set up as the lead agency of the Government of Bangladesh (GoB) in providing national employment service.

BMET is the government agency primarily responsible for regulation of migrant workers. The BMET was established in April, 1976, at a time when labour markets were emerging in the Middle East while emigration to the earlier destination, UK, was on the decrease. During the 1950s and 1960s hosts of Bangladeshi migrants went to UK under a statutory mechanism of 'employment vouchers' issued to individuals selected by the British Government. This mechanism fell into disuse in the early 1970s, at the time when oil-money induced boom in economic activities were taking off in Middle Eastern countries.²⁴

With respect to overseas employment BMET is involved in registration and placement of job seekers; gathering and dissemination of information on labour market; develop curricula for training in accordance with the demands in the international labour market; help facilitate workers take up jobs overseas; monitor and control the licensed recruiting agencies; hold briefing sessions, and issue clearance to those employed abroad and help facilitate the repatriation of workers in case of war and emergencies and negotiate for their compensation.

²⁴. Syed Reefat Ahmed, *Forlorn Migrants: An International Legal Regime for Undocumented Migrant Workers*, UPL, Dhaka, 2000, at. p. 86.

BMET provides assistance for overseas employment free of cost. The agency acts as an intermediary to channel those who received training at BMET Training Centres and had registered for overseas employment. The training programmes of the agency were to be restructured based on demands of international market. BMET recruited candidates under district quotas, facilitated holding of medical tests, issuing passports, procurement of visa and ticket, finalising the terms of employment and providing pre-departure orientation course. The agency's involvement also helped maintain the quality of labour exported. So far 42,001 persons were recruited through the agency. It may be noted that the bulk of that number (40,397) was sent between 1972-1982 period. Only 1,516 and 88 persons were sent during 1983-94 and 1995-97 periods respectively. The decline in BMET's involvement in recruitment is directly attributable to the setting up of BOESL.

4.1.1. Government Controls and Procedures

In 1922 the British Indian government framed the immigration Act of 1922. The Act was needed to regulate the flow of labour from India to other parts of the British empire, including Africa. As temporary labour migration from Bangladesh to the middle eastern countries began in the mid 1970s, it was felt that major policy changes were needed and the 1922 Act was replaced by the Emigration Ordinance of 1982 by the then Chief Martial Law Administrator. Besides the Ordinance, there exists a whole range of administrative measures, policies, and legal instruments that are reviewed from time to time to deal with the recruiting agents, recruitment policies, emigration procedures, minimum standards for wages and service conditions, charges for recruitment, malpractice, enforcement machinery, etc.

The Emigration Ordinance of 1982 works as the anchor law. There are two Statutory and Regulatory Orders issued with regard to the Special Courts. Other related procedures have been laid out through Directives, Instructions and Circulars issued by the government from time to time. These deal with issues such as granting and renewal of recruiting agency licenses, granting of recruiting permission, charging placement fees by the licensed recruiting agency, minimum salary for Bangladeshi migrant workers, code of conduct for recruiting agencies and restrictions on employment of unskilled women.

4.1.2. The Emigration Ordinance of 1982

Under the Ordinance, rules were framed underwhich persons with valid travel document were only allowed to emigrate. A letter of appointment or work permit from a foreign employer or an employment or emigration visa from a foreign government is considered to be a valid document. A person who is selected by a foreign employer through an organisation or a recruiting agent recognised by the government under an agreement between two governments will also be allowed to emigrate.

The Ordinance also empowers the government not to allow, in public interest, emigration of persons of a particular occupation, profession, vocation or qualifications. In this regard, the government was authorised to publish notification in the official Gazette declaring that emigration of such category of persons to be unlawful from a particular date.

The Ordinance also makes it illegal for individuals and organisations to issue an advertisement or publish any material or hold any interview or examination for overseas recruitment purposes without prior permission of the government. It also puts restrictions on the newspapers from publishing materials that do not have government authorisation.

Under the Ordinance, the government was authorised to grant licenses to individuals and companies who wished to be engaged in recruitment for overseas employment. Upon receipt of the application, the government was required to enquire into the 'character, antecedents and solvency. of the applicant. If it was satisfied, then the license could be issued on specific terms and conditions, if not, it reserved the right be issued on specific terms and conditions, if not, it reserved the right to reject the application. The Ordinance prohibits appeal against decisions of the government. One of the preconditions laid out for qualification has been that, at least sixty percent of the stocks or capital or proprietary right of the applicant entity must be owned by Bangladeshis.

The Ordinance empowers the government to cancel and suspend licenses and forfeit security deposit, if it is satisfied that the licensee's conduct has been improper or is in violation of the law or prescribed Code of Conduct. However, such actions could only be taken after the licensee was given an opportunity to explain his position. The government has also been authorised to use the security money to compensate an affected person, to repatriate any stranded person or for any purpose it deems fit. The government also enjoyed the power to withdraw license, if it is satisfied that it is necessary in public interest to discontinue the practice of granting licenses. The above powers of the government to cancel, suspend and withdraw license and forfeit security money was reserved as final as they could not be questioned in any court of law.

The Ordinance also empowers the government to inspect and examine premises, documents, record books of licensees, and search and detain vessels to ensure enforcement of the law. The Ordinance makes it illegal to emigrate in violation of its provisions punishable for a term of upto one-year imprisonment with a fine not exceeding Taka five thousand. It also contains provisions for penalising unlawful recruitment efforts. Under the Ordinance, the recruiting agencies are prohibited to charge higher than the prescribed amount of fees for their services. The Ordinance has provisions for penalising individuals who in breach of contract with foreign

employers abandon his/her employment. It also has provision for setting up of special courts to summarily trying of offences under the Ordinance.

Although the Emigration Ordinance was promulgated in 1982, the government is yet to finalise rules to effectively operationalise the Ordinance. It is understood that a set of draft rules has been framed that detail out the key features of the Ordinance. The sub-committee that was involved in framing the rules comprised of representatives from the Ministries of Finance, Home and Foreign Affairs, Bangladesh Bank, BMET and two representatives of BAIRA. The draft rules have been translated and are now in the process of being vetted by the Ministry of Law. It is likely to be presented before the Cabinet shortly. In the absence of set rules executive orders, directives and circulars are issued from the Ministry time to time.

4.1.3. Statutory and Regulatory Orders

On 11 April 1983 the government by a notification of the Labour and Manpower Ministry set up four Special Courts in each of the divisions of the country (Dhaka, Chittagong, Khulna and Rashahi). Subsequently on 25 March 1985 through an Order authorised the DG of BMET, Managers of Employment Exchanges and Assistant Director of District Employment and Manpower Offices to make complaints to the Special Courts.

4.1.4. Other Orders, Directives and Circulars

On 23.4. 1985 the GoB issued a Circular (no. S-XII/M-6-85/436) outlining the Procedure for Grant of Recruiting Agency Licence. In view of the burgeoning demands for the expatriate workers in Middle-eastern countries and the concomitant mushrooming of the recruiting agencies, the government felt that unrestrained freedom of operation of manpower export business would affect the industry adversely. Hence, for the purpose of ensuring an orderly development of the business, the government decided to set up certain criteria to qualify for establishing business through a recruiting agency. Under the new rule a Bangladeshi citizen, partnership or company would require to have a minimum capital of Tk 5,00,000 to set up a manpower export business. The rules also disqualified certain category of people and companies to be involved in the trade.²⁵ It also provided for requirements to qualify for business, such as financial solvency, organisational structure, office space, and equipments. A cash deposit of Tk. 50,000 and admissible securities of Tk 100,000 was to be retained by the Bureau as a guarantee for good conduct in the business.

²⁵. This included those who have been convicted to any offence or crime connected with recruitment and placement of workers overseas and crimes overcharging for recruitment and placement and those persons or companies whose licenses were cancelled under the 1982 Emigration Ordinance.

The rules also provided for inspection for granting license with a view to determining compliance with the standards set.

Another Circular (no. SXII/M-15/85/904 of 3.11 .85) set the procedures for the renewal of a recruiting agency license. the renewal of licenses was made contingent upon payment of fees and providing for certain documentation. The government reserved the right to reject any renewal application on grounds of criminal involvement, overcharging, other business malpractice, violation of provisions of the Emigration Ordinance 1982 and failure to fulfil terms and conditions of licence, and to carry out directive of the Ministry and BMET

In March 1986 the GoB issued another Directive (S-XIII/IE-129/83, 2.3.86) which laid down the Minimum Salary for Bangladeshi Migrant Workers for Employment Abroad. The Directive set the minimum salary as follows:

Table - 5
Minimum Salary of Migrant Workers

Name of Country	Minimum Salary with Free Food and Accommodation		Minimum Salary without Food but with Accommodation	
	Unskilled	Semiskilled	Unskilled	Semiskilled
Bahrain	BD 55	BD 70	BD 75	BD 90
Iran	TU 4000	TU 5600	TU 5600	TU 7200
Jordan	JD 45	JD 55	JD 60	JD 70
Kuwait	KD 40	KD 60	KD 60	KD 80
Libya*	LD 60	LD 75	LD 80	LD 95
Oman	OR 45	OR 55	OR 65	OR 75
Qatr	QR 550	QR 750	QR 700	QR 900
Saudi Arabia	SR 500	SR 700	SR 700	SR 900
UAE	DH 550	DH 750	DH 750	DH 950

Amounts for these countries were subsequently revised by the Ministry's Memo No. S-XII/R-5/85/549, dated 5.12.1985.

In a separate decision (No. 2-XIII/R-5-85/30) in January 1986, the government decided to allow the recruitment for Iraq and Libya at a salary lower by a maximum of 10% than those prescribed by the government. This was allowed with the provisions that (a) the salary is paid in convertible currency with facility of remittance through third country, (b) the employer is non-Iraqi or non-Libyan, and (c) the percentage of remittance is variable in conformity with the rate of the reduction of minimum salary but shall, in no case, be less than US\$ 150 per month.²⁶

²⁶. It was further stated that both way air passage will be borne by the employer, the workers will be provided with rent free accommodation, free medical treatment and will enjoy 8 hour working day with weekly holidays. The payment of a food allowance of US\$30 per month was to the employer. It

4.1.5. Code of Conduct for the Recruiting Agencies

In September 1985, the government announced a Code of Conduct for Recruiting Agents (No. S-XII/M-32/85-801). With a decade's experience in manpower export, the government felt it necessary to develop such a Code 'to bring about order and discipline in this sector'. In announcing the Code, the government hoped that 'every agent in his own interest and in the interest of the workers and of the country will sincerely adhere to the Code of Conduct'.

The Code of Conduct is divided into three categories of codes to be followed by the recruiting agents. In their duty to the Principal (foreign recruiting agents) the Code provides that the agents would:

- select the technically and medically qualified candidates only;
- make a sincere attempt to select job-seekers from the Manpower Bank as far as practicable;
- facilitate conduct of recruitment test and medical examination in the best possible manner and honour the terms and conditions with the Principal in letter and spirit;
- enter into agreement with those principals who will employ the workers and honour the terms and conditions and (e) shall not render services or any other benefits to the employers which are not permitted by the Ordinance and the Rules.

In their duty to workers the agents were to:

- provide correct information to the workers through advertisement and other means;
- pass on all available service benefits to workers;
- charge only fees authorised by the government and shall not overcharge in any manner;
- assist contractual workers in all possible ways during their period of employment overseas; and
- promptly settle any claims that may be due to the workers.

In their duty to the country the recruiting agents were:

- to uphold the national ideals and safeguard national interests in their dealings with foreigners in connection with their business;
- to refrain from doing or saying anything that tarnish the image of the country abroad;
- not to accept terms and conditions of employment which are below the prescribed minimum requirement; and
- shall never attempt to secure demand by such means as are harmful to the interests of the country, fellow agents and workers.

was further noted that the pay and other fringe benefits to Bangladesh should not be less favourable than those paid to the Malaysian workers.

The licensed agents were to face penalty for breach of the Code of Conduct. The BMET was authorised to 'reprimand' and issue 'warning', while with the approval of the Ministry the Bureau could take any of the following measures:

- forfeiture of security deposits,
- suspension
- cancellation of licence
- recommendation for detention under the Special Powers Act.

The Code provided the accused agency an opportunity to explain its conduct before the proposed penalty is imposed.

To summarise, it is evident that the government agency, i.e., BMET has gradually withdrawn from the activities relating to sending migrant workers abroad. Instead it has now increasingly assumed a regulating role. Similarly, the BOESL also does not have a major role in arranging contract or sending migrant workers abroad. Private recruiting agencies and individual channels are the two most used ones for most of the migrant workers. The dominant role of the private individual channel indicates the possibility of migrant workers being not protected by the regulatory or other frameworks as well as larger scope of exploitation by unscrupulous actors.

In terms of the regulatory framework, the main lacuna is in the absence of rules actually framed under 1982 Ordinance. The rule making power conferred by the Ordinance is not being utilised to regulate various aspects of migration.

Functioning as a Directorate of the Ministry the BMET's activities are geared towards ensuring that all activities leading to the departure of a migrant worker is regulated by it.²⁷

As indicated, one of the primary tasks of BMET is to regulate migration of workers and with this end in the view the following complaint procedure is followed to deal with allegation of malpractice.

4.1.6. Complaint Procedure

The BMET receives complaints made by any person against any recruiting agency regarding breach of contract for employment, illegally receiving any amount violation of any provision of the service contract, cheating by any means by recruiting agencies etc. and addresses grievances of the complainant in this regard.

1. Complaint procedure: Any person can make an application of complaint addressing the director general of the BMET
2. Notice: On receiving the complaint, within 10-15 days the BMET sends notice to the parties i.e., the complainant and the alleged recruiting agency. If any party fails to appear, the BMET sends a 2nd notice to the concerned party. The 3rd and

²⁷. Ibid, at pp. 88-89.

last notice is sent to the concerned party who fails to appear on earlier dates fixed for hearing of the complaint.

3. Hearing: On appearance of the parties hearing starts on the third day fixed for this purpose. If any party fails to appear, the hearing of the complaint takes place ex parte.
4. Referral: Upon perusal of records and evidences produced by both the parties the BMET officials record the findings of the hearing and refer it to the Ministry with their suggestions and recommendations for decision by the concerned secretary.
5. Remedy/Penalty: If any agency is found guilty of cheating, breach of contract or fraudulent activities, the Ministry orders BMET to cancel or cease the license of the agency and/or recovery of the amount from the agency. The Ministry can also impose fine.
6. Implementation: After receiving any order from the Ministry the BMET implements the order. The BMET recovers money from the agency. If the agency fails to pay the amount fixed by Ministry the BMET recovers it from the security money (Tk. 6,50,000) deposited by the agency when it started its operation. If the penalty exceeds this security, the amount is recovered through the application of the law of the country.
7. Follow-up: Any systematic procedure is absent for follow-up and collecting information of the disposal procedure of the complaints. In order to know the current status of complaints one has to contact personally either the officials of the BMET or concerned division of the Ministry.
8. Personnel: The licensing division of the BMET is headed by a director who is entrusted with the responsibility of hearing of the complaints. Officials with the designation of assistant and deputy director have been involved in the process.

Last year (1999) approximately 1300 complaints were lodged with BMET. Around 900 cases were mutually resolved. According to BMET sources, in most cases problems arise with the middlemen who collect money of intending migrants and instead of handing over the money to recruiting agents, they appropriate some or full amount collected from the would be migrant. As there may not be any direct link between the intending migrant (say, from rural area) and the recruiting agent (in urban centres), the complainant usually does not have any document to substantiate his claim of having paid a sum to the middlemen and hence his money can not be recovered. According to BMET sources, registration of 9 Recruiting Agencies were cancelled and their deposit (security money) distributed to claimants in 1999.

There were conflicting suggestions about the amount of security required to be deposited by recruiting agents. BMET sources are of the view that the amount should be increased, while BAIRA wants a reduction in the amount.

It needs to be pointed out that the state intervention to facilitate migration of workers for temporary employment abroad in the form of budgetary allocation for the Ministry of Expatriate Welfare and Oversees compared to most other Ministries, is negligible. Compared to, for example, the export processing zones where one becomes entitled to a very long list of benefits, concessions, and priority treatments, the Total budget for the Ministry of Labour and Employment (predecessor of MEWOE) was hardly 0.2% of the national revenue budget. In other words, the amount is in the region of one five hundredth of the revenue budget. Deducting the amount spent for the Department of Labour, Department of Inspection, Factories and Establishment, Minimum Wage Board, Labour Courts, etc., etc., i.e., non-migrant workers related activities of the Ministry, what is allocated for BMET (a little more than 10 million Taka per year) is around 0.1% of the national revenue budget.²⁸

Such a meagre allocation for the sector which earns so much of 'foreign exchange' for the country counsels re-orientation at the policy levels.

As for the complaint procedure, it makes, as it were, two rounds, i.e., first at the BMET and then, on recommendation for disciplinary/punitive action, the matter goes to the Ministry which again scrutinises the matter and if satisfied, send it back to BMET for initiating action against the guilty recruiting agency. Such a long drawn procedure, presumably established to ensure natural justice in the sense that the parties are given sufficient opportunity to clarify their actions and deeds, however, make it an inordinately lengthy involving two governmental bodies – in fact twice by BMET and once by the Ministry. A simplification of the procedure by conferring authority on BMET to impose punitive measures on recruiting agents, if found guilty could suffice, with provisions for appeal to the Labour Court by the recruiting agent against measures taken by BMET. This may avoid hearing of the whole matter by the Ministry and then confirming the decision of BMET and asking BMET to implement or enforce its earlier decision subsequently confirmed by the Ministry. The provision for appeal to the Labour Court would ensure scrutiny of the legality and veracity of BMET's decision without involving the Labour Ministry in the process *de novo*.

4.1.7. Training Institutes

BMET has two wings, namely (i) Employment Services Wing and (ii) Training Services Wing. Some of the functions of the Training Services Wing are:

- (a) establishment of new Technical Training Centres (TTCs) to meet the need of skilled workers and development and strengthening of existing training centres;
- (b) support in preparation of standard setting and development and inspection of TTCs;
- (c) development of linkage between training institutes and industries, and
- (d) development of advanced training programme for upgrading of industrial workers both at institutions and industries.

²⁸. This figure will be finalised after the current budget is approved in a couple of weeks or so, in probably early July, 2000.

The trade course offered in the TTCs is of two-year duration, divided into two independent units.²⁹ The Total number of seats available for regular course is 7000. The Bureau claims that 70 percent of its graduates have found employment and the rest 30 percent are self employed³⁰ Each unit consists of eight-month institutional training and two-month industrial attachment. The first and second year course content meet the requirements of National Skill Standard Grade III (Semi-skilled level) and Grade II (Skilled level) respectively.

In order to make the course more attractive it was redesigned in 1995 and arrangements were made to award Secondary School Certificate (Vocational) to those who passed the course. The age qualification is 14 to 18 years; but it can be relaxed for skilled students, of age-group of 16 to 20 years. The students need to pass Grade VIII to qualify for admission in these courses. Following introduction of SSC as qualification, enrolment has increased from 60% to 80%. As a condition for passing SSC, students are required to pass courses in other non-technical subjects. The academic subjects have been re-designed so that they take into account practical or applied tests. In addition to their principal role of providing institution based training, the TTCs have also introduced in-plant apprenticeship and similar types of training. The centres also conduct specially tailored upgraded courses for industrial employees.

After passing the first year Board Final, students can either enter the job market or continue with upgrading skill to a higher level. Those who pass skill courses but fail in general subjects, are not awarded SSC (Vocational) certificate but are issued with certificate of attainment of national standard in the concerned trade. That helps them to enter the job market.

The TTCs are beset with a host of problems. A major problem identified by some of the TTCs has been lack of physical facilities. There is hardly any scope for use of audio-visual equipments and models that are essential for successful training. In most trades, equipments are old and out dated. As such training in related trades does not attain required grade-skill. Teachers cannot prepare trainees as per need of the labour market. The jobs of machinists, turners, and those in the building industry are

²⁹. The following courses are offered at the 11 TTCs and the Bangladesh Institute of Marine Technology:

civil drafting, mechanical drafting, electrical, welding, refrigeration and air conditioning, building construction, radio and television, general mechanics, turner, machinist, typing, garments, plumbing and pipe fitting, carpentry, automotive, computer, diploma-in-marine engineering, machine diesel artificer, ship building and welding, ship building and mechanical draftmanship and marine diesel operator.

³⁰. In addition to the regular course every year, on an average, the TTCs also offer apprenticeship to 70 persons, in-plant training to 500 persons, 360 hour trade course as optional subject to 5000 secondary school and madrasa (religious schools) students, evening training in trade to 1000 persons and 360 hour trade course to self financed students.

required constantly to upgrade. Ageing the trade courses offered are mainly targeted to the local market with National Standard Grade 2, but it is necessary to offer course to match the international market NSG1 course.

Restricted budgetary allocation has been one of the major constraints. Most of the TTCs have been set up under project aid, even the BMET building was established with World Bank resource. Resource allocation for TTCs has been minimal, as compared to the need. Technical education is a costly proposition. It costs a lot to buy and maintain equipments and raw materials. The more one spends in raw materials, the more skilled would the trainees be. The allocation to purchase raw materials and to pay for power consumption by TTCs, however, remained almost constant at the level of 20 years ago, whereas increase in the number of students led to an increase in expenses on these accounts.³¹ Now BMET owes Tk. 7 million as arrears towards bills for electricity consumption by TTCs. Whatever increase is effected in the annual budget, most of it goes towards payment of salary of officials and, hence, very little is left for development purpose.

Another important problem is related to training of instructors. In most cases, the diploma engineers are the instructors. They certainly need higher training and skill improvement in order to be effective tutors. There is no scope for retraining of trainers. Sometimes, demand for certain trade drops to an extent that not even a single student is available. In such cases services of the teacher assigned to that particular trade becomes redundant. For example currently there is not much of a demand for carpentry, building construction, general mechanics and mechanical drafting. In other cases demand rises for certain other trades, such as turner, lathe operator, welding, machinist etc. For potential migrant workers, the popular courses are the ones on radio and TV repair, refrigerator and air-conditioning, automotive and electrical house-wiring etc. In the absence of any provision for changing trade and retraining programme the trainers become a liability to the institution.

“We have provisions for computer education. However, adequate number of computers are not available, nor there is a scope for teachers training” reported a principal of a TTC. Some refrigeration units under TTCs were set up in 1982 with UNDP assistance. But they had not been upgraded since then. Now split airconditioning system is increasingly becoming popular but TTCs are yet to impart that expertise. In most TTCs course on air-conditioning does not include split system. Therefore, one may suggest that a serious gap exists in designing of courses and the foreign job market needs. There is an increasing demand in CAD (Computer Aided Designing) and CAM (Computer Aided Manufacturing) positions overseas. None of the TTCs are well equipped to produce such technical hands.

Delegation of administrative and financial authority is a major constraint in the effective functioning of the TTCs. The Principals of TTCs can spend upto Tk. 3,000 and they do not have any delegated authority to buy equipments. For expenses

³¹. Interview with Mr. Ahsan Habib, Director (Training), 26.06.2000.

higher than that amount they need authorisation from BMET, a process which may take 6 months. The DG of BMET has the authority to buy equipments worth Tk. 7,500, if he needs to buy anything that cost higher than that amount, he has to seek Ministry's clearance. And it is a lengthy process.

Though the government is committed to increasing the number of TTCs, it has been reducing TTC staff. Recently, the Establishment Division has decided to abolish posts that were lying vacant in the TTCs. In one of the TTCs visited during the field work, 13 of the 70 posts, and in another, 13 out of 105 posts were vacant. These posts have been lying vacant mainly due to the absence of clear recruitment and promotion policy. "It is true that BMET did not propose curtailment of posts but it did not protect the posts either", reported one of the senior officials of the agency.

Absence of a well-defined policy for expansion of training facilities has led to adhocism. A senior official of BMET reported that in view of recent success of graduates of Bangladesh Institute of Marine Technology in getting employment in Singapore, high-ups in the Ministry favoured setting up two more such institutes in Khulna and Chittagong and BMET began exploring the option. The official stated that he opposed this impulsive move on three grounds: firstly, there are limits what Singapore can absorb and it would be unwise setting up those institutes following limited success in accessing a specified market; secondly, the Marine Technology Institute is capital intensive project and much more careful consideration must be given before making investments in such a project; and finally, other options such as expanding facilities in existing Institute can be considered. Skepticism was also expressed about the feasibility of the proposed TTCs. While lack of trained trainers and maintenance of quality have been major weaknesses of existing TTCs, non-availability of personnel for training for the proposed TTCs is also a major constrain.

Here, a comparison with Underprivileged Children's Education Programme (UCEP) an NGO, would suggest major difference in the management system. Under UCEP programme, the target group is carefully selected. In most cases the trainees come from poor families and they have motivation to learn. The families of the target trainees are also contacted before they are selected for the programme. UCEP has good contacts with the private sector. They assess the needs of industries and has an effective placement policy. They use the media to inform others of the programme they offer and the skills acquired by their trainees. Their performance is monitored by the donor agencies. They also go through employers' assessment and target groups' assessment. All these help them improve their quality of training. The institute and centre heads has major financial and administrative powers.

4.1.8. BMET Training from Migrant Workers' Perspective

The 360-hour self-financed course is the most popular course for potential migrant workers. This course is geared towards this group of workers. Some participants of the course are already working in different factories and workshops and have skills in

their respective trades. They attend the course to get formal certificate and further their technical knowledge. Others are fresh students. In most cases, they enroll in the course when their employment visas are under process. Estimates suggest that between 60-70 percent of the self-financed course participants go on overseas employment.³² Over the years the Bangladesh Institute of Marine Technology graduates have secured employment in the Singapore market with relatively better pay.

TTCs do not provide any scope for returnees to participate in their programmes as trainees. Although blank envelopes are provided to trainees to inform TTCs on their eventual employment, there is hardly any response forthcoming from them.

4.1.9. Impressions on Attending a Class of Self-Financed Students

The course is of 360-hour duration with 60 hours of theoretical and 300 hours of practical lessons. Out of 30 students registered for this self - financed course on refrigeration, 28 were present on the day the visit was made. Most of the participants wanted to take up overseas employment. There was one returnee. He wants to open a trade-shop for the time being, but eventually would like to go abroad. Most had been advised by relatives staying abroad to train in trades in which employment opportunities are better. About 25% informed that their relatives would send money to finance their migration or arrange work visa. There were students who were doing bachelor's degree in commerce or are enrolled in HSC programme. They were going through course, while continuing their normal education. Some reported that as they were waiting for their turn to go overseas, they would like to open their own shops in respective trades. Some were already working in workshops; now they would like to know things in a proper way and acquire formal training. They expressed satisfaction with the quality of education they were receiving as also of performance of the teachers. The teachers stated that this group of students was highly motivated and it was a delight training them.

Some observations of those involved in imparting or management of technical training:

"In 1997 during a visit of Bangladesh team to boost labour export to Malaysia, the host government proposed that a training centre be established under joint management at Dhaka and that Malaysian authorities would design courses in accordance with their labour market needs. The delegation reported the Malaysian proposal to the Ministry but there was no follow-up initiative from Bangladesh side and no progress has been made in this regard" (a TTC principal)

Deficiencies in responding to demands of skills can be illustrated with examples, as "provided below."

³². Mr. Nazimuddin Ahmed, Principal, Chittagong TTC, 14.5.00.

“Teachers of Vocational and Technical Training Institutes are provided training, but there is no regular training organised for trainers of Technical Training Centres of BMET” (a TTC instructor).

“In 1985 a Saudi delegation team came for taking masons. Their need was 300 masons. They could only pick up 25-30 persons as the rest were not able to read plan. We have heard that the rest were employed from India” (a TTC instructor).

“There is a problem at the recruiting level. The agencies do not want to recruit those who receive training; because the trained personnel do not want to pay exorbitant fees that agencies charge, usually the going rate is Tk. 125,000. We suggest that BOESL come straight to TTCs for recruitment. Between 1977-84 foreign missions used to come to TTCs, but the system was later changed. This may be reintroduced. In that case the trainees would get more incentive to learn” (a TTC principal).

“There is a growing market for trades such as instrument maintenance mechanic, boiler attendant mechanic – any chemical plant would need a boiler mechanic. But hardly there is anyone specialising in these fields” (a TTC principal).

“Sometimes trainers’ training become superfluous. I had been to Japan, received training at Mitsubishi company. But there is no scope to impart that training”: a TTC instructor

“Our students occasionally write to us that they would perform better and draw much higher salary if they were trained in applied aspects” (a TTC chief instructor)

“The prospects for continued JICA support for training for BMET suffered due to negligence by BMET” (A BMET official).³³

To conclude this aspect on training facilities and related issues, it may be reiterated that the basic infrastructure for training are in place and with the introduction of SSC Vocational certificate, the acceptability of the courses offered by TTCs have increased substantially over the recent years, but lack of attention to these institutions in budgetary terms and absence of recognition of the fact that unlike general education, technical education must be enabled to respond to the changing market needs these institutions are now becoming obsolete as compared to the present day needs of skills for employment overseas.

³³. The following persons have been interviewed for this part of the Report:

Mr. Mahbubur Rahman, Deputy Secretary, Ministry of Labour and Employment.

Mr. K Mohammad Alamgir, Principal, Bangladesh Institute Marine Technology, Narayanganj.

Mr. Ahsan Habib, Director, Training (Operations), BMET

Mr. Sanjid Ali, Director, Training (Planning and Standard), BMET

Engr. Mohammad Khalilur Rahman, Principal, Technical Training Centre, Comilla

Engr. Nazimuddin Ahmed, Principal, Technical Training Centre, Chittagong, BMET

Mr. Mohammad Nurul Amin, Chief Instructor, Refrigeration and Air Conditioning, Chittagong TTC, BMET.

Mr. Kafi Khan (Sr. Instructor); K M Shawkat Ali (Sr. Instructor), Mr. Shahjalal (Instructor), Chittagong TTC.

4.2. Role of Labour Attachy

Labour Attaches are technically under the Ministry of Labour and Employment. Vacancy for a post of Labour Attaché is circulated and interested officers from different ministries apply. A Selection Committee comprising of the Secretaries of the Ministries of Finance, Foreign Affairs and Labour, headed by the Cabinet Secretary, prepares a list of candidates in order of merit. In preparing the list, points are allotted among others, on the Total length of service, educational background and training received and Annual Confidential Report. Additional points are allotted to the applicants of the concerned ministry, i.e., Ministry of Labour. Before finalising its nomination, the Selection Committee holds interviews of candidates. The Prime Minister makes the final selection from a panel.

Some people say that the provision for selection by the Prime Minister of a Labour Attaché from the panel overriding the merit list, encourages candidates to lobby. Often persons in close contact with individuals, having access to appointing authority succeed in obtaining appointment. As a consequence persons appointed through this process develop an attitude at the work-place to enjoy certain privileges contrary to Embassy discipline. There are also other institutional problems. The budget allocated for the labour wing are underwritten by the Labour Ministry. There is a feeling in the foreign office that financial autonomy enjoyed by the labour wings also undermines the authority of the Mission Chief. Here Morshed Khan Committee's recommendations may be noted. With regard to relationship between the MFA and those who are appointed in missions overseas for a short periods on assignments such as press, economic or labour attaches, the Committee suggested that their functional and budgetary matters should be integrated under the Ministry of Foreign Affairs

The Labour Attaches perform three major tasks. S/he has to maintain documents of all labour movements. This includes attestation of papers and issuance of clearance for recruiting agencies and employers. Usually, this involves a substantive amount of paper work. S/he also has to promote labour export in the country concerned. This task entails market survey, contacts with large corporations and potential employers, both in the government and private sector, including foreign companies. The third role of the Labour Attaches is to look after the welfare of migrant workers. In theory, this would mean visiting work places of migrant workers, responding to their queries and complaints, getting in touch with the concerned employers in case of violation of contracts, lobbying with the host government particularly those dealing with the foreign workers, for monitoring violations of contract by employers and recruiting agents, facilitate legal support, providing shelters to those who are in need, etc. Interviews with the migrant workers, however, suggest that very few of the above welfare services are rendered by the Labour Attaches. It was in cases of death of migrant workers that missions have facilitated the sending of the bodies to Bangladesh.

In 1996 following an agreement with the Malaysian authorities, Bangladesh government began issuing fresh passports to Bangladesh workers in that country who had become irregular by various means. It has been alleged that a section of officers in the Bangladesh Mission in Kuala Lumpur indulged in severe malpractice in issuing of passports. They began charging 200-300 ringgits from the distressed workers who applied for new passports. It has been estimated that at least 50,000 passports were issued in this way. This meant appropriation of 10-15 million ringgits by a few officials. When the scandal broke out the Mission had to change its policy, and measures were taken to redress the situation. However, none was penalised for the misdeeds.

Complaints of abuse of authority by Labour Attaches have been noted. Instead of protecting the rights of migrant workers, there have been allegations that Labour Attaches themselves became involved in recruitment activities. This has been done in two ways. Firstly, by establishing contacts with the employers and recruiting agents in their country of employment, they may indulge in clandestine recruit-ment activities, and secondly, they may act on behalf of

the Bangladeshi recruiting agencies and act as their agent in the host country, in conjunction with their official capacity. Informed sources suggest that a few influential recruiting agencies have been able to influence the Foreign Ministry in Dhaka to the extent that authentication of their recruitment papers was completed in Dhaka rather than at the overseas missions.

The lack of manpower and technical facilities at the missions also becomes important handicap in rendering effective services to the migrant workers. The Bangladesh embassy in Saudi Arabia may be taken as an example. Two Labour Attaches with a couple of more ancillary staff in Jeddah and Riyadh are expected to look after 200,000 workers in that country, which makes it an almost impossible undertaking.

BAIRA is also of the view that the present strength of labour wing in some of the large Bangladeshi migrant-recruiting countries like Saudi Arabia, Malaysia, etc., are inadequate and needs immediate strengthening.³⁴

4.3. Role of BOESL

The Bangladesh Overseas Employment and Services Limited (BOESL) is a company sponsored by the Government of Bangladesh. "Profit-making is not the moto of the Company."³⁵ This company was created by the Government as a model institution in manpower sector to work in healthy competition with the private agencies.

BOESL is controlled and managed by a Board of Directors headed by the Secretary, Ministry of Labour and Employment (now MEWOE). The present Board of Directors consists of, in addition to the above Secretary, Director General of BMET, Joint Secretaries of the Ministries of Home Affairs, Civil Aviation and Tourism, Labour and

³⁴. Comments of Secretary General of BAIRA

³⁵. BOESL, Bangladesh Manpower, a brochure of BOESL, Dhaka, May, 1999.

Employment, Foreign Affairs, and Finance. The Managing Director is the chief executive, assisted by officers and personnel.³⁶

The employer wishing to employ Bangladeshi workers send their letter of demand to BOESL directly or through Bangladesh Embassy in the migrant employing country. The letter of demand, authorising BOESL to undertake recruitment is accompanied, or sent later, by the required Visa Advice/N.O.C./Work Permit, etc. The foreign employer may also enter into an agency agreement with BOESL for this purpose.

BOESL has a 'manpower databank' of prospective migrant workers. BOESL also advertises these employment in newspapers. In fact, of all the 181 employment advertisements scrutinised, BOESL had published the highest number of advertisements, 14, in the Daily Ittefaq during 1999.

The selection of workers by the BOESL is done in two ways. First, the BOESL invites application through newspaper advertisements on receipt of detailed manpower demand letter from employers indicating positions, experience and qualification required, salary and other terms of services offered. The BOESL then shortlists the prospective candidates and sends the list to the employer for scrutiny. Employer may send its representative to test and interview the candidates. In such a case, the BOESL provides all logistics including trade testing facilities for the selection process. Secondly, the BOESL may itself select the candidates through a committee of experts by adhering to the criteria set by the employers. The BOESL does not charge any fee from the clients, instead it charges a nominal service fee from selected candidates, and the charge is kept within the permissible limit.

BOESL brochure lists, as of mid-1999, 80 foreign employers who have recruited migrant workers through BOESL.

In conclusion it can be said that BMET is entrusted and empowered to play the most important role in the migration process; but its budgetary allocation is meagre. Secondly, the training and other arrangements for skill enhancement and skilled workers is another factor in which the role of BMET is rather limited. Thirdly, both service and regulatory functions are combined in this Bureau which is often served by officers deputed from other Ministries on a temporary arrangement in so far as these officials have to move on to other Ministries after a few short years in BMET. Such arrangements, understandably, reduces the scope for professional specialisation of the personnel concerned.

As for training institutes, ways and means to use the available infrastructure in manners which are more responsive to the market demand for technical skill and substantial allocation of funds to ensure appropriate 'practical training' of the trainees may need to be looked into immediately.

³⁶. Ibid., at p.11.

The recommendations of the Morshed Khan Committee vis-à-vis streamlining of the chain of command, functional and budgetary allocation needs a fresh attention. More importantly, the ad hoc nature of 'foreign employment' as Labour Attaché for officials from Ministries other than the Ministry of Foreign Affairs and the fact that these Labour Attaches, after serving for a few years in a particular migrant receiving country will move on to positions in other Ministries can but be a disincentive towards acquiring skill and expertise in current and prospective demands for Bangladeshi workers in the country of their postings.

Similarly, despite the fact that unlike private recruiting agencies it can maintain a presence in migrant receiving countries, the BOESL is not known as a major 'recruiting' agent in the 'market'. Privatisation of this government sponsored limited company could be a route to follow and more because unlike other privatisation measures of the government which has bogged down in the quagmire of labour disputes and conflicts, BOESL is surely not a 'labour' dependent production unit and its professional staff may be more easily amenable to privatisation with prospects of more efficient use of their resources and contacts.

SECTION 5

THE MIGRANT WORKER

As stated in section 1 of this study, a structured questionnaire was administered on 200 migrant workers in four areas of the country, with a distribution of 50 workers from each survey area.

5.1. Planning By A Migrant Worker

5.1.1. Source of Information

How does a person become a migrant worker? What is the role of the government and other agencies with regard to a migrant worker? To understand the process through which one finally becomes a migrant worker the researchers inquired into the sources of information about jobs abroad. The responses to this question is presented in the table below:

TABLE - 6
SOURCE OF INFORMATION ABOUT JOB ABROAD (QUESTION 2.3)

Source	Dhaka	Chittagong	Comilla	Madaripur	Total
Family	6	3	3	0	12
Relative/Friend (H)	11	10	9	8	38
Relative/Friend (Abroad)	18	32	7	20	77
Recruiting Agent	3	1	4	7	15
Dalal	6	3	23	11	43
Work Place	1				1
Government					
News Paper	5	1	3	3	12
Other			1	1	2
Total	50	50	50	50	200

It appears that relatives and friends constitute the highest number (38.5%) as source of information i.e., these relatives and friends, who are already working in foreign countries inform their constituents about job status. They are followed by relatives and friend in Bangladesh (19%) and these two 'family' sources account for almost two thirds of information. The next important source of information is the 'dalal', who accounts for 21.5% of information. Some 6% of the respondents gathered information about jobs abroad from newspapers while there was no response regarding government sources of information.

Thus, the migrant workers seem to rely for information (overwhelming) on those known to them personally, i.e., friends and relatives, indicating the preponderance of informal and family network for information about work abroad.

5.1.2. Procuring Visa

After receiving the information about prospective job abroad, a migrant worker usually contacts an agency for procuring visa and if the information is provided by dalal (20 per cent), he may provide further contacts. If the information and relevant papers have been procured through relatives/friends abroad, these sources would also secure the papers necessary for initiating the visa process. However, given the paper works involved, an would be migrant contacts various agencies for finalising the 'visa' process. Table below provides details.

Table - 7
Source/Medium for Procuring Visas (Question 2.4)

Survey Area	Recruiting Agent	Travel Agent	Dalal	Relative/ Abroad	BMET	Other	Port Visa	Total
Dhaka	18	2	8	16	1	4	1	39
Chittagong	3		4	41	1		1	49
Comilla	7	8	23	9	1	2		48
Madaripur	10	13	15	10	1	1		49
Total	38	23	50	76	4	7	2	185
%	19%	11.5%	25%	38%	2%	3.5%	1%	100%

It is seen that the most important agent (38%) for ensuring visa is the relative friend. By comparison only 4 out 200 workers under survey had procured their visa with the help of BMET. The dalal is an important help for obtaining visa (25%).

The researchers probed into the issue of communication with official agencies about the trip abroad. In response to the question "if the migrant worker had any contact with a government agency/body before his trip abroad only 13 or 6.5% out of the 200 respondent, responded in the affirmative.

Table - 8
Communication with Government Organisation Before Being Abroad

Did Communicate	13 persons
Did Not Communicate	187 persons
Total	200 persons

In this respect it is to be noted that despite regulation providing for a prominent and mandatory role for BMET in the recruitment and more importantly, migration process such as attestation of certificate, attendance at the briefing sessions, etc., our

interviews with recruiting agents had indicated that these documents are usually handled by them without the prospective migrant workers' ever coming into contact with government officials and agencies including the passport office. The 'services' offered by recruiting agents and dalals, have been corroborated by findings above. Of the 13 'positive' response to the previous query, the following are the indication of the government offices/agencies contacted by migrant worker prior to their departure.

Table - 9
The Governmental Body with which Communicated

Communicated with	BMET	12 persons
Communicated with	Embassy ³⁷	01 person
Total		13 persons

The BMET has been contacted for the following:

- attestation of certificate;
- registration card;
- verification of contract paper;
- clarification of terms and conditions for work permit;
- Interview;
- payment of tax;
- collection of application form;
- collection of clearance certificate.

5.1.3. Expenses for Migration

The important part of the process of migrating as temporary contract worker is, obviously, the financial transactions involved in the process. The researchers probed into this issue with as many as 7 queries in the data collection instrument (questionnaire). The findings from responses to these questions are tabulated below. However, before we proceed to present these findings it needs to be mentioned that one question posited the issue of governmental regulation about the maximum charges which an agent can demand. The response to this query indicate the following information: only 25 out of the 200 respondents were aware of the maximum fees allowable by the recruiting agents. Our following question, if the response was yes, also probed the amount of money the respondent thought was permissible to charge and the responses are tabled below.

³⁷. This particular respondent reported his contact with Bangladeshi Embassy in Czech Republic as he lost his passport and other travel documents there.

Table - 10
Did you Know the Maximum Limit for Fees Charged by Recruiting Agents
(Question 2.13)

Yes	Country	Permissible fee according to respondents (in Taka)
25 Persons	Saudi Arab 9	45,000 - 50,000 10
	Malaysia 5	51,000 - 60,000 4
	Korea 2	61,000 - 70,000 1
	Singapore 1	30,000 1
	Iraq-Kuwait 1	10,0000 2
	Oman 1	
	Others 6	Don't Know 742
Total	25	Total 25

An important question probed into the amount of money actually spent for the migration. Responses to the question, is summarised at table 11 below:

Table - 11
Source of Money for Migration (Question 2.11) (Cumulative)

Source	Dhaka	Comilla	Chittagon g	M. Pur	%	Totla
Own Saving	417650	375550	507450	607350	14.32	1908000
From Family	2347650	1139450	774100	1196100	28.20	5457300
Loans	185300	983000	186000	445900	10.51	1800200
Work place	162000	118000	372000	310000	7.31	962000
Land Sale	383000	863500	634320	699000	16.48	2579820
Land Mortgage		778350	215000	657400	15.50	1650750
Asset Sale (Gold, House)	24000	38200	106500	169800	4.00	338500
Cattle	20000	30000	242300	76500	1.80	368800
Others	6000	103000	50325	80000	1.88	239325
Total	3545600	4429050	3087995	4242050		15304695
%	100%	100%	100%	100%	100%	100%

The three most important sources of funds for migration are (i) from own family (28.20%), (ii) land sale (16.48%) and (iii) land mortgage (15.50%), meaning that land transaction. The finding in this respect shows an average cost of Tk. 76,523 per migrant worker which seems to reflect costs estimated at various occasions.

⁴². This particular respondent reported his contact with Bangladesh Embassy in Czech republic as he lost his passport and other travel-documents there

An interesting aspect of these sources of funding for migration is the total absence of any formal or institutional engagements of finance, such as banks or credit-NGOs. The private nature of raising money i.e., from family, relatives, friends, and sales of fixed assets etc., is such that credit providing NGOs could possibly have been involved in this respect. However, given the general target of the 'poorest of the poor' for the NGO movement, an aspiring migrant worker may not qualify for credit from NGOs under current practices. Nevertheless, some institutional involvement of credit institutions and/or NGOs may reduce the scope for fraudulent practices and the role and influence of unscrupulous dalals and assortment of middlemen. Moreover, such involvement may also facilitate flow of information which, stems from informal sources and dalals. In other words, the proposal for the involvement of institutions in providing credit is not seen as an end in itself, but as a part of the process to make the planning and recruiting of migrant workers a more accountable, transparent and formal one. The instalment of payment of the sum involved was another aspect of the questionnaire, as shown below:

Table - 12
Number of Instalments Paid (Question 2.7)

Survey Area	Number of Instalments for payment						Total
	1	2	3	4	5	NA	
Dhaka	28	7	6	2	1	6	50
Chittagong	21	14	6	4	2	3	50
Comilla	11	21	9	4	3	2	50
Madaripur	10	18	15	3	1	3	50
Total	70	60	36	13	7	14	200
Percentage	35%	30%	18%	6.5%	3.5%	7%	100

The transaction cost involved for arranging different aspects of the migration process, including service charges and other payments, is reflected in the following table :

Table - 13
Receipt for Payment (Question 2.10)

Survey	Yes	No	NA	Total
Dhaka	7	40	3	50
Chittagong	1	46	3	50
Comilla	4	44	2	50
Madaripur	0	47	3	50
Total	12	177	11	200
Percentage	6.3%	92.2%	1.6%	100%

From the survey it is evident that around only one in fifteen migrant workers had received documentary evidence for transactions for their travel abroad.

Table - 14

Places for Payment of Fees / Charges (Question 2.9)

Survey	Own Village	Own Town	Next Town	Dhaka	Next Village	Abroad	NA	Total
Dhaka	6	2		34	1	2	5	50
Chittagong	27	2		8		11	2	50
Comilla	26	5	1	14	1	1	2	50
Madaripur	10	6		30		2	2	50
Total	69	15	1	86	2	16	11	200
%	34.5%	7.5%	.5%	43%	1%	8%	5.5%	100%

Two interesting aspects of the above findings are that the second highest number of payments took place in own villages of the migrant workers. This fact clearly implies a prominent role for 'dalal' as it was through these dalals that the payments were made in the locality. The second important finding is that inspite of normal place of residence of workers in four different districts, the place for highest payment was Dhaka (43%), indicating the preponderance of Dhaka based recruiting business.

The absence of credit from financial institutions or NGOs, is reinforced by study findings as reflected in tables 9 & 10. Receipt for payments was almost non-existent; payments were made locally or in Dhaka. However, table 8 indicates prevalence of the practice of payment by instalments and that in case of only one-third instances, the whole payment was made in one instalment. This aspect of transactions is being emphasised upon details to indicate the possibility of involvement of financial institutions, including micro credit financing NGOs, because the migrant workers may be deemed more 'credit worthy' in the procures of poverty alleviation.

With regard to role of *dalals* and recruiting agents, a good number (129) of migrant workers did not receive any help or advice, while 55 respondents indicated that they had received some help from dalals and recruiting agents. There was no response in this respect from other respondents. The details occur below :

Table - 15
Nature of Help Received from Dalals/Recruiting Agents

Nature of Help	Respondents
Boarder crossing	04
Arranging Training	04
Information and Advise (nature of work, salary, food & accommodation, society and culture in country of work)	38
Advise regarding Embassy, visa	03
Arranging passport and other papers and documents	02
Negotiating BMET Office procedures	04

Evidently, most help took the form of advice and information. In four instances, the migrant workers attended training arranged by recruiting agents. A few respondents had indicated that they had watched video, showing of which were arranged by recruiting agents to familiarise themselves with living and working conditions in migrant receiving countries

The researchers also probed about the nature of information which would have been helpful and useful for the migrant. This was also an open-ended question and the responses were written down by interviewers, giving the following cumulative information:

Table - 16
Kinds of Information which would have been Useful (Multiple Answers)

Type of Information Required	No of Response ³⁹
Better understanding about the work/employment	95
Knowledge about language	80
Knowledge about rules and regulations	60
Amount of salary	33
Terms and conditions regarding food and accommodation	24
Legal Rights	21
Monetary issues including remittance procedure	16
No comment	08
Socio-cultural norms in the country of work	06
Did not suffer from any lack of knowledge	04
Need to know everything	03
Generally, better education	02

A number of respondents did not have adequate knowledge or information about the recruiting agencies they were dealing with and felt unsure, though they did go abroad. During conversation this score there were repeated emphasis on the need to know at least English, even if it were not the main language of the migrant receiving country.

5.2. Training Received and Desired Facilities

Skill status of migrant workers is helpful to know about the demand and supply status of jobs available and jobs secured. The following table indicates the skill-status of migrant workers.

³⁹. Arranged in descending order of frequency of responses received.

Table - 17
State of Skill of Migrant Workers

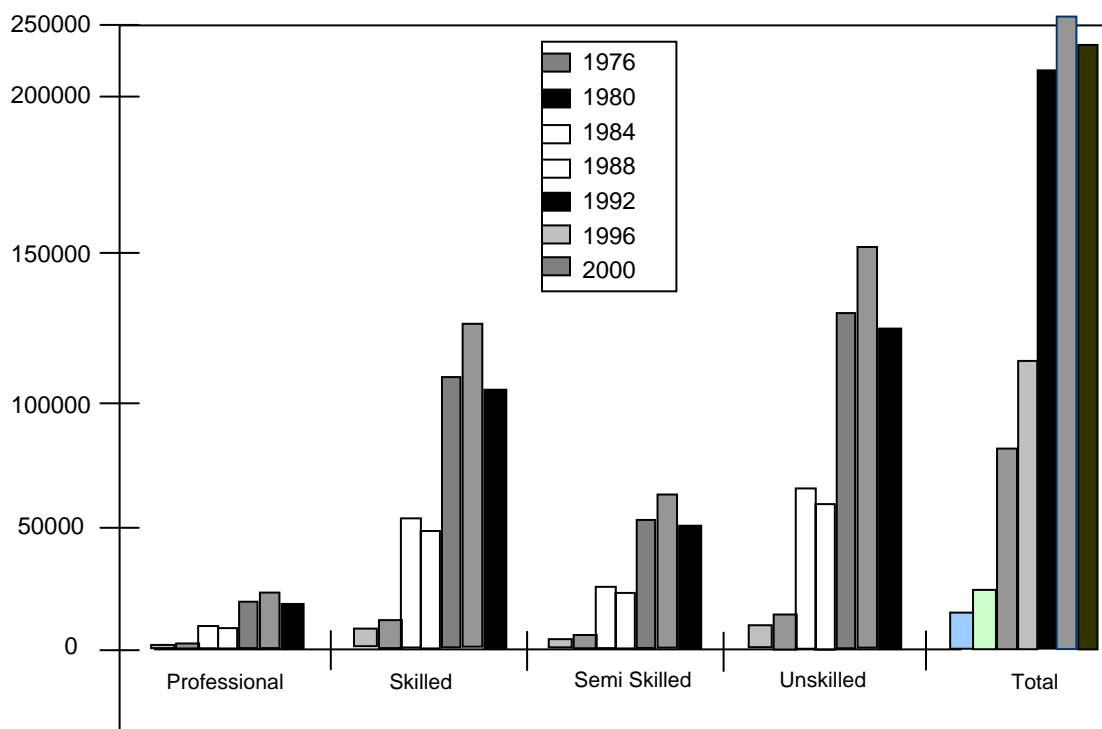
Year	Professional	Skilled	Semi Skilled	Unskilled	Total
1976	568	1775	543	3201	6087
1977	176	6447	490	7022	15725
1978	3455	8190	050	10114	22809
1979	3494	7005	685	12311	24495
1980	1983	12209	2343	13538	30073
1981	3892	22432	2449	27014	55787
1982	3898	20611	3272	34981	62762
1983	1822	18939	5098	33361	59220
1984	2642	17183	5484	31405	56714
1985	2568	28225	7823	39078	77694
1986	2210	26294	9265	30889	69658
1987	2223	23839	9619	38336	74017
1988	2670	25286	10809	29356	68121
1989	5325	38820	17659	39920	10174
1990	6004	35613	20792	41405	103814
1991	9024	46887	32605	58615	147371
1992	11375	50689	30977	85083	188124
1993	11112	71662	66163	95566	244508
1994	8390	61040	46519	70377	186326
1995	6352	59907	32055	89229	187543
1996	3188	64301	34689	109543	211714
1997	3797	65211	193558	118511	381077
1998	9574	74718	51590	131785	267667
1999	8045	94449	44947	116741	268182
2000	5162	45177	12067	39512	102918
Total	120539	930909	643556	1316886	3011890

It appears from table above that the percentage of migrant workers belonging to professions during the first four years (1976-1979), constituted 9%, 39%, 15% and 15% respectively. The share of the same group were 5% to 6% during the middle years of 1989-91, while their number shrunk further to 3% during the last two years (1998-1999). On the other hand, the unskilled workers constituted 44% to 52% of all the migrants in the early years (1976-1979) but their number shrunk down to 39% during the three middle years (1989-1991) and then went back to the levels of the first years (51%, 49%, 43% for 1996, 1998, 1999, excluding 1997) when due to

legalisation of 150,000 Bangladeshi migrant workers in Malaysia during that year the number was unusually high.

The above table, for selected years is represented in the following graph, which depicts the skill composition in every fourth year. For 2000, for the purpose of the chart below the number has been doubled arbitrarily for understanding the trend, for each category from available numbers of the first six months.

Skill Status in Selected Years



A whole set of questions was administered to learn about training needs for migrant workers. The assumption was that the migrant workers, after their experience of working in migrant receiving countries, are best suited to know about training which would have been most suitable for them.

The respondents clearly distinguished between information they preferred to have before departure for work place and the expertise they found useful in their job situation abroad. This distinction is clearly reflected in responses to the questionnaire on training, that is, training that they found useful in work place. This was an open ended question, and responses are summarised in the following table:

Table - 18
The Kinds of Training which may be Imparted to Migrant Workers (Multiple Answers)

Types of Training	No of Responses⁴⁰
Technical knowhow	87
Driving	36
Mechanical knowhow	33
Electrical	32
Technical with practical experience	23
Welding	21
Language	20
Job for which visa was procured	20
Don't know	11
Mason	08
Computer	08
Construction	08
Electronics Parts	06
Need no training	06
Carpentry	04
Engineering	02
Agriculture	02
Plumbing	01
Tourism	01
Any Diploma	01

A number of respondents indicated that they had adequate technical knowledge and skill; but their lack of proficiency in language acted against their career advancement in two ways: firstly, in Bangladesh they could not fully understand the nature of the job for which they had received visa, and on arrival they found that the job was of menial type though they had technical expertise. Secondly, some times technical expertise required language skills and even rudimentary language skill could have enabled them to secure a better paying job.

In response to a question if a migrant worker had received any training before migrating, the response indicated a discouraging state of affairs, meaning that an overwhelmingly number of unskilled workers migrated for jobs.

⁴⁰. Arranged in order of frequency of responses received.

Table - 19
Whether the Migrant Worker had Any Training Before Migrating.

Area	Yes	No	Total
Dhaka	13	37	50
Chittagong	5	45	50
Comilla	10	40	50
Madaripur	6	44	50
Total	34	166	200

Only 17% or roughly one in six migrant workers had any training before migrating, reinforcing the general perception of Bangladeshi workers being unskilled. Those 34 who did receive training, were asked to identify their nature of skill and/or the training received before migrating.

Table - 20
The Areas in Which Training was Received Before Migration for Work

Training Received	Number of Response⁴¹
Driving	15
Electrician	05
Tailoring	03
Carpentry	02
Office Equipment	01
Telephone Operator	01
Secretarial	01
Physical labour	01
Building/construction	01
House keeping	01
Garments	01
Language	01
Others	01
Total	34

It appears that a majority had obtained training for driving. Easily available facilities for training in driving may explain the frequency. The place or institutions of training included a range of locations/ institutions eg. private companies such as Calculation Bangladesh Ltd., Marjilian Bangladesh Ltd., Shantinagar Technical Training Centre, Police Workshop, Bangladesh Parjatan Corporation, Government Training Institution,

⁴¹ Arranged in descending order of frequency of responses

Lotus Kamal Group and BRTA (for all of these the number of responses were in the 01 to 03). The informal training received in private facilitates included private driving institution (accounting for 6, i.e., the highest number of response in this category), local driver, relative, dalal, local people, etc.

The four most important aspects of the survey findings are: (i) most of the migrant workers had received knowledge about jobs abroad from private sources, i.e., friends, family members and dalals; (ii) the cost for job procurement was also raised from family and friends and by selling or mortgaging land; (iii) institutional lending did not play any part in providing the necessary financial resources; and (iv) their contacts with official institutions in terms of help, information as well as skill training were minimal.

5.3. Contractual Issues

Garment-industry and migrant workers contribute most to foreign exchange earning. Around 1.5 million workers, mostly female, are engaged in about 3,000 garment factories, which earn, roughly, 5 billion US Dollars a year. As for the migrant workers, the following two tables offer an overview for comparison purpose.

Table - 21
Number of Bangladeshi Migrant Workers Year-Wise.

Year	Number of Migrants	Year	Number of Migrants
1976	6,087	1988	68,121
1977	15,725	1989	101,724
1978	22,809	1990	103,814
1979	24,495	1991	147,131
1980	30,073	1992	188,124
1981	55,787	1993	244,508
1982	62,762	1994	186,326
1983	59,220	1995	187,543
1984	56,714	1996	211,714
1985	77,694	1997	381,077
1986	68,658	1998	267,667
1987	74,017	1999 ⁴²	250,132
		Total	2,891,922

An indication on official of remittance by the migrant workers is provided in table-22:

⁴². 1999 figures are for the period of January to November, extrapolating which for the whole year would yield a total figure for 1999 as 273,860

Table - 22
Remittance Earned by Migrant Workers

Year	Number of Migrants	Remittance (US \$ Million)
1976	6,087	23.71
1977	15,725	82.79
1978	22,809	106.90
1979	24,495	172.06
1980	30,073	301.33
1981	55,787	304.88
1982	62,762	490.77
1983	59,220	627.51
1984	56,714	500.00
1985	77,694	500.00
1986	68,658	576.20
1987	74,017	747.60
1988	68,121	763.90
1989	101,724	757.84
1990	103,814	781.54
1991	147,131	769.30
1992	188,124	901.97
1993	244,508	1,009.09
1994	186,326	1,153.54
1995	187,543	1,201.57
1996	211,714	1,355.34
1997	381,077	1,525.03
1998	267,667	1,599.24
1999	268,1182	1,806.63
2000 ⁴³	101,918	1057.20
Total	3,011,890	19,115.89

An interesting pattern for remittance is depicted in the following table for the 1990s.

⁴³. The figures for 2000, as indicated, are for the first six months of the year.

Table - 23

Remittance from Countries, Arranged in Descending Order of the Amount of Remittance in Million US\$, (Fig. Rounded up and Hence Minor Discrepancies in the Total)

Count	1991	1992	1993	1994	1995	1996	1997	1998	1999	Total
KSA	293	340	440	462	485	203	207	219	242	1491
USA	53	65	69	97	104	137	207	217	229	1182
UAE	75	76	86	85	77	93	91	136	124	828
Oman	47	69	61	75	82	93	52	88	94	664
QATAR	55	48	55	59	68	58	57	60	64	527
UK	54	58	46	49	39	44	59	62	54	470
Malaysia	0	0	5	27	71	72	22	71	57	327
Japan	82	49	30	32	27	24	0.9	29	45	323
Bahrn	17	22	23	30	33	30	3	33	41	234
Libya	2	0.1	2	2	0.2	0.2	188	0.2	.04	195
Singapore	2	37	2.4	2.3	3.7	5.1	66	57	22	143
Germani	8	13	14	10	6	4	6	4	5	71
Iran	2.5	9.5	4.7	.3	0.1	0.2	31	0.3	9.4	37
Other	49	20	25	32	34	56	7	57	44	330

The official remittance figures from the first three most important countries in terms of the Total amount of remittance, indicate a clear patterns of increase (except 1995 for Kuwait). The rate of increase, however, has varied for these three countries: 2.69 times for KSA (the country from which the highest amount is remitted), 8.96 times for Kuwait and 5.58 times for USA between years 1991 and 1999. There were substantial increases in the amount of remittance from Singapore from 1997 while the yearly figure are closest to the average of the 9 year period from UK.

While the garment workers are subject of a number of statutes in terms of their labour rights, the migrant workers are regulated only by the Emigration Ordinance, 1982. Cases under this Ordinance are also dealt by the Labour Courts.

As the following Table 17 indicates, only 47 cases during 1985 to April, 2000 were filed in the 2nd Labour Court of Dhaka under the Emigration Ordinance, 1982.

Table - 24
Description of Emigration Ordinance Cases Filed, Disposed of and Pending on 30th
April, 2000 in two Labour Courts of Dhaka.⁴⁴

Year	2 nd Labour Court			1 st Labour Court		
	Filed	Disposed	Pending	Filed	Disposed	Pending
1985	01	01	--			
1986	09	09	--			
1987	--	--	--			
1988	04	04	--			
1989	--	--	--			
1990	--	--	--			
1991	01	01	--			
1992	01	01	--			
1993	02	02	--	01	01 ⁴⁵	
1994	12	05	07			
1995	11	03	08			
1996	03	02	01			
1997	--	--	--	02	01 ⁴⁶	
1998	--	02				
1999		02				
2000	3	--	03			

As for the complaint procedure, any one can lodge a complaint against a recruiting agency if he/she can provide documents to support the claim. The complaints usually focus on demand for excessive money, finding no job after arriving at the foreign destination, breach of contract and fraud, etc.

⁴⁴. It needs to be mentioned that there are a total of 7 Labour Courts in the country, 3 of which are situated in Dhaka, two in Chittagong, one each in Khulna and Bogura.

The 2nd Labour Court of Dhaka is the only with jurisdiction over more than one district, i.e., if the complainant and the accused are residents of different districts, the case need to be filed in the 2nd Labour Court. As often the parties in a migration related dispute are residents of different districts, the number of cases are higher in the 2nd Labour Court.

During the last five years (1996 – 2000), the table indicates only 3 cases under the Emigration Ordinance, 1982 were filed in the 1st Labour Court while only 1 case, in 1996, was filed in the 3rd Labour Court. As only 1 case was filed in the 3rd Labour Court, we did not include it specifically in the table in the text.

⁴⁵. Dismissed for absence of parties to the case.

⁴⁶. Sent back to Magistrate, Narshindi for trial as the dispute is not within the jurisdiction of Labour Court and because the case was not referred to by the District Office of the Labour Ministry. Vide order of the 1st Labour Court dated 14th April, 1999. This case was sent to the Labour Court in 1997.

A scrutiny of the four recent most disposals of Emigration Ordinance cases (2 in 1998 and 2 in 1999) by the 2nd Labour Court indicate that⁵¹ of the two cases disposed of in 1998 were filed in 1994 and 1995.⁴⁸ The first of these cases indicate that the complainant gave 66,000 Taka to the accused for a job abroad. The accused later provided a passport with visa. However, as the passport and visa were forged and the person who took money for sending the complainant was not a recruiting agent, two accused were sentenced to jail for one year and fined Taka 35,000. The case involved local investigation by TNO, filing complaint with the Deputy Commissioner, referral to the BMET, filing the case by BMET in the Labour Court and the judgement after 5 years of filing. Though the accused were sentenced to imprisonment for acting as recruiting agent without being duly authorised to do so and for taking money on false pretext, the complainant did not receive any amount given to the accused. Technically, the complainant could file a civil case for recovery of the amount given.

The second case decided in 1998 was filed by a person who paid first 95,000 Taka to a relative who arranged for his tourist visa to Malaysia and on arrival compelled the complainant to work in a poultry farm on a low salary. The complainant later paid another 51,000 for securing a better job in Malaysia. After receiving the money in Malaysia, the relative played foul. He left Malaysia after informing the Malaysian Police that the complainant was working illegally on a tourist visa. The complainant was arrested by Malaysian Police, kept in jail for six months and later returned to Bangladesh. The complaint about payment of Tk 95,000 was established the receiver of the money, not being a recruiting agent, was sentenced to one year imprisonment and fined Taka 100,000. Similar to the previous case, the complaint was first lodged with the DC, investigated by a Magistrate, forwarded to BMET who filed the case in the Labour Court and it took about three years for the case to be decided.

In both two cases disposed in 1999, the accused persons were acquitted as witnesses and complainants, despite repeated summons, did not come to the Court to prosecute and hence all the accused in these cases were acquitted. The complaint in these cases were similar to the ones decided in 1998, i.e., involved complaint of receiving money by persons not authorised as recruiting agents and then not sending the complainants abroad as promised.

The study has provided detailed accounts of these cases and provided other figures relating to legal proceedings involving migrant workers to indicate the ineffectiveness of the legal process. This is more so, because of the fact that often transactions relating to visa/work permit and conducted in informal settings, without receipt (Table 9 above regarding receipt for payments made), the legal requirement of involvement of a number of government agencies before the case is filed in the Labour Court and even if the proceeding ends in conviction (the two cases from 1998 mentioned

⁵¹. The judgements of these cases were obtained for this Report.

⁴⁸. E.O. Case No 4/1994 and E.O. Case No 9/1995.

above), the victim of fraud does not recover the money paid to the unscrupulous persons masquerading as travel agents.

Considering this figure of more than 17 billion US Dollars officially remitted by the migrant workers, and juxtaposing it with the Total less than 50 cases filed in the main Labour Court of the country during a decade and a half under the only statute for the 'protection' of Migrant Workers, one surely can conjure tales of horror instead of legal rights and protection of migrant and would-be migrant workers.

It is true that BMET has its own procedure for illegalities committed by recruiting agents, including, as mentioned, suspension or cancellation of recruiting license, forfeiture of security money, etc. However, the Total figures for actions taken against recruiting agencies by BMET could not be obtained.

It needs to be mentioned that under the Emigration Ordinance, 1982 (section 24) a migrant worker is liable to imprisonment if he returns home without completing the terms of his employment.

5.4. Pre-departure Briefing and Information

The Briefing Centre of the BMET has been engaged especially in providing training and briefing to the people who intend to be employed abroad either by any recruiting agency or through individual efforts. Attending such briefing sessions has been made obligatory under the law. At present the Centre offers briefing particularly to the people who want to go to Saudi Arabia and Malaysia. On request by the recruiting agency and with approval of the Ministry the Centre also arranges special briefing sessions for the people who are bound for countries like Korea and Singapore.

Topics: Briefing starts with a slide show describing various rights, duties and responsibilities. Some of these topics include

- (a) detail information of the country where people want to be employed i.e., population, language, Total area, number of cities, food, dress, weather, currency, religion, natural resource, main industries,
- (b) information about the job, amount of salary, working hours, duration of the service-contract, accommodation, transport, health facilities, absence of the freedom of association, assembly and movement
- (c) mode of transaction, modality for remittance of money to home country, how to invest these money, relevant banks' addresses,
- (d) information and queries about the recruiting agencies through which people have been selected for employment e.g., whether they have received more than the amount
- (e) information about the necessary documents for airport formalities, travel tax and other payments, and
- (f) useful address of the offices to be contacted for problems i.e., address of the Embassy/High Commission and Biman Bangladesh Airways.

Schedule and Duration: Excepting the government holidays everyday of the week the Briefing Centre offer briefing to the people for two hours in several sessions. Duration of each session is 45 minutes.

People who brief: The Briefing Centre has got its own staff (Briefing Officers) and often invites other officials of BMET as well as officials from the concerned ministry.

Participants: Around 100 people receive briefing every briefing day. Participants comprising people who have been selected for different skilled and unskilled professions and those who are ready to go by their individual efforts.

Logistics: The Briefing Centre has the basic facilities. It is a three-storied building and the briefing rooms are in the first floor. There is a canteen and telephone and photocopy center and the parking on the ground floor. During the briefing an Over Head Projector is being used for slide show but the slides are blur even from very short distance. The Centre publishes booklets for free distribution among the participants on different countries (Saudi Arabia and Malaysia), that contain useful information, including some basic words and sentences of languages of the countries, for using in different context and situation. It also distributes among the participants a booklet containing information about HIV/AIDS.

Demand: Demand for the briefing has been increasing gradually. People are interested and receive briefings spontaneously as they find this very helpful for them living in their host country.

It is noted with appreciation that the Briefing Centre has a few dedicated staff who provide necessary assistance. They have been found very helpful while collecting these information.

It is acknowledged that the activities of the Briefing Centre have been observed after lengthy discussions between researchers and recruiting agents and dalals who left an impression that attendance at the Briefing Centre for the migrant workers was meaningless and not useful. But the researchers consider that the briefings are useful events and should be continued.

5.5. Female Migrant Workers

On a global scale, the number of female migrants is now almost equal to the number of male migrants. Structural changes in the countries of origin and changes in the workforce demands in the countries of employment are the causes of these phenomena.

However, unlike some other Asian countries such as the Philippines, Indonesia and Sri Lanka, where women predominate in the flow of legal migration (between 60 to 80 percent), Bangladesh has a relatively small percentage of female migrant workers that are officially registered.⁴⁹

⁴⁹. A. Rousselot, "Strengthening the Labour Migration Process in Bangladesh, Technical Co-operation and Capacity Building Approach", mimeo, paper presented at the National Conference on Temporary Migrant Workers of Bangladesh: Towards Developing a National Plan of Action, Dhaka, April, 1999.

According to discussions with officials at the BMET and perusal of the files at the Bureau (as collected by RMMRU) during the last eight years (1991-98), migration by 13,049 Bangladeshi women to various countries, primarily Middle East, could be traced. It needs to be mentioned that BMET does segregate data by sex. Against the Total migration of 1,626,764 workers from Bangladesh to various countries during these 8 years, this figure of 13,049 female migrants represents less than 1% of the Total.

According to BMET sources, female workers migrate to UAE, Kuwait, Malaysia, Bahrain, Maldives and Oman, while mostly male workers seek jobs in Saudi Arabia, Bangladeshi female workers seldom go to Saudi Arabia. Data available with RMMRU indicate that women from Dhaka and surrounding districts such as Manikganj, Munshiganj, Naraynaganj are the ones who have migrated for work to foreign destination. Place of residence of male workers is widely distributed (with the well known exceptions of most of the earlier migrants to UK being from Sylhet) throughout Bangladesh, while most of female migrants have been residents of Dhaka and other districts in which NGOs have had the longest tradition of work and activities. A definite co-relation is not suggested, nevertheless, this is an interesting aspect which needs further investigation.

Most of the female workers have been contracted for semi-skilled (garment workers with some skill levels) and un-killed occupations such as domestic aid, cleaners in schools and hospitals, etc. RMMRU evidence show that due to governmental restrictions on migration of women workers, more women than men have opted out of the official channels and, hence, their migration is not recorded precisely in the official data. In other words, the actual figures for migrant women workers for the last eight years is likely to be much higher than the figure earlier quoted from BMET sources. Anecdotal evidence from Dhaka and surrounding districts suggest that the actual number of migrant can be as high as five times, if not more, than the figures reported officially. A large number of villagers in these districts have reported migration of females from a large number of families from these areas. However, a comprehensive field survey to determine the number of female migrants is yet to be conducted. The average wage for female garment workers, as determined by RMMRU through a limited earlier survey, is around 5,200 take per month while the same for domestic aides is around 4,500 taka per month. This figure is usually net of food and living expenses.

It is considered that informal and unofficial channels through the immigration department of the government, particularly at the ports of embarkation, facilitate migration of female workers, inspite of official restrictions. It is recognised that figures of women migrating through airports can not be obtained from the immigration authorities. However, major airlines operating out of Dhaka to Middle Eastern and Far Eastern destinations do preserve lists of passengers and their sex. These figures from the airlines have not been looked into for any migration related studies and the

researchers became aware of this source only towards the very end of this study. The airlines' passenger list and aggregated data, at least for the countries which are the most common destinations of Bangladeshi migrant workers, may reveal interesting figures and information.

It has been indicated earlier that at least during the recent years, the flow of migration through individual initiatives are outstripping those by recruiting agents. An interesting dimension to this changing pattern may be presumed from the following data which are partially dependent on certain estimates, as opposed to exact figures. Nevertheless, the information can be used for broad generalisation purposes.

Table 25
Total Migration and Current Bangladeshi Migrant Workers in
Those Countries, Till 1999.

Country	Total Migrants	Currently Working
Saudi Arabia	1,285,992	1,000,000
Kuwait	302,692	200,000
UAE	331,100	200,000
Qatar	89,998	50,000
Iraq	66,343	5,000
Libya	46,202	9,700
Bahrain	74,964	22,000
Oman	213,400	117,000
Malaysia	385,496	229,000
South Korea	10,600	8,500
Singapore	75,503	60,000
Brunei	8,085	2,000
Lebanon	3,867	9,000
Others	15,730	10,000
Total	2,909,972	1,922,200

Given this figure of around 2 million Bangladeshis currently working abroad, recruitment through individual channels is likely to increase as there would be more and more persons working abroad trying to arrange for job-permit for their family members and relatives and processing visa for them on individual basis, This increasing individualisation of migration process would entail certain ramifications for planning and recruitment process, particularly in terms of training. It must, however, be emphasised that any drastic reduction in the number of migrant workers processed by recruiting agencies is not foreseen. Nevertheless, should the numbers of job seekers abroad who procure their work-permit and other related documents and entitlements through efforts of relatives or known one, the inevitable segmentation of the process may make the task of implementation of actions and programmes for migrant workers more problematic.

SECTION 6

CONCLUSION AND RECOMMENDATIONS

6.1. OVERVIEW

This study explored the process and planning for migration and the roles and activities of various agencies and institutions involved in the process. This exploration was undertaken in the backdrop of the fact that since 1976, i.e., from the time of official record keeping on this score, as many as 2.8 million Bangladeshis have worked abroad as migrant workers, remitting almost US\$ 18 billion to the country. This staggering amount of foreign exchange remittance officially received by the country surely would have counselled a substantial engagement of the formal and informal sector in this migration process. In addition to the migrant worker's remittance a large number of persons are engaged in activities generated by the migration process. For example, starting from home village the bazar stalls to the airlines offices the secondary sector's economic activities are no less important for the national economy as a whole. As has been found from study the self perception of recruiting agents regarding their own contributions to the national economy is coloured by notions of patriotism as they generate sustenance not only for the migrant workers but for the whole range of secondary sectors involved in the migration process.

Despite its importance to the country and its economy, the migration sector has not attracted appropriate attention of various policy making and other planning and implementing sectors of the country. The lack of attention, as detailed in Section 2 of the study, is reflected by the sheer paucity of literature on migrant workers. This lack of interest may have partially been caused by constant 'negative' reporting in the print media. A report, almost invariably, about Bangladeshi workers abroad means a report of their illegal status or deportation. An informal scrutiny of reports in daily national newspapers hardly indicated any 'success' story of migrant workers.

The official dealing with the migrant sector is primarily undertaken through the BMET and, to a limited extent, by the BOESL, the line Ministry and the Ministry of Foreign Affairs through the Labour Attaches posted in about a dozen migrant receiving countries. The governmental involvement in budgetary terms is meagre, with an allocation of only Taka 30 crore for the current fiscal year (2000-2001). For a sector generating almost 8,000 crore taka in 1999, such a meagre allocation is a clear indication of the failure to appreciate the role of the migration sector to the national economy.

This failure is reflected in this survey of migrant workers carried out in four districts of the country, three of which were generally known as 'migrant producing areas' while the fourth was a control area. The picture which emerged from the findings of the

survey (section 5) and discussions held with the recruiting agents (section 3) suggest that the sector is almost devoid of governmental support and involvement. The migrant workers had gathered information about jobs abroad from private sources, arranged their own funding from friends and relatives, had hardly any contact with the official agencies prior to migrating for work and, most importantly, did not have much of any training to prepare them for their jobs abroad. As for recruiting agencies, theirs is (mostly) small enterprises, often depending for 'business' on the favours of friends and relatives abroad to procure 'work permits' for them. Most of the recruiting agents themselves may not have gone abroad and their own level of skills and access to information is limited. However, a few of the 'big' recruiting agents, as reported by others, have access to 'foreign markets and information'.

In spite of the impressive array of training institutions for skill enhancement of would be migrant workers, limited budgetary allocations and rigid procedures make these institutions ill-equipped to respond to the changing needs of labour markets in foreign countries. Though the infrastructure of existing institutions seem robust at a first glance, yet the operating and planning process, particularly regarding trades taught and facilities available, needs improvement.

The regulatory aspect of the migration process is also beset with problems. The would-be migrant workers who have been cheated or defrauded have had hardly any avenue for redress, though punitive measures are sometimes taken against wayward recruiting agents.

6.2. RECOMMENDATIONS

6.2.1. Transparency and accountability of the process are certainly the two most important aspects of the planning and processing of the migration process.

1. Transparency in terms of payments necessary, terms and conditions of employment abroad, remittance, etc., may be ensured through involvement of formal financial institutions, like banks, micro-credit providers (NGOs), etc. These credit providers can have a national network which the migrants can tap. As the survey has indicated, all migrant workers needed loan to pay for the expenses of their migration process. These expenses were met through loans from friends/relatives/dalals, or by selling fixed assets. If formal credit institutions/providers open up avenue for the migrants, a lot many miseries can be reduced.
2. Again, involvement of formal financial institutions would go a long way in ensuring that documentation necessary for migration are not left to the recruiting agents alone. This will ensure proper verification of document to reduce illegality. Needless to say, those who want to travel as 'tourist' and overstay their status to find jobs in 'under ground' economy may not be deterred by such a process. Nevertheless, the overwhelming majority of migrant workers would surely welcome access to 'official' sources of credit. Obviously, financial institutions would make

their own decisions, but it is our understanding that these institutions, particularly, credit-NGOs may not have explored the option of financing migrant workers which they may profitably do.

3. Dearth of information about migration process, conditions of work and other terms and conditions are not readily available and hence most of the migrant workers took recourse to private and often unreliable sources of information. Again, institutional involvement in providing information is almost non-existent except the briefing sessions by BMET. The requirement of attending these briefing sessions is often flouted and this aspect needs to be looked into by BMET.

These above measures may not only ensure access to credit and information but also enhance the transparency and accountability of the process, facilitating informed decisions by would-be migrants and reduce illegal practices.

6.2.2. Increased official intervention in the backdrop of the enormous importance of the 'migrant sector' to the national economy is certainly needed. However, such intervention, instead of creating more regulatory barriers for migration, should focus on (a) enhancing the capabilities of training institutions, and (b) making information readily available to all concerned.

4. As has been indicated in the Study, the infrastructure of existing training institutions may be upgraded to respond to the needs of the foreign market. Compared to the potential return by trainees of these institutions, the investment is meagre. The lack of readily available skilled workers have been repeatedly underscored by various sections in course of the study detrimentally affecting the market for Bangladeshi migrant workers.
5. Hence, upgrading of the training institutions, following the recently introduced practice of uniformity of courses and syllabuses may need further scrutiny. These are not difficult tasks and can be performed by the existing strength of personnel with financial and other inputs. The current set up of hierarchy for bringing changes dictates that everything be done through the line Ministry, making the process cumbersome and time consuming. A more functionally independent management procedure for running of these training institutions may go a long way in facilitating their effectiveness and output.
6. Information about jobs abroad, terms and conditions, including skill and expertise necessary, requirements for various kinds of jobs, etc. (ie. Job descriptions/qualifications) are not readily available. However, these information are, in fact, available in scattered manner with various offices and institutions, including government agencies.
7. Lack or virtual absence of information about upcoming major projects in migrant-receiving countries is a major barrier for the planning process. Embassies can, needless to say, be a conduit for gathering such information. However, the

present system of administrative set-up vis-à-vis economic and labour attaché/counsellor may need a re-think along the recommendations made by the Morshed Khan Committee.

6.2.3. Recruiting Agency is a 'business' which is mostly derided, instead of encouragement and support which they deserve. The ill reputation of 'manpower' business may have discouraged involvement of young and energetic persons with high levels of skills into this arena, making this sector dependent on others. As the study indicated the capabilities of recruiting agencies themselves are limited in terms of skill and access to information.

The regulatory framework is another issue which, instead of checking and curbing the ill practices, provides ample opportunity to the unscrupulous persons to profit at the expense of the unwary and eager migrant worker. The current procedure whereby BMET is both an accuser and judge of the activities of recruiting agents surely needs change. The legal provision that only BMET may file cases in Labour Court regarding offences under the Emigration Ordinance 1982, needs to be changed. This restriction on filing cases by BMET only surely fosters corruption and makes the victim helpless as he can not resort to the judicial process without the participation of BMET.

6.2.4. As for official institutions, the present role and contribution of BOESL is certainly not encouraging. Combination of service and regulatory functions in BMET is another issue that attracts scrutinising attention. In the backdrop of almost 700 private recruiting agencies, performing of similar functions by BOESL, probably at a much higher per capita cost (per migrant sent abroad), may need be scrutinised which was not possible for the lack of access by the researchers.

In the final analysis, bringing the role and contribution of the migrants to the centre stage of national discourse will generate further ways and means for improving this sector, enhancing the role of migrant workers both at home and abroad, and infusing the planning process with dynamism and efficiency. Given the enormity of the migrant sector in terms of persons and institutions involved and adding the secondary economic sector which is dependent on the income generated by migrant workers, this is a complex and vast subject not at present amenable to easy and one-dimensional diagnosis and solutions but deserves further investigative research for suggesting policy prescriptions.

Nevertheless, access to information for migrant workers and availability of credit are the two factors which will make the task of migration for work easier for the time-being and provide certain safeguards against abuse and exploitation. Secondly, appreciation of the enormity of this sector at the policy level would lead to more investments particularly for upgrading training facilities. Availability of macro level information is the third most important issue and an institution for generating and compiling information to be used by migrant workers, planners and even recruiting agents may enhance the efficiency of the planning process. Fourthly, a restructuring

of government agencies with re-distribution of regulatory and service aspect of BMET, re-evaluation of the role of BOESL and Labour Attaches are the other areas of intervention.

6.2.5. Information, generally, is an area of both concern and interest for migrant workers. Information regarding most aspects of migration: from real value of salary offered, working conditions, rights and liabilities, opportunity, avenues for redress as well training and skill enhancement facilities are gathered or gleaned by migrant workers primarily through informal sources which are often unreliable. The paucity of readily available information or incorrect information combine to make the position, along with other condition, vulnerable. Civil society is yet to pay any substantial attention to the conditions of migrant workers and migrant workers groups or association, in the absence of support (official and private) are in nebulous state.

Information dissemination, particularly in the backdrop of paucity, can go a long way in helping migrant workers plan their recruitment and migration much more efficiently and effectively.

ANNEXURE – 1**LIST OF COMMERCIALY IMPORTANT
PERSONS (MANPOWER) FOR 2000****(As Notified by Government through Notification Dated the 30th May,
2000)**

Sl. No.	NAME AND ADDRESS
01	Mr. Iftekhar Uddin Ahmeds Chairman M/S. Raj Overseas Ltd., House No. 49, Block – A, Road No. 27, Banani, Dhaka – 1213
02	Mr. M A H Selim Proprietor M/S. Silvar Line Associates, House No. 18, Road No. 10, Gulshan – 01, Dhaka 1212
03	Mr. A H M Mostafa Kamal, FCA, MP Managing Director M/S. Arbitals Enterprize, 49, Gulshan South Avenue, Gulshan – 01, Dhaka 1212
04	Mr. Abul Hashar Chairman M/S. Sarkar Recruiting Agency, House No. 37, Road No. 11, Block – H, Banani, Dhaka – 1212
05	Mr. Md. Abdus Sobhan Proprietor M/S. Al Sarwar Overseas, 53, Puranal Paltan (1 st floor), Motijheel, Dhaka – 1000
06	Mr. B H Harun Proprietor M/S. Al-Arab Enterprize International, 99, Motijheel C/A, (Karim Chamber ground floor), Dhaka
07	Dr. H B M Iqbal, M.P. Proprietor M/S. Consern International Ltd. House No. 17, Road No. 17, Block – D, Banani, Dhaka
08	Mr. G M Fazlul Huq (MP) Managing Director M/S. Huq Overseas Ltd. House No. 41, Road No. 17, Banani C/A, Dhaka – 1213
09	Mr. Sheikh Md. Ali Zinnah Managing Director M/S. Trade King International Ltd, 119, Gulshan Avenue, Gulshan – 2, Dhaka
10	Mr. Md. Takaddeq Hossain Managing Director M/S. Meridian International (Pvt.) Ltd., House No. 23, Road No. 24, Gulshan, Dhaka

Sl. No.	NAME AND ADDRESS
11	Mr. Azhar Uddin Ahmed Proprietor M/S. Carrier Overseas Consultants, House No. 25, Road No. 34, Gulshan – 2, Dhaka – 1212
12	Mr. Mohammad Mosharraf Hossain Managing Director M/S. Bay-Eastern Ltd. 19, Bangabandhu Avenue, Ramna, Dhaka
13	Mr. Payer Ahmed Patwari Managing Partner M/S. Al-Sarwa Overseas, 16/42, Zilla Parishad Super Market, Court Road, Chittagong
14	Mr. M A Sobhan Bhuiyan Managing Partner M/S. Binimoy International, 40/3, Naya Paltan, Dhaka
15	Mr. Mohammad Abdur Rauf Haider Managing Director M/S. Ima Enterprize Ltd. 3/A, Hasne Tower (2 nd floor) Kawranbazar C/A, Dhaka
16	Mr. Kazi Mohammad Mofizur Rahman Proprietor M/S. Kazi Air International, 40/a, Inner Circular Road, Naya Paltan, Dhaka – 1000
17	Mr. Md. Enamul Huq Proprietor M/S. Enam International, Plot No. 15, Gabtali (Mazar Road), Mirpur, Dhaka
18	Mr. Mohammad Faruque Proprietor M/S. Al-Orchard International, 71, Naya Paltan, Motijheel, Dhaka – 1000
19	Mr. Md. Nur Ali Chairperson Bangladesh Association of International Recruiting Agency (BAIRA)
20	Mr. A S M Kashem Chairperson Bangladesh Employers Federation, Dhaka

ANNEXURE - 2
RECRUITING AGENTS: BAIRA MEMBERS 1999 TO 2000

No.	Name & Address of Agencies	Name & Designation of Holder	Phone No.	Fax No.
	GROUP - A			
001	M/s. A.B. Establishment Ltd. 53, DIT Extension Road (4 th floor) Dhaka-1000	Mr. Mohammed Salim Managing Director	9341195 407625 (R)	9341195
002	M/s. A. M. Enterprise 58, Dilkusha Commercial Area Dhaka-1000	Mrs. Monowara Arab Mojumder Proprietor	9555725 9552414	8311947
003	M/s. A. R. Trade Limited 32 Purana Paltan (4 th floor) Sultan Ahmed Plaza, Dhaka-1000	Mr. Md. Azharul Islam Managing Director	9564472 9667797 9003536 (R)	
004	M/s. A.S. International House No 100 (1 st floor) Road No. 8, Block – F Banani Model Town, Dhaka-1213	Mr. Mohammed Anwar Hossain Proprietor	9886868 9884716 8824228 9872389 (R)	8826347
005	M/s. A. T. B Overseas Ltd. 53/3, DIT Extension Road Fakirapool, Naya paltan, Dhaka	Mr. Mohammed Tazul Islam Managing Director	9344535 9345925 603109 (R)	9350585
006	M/s. ABCO Overseas Hotel Razmoni Isakha Internation (1 st floor) Room No. 03 89/3, Kakrail VIP Road, Dhaka	Mr. Saif Rahman Proprietor	8313484 9333117 406177 (R)	8313484
007	M/s. Abdullah Trading Establishment 36/B, Purana Paltan, Dhaka-1000	Mr. Mosharaf Hossain Proprietor	9558884 9659371 414297 (R)	9569372
008	M/s. Abu Yasir Establishment 89 Bijoy Nagar (1 st floor) Aziz Co-operative Market, Dhaka	Mr. Joynal Abedin Proprietor	9562996 9569509	9569509
009	M/s. AGA International 8/2, North South Road Purana Paltan, Dhaka-1000	Mr. Md. Abdul Hai Proprietor	9567168 9561253 406547 (R)	9562494
010	M/s. Ahlam Trade International 36/E, Purana Paltan Dhaka –1000	Mr. Md. Nurul Islam Managing Partner	9552366 9561345 011-851680	9337728
011	M/s. Ahmed & Company Room No 2-11 (5 th floor) “Eastern View”, 50 DIT Extension Road, Dhaka-1000	Mr. Ashrafuddin Ahmed Proprietor	9348147 9348148 8119476 (R)	9337728
012	M/s. Ahmed Al-Amin Ltd Aziz Co-operative Market 89 (12/B New) Bijoy Nagar GPO Box No 2116, Ramna, Dhaka	Mr. Bashir Ahmed Managing Director	9561364 9559584 606863 (R)	9564969
013	M/s. Air Connection Overseas Ltd 36/A, Purana Paltan Line VIP Road (2 nd floor), Dhaka-1000	Mr. Abdullah Tayub Managing Director	9332823 8313316 018-219042	8313316
014	M/s. Air Speed Trade International 44, Naya Paltan, Motijheel Dhaka-1000	Mr. Abdus Salam Aref Managing Partner	408575 8312664 018-214983	
015	M/s. Akash Bhraman 117/3, DIT Extension Road Fakirapool, Dhaka-1000	Mr. Monsur Ahmed Kalam Proprietor	9340612 416758 9335240 (R)	8313005

No.	Name & Address of Agencies	Name & Designation of Holder	Phone No.	Fax No.
016	M/s. Akbar Enterprise 147, DIT Extension Road Fakirapool, Motijheel Dhaka-1000	Mr. Akbar Hossain Monju Proprietor	8315381 406326 8822036 8913541 (R)	8315381
017	M/s. Akea Trade International Ltd. 55 Purana Paltan (4 th floor) Dhaka-1000	Mr. Md. Enamul Hoque Sarker Managing Director	9667670 239843 (R)	9568923
018	M/s. Al-Abbas International Hotel Nurani Building 1/5, Fakirapool Motijheel Dhaka-1000	Mr. Mozibur Rahman Murad proprietor	9336950 9331067 9341203 9331017 (R)	9336577 9340857 (R)
019	M/s. Al-Abloom International House No. 108, Road No. 8 Block –C, Banani, Dhaka-1213	Mr. Mohd. Jainal Abedin Proprietor	9566764 8825124	8318136
020	M/s. Al-Abloom International 27/7-A, Topkhana Road (North South Road) Raman, Dhaka	Mr. Mohammed Abdul Aziz Proprietor	9557650 414627	9552575
021	M/s. Al-Abloom International 27 Naya Paltan, (3 rd floor), Dhaka-1000	Mr. Md. Aminul Hoque Topoder Managing Partner	9351784 017-532923	
022	M/s. Alam Sons Ltd 52, New Eskaton Road TMC Building (3 rd floor), Dhaka	Mr. Muhammed Rafuqul Alam Managing Director	8315078 606004 (R)	8828422
023	M/s. Al-Amal Company 71, Motijheel C/A, Dhaka-1000	Mr. Azad Kabir Proprietor	9552882 017-525618 507818 (R)	9552882
024	M/s. Al-Amana Establishment 60/E, Punara Paltan Dewan Manjil, Motijheel, Dhaka.	Prof: Morshed Sanullah Kayani Proprietor	9553699 9560497 9560497 (R)	8617970
025	M/s. Al-Ambat International 78/2, Air Port Road, Tejgaon, Dhaka	Mr. Saiz Uddin Ahmed Proprietor	9127540 233233 (R)	9127540
026	M/s. Al-Amin International 9/A, Motijheel C/A., Dhaka-1000	Mr. Md. Serajus Salekin Proprietor	9551269 249625 (R)	9564684
027	M/s. Al-Amir International 120 DIT Extension Road Fakirapool, Dhaka-1000	Mr. Mohammed Aminul Hoque Proprietor	9338639 416947 017-525303	9334471
028	M/s. Al-Arab Enterprise International 99 Motijheel C/A, Karim Chamber (G-floor), Dhaka-1000	Mr. B. H. Haroon Proprietor	8821837 8813869 9557896 8810694 (R)	8113075
029	M/s. Al-Arabia Establishment 43, Naya Paltan Dhaka-1000	Mr. Minhaj Uddin Ahmed Proprietor	413246 404114 8113075 (R) 9121214 (R)	8113075
030	M/s. Al-Arafah International 32, Naya Paltan DIT Extension Road, Dhaka-1000	Mr. Md. Mizanur Rahman Majumder Proprietor	9342550 411195	
031	M/s. Al- Arafat International 28/F, Toyenbee Circular Road (1 st floor), Motijheel C/A, Dhaka.	Mrs. Fouzia Parveen Proprietor	9560823 9567176 081-228084	8315337
032	M/s. Al-Baraka International Ltd. Ka/47, Jagannathpur (Ground floor), Gulshan, Dhaka.	Mr. Md. Taznur Rahman Chowdhury Managing Director	9883878	

No.	Name & Address of Agencies	Name & Designation of Holder	Phone No.	Fax No.
033	M/s. Al-Barat International 62 Purana Paltan (1 st floor), Dhaka-1000	Mr. Abdul Latif Managing Partner	9567356 9561202 411865 (R)	9561202
034	M/s. Al Basher International 192 Fakirapool (1 st floor), Dhaka-1000	Mr. Mohammad Abul Basher Proprietor	9344436 414894 081-215824	
035	M/s. Albee International Ltd. 31/F, Topkhana Road, Mitali Bhaban (GF), Dhaka-1000	Mr. Mohd. Nuruzzaman Hayat Managing Director	9563879 8614725 (R)	9552711
036	M/s. Al-Bhokhari International 25 Naya paltan (G-floor) Dhaka-1000	Mr. Md. Saiful Islam Bhuiyan Proprietor	9346576 412999 416997 (R)	8316635
037	M/s. Al-Brown Pearl House No 22, Road No 13A Block -D , Banani, Dhaka-1213	Mr. Shah Alam Rari Managing Partner	9880415 601645 9002412 (R)	8811143
038	M/s. Al-Din Limited 183, Syed Nazrul Islam Sarani (old 3/3-C, Bijoy Nagar) Dhaka-1000	Mr. M.S. Absar Uddin Chowdhury Managing Director	416699 9348758 (D) 631538 (C) 9339525 (R)	8316418 (Dc) 613349 (Ct)
039	M/s. Al-Dushary Enterprise Road No 132, House No 54/A Gulshan -1, Dhaka. 1212	Mr. Mohammed Sanullah Proprietor	882517 882654 9115188 (R)	8826054
040	M/s. Al-Ehsan Trade International 53, DIT Extension Road Naya Paltan, Dhaka-1000	Mr. Md. Ayub Ali Foryzi Managing Partner	9350025 017-520924	9350025
041	M/s. Al- Erfan International 145/41-42, Airport Road Super Market (Room # 41-42, 1 st flo), Tejgaon, Dhaka-1215	Mr. Mohd Liaket Ali Farid Proprietor	324237 8116443 608593 9110548 (R)	8116139
042	M/s. Al-Fahaheel International 167/3, Motijheel Circular Road Eden Annexe Building Motijheel Dhaka-1000	Mr. Mohammed Hossain Proprietor	9338715 9338648 415977 8321619 (R)	8313235
043	M/s. Al-Faisal Enterprise 6, DIT Avenue Motijheel C/A, Dhaka-1000	Mr. S.M. Kamal Hossain Managing Director	9569504 9562598	9658225
044	M/s. Al-Falah International 165, DIT Extension Road Fakirapool, Dhaka-1000	Mr. Tofail Ahmed Managing Partner	9335428 8313155 419091	8313155
045	M/s. Al-Faroque International 27 Naya Paltan VIP Road (West Side of Mosque) Dhaka-1000	Mr. Md. Golam Faroque Proprietor	9334366 9353676 018-216571 9345549 (R)	8316511
046	M/s. Al-Fatiha Overseas 28/A, 2/1, Toyenbee Circular VIP Road, Motijheel Dhaka-1000	Mr. Md. Mofizul Islam Prophan Proprietor	9331567 9000385 (R)	8316849
047	M/s. Al-Habib Trading 53, Motijheel C/A, 11 th floor), Dhaka	Al-Haj Habibullah Proprietor	9566771	9566771
048	M/s. Al-Haram International (Pvt) Ltd 89 (12-B New) Bijoy Nagar Aziz Motor parts Market, Dhaka	Hafez Mohd. Nizam Uddin Ahmed Managing Director	9561412 567924	8319937
049	M/s. Al-Haramain International Z. Shah House (4 th floor) 120/A, Motijheel C/A, Dhaka-1000	Mr. G.M. Meherullah Proprietor	9560163 9551667 (R)	9567770 9560163

No.	Name & Address of Agencies	Name & Designation of Holder	Phone No.	Fax No.
050	M/s. Al-Husaam Establishment 55, Purana paltal (1 st floor), Dhaka-1000	Mohammed Zainul Abedin Proprietor	9555334 9564286 9566340 (R)	9562524
051	M/s. Ali International Company H-79 Block –A, (1 st floor) New Airport Road Chariman Bari, Banani, Dhaka-1213	Mr. Mohammad Hanif Proprietor	8821170 8821171	
052	M/s. Al-Islam Overseas 60 Dilkusha C/A, (1 st floor), Dhaka-1000	Mr. Anower Husain Khan Managing Partner	9561301 9551692 017526337	9564405
053	M/s. Al-Ittesal Air Service Ltd 293, Inner Circular Road Fakirapool, Motijheel, Dhaka.1000	Mr. Md. Abdul Malek Managing Director	9350321 9353882	9337930 9343401 (R)
054	M/s. Al- Jabeen Est Ltd. Ahmed Manson, Road No. 4 28/B, Dhanmondi, Road – 1, Dhaka-1205	Mr. A.K.M. Abdul Mannan Managing Director	9664183 508316 508401 508902 (R)	8616265
055	M/s. Al-Jahangir Establishment Dar-us-Salam Arcade Room No 11, (3 rd floor), 14 Purana Paltan, Dhaka-1000	Mrs. Jahanara Begum Proprietor	9558064 8317567 (R)	
056	M/s. Al-Jajira International 57, Nayapaltal (G-floor) Motijheel, Dhaka-1000	Al-Haj M.A. Qashem Proprietor	9330822 9334862 011-857131	9339974
057	M/s. Al-Khamis International 120 DIT Extension Road (2 nd floor) Fakirapool, Dhaka-1000	Mr. Md. Farid Ahmed	411411 8322386 239534 (R)	8322386
058	M/s. Al-Maher International Ltd. 61, Science Laboratory Road (1 st floor), Dhanmondi, Dhaka-1205	Mr. Mohammed Nurul Haque Panu Managing Director	8611220 8619461 017527557 8619461 (R)	8619461
059	M/s. Al-Mahmud Trade International 99 Karim Chamber Motijheel C/A, Dhaka-1000	Mr. Abdur Rahman Proprietor	9560745 9560686 406277 (R)	9560686
060	M/s. Al-Mamun Overseas 40/41, Sufia Manson, Taltala, Sylhet	Mr. Masnur Rahman Sardar Proprietor	713655 713455	713455
061	M/s. Al- Manarat Overseas 89 Bijoy Nagar (2 nd floor) Aziz Co-operative Market, Dhaka.	Mr. Md. Ali Hossain Proprietor	9667732 9552708 017-530421	8313510
062	M/s. Al-Mansur Air Service 89 (12/B, New) Bijoy Nagar Aziz Co-operative Market, Dhaka.	Mr. Mansur Ali Khan Proprietor	9333923 9559622	721055 9559622
063	M/s. Al- Marjuq Overseas Ltd. 35 Bijoy Nagar, Dhaka-1000	Mr. Enamul Hoq Managing Director	8313243 414002 8614567 (R)	8313243
064	M/s. Al-Marwah Overseas 120 DIT Extension Road Dhaka-1000	Mr. Payer Ahmed Patwari Managing Director	412116 415738 9342010 (R)	938465
065	M/s. Al-Masud International 145, Airport Road Super Market Room No 43-44, (G-floor) Tejgaon, Dhaka-1215	Al-Haj A.K.M. Masudur Proprietor	324649 017-537712	
066	M/s. Al-Mobarak International 147/3, DIT Extension Road (3 rd floor) Fakirapool, Dhaka-1000	Mr. Md. Mobarak Ali Proprietor	9338542 011-867709	8318568

No.	Name & Address of Agencies	Name & Designation of Holder	Phone No.	Fax No.
067	M/s. Al-Mojeel International 671/4, Jahabox Lane Bara Maghbazar, Dhaka-1217	Mr. Sultan Mohammad Kamaluddin Proprietor	8322854 406202	9342567
068	M/s. Al-Mokhles Trade International 167/21, Motijheel Circular Road Hotel Eden Building (Arambagh) Dhaka-1000	Mr. Mokhlesur Rahman Proprietor	9352914 9331189 8013495 (R)	9352948
069	M/s. Al-Nadia Overseas House No 25, Road No. 1, Block – I , Banani, Dhaka-1213	Mr. A.H.M. Mahmud Managing partner	8812809 607150 8821329 (R)	8812809
070	M/s. Al-Nahal Trading 134, DIT Extension Road Fakirapool, Dhaka-1000	Mr. Mohammad Abdul Mannan Proprietor	9331394 9340981	8322081
071	M/s. Al-Najah Overseas 71, Motijheel C/A, (3 rd floor), Dhaka-1000	Mr. Md. Abul Khair Sarkar Proprietor	9559473 018-214732 418242 (R0)	
072	M/s. Al-Noor- International 120 DIT Extension Road Fakirapool, Dhaka-1000	Mr. Mohamman Abu Bakar Siddique Managing Partner	404898 018-215309 9331582	8318937
073	M/s. Al-Orchard International 71, Naya paltan (VIP Road) Motijheel, Dhaka-1000	Mr. Mohammad Faruque Proprietor	8318901-10 8318751 8312228 (R)	8315342 8311962
074	M/s. Al- Purbasha Enterprise House No. 36, Road No- 12 Block – E, Banani, Dhaka-1213	Mr. Md. Washiul Kabir Proprietor	018-229842	
075	M/s. Al-Qayum International 94, Kazi Nazrul Islam Avenue Kawran Bazar, Dhaka.	Mr. A.N.M. Elias Chwodhury Proprietor	9129603 91201135 8115058 (R)	8318928
076	M/s. Al-Rabeta International 335, Tongi Diversion Road Moghbazar, Dhaka-1217	Khandakar Harun-ur-Rashid Ex.MP Proprietor	9330638 9330844 9350763 (R)	8318928
077	M/s. Al-Rafi Trade International 14 Fakirapool (1 st floor), Dhaka-1000	Kazi Manzar –e- Alam Proprietor	9347316 405332	
078	M/s. Al-Rayat International 48/1, Motijheel C/A, Dhaka-1000	Mr. Farid Uddin Ahmed Proprietor	605491 (Re1) 8917088 (R)	
079	M/s. Al-Rayhan International Plot no. 15, Barun Bhaban Gulshan-2, Dhaka.	Mr. Mohammad Ali Akbar Proprietor	9880888 8822570 019-520535	8822570
080	M/s. Al-Rafat International 167/22, Motijheel Circular Road Dhaka-1000	Howlader M.A. Satter Managing Director	8314436 8316647 9801952 (R)	8316647
081	M/s. Al-Safa International 808/A, Mehadibagh Road Dampara Kotwali, Chittagong	Sheikh Mohammad Nizamul Hoque Proprietor	623237 634570 (R)	610004 (Req)
082	M/s. Al-Salam Overseas 12 Bijoy Nagar North South Road, Dhaka-1000	Mr. M.A. Salam Proprietor	9555697 9340932 (R)	8315942
083	M/s. Al-Salim Overseas Agency 89 Bijoy Nagar (3 rd floor) Aziz Co-operator Market, Dhaka	Mr. M.A.H. Mazumber Salim Proprietor	9563846 9555800 9352851 (R)	9563344
084	M/s. Al-Samit International Ltd. House No. 18, (1 st floor) Road No. 10, Gulshan-1, Dhaka.	Mr. Ashraf Aziz Managing Director	8810405 8810408 8013172 (R)	8823905
085	M/s. Al-Sarwar Overseas 53, Purana Paltan (1 st floor) Motijheel, Dhaka-1000	Mr. Md. Abdus Sobhan Proprietor	9569555 9561743 8318283 (R)	9562565

No.	Name & Address of Agencies	Name & Designation of Holder	Phone No.	Fax No.
086	M/s. Al-Shupto Overseas 60 Naya paltan, Motijheel, Dhaka-1000	Mr. Md. Mizaur Rahman Proprietor	9337236 017-526432 081-215189	9337236 9350662
087	M/s. Al-Sikder International 9/C, Motijheel C/A, Dhaka-1000	Mr. Md. Ismail Sikder Proprietor	9564592 9667955 9554014 (R)	9564592
088	M/s. Al-Sound Overseas 50 DIT Extension Road, Fakirapool, (Eastern View (2 nd floor), Dhaka-1000	Mr. Md. Jahangir Alam Proprietor	9336818 9333949 018-220839	8317506 9333949 9336818
089	M/s. Al-Taief International 2F,/68-69, Polwel Super Market Naya paltan, Dhaka-1000	Mr. Mohammad Abdur Rashid Proprietor	411397 419405 417816 (R)	9565506
090	M/s. Al-Tarek International 50 DIT Extension Road Eastern View room no 4-5/2 Naya Paltal , Motijheel, Dhaka-1000	Mr. Md. Ismail Hossain Managing Partner	9334780 8618675 (R)	8322684
091	M/s. Al-Tayak International Ltd 147, DIT Extension Road Fakirapool, Motijheel, Dhaka-1000	Mr. Md. Faroque Hossain Khan Managing Director	9350226	8316940 (Req)
092	M/s. Al-Thihama Establishment 293 Inner Circular Road Fakirapool, Dhaka-1000	Mr. Mohammad Abdul Mumin Chowdhury Proprietor	9338535 9338548 8813334 (R)	9338548
093	M/s. Al-Wasi International House No. 72, Road No. 11 Block –D, Banani, Dhaka-1213	Mr. Saijad Shahnawaz Ahmed Managing Partner	8828122 8822691 8822073 (R)	8810874
094	M/s. Al-Zubaidi International 15/16 Zilla Parishad Super Market Kotwali, Chittagong	Mr. Mohammad Alim Uddin Managing Partner	613309 634796 (Ctg) 9337326	610110
095	M/s. Al-Zuman International 2/F 59, Polwel Super Market Nayapaltan, Dhaka-1000	Mr. Mohtasim Billah Proprietor	9331881 405831 8316017 (R)	8316456
096	M/s. Al-Zurf International 27/11/3-C, Topkhana Road, Dhaka	Mr. Mohd. Abdul Mannan Executive Partner	9554914 9563597	8315327
097	M/s. Aman Enterprise 13-14/1, Mitali Manson, Zinda Bazar, Sylhet	Mr. Md Aman Uddin Proprietor	718014 714325 713812 (R)	718014
098	M/s. Aman Overseas 111/112, Gulshan Shopping Centre (2 nd floor) Gulshan-1, Dhaka-1212	Mr. Md. Aman Uddin (Aman) Proprietor	9886746 9883869 018-225723	9883869
099	M/s. Amity Tours & Trade Int'l Ltd. 147 Motijheel C/A, Sultan Building (G- floor), Dhaka-1000	Mr. Shahadat Hossain Managing Director	9562264 8315376 (R) 417360	9652264
100	M/s. Anika Industrial Enterprise House No 155, Road No-1, Block –A, Section-12 Pallabi, Mirpur, Dhaka.	Al-Haj A.K.M. Moazzem Hossain Managing Director	8011029 9007868 9006941 8011729 (R)	8013786
101	M/s. Anika Overseas Ltd 12/3, Tajmohal Road Mohammedpur, Dhaka-1207	Mr. Masudur Rahman Managing Director	600368 8814264-5	9883972
102	M/s. Arab Bengal Overseas 336 Station Road, (Golden Inn Bidg) Chittagong	Al-Haj M.S. Alam Managing Partner	615858 (Ctg) 615638 (Ctg) 406046(Dac) 636684 (R)	610292 (Ctg) 8317101 (Dac)

No.	Name & Address of Agencies	Name & Designation of Holder	Phone No.	Fax No.
103	M/s. Arabian Gulf Associate Co. Ltd. 97 DIT Road, Malibagh Chwodhury Para, Dhaka01219	Mr. Jamal Uddin Ahmed Managing Director	417072 8317463	8313244
104	M/s. Aroma International Azad Centre (3 rd floor) 55 Purana Paltan, Dhaka-1000	Mr. Mohammad Solaiman Chowdhury Managing Partner	9560777 018216721	9565506
105	M/s. Asha International 124 DIT Extension Road Fakirapool, Dhaka-1000	Mr. Norendra Kumar Dash Proprietor	405088 406782	
106	M/s. Asia Continental Group (BD) Eastern View (6 th floor) 50 DIT Extension Road, Dhaka-1000	Mr. Lokman Shah Proprietor	9559287 9666011	9551919
107	M/s. Asia Dragon Trading Co. 30 Malitola Road, Dhaka	Mr. Mohammad Sharif Hossain Proprietor	9557214	9559738
108	M/s. Atlanta Enterprise Overseas Sena Kalyan Bhaban Roon No 1707, Floor- 17 195 Motijheel C/A, Dhaka-1000	Mr. Md. Omar Farooque Bhuiyan Managing Director	9553271 9562621 8825367 (R)	8613750
109	M/s. Aviate International Ibrabim Manson (2 nd floor) 11 Purana Paltan, Dhaka-1000	Mr. Mohd. Nurul Amin Proprietor	9554639 9667990	9562495
110	M/s. Azam Enterprise 91, Kazi Nazrul Islam Avenue (3 rd floor) Kawran Bazar Tejgaon, Dhaka.	Mr. Khandoker Kudrat-e-Azam Proprietor	9114171 9125988 604676 (R)	9131601
111	M/s. Azam Overseas 58/E, Kemal Ataturk Avenue Banani, Dhaka-1213	Mr. Mohd. Safiul Azam Proprietor	600866 8810826 9886959 (R)	8810535
112	M/s. Azim Mannan Limited Scout Bhaban (3 rd floor) 70/1, Inner Circular Road Kakrail, Dhaka –1000	Mr. M.F. Azim, M.P. Managing Director	9331119 9332339 8812698 (R) 8823642 (R)	8312964
GROUP – B				
113	M/s. B.A. Associates 40/3, Inner Circular Road Naya Paltan (2 nd floor), Dhaka-1000	Mr. Md. Hadayat Ahmed Managing Partner	9353564 9342125 9337906 (R)	9342125
114	M/s. B.D. Associate & Co. 4 Dilkusha C/A, BSS Bhaban (3 rd floor), Dhaka-1000	Mr. Md. Habib Ullah Proprietor	9560824 9561682 8116289 (R)	9563646 8116289
115	M/s. Babylon Bangladesh Ltd. Nahar Manson (2 nd flroo) 150 Motijheel C/A, Dhaka-1000	Mr. Mia Imdadul Hoque Managing Director	9567100 8612050 (R)	9565392
116	M/s. Balaka Trade International Ltd 89 (12-B, new), Aziz Co-operative Market, Bijoy Nagar, Dhaka-1000	Mr. Zahuml Hoque (Mostak) Managing Director	8828379 8828379 (R)	
117	M/s. Banani Overseas Ltd Hose No. 99, (G-floor), Road no. 13 Block # D, Banani, Dhaka-1212	Mr. Md. Abdul Quddus Managing Director	9886991 9886895 9341798 (R)	887191
118	M/s. Bangladesh Consortium Ltd 48, Dilkusha C/A, Dhaka-1000	Mr. Sajedar Rahman Khan Director	9551431 9558849 8613007 (R)	9564354
119	M/s. Banglar Progoti Ltd 143/1, New Baily Road Ramna, Dhaka-1000	Engr. Emdad UI Haq Managing Director	8311323 9344938 8311323 (R)	9344937 8312928

No.	Name & Address of Agencies	Name & Designation of Holder	Phone No.	Fax No.
120	M/s. Barakat International 115/23 Motijheel Circular Road (Opposite T& T College), Dhaka	Mr. Ibrahim Khalil Proprietor	9348229 418563 9569532 (R)	8316524
121	M/s. Barnali Corporation Ltd. 3/3, Purana Paltan, Soleman Court Dhaka-1000	Mr. Abdul Khaleque Bhuiya Chairman	9562197 018- 2243275	9565506 9565483
122	M/s. Bay Eastern Limited House No 08, Road No. 143 Gulshan (South), Dhaka-1212	Mr. Md. Mosharraf Hossain, M.P. Managing Director	8824321 600132-5 603358 (R)	8823702 606801 (R)
123	M/s. Bengal Consultants Ltd 346 Segun Bagicha, Dhaka-1000	Mr. Sirajul Hoque Proprietor	9330735 407797 605606 (R)	8313911
124	M/s. Bengal Gulf International 128, Motijheel C/A, Dhaka-1000	Mr. Seraj Uddin Ahmed Proprietor	9551134 9566417 8311116 (R)	9567423
125	M/s. Bengal Tigers Overseas Ltd House No 19, Road No. 08 Block –G Banani Dhaka-1213	Mr. Mohd. Zuad Ali Managing Director	9881531 8812616 8827348 898679 (R)	9882537
126	M/s. BESCO International 32 DIT Extension Road Naya Paltan, Dhaka-1000	Mr Aftabuddin Ahmed Managing Director	9332887 8314472 606510 (R)	9335483
127	M/s. BETA Overseas 165, DIT Extension Road, Dhaka-1000	Engr. Md. Rafuquul Ahsan Proprietor	9340119 8311937 8317619 (R)	8311937 8829109
128	M/s. Bhuiyan Air International 62/1, Purana paltan (3 rd floor) Dhaka-1000	Mr. Abdul Kader Bhuiyan Proprietor	9558765 011-802251 9349369 (R)	9563230
129	M/s. Bigman Associates Ltd Bhuiyan Manson (2 nd floor) 75 Laboratory Road, Dhaka-1205	Mr. Mohd. Serajul Haque Managing Director	9666091-2 9343048 (R)	8617114
130	M/s. Binimoy International 40/3, Inner Circullar Road Naya Paltan, Dhaka-1000	Mr. M.A. Sobhan Bhuiyan Managing Partner	8313528-9 8317643 9333203 (R)	9347417
131	M/s. Biplob International H-64/7, New Airport Road Amtoli, Mohakhali, Dhaka-1212	Khwaja Md. Ashraf Uddin Proprietor	9882775 8814882-3	8822180
132	M/s. Birds Air Transport Ltd 9/9, Iqbal Road, Mohammadpur Dhaka-1207	Mr. Mustafa Anwar Managing Director	8114756 8116697 (R)	8116790
133	M/s. Bluestar Services House No 75, Road No 03 Block – F, Banani, Dhaka-1213	Major (Retd) M Taneem Hasan Proprietor	600090 608550-52 8823687 (R)	8823967
134	M/s. Bobby Associate 147, DIT Extension Road, Dhaka-1000	Mr. Ahmedur Rahman Mazumder Proprietor	9333562 417842 604313 (R)	8313763
135	M/s. Bon Voyage Travels & Overseas (Pvt.) Ltd. House No. 99 (1 st floor), Road No. 13 Blick – D, Banani, Dhaka-1213	Mr. AZM Hossain Khan Managing Director	9880381-2 600430 8915183 (R) 8917015 (R)	9880381
136	M/s. Bonanaza Overseas 73 Agrabad C/A, Bengal Ship House (1 st floor) Chittagong	Mr. Moin Uddin Ahmed Proprietor	720326 9885451 (Dac)	720327 8820316 (Dc)

No.	Name & Address of Agencies	Name & Designation of Holder	Phone No.	Fax No.
137	M/s. Brahman Baria Overseas 2-F/60 Polwel Super mMrket Naya Paltan Motijheel, Dhaka-1000	Mr. M.N. Huda Khadem Dulal Managing Director	9353792 9330806 017-533968	8316456
138	M/s. Bridge International Corporation 74, Dilkusha C/A, (1 st floor) Dhaka-1000	Mr. Salim Bhuiyan Proprietor	9564526 9563137 8823589 (R)	9564527
139	M/s. Bright International 115/23, Motijheel Cricular Road Dhaka-1000	Mr. Md Tayeb Ali Sarker Proprietor	9352041-2 8312854 (R)	8315395
140	M/s. Britain Trade System 3/F, Room No. 19, Polwel Super Market Inner Circular Road, Naya paltan Dhaka-1000	Khandakar Sadeque Rahman Managing Director	9334053	
141	M/s. Brothers Trading & Contraction 204, Shahid Sayed Nazrul Islam Sarani, Aziz Co-operative Bijoy Nagar, Dhaka-1000	Mr. Kamrul Hasan Managing director	9566670	9334763
142	M/s. Business Alliance 55/1, Purana Paltan GPO Box No. 2754, Dhaka-1000	Mr. Serajul Islam Proprietor	9569742 9560473 9872071 (R)	9562523 9567636
	GROUP – C			
143	M/s. Capital Agency Limited Rahman Chamber (1 st floor) 12-13, Motijheel C/A, Dhaka-1000	Mr. Mohammad Zaki Managing Director	9569249 9567082 408874 (R)	9560974
144	M/s. Career Overseas Consultants House No 25, Road No. 34 Gulshan –2, Dhaka-1212	Mr. Azharuddin Ahmed Proprietor	9881424 8812396	8826439
145	M/s. Casino Overseas (Pvt.) Ltd. 167/5, DIT Extension Road, Fakirapool, Motijheel, Dhaka-1000	Hajee Md. Mahbubur Rahman Managing Director	8315758 9334454 240101 (R)	
146	M/s. Catharsis International 69-71 Gulshan Shopping Centre (1 st floor) Gulshan, Dhaka –1212	Mr. Md. Ruhul Amin Proprietor	8828056 9886040 9887276 (R)	9886541
147	M/s. Celebrity International 54/B, Inner Circular Road Shantinagar VIP Road, Dhaka-1000	Mr. Mohd Abdul Hai Proprietor	9340886-7 8616844 (R)	8314147
148	M/s. Central Overseas 154 Motijheel C/A (Near WAPDA Building), Dhaka-1000	Hajee M.A. Razzaque Proprietor	9565409 9554253 9560868	9554253
149	M/s. Chadni Trade International 46, Kakrail, Dhaka-1000	Mr. Md. Faruk Miah Proprietor	9332289 8316349 8912584 (R)	8316349
150	M/s. Chalachal Overseas 27/11/3-A, Tokhana Road Purana Paltan, Dhaka-1000	Mr. Balayet Hossain Swapan Proprietor	9569448 9350603 (R)	9569448
151	M/s. Chittagong Overseas 40 Sadarghat, Chittagong	Mr. Mohammad Ali Chowdhury Proprietor	654772 651302 (R)	651302
152	M/s. Chowdhury Enterprise Shapla Bhaban, 49, Motijheel C/A Room No. 304 (2 nd floor), Dhaka.	Mr. Md. Moazzem Hossain Chowdhury Proprietor	9565076 9566890	9567729
153	M/s. City Air International 89 (12/B) Bijoy Nagar Aziz Co-operative Market, Dhaka	Mr. Md. Shamsul Huda Proprietor	9558416 9332937 (R)	8315224 9561628

No.	Name & Address of Agencies	Name & Designation of Holder	Phone No.	Fax No.
154	M/s. Columbia Trading Corporation 28/A-2/1, Toyenbee Circular Road DIT Extension Road, Motijheel C/A, Dhaka-1000	Mr. Mofizur Rahman Chowdhury Proprietor	8319105 9333170 8318092 8616081 (R)	8318092 9560830
155	M/s. Comet Overseas Ltd 1671-A, Motijheel Circular Road Motiheel, Dhaka-1000	Mr. Md. Noor Nabi Bhuiyan Chairman	9331291 9339971 (R)	9331291
156	M/s. Concern International House No. 17, Road No. 17 Block-D, Banani Model Town Dhaka-1213	Dr. H. B. M. Iqbal, M.P. Proprietor	8821145 601534 8822776 602489 (R)	8823126
157	M/s. Congratulation Express Int. Ltd. 115/23, Motijheel Circular Road Dhaka-1000	Mr. Md. Sadaque Managing Director	8316943 413949 414344 (R)	8316025
158	M/s. Cox's Bazar Overseas 3/3-B, Punara Paltan, Dhaka-1000	Mr. Md. Wahidul Alam Proprietor	9555289 9566577 9330197 (R)	9562522
159	M/s. Credit System House No. 44, Road No. 05 Block -G, Banani, Dhaka-1213	Mr. Md. Monir Hossain Proprietor	605527 9882774 804821 (R)	9882774
160	M/s. Crescent Travels 192, Fakirapool, Dhaka-1000	Mr. Mohammad Habibullah Managing Partner	8311066 638691 (Ctg) 622135 " (R)	
161	M/s. Cross World International Ltd. 204, Shaid Sayed Nazrul Islam Sarani, 89 Bijoy Nagar (2 nd floor) Dhaka-1000	Mr. Saleh Ahmed Managing Director	8314498	
162	M/s. Crown Trade International 50 DIT Extension Road Eastern View (2 nd floor) Naya Paltan, Dhaka-1000	Mr. Latful Hoque Faruqi Proprietor	9331104 9333164 9614970 (R)	9342465
163	M/s. Cupid Traders 16, Atish Dipankar Sarak Basabo (2 nd floor), Dhaka-1214	Mr. Swapan Kumar Paddar Proprietor	9331424 9340056 018227232	9334776
GROUP- D				
164	M/s. D.B.H. International 105, Fakirapool Malek Market (2 nd floor) Motijheel, Dhaka-1000	Kazi M.A. Karim Belal Proprietor	9347043 8322268 081-237392	8312268
165	M/s. Dacca Export 1/7, Block - B (1 st floor- West) Lalmatia, Dhaka-1207	Begum Feroza Khanan Proprietor	8116517	8116517
166	M/s. Daffodil International Ltd 120 DIT Extension Road Dhaka-1000	Mr. Md. Farook Ahmed Managing Director	9336796 408317 018-218977	9340830
167	M/s. Dahmashi Corporation House no 93, Road No. o4 Block - B, Baniani, Dhaka-1213	Mr. Enam Ahmed Chowdhury Proprietor	9569989 019-344322 9333151 (R)	9556418 9333151 (R)
168	M/s. Dallas Overseas 53/3, Naya Paltan DIT Extension Road (1 st floor) Dhaka-1000	Mr. Mohd. Anisur Rahman Proprietor	9336145 8321987 9336109 9336135 (R)	9336108 8314334
169	M/s. DATCO House - 57, Road - 1, Banani, Dhaka-1213	Dr. Moosa Bin Shamsheer Proprietor	9883392-6 606543 605964	8823524

No.	Name & Address of Agencies	Name & Designation of Holder	Phone No.	Fax No.
170	M/s. Decent Overseas 1 DIT Extension Road, Hotel Nurali Building, Fakirapool, Dhaka-1000	Mr. Md. Mizanur Rahman (Mizan) Managing Partner	8317989 419480	
171	M/s. Delta Trading Corporation Ltd 16 Motijheel C/A, 2 nd floor) Dhaka-1000	Lion Khorshed Alam Khahru Proprietor	9560951 9568123 9569868 9668030 (R)	9560269 8018253 (R)
172	M/s. Desert Life International 122 DIT Extension Road Fakirapool, Dhaka-1000	Mr. Md. Abdul Jalal Proprietor	9563623 9331273 (R)	9353623
173	M/s. Dhaka Overseas (Pvt. Ltd) House No. 24 (3 rd floor) Road No. 2, Block – L Banani, Dhaka-1212	Mr. Md. Nurul Akter (A. Ali) Managing Director	608215 608217 017-532089	
174	M/s. Diamond Enterprise (Pvt. Ltd.) Nirala Bhaban (1 st floor) 9/A, Toyenbee Circular Road Motijheel C/A, Dhaka-1000	Mr. Jamal Uddin Ahmed Managing Director	9556100 9561765 9334458 (R)	9561764
175	M/s. Dynamic Trade Syndicate 14/2, Topkhana Road Ansari Building (G-floor) Ramna, Dhaka-1000	Mr. Mohammad Habibulah Proprietor	9567569 9565323 9560327 8610135 (R)	9567568
	GROUP - E			
176	M/s.E. M. Enterprise 118, DIT Extension Road (3 rd floor) Fakirapool, Dhaka-1000	Mr. Md. Mahbub Alam Chowdhury Proprietor	9342516 9351408 018-224765	9351408
177	M/s. East – Land Network 115/23, Motijheel Circular Road Arambagh (1 st floor), Dhaka-1000	Mr. Ghulam Mustafa (Babul) Proprietor	9334582 9348137	9344431
178	M/s. Eastern Bay Bangladesh 1 No. Fakirapool (1 st floor) Nurani Hotel Building, Dhaka-1000	Mr. Md. Gias Uddin Proprietor	413592 9343389 9113926 (R)	9343389
179	M/s. Eastern Business Associate Ltd 67, Motijheel C/A, (3 rd floor) Club View, Dhaka-1000	Mr. Muhammed Nurun Nabi Managing Director	9569208 9118422 (R)	9118422 (Re)
180	M/s. Eastern Overseas H-79 New Airport road (1 st floor) Chairman Bari Banani, Dhaka-1213	Al-Haj Mohammad Selim Proprietor	9886238 8821801 605189 9871548 (R)	8829212
181	M/s. East-West Paradise 70/C, Purana Paltan Line (3 rd floor), Dhaka-1000	Al-Haj G.H.M. Hedayetullah Bhuiyan Proprietor	9337851 8318255 (R)	9562373
182	M/s. Elegants Overseas Ltd H-79, Block – B, (1 st floor) New Airport Road Chairman Bari, Banani, Dhaka-1213	Mr. Md. Abdur Rahman Managing Director	8829432 9882433 9350553 (R)	9882035
183	M/s. Elite Bunisess Associates 53/3, DIT Extension Road Naya Paltan, Motijeel , Dhaka- 1000	Mr. M. A. Arshad Proprietor	9350886 8319486 8317571 (R)	8319486
184	M/s. Emam Travels & Tours Ltd H- 95/3, New Airport Road (2 nd floor) Banani, Kakuli, Dhaka.	Mr. Mohammad Eshaque Managing Director	8824856 9884103 9870048 (R)	9885169

No.	Name & Address of Agencies	Name & Designation of Holder	Phone No.	Fax No.
185	M/s. Employment Promoters Company (EPCO) 49, Motijheel C/A, Dhaka-1000	Mr. Mohd. Mezanur Rahman Managing Director	9565219 9558654 9550764 9669062 (R)	9565038 (Attn. EPCO)
186	M/s. Enam International Plot No. 15 First Colony, Gabtali, Mirpur, Dhaka, Liaison Off: House – 30, Road No- 10, Block – A, Banani, Dhaka-1213	Mr. Mohammad Enamul Hoque Proprietor	9886345 9881087 8824847 9002924 (R)	8813896
187	M/s. Eureka Travels 132, DIT Extension Road Fakirapool, Dhaka-1000	Mr. Mojammil Ali Proprietor	9348578 417883 408293	9561122
188	M/s. Everest International Ltd 295, Inner Circular Road Motijheel, Dhaka-1000	Mr. Mostafa Sarwar Managing Director	8313573 418113 9344723 (R)	9351018
189	M/s. Exchange Promoters 32 Naya Paltan VIP Road (3 rd floor) Dhaka-1000	Mr. Ahmed Ali Proprietor	416546 9330148 411097 (R)	8318449
190	M/s. Export Overseas 3/1-I, Purana Paltan, North South Road, Bijoy Nagar, Dhaka-1000	Mr. Md. Golam Mustafa Proprietor	9562775 9559446 9125040 (R)	9562775
	GROUP- F			
191	M/s. F.M.Q. Establishment 48/1, Motijheel C/A, (4 th floor) Dhaka-1000	Mr. Al-Haj Abdul Hakir Proprietor	9558108 011-869019	9565197
192	M/s. Fahad International 26/2, Green Road Noor Hotel Building, Dhaka-1205	Al-Haj Md. Atiqul Islam Proprietor	9665948 506903 8115822 (R)	8115822 (Re)
193	M/s. Fahim Travels International 295 Inner Circular Road Fakirapool, Motijheel, Dhaka-1000	Mr. Ali Ahmed Proprietor	9353228 9338059 715366 (syl) 760613 (Re)	715366 (sy)
194	M/s. Fahmi International Ltd 10/2/1, Toyenbee Circular Road Motijheel C/A, Dhaka-1000	Mr. Abdul Latif Mazumder Managing Director	9552417	9564946
195	M/s. Faith Line International Co, Ltd 14 Purna Paltan, Dar-us-salam Arcade (2 nd floor), Motijheel, Dhaka	Mr. Md. Humayun Kabir Bhuiyan Managing Director	9552402 9554094	9554094
196	M/s. Fatah International 27/11-3-A, Topkhana Road, Dhaka	Mr. Md. Ruhul Amin Proprietor	9569716	9569716
197	M/s. Falcon International 12-B (old –89) Bijoy Nagar (2 nd floor) Aziz Co-operative Market, Dhaka.	Mr. Md. Nurul Alam Proprietor	9668068 018-219384	
198	M/s. Famex Trade Associates Ltd House No-7, Road No. 5 Block – I, Banani, Dhaka-1213	Mr. Azad Rahman Khan Managing Director	605119 9882519	9882519
199	M/s. Famira Overseas 8/2, Purana Paltan Shahid Syed Nazrul Islam Sarani Dhaka-1000	Mr. Muhammad Nakibul Islam Bhuiyan Proprietor	9667774 011-850462 9352286 (R)	8315367 8315306
200	M/s. Famous International 168 Shaheed Syed Nazrul Islam Sarani, Purana Paltan (Bijoy Nagar), Dhaka-1000	Mr. Shahab Uddin Ahmed Proprietor	9666991 9666514 9332314 9334782 (R)	8317656 9563524

No.	Name & Address of Agencies	Name & Designation of Holder	Phone No.	Fax No.
201	M/s. FAMS International 3/ 4 Purana Palatan (3 rd floor) Sabbir Tower, Dhaka-1000	Mr. Faruque-Al-Mahmud Managing Partner	9666176 9667810 017-534809	9558872
202	M/s. Farhan Aviation Services 53 DIT Extension Road (2 nd floor) Naya Paltan, Dhaka-1000	Mr. Mohd. Nurul Alam Proprietor	9341802 9352916 9339172 (R)	9341802
203	M/s. Federal Trading Corporation 60, Dilkusha C/A, (3 rd floor) Dhaka-1000	Mr. Nurul Amin Majumder Chairman & Managing Director	9567131 9551596 9332413 (R)	9561368
204	M/s. Ferdaus Overseas 11, Fakirapool, Inner Circular Road Motijheel C/A, Dhaka-1000	Mr. Md. Ruhul Ferdaus Miah Proprietor	9334717 418182 (R)	9336928 (of)
205	M/s. Five Star Overseas Services Ltd 89 (12/B-1, Bijoy Nagar, Aziz Cooperative Market (3 rd floor) Dhaka-1000	Mr. Neaz Mohammad Lutfur Kabir Managing Director	9564774 9560471 (R)	
206	M/s. Flower Trade International 70 Naya Paltan, Motijheel, Dhaka.	Mr. Mohd. Rafiqullah Proprietor	9339466 415311	8313995
207	M/s. Fly King International 147, DIT Extension Road (1 st floor), Fakirapool, Dhaka-1000	Mr. Md. Mahbulul Islam Managing Director	9347642 413052	9331500
208	M/s. 4 Site International Ltd 58, Shahid Tajuddin Ahmed Sharani Golden Plaza (1 st floor), Rasulbagh, Mohakhali, Dhaka-1212	Mr. Abdul Wahab Sikder Managing Director	8824895 8824880 (R)	
209	M/s. Fouzees 22, Dilkusha C/A, (G-floor), Dhaka.	Mr. Zarre Oman Proprietor	9564219	9564224
210	M/s. Friends Marine Agency 618 Nur Ahmed Road, Chittagong –4000	Al-Haj Emdad Ullah Managing Director	614993 619111 720788 (R)	619111
211	M/s. Friends Overseas 162, Shahid Syeed Nazrul Islam Saran 3/3B, (3 rd floor), Purana Paltan Dhaka-1000	Mr. Md. Hamidur Rhaman Azad Managing Director	9559481 9555145	9559481
212	M/s. Fuad International 78, Motijheel C/A, (5 th floor), Dhaka	Mr. Md Khorshed Alam Managing Director	9567428 019-385226	9561111
213	M/s. Fuleshwary Trade Int. Ltd 165 DIT Extension Road Naya Paltan, Dhaka-1000	S.M. Saiful Hoque (Mintoo) Managing Director	8311127 8315266 9560696	8315266
	GROUP-G			
214	M/s. G.M.P Trading House No 126, Road No 13 Block –E, Banani, Dhaka-1213, and 14/2, Paribagh, Sonargaon Road, Dhaka-1000	Mr. Golam Maula Managing Director	8826037 603617 8015081 (R)	8826037
215	M/s. G.P. International 14/2, Paribagh, Sonargaon Road Dhaka-1000	Mr. Md. Atiqullah Patwary Proprietor	9669406 8615359 8013402 (R)	9669406
216	M/s. General Trading Co. 89 Bijoy Nagar (1 st floor), Dhaka-1000	Mr. Md. Khaliur Rahman Proprietor	9552992 9569968 9664699 (R)	9554672
217	M/s. Gharib & Company 131, DIT Extension Road, Dhaka-1000	Mrs. Saleha Begum Proprietor	414008 416210 018-229905	8318568

No.	Name & Address of Agencies	Name & Designation of Holder	Phone No.	Fax No.
218	M/s. Global Manpower Corporation 119 Shantinagar, Dhaka-1217	Mr. M.M. Habibur Rahman Proprietor	9334823 8315938 8611785 (R)	9334578
219	M/s. Global Services Ltd House No 65, Road No-7, Dhaka Cantonment, Dhaka	Mr. Md. Shahjahan Bhuyan Managing Director	8827387	
220	M/s. God Gift International S.W. (G) –6, Gulshan Avenue – 1 Dhaka-1212	Mrs. Shadia Manzur Proprietor	8824813 8826706 9383950	9883178
221	M/s. Gold Hunt International Tariq Villa, 3, New Baily Road Dhaka-1000	Mr. Tariquul Islam Proprietor	411505 412332 406634 (R)	8314950
222	M/s. Golden Air International 147, DIT Extension Road Fakirapool, Motijheel, Dhaka-1000	Mr. Mohammad Anwarul Islam Proprietor	419567 410194	8312636 (R)
223	M/s. Golden Arrow Ltd House No. 15, Road No. 17 Blick – D, Banani, Dhaka-1213	Mr. Mohd Nazmus Sadat Chairman	9885970 9886356 8913445 (R)	9886356 8913445 (R)
224	M/s. Golden Hope Overseas Bhuiyan Manson (3 rd floor) 75, Laboratory Road, Dhaka-1205	Mr. Ali Akbar Khan Proprietor	9669040	9668622
225	M/s. Good Service Overseas Ltd 10/3/5, Toyenbee Circular Road (2 nd floor), Motijheel C/A, Dhaka.	Mr. Md. Abul Kalam Azad (Chunnu) Managing Director	9561834 017-561768	9568750
226	M/s. Great Eastern 165 DIT Extension Road Fakirapool, Dhaka-1000	Mr. M.A. Muhaimun Saleh Proprietor	8318718 9332765 603170 (R)	8316493
227	M/s. Green Land Overseas 333, Segunbagicha, Dhaka-1000	Mr. Mohd. Abdul Hye Proprietor	404509 9353315 8014777 (R)	8315966
228	M/s. Gulf Bangla International 87, Chatteshwari Road Chawkbazar, Chittagong	Al-Haj Mohammad Abdul Mannan Proprietor	618866 618867 613545 631168 (R)	610095
	GROUP- H			
229	M/s. H.A. International 28 Dilkusha C/A (4 th floor) Suite No. 403, Dhaka-1000	Md. Al-Haj Mr. Anower Hossain Proprietor	9565393 9565061	9554599
230	M/s. H.M. Enterprise 271/4, Malibagh, Dhaka-1000	Mr. M.Habibur Rahman Khan Proprietor	9008651 017538458 8313055 (R)	9569509
231	M/s. Haidory Trade International 32 DIT Extension Road Naya Paltan, Dhaka-1000	Mr. Syed Golam Sarwer Managing Partner	9332423 419716 8110784 (R)	8312653
232	M/s. Hamidia Recruiting Agency 293, Inner Circular Road Fakirapool, Dhaka-1000	Mr. Hajee Hamid Hossain Proprietor	418358 406949 (R)	
233	M/s. Hannan Brother 39, Naya Paltan (2 nd floor), Dhaka	Mr. Md. Nurulla Proprietor	9345110	9565506
234	M/s. Happy International 70 Naya Paltan Motijheel, Dhaka.	Mr. Hazi Mazidul Islam Proprietor	9331259	

No.	Name & Address of Agencies	Name & Designation of Holder	Phone No.	Fax No.
235	M/s. Haque International Company Amin Bhaban, House No. 86 (2 nd floor), International Airport Road, Banani, Dhaka-1213	Mr. Mohd. Enamul Haque Proprietor	605742 606685 607883 (R)	884836
236	M/s. Haramine Overseas Ismail Manson (3 rd floor) 9/H, Motijheel C/A, Dhaka-1000	Mr. Abdul Ghafur Proprietor	9551010 9565195 9567704 411778 (R)	9564747 9563878
237	M/s. Heaven Associates 61, Gulshan Shopping Centre (1 st floor) Gulshan-1, Dhaka-1212	Mr. Mohammad Noor Hossain Howlader Proprietor	9887058 9886462	8812239
238	M/s. Heaven Overseas Ltd 130 DIT Extension Road Fakirapool, Dhaka-1000	Mr. Shamim Ahmed (Ukil) Chairman	9338718 404634 8113367 (R)	8316940 8318568
239	M/s. Heeraq Barnali Overseas 16, Paribagh (2 nd floor) Sonagrong Road, Dhaka-1000	Mr. Abdul Aziz Proprietor	8619582 504046 (R)	
240	M/s. Heja International 3/3-B, Purana Paltan, Dhaka-1000	Mr. Md. Abdus Shakur Proprietor	9569628 9569711 9554845 508377 (R)	9562156
241	M/s. Hemel Air Service 116/1, DIT Extension Road Fakirapool, Dhaka-1000	Mr. Md Arfan Khan Proprietor	9345307 411561 9002706 (R)	
242	M/s. Highway International 147, DIT Extension Road (2 nd floor) Fakirapool, Dhaka-1000 Chittagong Off: 3, Sirajdaulla Road, Anderkilla, Chittagong	Mr. Mohd Abul Kalam Proprietor	9349010 011868110 634002 (R)	610792
243	M/s. Hoque Land Trade Int Ltd. 65, Dilkusha C/A, 3 rd Floor) Motijheel, Dhaka-1000	Mr. Mofizur Rahman Chowdhury Managing Director	9558515	9569686 9562384
244	M/s. Hoque Overseas Ltd House No. 41 Road No. 17 Block – B, Banani, Dhaka-1213	Mr. G.M. Fazlul Houque, M.P. Managing Director	601452 608138 608544 605454 (R)	8823411
245	M/s. Human Resource Development Centre, 31/E, Topkhana Road, Hotel Chand (G- floor), Dhaka-1000	Mr. Md. Sadequl Bari Khan Proprietor	9554792 9568898 8314316 (R)	9562653
GROUP – I				
246	M/s. Trade House no. 19, Road No. 22 Block –K, Banani, Dhaka-1213	Mr. A.K.M. Nazrul Islam Proprietor	8821889 8829382 9881920 017-533-16	8829292
247	M/s. Ideal Business Centre 37, Naya Paltan DIT Extension Road, Dhaka-1000	Mr. Mohd. Abdul Kadir Proprietor	9343653 417732 414834	8313467
248	M/s. Ima Enterprise Ltd 3/A, Kawran Bazar C/A, Hasne Tower (2 nd floor), Dhaka.	Mr. Mohd. A. Rouf Haider Managing Director	9886031-3 9126652-4 606660 (R)	8826346 8823773
249	M/s. Imperial Overseas Co. 2/2, RK Mission Road (2 nd floor) Dhaka-1203	Mr. Mohammad Shahjahan Proprietor	9552501 9125856 (R)	9568256

No.	Name & Address of Agencies	Name & Designation of Holder	Phone No.	Fax No.
250	M/s. Indo-Fima Bangladesh International 1/A, DIT Extension Road (1 st floor) Fakirapool, Dhaka-1000	Mr. S.M.A. Rahman Proprietor	8311682 8313264 8318362 9340520 (R)	8318262
251	M/s. Instance International Ltd 31/E, Topkhana Road, Dhaka-1000	Mr. Morshedul Ahsan Managing Director	9567884 9560706 8113735 (R)	9560706
252	M/s. Interflow Limited 7/2, New Eskaton Road (1st floor), Dhaka	Mr. M. Waliullah Managing Director	404979 9332779 507776 (R)	
253	M/s. Intimate Business Associate House No. 99, Road No. 13 Block – D, Banani, Dhaka-1213	Mr. A.K.M. Mohiuddin Proprietor	600255 9127957	
254	M/s. Irving Enterprise 115/116, Motijheel C/A, Adamjee Court (Annex), Dhaka-1000	Mr. H.B.M. Lutfur Rahman Proprietor	8827995 601873 9881167 (R)	9564720
255	M/s. Islamia International 1 Fakirapool, DIT Extension Road Dhaka-1000	Mr. Alauddin Ahmed Proprietor	9341084 8311151 9340922 415702 (R)	8315201
GROUP - J				
256	M/s. J & J Trade International 89, Aziz Co-operative Market (12/B-New) 2 nd floor, Bijoy Nagar Dhaka-1000	Mr. Mohammad Jahangir Alam Proprietor	416553	8319937
257	M/s. J. R. Aviation Service 167/2A, Motijheel Circular Road Hotel Eden Building (G- floor) Dhaka-1000	Mr. Muzammel Hoque Bhuiyan Proprietor	9333694 8312374 8315529 8317743 (R)	9341396
258	M/s. Jaber International 29-31 Borkatia Super Market Amberkhana, Sylhet	Mr. Md. Nurul Islam Khalil Proprietor	716978 712953 (R)	
259	M/s. Jafar International 27 Naya Paltan (2 nd floor) VIP Road, Dhaka-1000	Mr. Md. Jahid Hossain Proprietor	8319175 8315960 9338455 (R)	
260	M/s. Jahan Overseas 59/3/1, Purana Paltan, Dhaka	Mr. Jahangir Alam Chowdhury Proprietor	9349945 9002380 (R)	
261	M/s. Jahara International Co-operative Book Society Building 922, Niaz Monzil Jubilee Road, Chittagong	Mr. Nurul Amin Proprietor	618781 638458 613209 (R)	
262	M/s. Jams Travel's & Tour's 130 DIT Extension Road Fakirapool, Dhaka-1000	Mr. Md. Mosharref Hossain Proprietor	8316203 8317807 9130730 (R)	8317807
263	M/s. Jamuna Overseas Ltd 53/3, DIT Extension Road Naya Paltan, Dhaka-1000	Mr. Md. Delwar Hossain (Dulal) Managing Director	406201 233778 (R)	9331151
264	M/s. Jan Overseas 6/C/2, Segunbagicha (Topkhana) Dhaka-1000	Engr. Mr. Jane Alam Proprietor	9562133 9569385 017532259	9562133
265	M/s. Janata Travels Ltd 64, Dilkusha C/A, Dhaka-1000	Mr. Md. Akram Hussain Managing Director	9552298 9331979 405666 (R)	8313767 8313570 (R)

No.	Name & Address of Agencies	Name & Designation of Holder	Phone No.	Fax No.
266	M/s. Javed Overseas 132 DIT Extension Road Hotel Bokshi (1 st floor) Fakirapool, Motijheel, Dhaka-1000	Mr. Javed Hossain Proprietor	408965 9352970 017525492 411706 (R)	9352970
267	M/s. Jems Trade International Sabbir Tower (2 nd floor) 3 / 4 Purana Paltan, Dhaka-1000	Mr. Md. Zaid Hossain (Javed) Managing Partner	9569345 017-538207	9340879
268	M/s. Job Finders 71/A, College Road Chawk Bazar, Chittagong Dhaka Office: 122 DIT Extension Road (3 rd floor), Dhaka-1000	Mr. Mohd. Nazrul Islam Proprietor	613619 (ctg) 613397 (") 9337326 (Dc) 670567 (R)	9337326
269	M/s. Jonaki Enterprise 6, DIT Extension Road, Dhaka- 1000	Mr. Saidul Hoque Managing Partner	9553662 9555971 417460 (R)	9565536
270	M/s. Joy Overseas Ltd 47, Dilkusha, Jaman Chember (G- floor), Dhaka-1000	Mr. Md. Ismail Hossain Managing Director	9561097 9569232 9348387 (R)	9569142
271	M/s. JSS Development Co. Ltd 58, Kemal Ataturk Avenue Banani, Dhaka-1213	Mr. Sarwar Huda Managing Director	9881836 9883187	8828554
272	M/s. Just Way Aviation 123/9, New Kakrail Road Mawban Super Market, (G-floor) Shantinagar, Dhaka-1000	Mr. Md. Humayan Kabir Managing Director	83121157 9336379 418441 (R)	9336379
GROUP- K				
273	M/s. K.Trade Overseas Khaled Mansion 108/11, Islampur Road, Dhaka	Mr. Md. Shawkat Ali Bhuiyan Proprietor	8827784 8821438 8821438 (R)	8823533
274	M/s. K.S. Enterprise 147 DIT Extension Road Fakirapool, Dhaka-1000	Mr. Md. Shamsul Hoque Managing Partner	8311599 9330936 327448 (R)	
275	M/s. Kabir Bothers 71, Motijheel C/A, Dhaka-1000	Mr. Ehasn Kabir Proprietor	9552882 9550387	9552882
276	M/s. Kabir Enterprise 47, Banani Commercial Area (1 st floor) Road No .17, Banani, Dhaka-1213	Mr. A.H. M. Golam Kabir Proprietor	8822327 8821757 604793 8917048 (R)	8822948
277	M/s. Kader International Eastern View, 50 DIT Extension Road, Naya Paltan, Dhaka-	Mr. Mohd Abdul Bari Proprietor	8318270 9563552 (R)	8318270
278	M/s. Kazi Air International 40/1, Inner Circular Road Naya Paltan, Dhaka-1000	Kazi Mohd. Mofizur Rahman Proprietor	404381 404381 9330756 9330345 8321910 (R)	8315946
279	M/s. Kazi International House No 29, Road No 9 Block – G, Banani, Dhaka-1213	Kazi A.T. M. Anisur Rahman Bulbul Proprietor	8827984 8015830 (R)	
280	M/s. Khaled International 131, DIT Extension Road Fakirapool, Dhaka-1000	Mr. Mohammad Aminul Haque Proprietor	9351776 245976 (R)	8318937
281	M/s. Khan & Brothers 92, Motijheel C/A, (G-floor), Dhaka-1000	Mr. Md. Liaquat Ali Khan Proprietor	9567211 9553097 9884090 (R)	9561448

No.	Name & Address of Agencies	Name & Designation of Holder	Phone No.	Fax No.
282	M/s. Khawaja Paribahan Sangsta 167, Circular Road, Eaden Building, Motijheel C/A, Dhaka-1000	Mr. Shah Alam Proprietor	416347 8317888 416604 (R)	8318501
283	M/s. Kings Trade International Ltd 74/1, Kakrail, Dhaka-1000	Mr. Firoz Ahmed Managing Director	413682 413097 405424 (R)	8318096
284	M/s. Kismat Trade International 64/4, Kaya Paltan (4 th floor) Motijheel C/A, Dhaka-1000	Mr. Md. Mosharraf Hossain Proprietor	414139 9349385 (R)	
285	M/s. Kiswa Enterprise House No. 56, Road No. 11 Block – F, Banani, Dhaka-1213	Mr. Md. Osman Gani Proprietor	8813278 9884652 9349108 (R)	8827989
286	M/s. Korban International (BD) Ltd 147, DIT Extension Road, Dhaka.	Mr. K.M. Faruque Hossain Managing Director	934266 416812	
287	M/s. Kota Bangladesh Co. Ltd House No 50, Road No. 3 Gulshan –1, Dhaka-1212	Mr. Md. Monzur Morshed Managing Director	8814214 8827531 600110 9342934 605215 (R)	8823761
288	M/s. Kushiara Trading International Ltd 89 (12/B) Bijoy Nagar Aziz Co-operative Market (3 rd floor) Dhaka-1000	Mrs. Khodaja Begum Managing Director	9569257 9332927 (R)	9561628
289	M/s. KYK Traders 15/A, Purana Paltan (2 nd floor) Motijheel, Dhaka- 1000	Mr. Karim Yusuf Proprietor	9565556 9569512	8318062
	GROUP- L			
290	M/s. L.P. International 120 DIT Extension Road Fakirapool, Dhaka -1000	Mr. Ashok Kumur Dev Proprietor	9346474 011-864034	9346474 8319654
291	M/s. Labbaik International Salam Mansion, 165, DIT Extension Road, Fakirapool, Dhaka-1000	Al-Haj Jamal Uddin Ahmed Mollah Proprietor	9350668 409964	
292	M/s. Landmark Network 133/2, New Baily Road (3 rd floor) Dhaka-1000	Mr. Shahidul Hoque Proprietor	9342648 9343147 9331125 (R)	9341310
293	M/s. Leza Overseas Ltd Karim Chamber 99 Motijheel C/A, Dhaka-1000	Mr. Md. Seraj Miah Managing Director	9565920 9558157 9331676 (R)	9565920
294	M/s. Link Persons Int'l Ltd House No. 88 Road No. 13/A Block –D, Banani, Dhaka-1213	Mr. Mohammad Furkan Uddin Managing Director	8824415 8810550 9126843 (R)	8823984 9115555 (R)
295	M/s. Link Up International Ltd T.C.B. Bhaban, Room No. 2, Kawran Bazar, Dhaka-1000	Mr. Khaja Ahmed Rahman Managing Director	9129981 9332895 (R)	
296	M/s. Lord Travels 165, DIT Extension Road Fakirapool, Dhaka-1000	Mr. Kazi Kamal Ahmed Proprietor	9330870 9332969 8014410 (R)	8317162
297	M/s. Lotus Trading 40/1/D, Inner Circular Road Naya Paltan, Dhaka-1000	Mr. Md. Sherajul Islam Proprietor	9347998 9661028 (R)	9350662
298	M/s. Lubna Overseas 10/2/1, Toyenbee Circular Road (1 st floor) Motijheel, Dhaka-1000	Mr. Md. Badsha Miah Proprietor	9551745 900 8339 (R)	9561827

No.	Name & Address of Agencies	Name & Designation of Holder	Phone No.	Fax No.
299	M/s. Lucky International 120 DIT Extension Road Fakirapool, Dhaka-1000	Mr. Dr. Nirranjan Sen Managing Partner	9352368 410656 018-228237	8315396
	GRUOP – M			
300	M/s. M.A. Aziz Trading Corporation 145/17, Airport Road Super Market (2 nd floor) Tejgoan, Dhaka-1000	Mr. Md. Easin Miaji Proprietor	9117712 9131593	
301	M/s. M.M. Trade International Co. 133/2, New Baily Road (2 nd floor) Dhaka-1000	Mr. Masumul Hoque Managing Director	418761 9339421 416518 (R)	9339421
302	M/s. M.R.T International 34, Purana Paltan (4 th floor) Dhaka-1000	Mr. Mohammad Delwar Hossain Proprietor	019-341891 9118659 (R)	
303	M/s. Mass Trade International 11, Fakira pool, Al-Belal Building Motijheel Inner Circular Road Dhaka-1000	Mr. Md. Saidur Rahman Mohsin Managing Director	9334158 9336804 9554369 (R) 011-854368	8312745 211014
304	M/s. MAB Associates 16 Paribagh, Sonargaon Road (2 nd floor), Hatirpool, Dhaka- 1000	Mr. Md. Abul Barakat Bhuiyan Proprietor	8612740 8212616 (R)	8612740
305	M/s. Madani Travels 3/3-C, Bijoy Nagar, Dhaka-1000	Mr. Mohammad Shamsuzzaman Proprietor	9352091-2 419015 8828440 (R)	8315361
306	M/s. Madina Overseas 165 (Old), 47 (New) DIT Road (3 rd floor) Fakirapool, Motijheel, Dhaka-1000	Mr. Masir Uddin Mojumder (Siraj) Proprietor	9336554 9334887 9337640 (R)	9336554
307	M/s. Magnet Overseas Road No. 7B, House No. 59 Block –H, Banani, Dhaka-1213	Mr. Moklasur Rahman Proprietor	605348 9569901 011-857897	8810840
308	M/s. Mahub International Agencies 476/B, DIT Road Malibagh, Dhaka-1217	Ahmedur Rahman Proprietor	9351368 9350265 419999 (R)	8318585 8311481 8313244
309	M/s. Makka Tours Travels 126, Motijheel C/A, Dhaka-1000	Ln. Al-Haj M.A. Rashid Shah Samrat Proprietor	9565475 9562080 9563709 018-231481	9568826 9667901
310	M/s. Malay Trade Int'l Ltd House No. 42, Road No. 15-D Banani, Dhaka-1213	Mr. Md. Shajedur Rahman Mullah Managing Director	9668151 8822438 018-223027	8313824
311	M/s. Mamun Enterprise 60, Naya Paltan Motijheel, Dhaka-1000	Mr. Mamunur Rashid Proprietor	9334845 9352912	9352912
312	M/s. Man Power Services 39, North Chasara Narayangong	Mr. Arif Morshed Pathan Proprietor	9554520 9712835 (R)	9556906
313	M/s. Manco Overseas 16, Dirlusha C/A, (3 rd floor) Dhaka-1000	Mr. Md. Sirajul Islam Proprietor	9561625 9569814 9559319 9349619 (R)	9569814 8319574
314	M/s. Manexco International 12 Dilkusha C/A, (7 th floor) Dhaka-1000	Mr. Haroon-or-Rashid Proprietor	9559888 9667190	9550099

No.	Name & Address of Agencies	Name & Designation of Holder	Phone No.	Fax No.
315	M/s. Man-Link (BD) Ltd. 11/2, Toyenbee Circular Road Malek Chamber, Motijheel C/A, Dhaka-1000	Mr. Dalil Uddin Ahmed Managing Director	9550830 9667133 9871581 (R)	9667133
316	M/s. Manpower Asia 51 Motijheel C/A, Dhaka-1000	Mr. Kafil Uddin Khan Proprietor	9550637 9560852 601208 (R)	9565039
317	M/s. Mareya Overseas 146/1, Siddique Bazar, Dhaka-1000	Mr. Md. Muslem Uddin Proprietor	9558676 9667327 9335829 (R)	
318	M/s. Mark Overseas House No. 43 (Matin Mansion) Road No- 17, Banani, Dhaka-1213	Mr. Md. Ariful Rahman Proprietor	9882969 605898	8810978
319	M/s. Maruf International 6, DIT Avenue, Sabbir Court (1 st floor), Motijheel, Dhaka-1000	Mr. Md. Wahidurzzaman Proprietor	9567783-4 018-212372	9567782
320	M/s. Marvellous Trading Int'l Ltd 45/1, Purana Paltan, Dhaka-1000	Mr. Md. Shahab Uddin (Sabu) Managing Director	9558371 9666269 018-227284	9551333
321	M/s. Mary Gold International 48/1/A, Purana Paltan (3 rd floor) Dhaka-1000	Mr. Sharif Md. Shafiullah Proprietor	9568814 9004813 (R)	
322	M/s. Mascot International Ltd House No. 96, New Airport Road Banani, Dhaka-1213	Mr. Almas Khan Managing Director	8826174 98011358 9116136 (R)	8826174
323	M/s. Matco Enterprise Plot No. 3, Rob Bhaban (1 st floor) Gulshan Circle –2, Dhaka-1212	Mr. Md. Shafique Rahman Proprietor	8810464 9881005	8822307
324	M/s. MCO Trading International Ltd 167/26, Motijheel Circular Road Motijheel, Dhaka-1000	Mr. Chowdhury Monirul Islam Managing Director	9884200 601299 9125529 (R)	9886951 9125529 (R)
325	M/s. Meghna Overseas 6 Rajuk Avenue Sabbir Court (3 rd floor) Motijheel, Dhaka-1000	Mr. Md. Azizul Hoque Managing Director	9559050 9563134 8014351 (R)	8014351 (R)
326	M/s. Mehdi International Rob Super Market, Plot No.22 Room No. 384, (G- floor) Gulshan (North) C/A, Dhaka-1212	Mr. Md. Shafiul Basher Patwary Proprietor	9882655 018-218461	9880954
327	M/s. Meridian International (Pvt. Ltd.) House No. 23, Road – 24, Gulshan, Dhaka-1212	Mr. Md. Tasaddaq Hussain Managing Director	8823851 8824848 8011255 (R)	8829109
328	M/s. Metro Trade International 48/1, Motijheel C/A, (3 rd floor) Dhaka-1000	Mr. Md. Nazrul Islam Proprietor	9559397 9553638 9800415 (R)	9559397
329	M/s. Metropolitan International 45/A, Naya Paltan Motijheel Thana, Dhaka-1000	Al-Haj Mohammad Tajul Islam Proprietor	9336068 8314465	9336068
330	M/s. Meum Overseas Plot No. 3, Rob Bhaban (1 st floor) Gulshan Circle – 2, Dhaka-1212	Mr. Md. Mahbubur Rahman Proprietor	9881005 9885766 8913316 (R)	8822307
331	M/s. Micro Export House House- 86, Amin Bhaban Zia International Airport Road Kakoli, Banani, Dhaka-1213	Mr. Mostafa Mahmud Proprietor	018-225909	8828688

No.	Name & Address of Agencies	Name & Designation of Holder	Phone No.	Fax No.
332	M/s. Middle East Trede Int. 42, Topkhana Road Pritom Bhaban, Dhaka-1000	Mrs. Taslima Khatun Proprietor	9559976 8913627 (R)	9559976
333	M/s. Midland International House No. 89, Road No. 6 Block – C, Banani, Dhaka-1213	Mr. Md. Abdul Halim Proprietor	606443 8821386	8821386
334	M/s. Midway Overseas Ltd 39, Naya Paltan, Motijheel, Dhaka.	Mr. Md. Golam Mostafa Salim Proprietor	9338456 017-562050	9330710
335	M/s. Minar International House No. 80, Road No. 5 Block –F , Banani, Dhaka-1213	Dr. J. H. Gazi Proprietor	8825293 605224 8826957 (R)	8823045 886957 (R)
336	M/s. Mir International 245, Kapashgola Road Chawk Bazar, Chittagong	Mr. O.M.M. Hamidul Hoque Proprietor	714958 (Ctg)	
337	M/s. Misfalah Overseas Ltd 48/1, Motijheel C/A, Dhaka-1000	Mir Marfat Ullah Managing Director	9557978 8822469 (R)	9557978
338	M/s. Mithu Associates 3/10, DIT Extension Road (3 rd floor), Dhaka-1000	Mr. Chowdhury Afzal Hossain Proprietor	8315969 408090 9126911 (R)	8315969
339	M/s. Modhumoti Overseas 147/3, Extension Road (2 nd floor) Fakirapool, Dhaka-1000	Mr. Fazle Akbar Chowdhury Proprietor	9352258 9352258 (R)	9565506 Attn:
340	M/s. Mohammed Nuruzzaman & Sons 40/1, Inner Circular Road Naya Paltan, Dhaka-1000	Kazi Mohammad Nuruzzaman Proprietor	9330756 9346893 (R)	8315946
341	M/s. Mohammad Ullah Chowdhury Est. Ltd. 47, Dilkusha C/A, Dhaka-1000	Mr. Iqbal Haider Chowdhury Managing Director	9569988 9569989 9337308 (R)	9556418
342	M/s. Mohona Overseas 37, Naya Paltan, Motijheel, Dhaka-1000	Mr. Mizanur Rahman Managing Partner	9337110 9339740 8912534 (R)	
343	M/s. Moinamoti Overseas 2F/62, Polwel Super Market Naya Paltan, Dhaka-1000	Mr. Basir Uddin Ahmed Managing Partner	8824407 9881106	
344	M/s. Monolith Overseas Ltd 189, Arambagh Circular Road Motijheel C/A, Dhaka-1000	Mr. Md. Akteruzzaman Managing Director	8317650 406834 8118546 (R)	8316416
345	M/s. Moon Air International 89/1, Kakrail Super Market, Dhaka-1000	Mr. Mostafa Kamal Proprietor	9339102 8316572 8312771	8316572
346	M/s. Mother Overseas System Ltd H-90, New Airport Road Banani (Kakoli), Dhaka-1213	Mr. Md. Abul Khair Managing Director	9885846 9885847 8810505	9885847
347	M/s. Mozumder International 39, Purana Paltan Motijheel, Dhaka-1000	Mr. Md. Omar Faruk Mozaumder Proprietor	9563328 73093 (Feni)	73093
	GROUP – N			
348	M/s. N.C.L. Overseas 47, Dilkusha C/A, Jaman Chember, Dhaka-1000	Mr. Md. Nazmul Ahsan Chowdhury Managing Director	9553777 9348810 (R)	
349	M/s. N.M.P. International House No. 89, Road No. 13 Block –D, Banani, Dhaka-1000	Mr. Azizul Islam Chowdhury Proprietor	8821786 601535 9116635 (R)	8822081

No.	Name & Address of Agencies	Name & Designation of Holder	Phone No.	Fax No.
350	M/s. N. S. Enterprise House No. 61 (G- floor), Road No. 15, Block –D, Banani, Dhaka-1213	Mr. Ahmed Abdullah Managing Partner	018-223226 606642 (R)	8827598
351	M/s. Nabila Enterprise 12, Fakirapool, Motijheel C/A, Dhaka-1000	Mr. Mohammad Sarqum Ali Proprietor	410090	9569828
352	M/s. Nabis International Agencies Ltd Adamhee Court 115/120, Motijheel C/A, Dhaka.	Mrs. Rashida Begum Managing Director	9564785 9563505 8011513 (R)	9563505 9565726
353	M/s. Nac International 5 (SWH), Road – 3, Gulshan –1, Dhaka.1212	Mr. Ali Haider Chowdhury Managing Partner	9885714 9886701 011-801378	9885707
354	M/s. Nameco Engineers 44, Naya Paltan (3 rd floor) Dhaka-1000	Engr. Nasir Uddin Ahmed Chowdhury Proprietor	8314912 8828040 9009638 (R)	
355	M/s. Nasser Air Travel & Tours 13/A, New Eskaton Maghbazar, Dhaka-1000	Mr. Md. Tarikul Islam Proprietor	8318702 8319072	8315210
356	M/s. Nation Wide 59/3/5, Purana Paltan Motijheel, Dhaka-1000	Mr. Md. Sahjahan Managing Partner	9568279 9569486 9564452 (R)	9553168
357	M/s. National Travel Sevice 14, Fakirapool Motijheel, Dhaka-1000	Mr. Anwarul Hoque Chowdhury Managing Partner	8316004 405382 (R)	8316004
358	M/s. Navira Limited 59/3/1, Purana Platan (1 st floor) Dhaka-1000	Mr. Mohammad Manirul Alam Managing Director	9558200 9339537 (R)	9555238
359	M/s. Naz Associates House No. 47, Road No. 27 Block – A, Banani, Dhaka-1213	Mr. Md. Nazrul Islam Proprietor	8827127 8829522 9115146 (R)	8823622
360	M/s. Nazibur Rahman 53, DIT Extension Road Naya Paltan, Dhaka-1000	Mr. Md. Nazibur Rahman Proprietor	414154 9345982 (R)	9345982
361	M/s. New Edge International House No. 72, Mohakhali New Airport Road, Banani, Dhaka.	Mr. Md. Showkat Hossain Sikder Managing Partner	9882445 9870302 (R)	
362	M/s. New Heaven Media Service ltd Dupadigi East, Sylhet	Managing Director	713820 717794 415374(Dac)	
363	M/s. Nexus International House No. 10, Road No. 14/D Sector No. 4, Uttara, Dhaka-1230	Mr. Md. Whahiduzzaman Proprietor	8911601 8917054 8912594 (R)	8916306
364	M/s. Nirman International Ltd 199 Tejgaon I/A, Dhaka-1208	Mr. K. Z. Islam Managing Director	607890 601316 (R)	8823046
365	M/s. Nirupam International 8/2, Purana Paltan, Dhaka-1000	Mr. Md. Ahsan Murad Managing Director	9564490 600687	9564490
366	M/s. Nirvana International House No. 83, Road No. 13/A, Block –D, Banani Model Town Dhaka-1213	Mr. H.B.M. Zahidur Rahman Managing Director	8829883 600687 8810099 (R)	8829883
367	M/s. Nisha Overseas House No. 71/D, Road No. 11 Banani, Dhaka-1213	Mr. Md. Ashraf Ali Sarder Proprietor	9880858 8822251 9880129 (R)	8821534

No.	Name & Address of Agencies	Name & Designation of Holder	Phone No.	Fax No.
368	M/s. Nishuti International 29/A, Purana Paltan Lane (3 rd floor), Dhaka-1000	Mrs. Taslima Hoque Proprietor	9330267 9347734 (R)	9336512
369	M/s. Nizam Enterprise 1005/3, CDA Avenue East Nasirbad, Chittagong	Mr. Nizam Uddin Mazumder Proprietor	655031 9343575 614548 (R)	656011
370	M/s. Noor Int. Supply Agency Ltd 55/B, Purana Paltan Noakhali Tower (1 st floor) Motijheel C/A, Dhaka-1000	Dr. Md. Jashim Uddin Salim Managing Director	9568849 9349454 (R)	8316635
371	M/s. Norlantic International Ltd 87, Motijheel C/A, Dhaka-1000	Mr. M. H. Chowdhury Managing Director	411683 018-213019 408798 (R)	
372	M/s. North South Overseas 168/169 College Road Chowk Bazar, Chittagong	Mr. Anamul Islam Managing Director	619548 655227 017-721809 018-313845	613304
	GROUP- O			
373	M/s. Okstar (Bangladesh) Co. 21 Rajuk Avenur (6 th floor) BRTC Bhaban, Motijheel, Dhaka.	Mr. Mohammad Siddiqui Rahman Bhuiyan Proprietor	9562142	9562006
374	M/s. Olympic Internatinal House No.8, Road No. 5 Banani, Dhaka-1213	Mr. Moklisur Rahman Chowdhury Proprietor	8826438 8826954	8826954
375	M/s. Omex Company Ltd. 71, Naya Paltan VIP Road Motijheel, Dhaka-1000	Mr. Sekander Ali Miah Managing Director	8318901-10 8312228 (R)	8315342 8311962
376	M/s.Orbit Consultant 64/4, Park Lane Complex Naya Paltan, Motijheel, Dhaka-1000	Mr. Shahjahan Md. Mustafa Proprietor	4113662 9352214 018-225769	9352214
377	M/s. Orbitals Enterprise 49, Gulshan Sourth Avenue Gulshan-1, Dhaka-1212	Mr. A.H.M. Mustafa Kamal FCA, MP Managing Parter	9885362-3 8821153 8824531 (R)	8823171
378	M/s. Orchid Enterprise House No. 90, New Airport Road (1 st floor) Banani, Dhaka-1213	Mr. Mohammad Nazrul Islam Proprietor	608759 9881296 9348309 (R)	9881296
379	M/s. Orchid View Ltd House No 99, (1 st floor) Road No. 13, Block – D, Banani, Dhaka-1213	Mr. Mohammad Obaaidul Areef Managing Director	9884813 605770 607647 9347392 (R)	8828589
380	M/s. Oriental Services Trading Co. ltd. 75, Naya Paltan GPO Box No. 4085, Dhaka-1000	Mr. A.K.M. Azahrudin Managing Director	9333178 8314838 231138 (R)	8316678
381	M/s. Oshes Overseas House No. 126, Road No. 13/D, Banani, Dhaka-1213	Mr. Md. Rafiqul Islam Managing Partner	9882726	
382	M/s. Oshin Overseas Ltd 147, Motijheel Circular Road Eden Building (1 st floor), Dhaka-1000	Mr. Mohammad Jamal Hossain (ex. MP) Managing Director	9353534 9561060 501503 (R)	8611139
383	M/s. O-Sons International 334, Elephant Road (4 th floor) Dhaka-1205	Mr. Faizur Rahman Chowdhury Propriitor	507787 503158	8613316

No.	Name & Address of Agencies	Name & Designation of Holder	Phone No.	Fax No.
384	M/s. Overseas Promoters Ltd 9 DIT Avenue, Motijheel, Dhaka-1000	Al-Haj Md. Abul Hossain Chairman	9563405 9565745 9567593 (R)	9567614
385	M/s. Overseas Trading (Pvt. Ltd) 120 DIT Extension Road Fakirapool, Dhaka-1000	Mr. Naushad Quadri Managing Director	8318338 406066 632126 (R)	406066
GROUP- P				
386	M/s. Pacific Trading And Contracting Comany Ltd. House No. 33A, Road No.12 Block – H, Banani, Dhaka-1213	Mr. Mohd. Babul Sheikh Managing Director	8822329 017-697018	8822329
387	M/s. Padma International Taranga Complex (G-floor) 19, Rajuk Avenue Motijheel C/A, Dhaka-1000	Mr. Md. Abul Hashem Proprietor	9666619 8313678 (R) 412179 (R)	9568979 8313678
388	M/s. Pan Bright Trade International 29 Toyenbee Circullar Road Motijheel C/A, Dhaka-1000	Mr. Md. Ruhul Mintu Managing Partner	9667441-2 9666510 9567026 8915554 (R)	9567303
389	M/s. Pantagon International House No. 109, Block – E Road No. 13, Banani, Dhaka-1213	Mr. Shahadat Hussain Proprietor	8822328 603157 (R)	8826075
390	M/s. Panther Overseas Elahi Chamber (G- floor) 21 Motijheel C/A, Dhaka-1000	Chowdhury Anwar Kamal Proprietor	9550957 8827530 9119924 (R)	8823761
391	M/s. Parabat International 3/3B, Purana Paltan (1 st floor) (New 162 Shaheed Sayed Nazrul Islam Sarani), Dhaka-1000	Mr. Md. Shuaibur Rahman Managing Director	9554909 9564406 9127690 (R)	
392	M/s. Paradise International House No. 91, Road No. 13/C Block –E, Banani, Dhaka-1213	Mr. Mohd. Shahabuddin Proprietor	9884321 603762 8826642 (R)	8826826 8826642
393	M/s.Paris International 95, Motijheel C/A, Ibrabim Chamber, Dhaka.	Mr. Shahabuddin Managing Partner	9339710 9336688 (R)	9339710 9336688
394	M/s. Passage Associates Plot No 5, Road No 20 Gulshan –1, Dhaka-1212	Mr. Arif Alam Managing Partner	88264081 605387 9883950	8826870
395	M/s. Patriot International 53/3, DIT Extension Road Naya Platan (1 st floor), Dhaka-1000	Mr. Golam Mostafa Kiron Proprietor	8316337 011-856303 8614557 (R)	8316283 8312054
396	M/s. Patwary & Brothers Ltd House No 33, Road No 17 Block –E, Banani, Dhaka-1213	Mr. M.A. Latif Patwary Managing Director	9882152 9880612 9880612 (R)	9881351
397	M/s. Pax Overseas Ltd Plot No. 3, Road No.5, Section No. 7, Uttara Model Town, Dhaka.	Mr. M. A. Mamun, FCA Managing Director	8912970 8912114	8911500
398	M/s. Pelikan International Ltd 122 DIT Extension Road (2 nd floor) Dhaka-1000	Mr. Md. Golam Mostafa Managing Director	9331075 408251 9338967 (R)	9350033
399	M/s. Penguin International Ltd 48/1, Motijheel C/A, (3 rd floor) Dhaka-1000	Mr. Md. Abdul Bashir Miah Managing Director	9550373 8813351 8615173 (R)	9565174
400	M/s. Perfect International 32, DIT Extension Road Naya Palton, Dhaka-1000	Mr. Md. Shahjahan (Shaju) Managing Partner	9351643 9353201 9335168 (R)	9353201

No.	Name & Address of Agencies	Name & Designation of Holder	Phone No.	Fax No.
401	M/s. Personnel Services Bureau 70/71, Outer Circular Road Baromagbazar (4 th floor), Dhaka.	Mr. M. Z. Iqbal Proprietor	414572 9350606 415042 (R)	9350606 415842 (R)
402	M/s. Pigeon International 68, Kazi Nazrul Islam Avenue Fargate, Dhaka 1215	Mr. Abdus Salam Proprietor	8016419 (R)	
403	M/s. Pioneer Employment Services 70/4, Naya Paltan, Dhaka-1000	Mr. Azizul Hoque Managing partner	9344078	8318924
404	M/s. PMP International Company PMP Plaza 14, Kemal Ataturk Avenue Banani C/A, Dhaka-1213	Mr. Jahangir Kabir Chowdhury Proprietor	606077 607230	8823460
405	M/s. Pol Enterprise 44, Naya Platan (2 nd floor), Dhaka.	Mr. Golam Kibria Proprietor	9337335 409235	
406	M/s. Polytrade International Ltd 58, Gulshan South C/A, Dhaka- 1212	Mr. Mohammad Zahirul Islam Managing Director	8821420 608264 8824437 (R)	8823886 882793
407	M/s. Popular Trade International 3/8, Naya Paltan (G- floor), (Opposite Fakirapool water tank), Dhaka-1000	Mr. M. A. Yousuf Dulal Proprietor	9344651 8318433 9338945 (R)	9344652
408	M/s. Prantik Travels & Toursm Sadharan Biman Sadan 24-25 Dilkushan C/A, Dhaka-1000	Mr. Ghulam Mustafa Proprietor	9563998 9559991 9564402 8616911 (R)	9563994
409	M/s. Premier Enterprise 1-D-7/30, Mirpur, Dhaka.	Mr. Jalal Ahmed Proprietor	9001924 413541	8319389
410	M/s. Prestige International Ltd House No. 114, Road No. 12 Block-E, Banani, Dhaka-1213	Shah Zakir Hossain Managing Director	8811380 8812276 8613385 (R)	8823489
411	M/s. Prime Overseas Ltd 3/9, Naya Paltan, Dhaka-1000	Mr. Md. Belal Hossain Muzuber Managing Director	9350538 9346574 404455 (R)	9346574
412	M/s. Prineolina Internatinal Ltd 12 Dilkusha C/A, Motijheel, Dhaka-1000	Mr. Mohammad Hanif Chairman	8829420 8824807 011-858347	8824807
413	M/s. Pritom International 47, Naya Paltan, Dhaka-1000	Mr. Promod Paul Proprietor	416174 9334915 9341391 (R)	9334915
414	M/s. Probashi Internatinal Ltd 9/C, Motijheel C/A, Shahnewaz Bhaban, Dhaka-1000	Mr. Md. Abdul Kashem Managing Director	9552030 9550263 9881292 (R)	9564687 9551111
415	M/s. Prosperity Services (Pvt. Ltd) TA-35 Amtoli, New Airport Road Mohakhali, Dhaka-1212	Mr. Md. Abdul Momen Managing Director	9887206 9341308 (R)	9887206
416	M/s. Protik Travels & Tourism 48/1-A, Purana Paltan (2 nd floor) Dhaka-1000	Mr. Wali Ahmed Proprietor	9569982 9560685 9333323 (R)	9567588
417	M/s. Pubali International 4, Motijheel C/A, Dhaka-1000	Mr. Elias Siddiquee Managing Director	8114277 9552147 8612991 (R)	8116001
418	M/s. Munam International Moon Mansion 12, Dilkusha C/A, Dhaka-1000	Mr. Md. Abdul Baten Proprietor	9559728 95683167 8826574 (R)	9563786

No.	Name & Address of Agencies	Name & Designation of Holder	Phone No.	Fax No.
419	M/s. Puspa Trade International 130 DIT Extension Road Fakirapool, Dhaka-1000	Mr. Md. Humayun Kabir Proprietor	408836 8311369 (R)	8316283
	GROUP – Q			
420	M/s. Qk. Quick Express Ltd 133/2, New Baily Road Kakrail, Dhaka-1000	Mr. M. A. Quddus Bhuiyan Chairman	9340362 9337085 9115368 (R)	8318043
421	M/s. Queen Traders 236, Tejgaon Industrial Area Dhaka-1208	Mr. S.M.H. Mazumber Proprietor	607409 607402 603939 (R)	8827775
422	M/s. Quick Sevices In'l Ltd 39, Naya Paltan (6 Engineers Court), Dhaka-1000	Mr. Asadul Hoque Bhuiyan Managing Director	404630 9337692	8316570
	GROUP- R			
423	M/s. R.F. Enterprise 2/22, Mitali Manson Zinda Bazar, Sylhet	Mr. Abdul Hoque Proprietor	713001 713124 711537 (R)	712196
424	M/s. R.S. Linkers Ltd 145/6, 69-70, Airport Road Super Market, Tejgaon, Dhaka-1215	Group Captain Mr. Sabar Uddin Ahmed Managing Director	9132429 9126720 9660141 (R)	9132429 9126720
425	M/s. Rabbi International House No 6, Road No. 16/A, Gulshan –1, Dhaka-1212	Mr. Mohammad Bashir Proprietor	8810683 8813462-3 8813478 (R)	8827012
426	M/s. Rabwah Overseas Ltd. 62, Kamal Ataturk Avenue Habib Mansion (3 rd floor) Banani, Dhaka-1213	Mr. Habibur Rahman Managing Director	8810189 9885157 8828150 (R)	8827750
427	M/s. Radius International 122, DIT Extensin Road, Dhaka-1000	Mr. Golam Maula Muazzem Uddin Ahmed Proprietor	8317539 406523 8821228 (R)	8317539
428	M/s. Rafiq & Sons International 53, Purana Paltan (5 th floor) Motijheel, Dhaka-1000	Mr. Shajahan Kabir (Saju) Managing Partner	9557070 9568058 417785 (R)	9568328
429	M/s. Rahmania Corporation 44/45, Amtoli, Mohakhali Gulshan, Dhaka-1212	Mr. Md. Habibur Rahman Proprietor	9882592 8825508 9885288 (R)	9881370 9881764
430	M/s. Rahmania Travels ltd 28, Toyenbee Circullar Road Motijheel C/A, Dhaka-1000	Mr. Md. Azizur Rahman Managing Director	414890 8313213 8827341 (R)	8827341
431	M/s. Rahmat Trade International 10, Mirpur Road, Dhanmondi (Opp. Dhaka College), Dhaka.	Mr. Ahmed Hossain Managing parter	861336 018-228493	8611336
432	M/s. Raj Overseas Ltd House No. 49, Road No. 27 Block –A, Banani, Dhaka-1213	Khandakar Shamsul Alam Managing Director	9884780 9885451 605038	882316 9880943
433	M/s. Rajdhani Overseas Ltd. Pritom Hotel (1 st floor) 42, Topkhana Road, Dhaka-1000	Mr. Md. Shahjahan Majumder Proprietor	9569080 9560483 8115283 (R)	9562451
434	M/s. Rajdoot Overseas 68, Dilkusha C/A, (4 th floor) Motijheel, Dhaka-1000	Al-Haj M.A. Hakim Proprietor	9550214 9559325 243037 (R)	9559325
435	M/s. Ranger International 21, Shanti Nagar (G-floor), Dhaka-1217	Mr. Mohammad Shahab Uddin Proprietor	8321660 8319795 011-865610	8315280

No.	Name & Address of Agencies	Name & Designation of Holder	Phone No.	Fax No.
436	M/s. Rapid Trading Corporation 116, DIT Extension Road Fakirapool, Dhaka-1000	Mr. Md. Mokerrom Hossain Proprietor	9337453 411364	9337453
437	M/s. Raseul Trade Int'l Ltd 45/B, Naya Paltan (1 st floor) Motijheel, Dhaka-1000	Mr. Mohaddam Abdur Rahim Managing Director	9350746 9352124 8312836 (R)	9351138
438	M/s. Rashid International Co. 16, Paribagh, Sonargaon Road Hatirpool, Dhaka-1000	Mr. Md. Abdur Rashid Proprietor	503877 8612402 500176 (R)	8616955
439	M/s. Reaz Overseas House No 8, S.W.I. Gulshan Avenue, Dhaka-1212	Mr. Reaz-UI-Islam Proprietor	9886144-6 8823124 (R)	8823347
440	M/s. Red Rose Int'l (Pvt. Ltd) Moon Mansion 12 Dilkusha C/A, (7 th floor), Dhaka.	Mr. Abdus Sattar Sarkar Managing Director	601367 248392 235375 (R)	8613715
441	M/s. Redwan International 28/J, Toyenbee Circular Road Moon Mansion and 12 Dilkushan C/A, (7 th floor), Dhaka-1000	Mr. Mohammed Younus Proprietor	9552972 9553508 9551608 9122057 (R) 324153 (")	9567029 9564532
442	M/s. Reem Overseas Ltd 59/3/4, Abhoy Das Road (Sylhet House) Tikatooly, Dhaka.	Mr. Mohd. Alauddin Managing Director	9568382 9554829	9567635
443	M/s. Refaz Enterprise 12/A, Abhoy Das Road (Sylhet House) Tikatooly, Dhaka.	Mr. Md. Burhan Uddin Managing Director	9554552 9569385 239196 (R)	9569385
444	M/s. Regent Travel Service Co. Ltd 381, Tongi Diversion Road Moghbar, Dhaka-1000	Mr. Mohd. Abul Kasem Managing Director	9330904	9885754
445	M/s. Rifa International 55, Purana Paltan (G- floor) Motijheel, Dhaka-1000	Mr. Rahmat Ullah Proprietor	9558038 9559797 418146 (R)	9552795
446	M/s. Right Way Tous & Travels 3/3-B, (old) Purana Paltan 162, Shahid Sayed Nazrul Islam Dhaka-1000	Mr. Moshle Uddin Ahmed Managing Partner	9553972 017-526214 017-534515 9351449 (R)	9558872
447	M/s. Rivoli Manpower Services Ka-98/1, Zoar Shahara Dhaka Cantonment, Dhaka.	Mr. Anwar Tito Proprietor	8824127 603437 017-521784	8823545
448	M/s. Riyadh International (Pvt. Ltd.) 10/2/1, Toyenbee Circular Road Motijheel C/A, Dhaka-1000	Mr. Mohd. Mukhlesur Rahman Managing Director	9552417 9551092 8913551 (R)	9564946
449	M/s. Rose Aviation Systmen ½, Fakirapool Hotel Norani Building, Dhaka-1000	Mr. Monir Ahmed Proprietor	9340164 404960 9334320 (R)	9340164
450	M/s. Royal Associates International L. 28-30 Kamal Ataturk Avenue Banani, Dhaka-1213	Mr. Nasser Sayed Abdel Shafi Proprietor	9883551 019-344322 604313 (R)	9883548
451	M/s. Royal Enterprise 21/47, Parishad Super Market Court Road, Chittagong-4000	Mr. Mohd. Abul Kashem Proprietor	634672 618522 617769 (R)	610047
452	M/s. Royal Rose Overseas 136, New Circular Road Moghbar, Ramna, Dhaka-1207	Mr. Mizanur Rahman Bhuiyan Proprietor	9330266 8314287 414522 (R)	8314287

No.	Name & Address of Agencies	Name & Designation of Holder	Phone No.	Fax No.
453	M/s. Ruma Overseas International 7, Fakirapool, Inner Circular Road Motijheel, Dhaka-1000	Mr. Mohd. Shahab Uddin Proprietor	9334085 418539 9870818 (R)	8313078
454	M/s. Rupayan Enterprise C. 4.5.6. Polwel Super Market (G-floor) Naya Paltan, Dhaka-1000	Mr. Md. Shohid Ullah Managing Director	9351104 9346884 (R)	8311995
455	M/s. Rupsha Overseas Ltd Houe No. 1, Road No. 11, Block –H, Banani Model Town Dhaka-1213	Mr. Mohammad Ali Asghar Managing Director	8822663 8822994 8811365 8811366	8821267
456	M/s. Russel Associates 3/ 4/ Purana Paltan Shabbir Tower, Dhaka-1000	Mr. Abul Kalam Azad Managing Partner	9667981	9558872
GROUP- S				
457	M/s. S.A. Trading 165, DIT Extension Road Fakirapool, Dhaka-1000	Mr. Abdul Alim Proprietor	8321538 8313461 416100 9333631 (R)	8313162
458	M/s. S.B. Trading Corporation 55/1, Purana Paltan Dhaka-1000	Mr. Sirajul Islam Proprietor	9566429 407532 (R)	9568300
459	M/s. S.H. Trade International 16, Dilkusha C/A, Baliadi Mansion (G- floor), Dhaka.	Mr. Md. Fazlul Haque Chowdhury Proprietor	9568251 9561591 9000834 (R)	
460	M/s. S.I. International 42, Hazari Lane (old Telegraph Office Road), Chittagong, and 122, DIT Extension Road Fakirapool, Dhaka-1000	Mr. Md. Rezaul Karim Chowdhury Proprietor	615809 632347 654568 9337395 9352317	
461	M/s. S.M. International 149/A, Airport Road Baitush Sharp Masjid Market Farmgate, Tejgaon, Dhaka-1215	Mr. Salim Mohammed Managing Director	9124184 9124185 8113508 (R)	9124185
462	M/s. S.R. International 11, Hotel Shahjahan Arcade Sadarghat Road, Chattagong	Al-Haj Mahmud Hassan Managing Partner	031-621747 031-653954	031- 653954
463	M/s. S.R. Trade International Tota Mia Mansion 10, Inner Circular Road Fakirapool, Dhaka-1000	Mr. Md. Lutfur Rahman Proprietor	415526 416022 233873 (R)	8318287
464	M/s. Sadia International House No. 61, Road No. 08 Block –F, Banani, Dhaka-1213	Mr. Shameem Ahmed Chowdhury Noman Proprietor	8826471 011-857286 8912653 (R)	8826471 8826733
465	M/s. Safa Trade International 67, Purana Paltan Line Jugde House (2 nd floor), Dhaka-1000	Mr. Mohd. Shah Salim Proprietor	8312035 9333167	9346613
466	M/s. Saiful Enterprise 147, DIT Extension Road Fakirapool (2 nd floor), Dhaka-1000	Mr. Sayed Ahmed Proprietor	8322234 408004 (R)	9568342
467	M/s. Salam Trading International 30-31, Famous Market Terminal Road, Sylhet	Mr. Abdus Salam Proprietor	713089 713009 (R)	
468	M/s. Sama Overseas 4F-17, Polwel Super Market (Near Jonaki Cinema Hall) Naya Paltan, Dhaka-1000	Mr. Aftab Uddin Chowdhury Mukul Managing Director	9348565 017-536980 018-221636	8319266

No.	Name & Address of Agencies	Name & Designation of Holder	Phone No.	Fax No.
469	M/s. Samakal Banijya Sangstha Ltd Zahura Mansion, Main Building (2 nd floor), Room No. 7), 28, Kazi Nazrul Islam Avenue, Dhaka-1000	SK. M. Abdul Jalil Managing Director	504659 500924 500743 9117778 (R)	9660487
470	M/s. Sams Company 295, Inner Circular Road Fakirapool, Motijheel, Dhaka-1000	Mr. Md. Mojibur Rahman Managing Partner	9333962 9111872 (R)	9333962
471	M/s. Samu Overseas City Hear Super Market (8 th floor) 07,67, Naya Paltan, Dhaka-1000	Mr. Md. Hafizul Islam Chowdhury (Swapon) Proprietor	405958 9352858 326880 (R)	9350033
472	M/s. Sanjana International 120, DIT Extension Road Fakirapool, Motijheel, Dhaka-1000	Mr. Mohammad Azad Khan Proprietor	8321453 011-801938 8316226 (R)	9337236
473	M/s. Saquib International House No. 23, Amtoli, Mokakhali Dhaka-1212	Mr. A.N.M. Shadhdullah Proprietor	9885527	
474	M/s. Sarker Recruiting Agency Ltd House No 37, Road No. 11 Block –H, Banani, Dhaka-1213	Mr. Abul Bashar Chairman	8821957 9881331 8011526 (R)	8826381
475	M/s. Sasco International 167/5, DIT Extension Road (3 rd floor), Fakirapool, Motijheel Dhaka-1000	Mr. Md. Yaqub Ali Partner	8315758	8315758
476	M/s. Satkania Overseas 170 K..C. Dey Road Laldighi West, Chittagong	Mr. Md. Nur Ali Proprietor	610122 (Ct.) 618835 610122 (R)	610122 (Ct)
477	M/s. Saudia Recruiting Agency Zohura Bhaban (1 st floor) 11, Fakirapool, Motijheel Inner Circular Road, Dhaka-1000	Mr. Mohammad Golam Nabi Proprietor	9353654 017-524113 9341995 (R)	9344621
478	M/s. Sea-cell Bangladesh Ltd 27/7, topkhana Road (1 st floor) Dhaka-1000	Mr. Md. Meshbah Uddin Managing Director	9556300 9567921	9567921
479	M/s. Sender Trade International H-99, New Airport Road (3 rd -f) Banani, Dhaka-1213	Mr. Abdus Sattar Managing Director	8811912	
480	M/s. Seven Seas Corporation 21/B, Garden Road (West Kawran Bazar) Kazi Nazrul Islam Avenue, Dhaka	Mr. Zahir Ahmed Proprietor	9133059 9345000 (R)	9125282
481	M/s. Shabab International 108, Airport Road, Tejgaon Dhaka-1215	Mr. Mohammad Abu Bakkar Proprietor	8115806 8124463 8125300 8815128 (R)	8115806
482	M/s. Shah Ali Int'l Agencies 156/A, Sultanagonj, Rayarbazar Mohammedpur, Dhaka	Mr. Abdul Aqal Proprietor	9561901 8114678 (R)	
483	M/s. Shaheen Travels 11, Fakirapool (2 nd floor), Inner Circular Road, Dhaka, Head Off: Shahajalal Road, Zinda Bazar, Sylhet	Md. Ishaque Ali Managing Director	9336274 9342567	
484	M/s. Shaheen Manpower Promotion 64, Outer Circular Road (3 rd floor), Bara Maghbazar Dhaka-1000	Mr. Md. Zakir Hossain Shaheen Managing Partner	9342467 406202	

No.	Name & Address of Agencies	Name & Designation of Holder	Phone No.	Fax No.
485	M/s. Shahjadi Establishment 188, Motijheel Circular Road Dhaka-1000	Mr. Md. Moniruzzaman Khan Proprietor	417913 011-852746	
486	M/s. Shahjalal Overseas Services House No. 152, Road No. 11 Block- E, Banani, Dhaka-1213	Mr. Md. Shahjalal Mazumder Managing Director	607864 8113112 8115113	8110185 8113429
487	M/s. Shahparan Aviation Services 89, (12/B) Bijoy Nagar Aziz Co-operative Market, Dhaka.	Mr. Mujibur Rahman Begh Proprietor	9667938 9665809 (R)	9667938
488	M/s. Shahriar Home and Overseas 44, Nawabpur Road, Dhaka	Mr. Md. Nazrul Islam Chairman	235549 239304 017-531021 017-542491	9565490
489	M/s. Shamim Travels Shahjalal Road, Dargah Gate, Sylhet	Syed Shafiqul Haque Managing Partner	717475 718633 717791 (R)	
490	M/s. Shandhany Overseas Ltd House No. 7, Road No. 17 Block A/1,,Rupsha Tower (1 st floor), Banani, Dhaka.	Mr. A.H.M. Moslehuddin Managing Director	8814534 9884960 9569450 (R)	8814534
491	M/s. Shapla International Ibrahim Mansion 11, Purana Paltan, Dhaka-1000	Mr. Bashir Ahmed Proprietor	9550306 760239	9559330
492	M/s. Shariatpur Overseas Ltd 43, Banani C/A, Matin Mansion (1 st floor), Road No. 17 Banani Bazar, Dhaka-1213	Mr. D.M. Shahjahan Sheraj Managing Director	8826738 8811139 604719	8826739
493	M/s. Shapu Overseas 130, DIT Extension Road Fakirapool, Dhaka-1000	Mr. A.K.M. Tazul Islam Proprietor	405039	9560089 9565607
494	M/s. Shuwaib International 62/Ga, Purana Paltan Lane (Shanti Nagar Bazar Road), Dhaka	Mr. Liaquat Ali Proprietor	9351935 9340640 (R)	9340640
495	M/s. Sikder Overseas 72,/B, Malibagh Chowdhury Para (1 st floor), Dhaka-1219	Al-Haj Abdus Sattar Sikder Proprietor	9340059 418908 604582 (R)	8313244
496	M/s. Silver Line Associate House No 18, Road No. 10 Gulshan-1, Dhaka-1212	Mr. M.A.H. Salim Proprietor	8821879 8825631 8826295 (R)	8823905
497	M/s. Sinan International 89/12/B, Bijoy Nagar Aziz Co-operative Market (1 st floor) Dhaka-1000	Mr. Jahangir Ahmed Siddiquee (Sibly) Proprietor	9551245 9567670 017-534880 9332612 (R)	9567670
498	M/s. Sincere Traders 9/A, Motijheel C/A, Dhaka-1000	Hajee Mazharul Hoque Proprietor	9557986 9559317 8316467 (R)	9553480 8316467
499	M/s. Singapore Bangladesh Services 241, Tejaon Industrial Area Dhaka-1208	Mr. Md. Faruk Hossain Proprietor	9881036 9886571 9886520 (R)	9885815 9886537 (R)
500	M/s. Sohani International 53/3, DIT Extension Road (1 st floor) Naya Paltan, Dhaka-1000	Mr. Md. Nazmul Haque Shohid Proprietor	832060 8319644 418983 (R)	

No.	Name & Address of Agencies	Name & Designation of Holder	Phone No.	Fax No.
501	M/s. Sohel and Brothers 47/A, S.S. Bi-lane kotwali, Chittagong	Mr. Md. Abu Zafar Proprietor	616388 & 630415 (Ctg) 8319206 (Da) 011-761329	610754 (ct)
502	M/s. Sonali Enterprise 382, Tongi Diversion Road Moghbar, Dhaka	Syed Zulfique Humayun Managing Partner	8319362 9563156 (R) 011-851318	8313935
503	M/s. Sonar Bangla Krishi Khamar 72/B, Malibagh Chowdhury para (1 st floor) Dhaka.	Mr. Anwar Hossain Khan Proprietor	404584 9341435 606352 (R)	8313244 8823132
504	M/s. Sony International House No. 13, Road No. 17 Block – C, Banani C/A, Dhaka1213	Mr. Md. Shakawat Hossain Khan Proprietor	8811607 606970	8811607
505	M/s. South Point Overseas Ltd House No SW (H) 5, Road No 3 Gulshan, Dhaka-1212	Mr. Md. Manzur Kader Managing Director	8824813 8826706 8822481 (R)	8811304
506	M/s. Southern Overseas Globe Chamber (1 st floor) 104, Motijheel C/A, Dhaka-1000	Kazi Anisur Moquit Proprietor	9554179 8826218 (R)	9565235
507	M/s. Spark Engineering & Con. Ltd 3, Shahid Tajuddin Sarani Road (382, Tongi Diversion Road) Bara Moghbazar, Dhaka	Mr. Khurshed Alam Managing Director	9345635 418027 (R)	9565148
508	M/s. Staffbuilders International 269-272 Tejgaon I/A, Dhaka-1208	Mr. Ghulam Kibria Proprietor	606012 600816 8829727 (R)	8826269
509	M/s. Standard Measurement of Employment (SME) Overseas Ltd. B-130/A, (4 th floor) AC Market Gushan Avenue Circule 1, Dhaka.	Mr. Md. Jamal Uddin Managing Director	9883847 8825456 018-212111 8122870 (R)	9883847 882556 8122870
510	M/s. Star International 54/6, Chatterwari Road, Chittagong	Mr. Ajabath Uddin Managing Partner	615290 © 612814 ©	
511	M/s. Starlight Air Services Ltd 122 DIT Extension Road Fakirapool, Dhaka-1000	Mr. Shah Abdul Basir Managing Director	411009 011-864726 406482 (R)	8321009
512	M/s. Subash Vijay Associates House No. 17 Road No. 17 Block – D, Banani Model Town Dhaka-1213	Dr. Arifur Rahman Managing Director	8811946 8822776 9885672 (R)	9885622
513	M/s. Success International House No. 89/C, Road No. 6 Banani, Dhaka-1213	Mr. Abdul Baten Khan Proprietor	9881721 607456 8825543 (R)	
514	M/s. Suma Overseas 131, DIT Extension Road Fakirapool, Dhaka-1000	Mr. Md. Mutaher Hossain Proprietor	9331383	8318568
515	M/s. Sumyia Enterprise B-162/163, Shopping Centre A/C, Market (2 nd floor) Gulshan-1 Dhaka-1212	Mr. Md. Harun-or-Rashid Proprietor	9886577 9885641 9128074 (R) 01752748	9886577
516	M/s. Sunbeam Travels Ltd 42/42, Purana Paltan, Dhaka-1000	Mr. G.M.Fahim Hussain Managing Director	9558007 9558015 9557369 (R)	9562545
517	M/s. Sunflower Trading 165, DIT Extension Road Fakirapool, Dhaka-1000	Mr. Md. Moniruzzaman Proprietor	8314875 8312452 407626 (R)	8314929

No.	Name & Address of Agencies	Name & Designation of Holder	Phone No.	Fax No.
518	M/s. Sun Light Enterprise House No. 85, Road No. 8 Block -D, (3 rd floor) Banani, Dhaka.1213	Mr. Md. Anisur Rahman Proprietor	602536	8319389
519	M/s. Sunrise Agencies 1/8, Fakirapool, Norani Building Dhaka.-1000	Mr. M.R. Chowdhury Proprietor	404211 418919 8813720 (R)	
520	M/s. Sunrise International Ltd 123 New Kakrail Road Shantinagar, Dhaka-1000	Mr. Abdur Rashid Managing Director	8321147 9113885 (R)	8315958
521	M/s. Supreme Recruiting Agent Hose No CWS (B) 63, Road No 25, Gulshan-1, Dhaka-1212	Principal Shafique Ahmed Bhuiyan Proprietor	8825575 8825143 8827561 (R)	8824527 8827561 (R)
522	M/s. Surma International Agent Boliadi Mansion (1 st floor) 16, Dilkusha, Dhaka-1000	Mr. Md. Abdul Goffur Bhuiyan Managing Director	9551965 9557246 8118319 (R)	9569547 8118319 (R)
	GROUP-T			
523	M/s. T.A.B. International 184/1, CDA Avenue, Muradpur Chittagong	Mr. Mohd. Ayub Khan Proprietor	653151 653977 650539 (R)	653150
524	M/s. T.M. Overseas 34, Baitul Aman Maszid Complex Motijheel Circular Road, Motijheel, Dhaka-1000	Mr. A.H.M. Moyeen Uddin Proprietor	9336478 9120710 (R)	9338548
525	M/s. Takdir Trade International 89 (12/B, New) Bijoy Nagar Aziz Co-operative Market, Dhaka.	Mr. Md. Ali Hossain Proprietor	9568764 9552620 9569774 (R)	9552620
526	M/s. Tania Trade International Red Crescent Building 114, Motijheel C/A, Dhaka-1000	Mr. Md. Fazlul Houqe Mollah Proprietor	9550994 8314832	
527	M/s. Tasnim Overseas 41/2, Purana Paltan (3 rd floor) Dhaka-1000	Mr. Golam Rasul Proprietor	9556436	9552882 9562545
528	M/s. Tazba International 47/50, MES Shopping Complex Nazir Ahmed Chowdhury Road Anderkilla , Chittagong	Mr. Abul Kalam Azad Managing Partner	612499 616234 (R) 651927 (R)	610719
529	M/s. Technocon Limited House No. 65-B, Road No 27 Banani, Dhaka-1213	Mr. Md. Nasiruddin Chowdhury Managing Director	8825075 8826194 8111067 (R)	8824818
530	M/s. The Abdullah & Co. House No. 65, Amtoli Mohakhali Zia Int'l Airport Road, Dhaka-1212	Al-Haj Mohd. Abdullah Proprietor	8822390 8113232 (R)	8822390
531	M/s. The Bappi Associates Ltd 2/C, Purana Paltan, Shawon Tower (1 st floor), Motijheel, Dhaka-1000	Mr. Md. Mostafa Kamal Managing Director	9553632 011864687 8013089 (R)	
532	M/s. The National Overseas Services 29, Toyenbee Circular Road (2 nd floor) Corner Court Motijheel, Dhaka-1000	Mr. Md. Aminur Rashid Ch. Proprietor	9550598	9554164
533	M/s. The Reach Eastern 117/2, DIT Extension Road (1 st floor) Fakirapool, Dhaka-1000	Mr. Mohd. Ali Ashraf Proprietor	9336519 9338963 8311392 (R)	9336839

No.	Name & Address of Agencies	Name & Designation of Holder	Phone No.	Fax No.
534	The Samjog Overseas 147, DIT Extension Road Fakirapool, Dhaka-1000	Mr. Syeed Haider Managing Director	9337221 9110277 (R)	8316340
535	M/s. The Super Eastern 67, Naya Paltan, City Heart (5 th floor) Motijheel, Dhaka-1000	Mr. Md. Humayun Kabir Proprietor	9341258 239243 (R)	8316257
536	M/s. The Turki Associate Ltd 16, Paribagh Sonargaon Road Hatirpool, Dhaka-1000	Mr. Mohd. Shahbuddin Managing Director	9660122 9669178 9662454 (R)	9660123
537	M/s. Times Enterprise Suite 5/3, (4 th floor) City heart 67, Naya Paltan, VIP Road, Dhaka.	Mr. Md. Abul Khair Proprietor	9353512-5 409416 (R)	9353516
538	M/s. Titas International 60, Naya Paltan VIP Road, Dhaka-1000	Mr. Moahmed Ali Mollah Proprietor	9335782 9335077 409367 (R)	9342336
539	M/s. Toruque International Co. Ltd 220/A, West Kafrul Begum Rokeya Sarani, Dhaka-1207	Mr. Golam Mainuddin (Munir) Managing Director	8118932 017-536305 9000005 (R)	8812292 9000005
540	M/s. Tower Trade Int'l Ltd 50/D, Inner Circular Road Naya Paltan, Dhaka-1000	Mr. Md. Shawkat Ali Managing Director	8316893 8321116 (R)	8316893
541	M/s. Trade & Employment Co. 152, Shantinagar Bazar Road Pabna House (G-floor), Dhaka-1217	Mr. A.K.M. Asaduzzaman Proprietor	407913 9353642 017-530679 8610869 (R)	9344119
542	M/s. Trade Fair International 122 DIT Extension Road Fakirapool, Dhaka-1000	Mr. Rafiqul Islam Khan Proprietor	9336519 9338963 8311392 (R)	9336839
543	M/s. Trade Information Ltd 192, Fakirapool, Hotel Fakirapool (2 nd floor), Dhaka-1000	Mr. Mohammad Abdullah Managing Director	9348209 9351757 (R)	9341542
544	M/s, Trade King Enterprise Ltd 119, Gulshan Avenue Gulshan-2, Dhaka-1212	Sk. M.A. Jinnah Managing Director	8821353 603503 8821350 9110257 (R)	8823921
545	M/s. Travel Overseas 5o Kazi Nazrul Islam Avenue Tejgaon, Dhaka-1215	Mr. Md. Yeaqub Ali Proprietor	9121983 9122137 608816 (R)	8116998
546	M/s. Travels News Ltd 145, DIT Extension Road, (1 st floor) Masjid Building Fakirapool, Dhaka.	Mr. Aminul Haque Wali Managing Director	9351633 018-214640	8316940
547	M/s. Tribeni International 13-Ga Progati Sarani Shahjadpur, Gulshan, Dhaka-1212	Mr. Mohd. Saiful Noor Proprietor	605416 605314 8013001 (R)	8823392
548	M/s. Twin International 4, Dilkusha C/A, Motijheel, Dhaka-1000	Mr. Rusho Chowdhury Proprietor	9557252 9563640 9010307 (R)	9566347 9563640
	GROUP-U			
549	M/s. Ucksel Pvt. Ltd Jiban Bima Tower (1 st floor) 10, Dilkushan C/A, Dhaka-1000	Mr. A.K.M. Nurul Islam Chairman	9557252 9666936 9338282 (R)	9560017 411233 (R)
550	M/s. Unicorn Employment & Tourism Ltd. H-17, New Airport Road, (1 st floor), Amtili Mohakhali, Dhaka-1212	Mr. Zehan Khan Managing Director	8812615 8825863 (R)	8825863

No.	Name & Address of Agencies	Name & Designation of Holder	Phone No.	Fax No.
551	M/s. Unique Eastern (Pvt.) Ltd 13 Ga, Shahjadpur, Gulshan, Dhaka-1212, Head Off: 51/B, Kamal Ataturk Avenue Banani, Dhaka-1213	Mr. Mohd. Noor Ali Managing Director	605416 605314 9885116-23	8823392 8824107 8824873 (R) 8823729
552	M/s. United Export Limited 51, Motijheel C/A, (1 st floor) Dhaka-1000	Mr. S.M. Rafique Managing Director	9666555 9550156 8823690	9565065
553	M/s. Universal Manpower Enterprise H-100, New Airport Road (2 nd floor) Banani, Dhaka-1213	Mr. Md. Nazrul Islam Managing Partner	8825672 8824681 9884536 (R)	8826831
554	M/s. Uttara Overseas 60/A, Purana Paltan, Dhaka-1000	Mr. Mohd. Sirajul Islam Bhuiyan Proprietor	9555688 9562657 8011712 (R)	9567635
555	M/s. Uzan Trading Corporation 31/E, Topkhana Road, Dhaka-1000	Mr. Md. Harun-or-Rashid Proprietor	9559693 9567529 8319727 (R)	9562505
	GROUP-V			
556	M/s. Venus International 65, Bangbandhu Avenue, (4 th floor), Dhaka-1000	Mr. Gazi Md. Arshad Managing Director	9563861 9563176 245476 (R)	9563861
557	M/s. Victory Trade International 59, Naya paltan, Motijheel Dhaka.	Mr. Abdul Hai Khan Proprietor	405158	9342336
	GROUP-W			
558	M/s. Wafa Ltd 120/B, Motijheel C/A, Dhaka-1000	Sk. Golam Mohi Uddin Chairman	9667871-79 9330600 (R)	9565162
559	M/s. Wahid International 16, Dilkusha C/A, (3 rd floor), Dhaka	Mr. Wahidur Islam Proprietor	9558433	410595
560	M/s. Welfare Trading Corporation 381/A, DIT Road, West Rampura Al-Hossain Mansion, Rampura, Dhaka	Mr. Mohd. Rafiul Alam Managing Director	8825704 8822443 (R)	8822443
561	M/s. Win International 53, DIT Extension Road, Naya Paltan, Dhaka-1000	Mr. Md. Abdul Hai Proprietor	9345925 017-520242 9871165 (R)	9345925
562	M/s. Winner Overseas 147, DIT Ext. Road, Fakirapool, Dhaka	Mr. Sabbir Ahmed Khan Proprietor	8316795	9338638
563	M/s. World Wide Agency 1/A, Purana Paltan Lane, Dhaka.	Mr. Sabbir Ahmed Khan Proprietor	8312380 418968 (R)	
	GROUP-Y			
564	Yambu Trade International 119, Shantinagar, Dhaka-1217	Mr. Mohd. Siddique Rahman Proprietor	9339756	9338514
565	M/s. Yellow International 57/G, Kazi Nazrul Islam Avenue West Tejturi Bazar, Dhaka-1217	Al-Haj Mohammad Abdul Awal Proprietor	328396 9114444 8821341 (R)	9114444
566	M/s. Young Star Syndicate 47, Naya Paltan Motijheel, Dhaka-1000	Mr. Mohd. Shahjahan Proprietor	8315238 409041 8321074 (R)	9334754
	GROUP- Z			
567	M/s. Z. Lines Limited 127, Motijheel C./A, Dhaka-1000	Mr. Zakir Hossain Bhuiyan Managing Director	9564927 9569845	9500093
568	M/s. Zahrat Associate 345, Segunbagicha (G-floor) Dhaka-1000	Mr. Md. Shafiqul Alam (Firoz) Proprietor	9338906 9340836 9110522 (R)	8311650

No.	Name & Address of Agencies	Name & Designation of Holder	Phone No.	Fax No.
569	M/s. Zainul Abedin 87, Motijheel Commercial Area (3 rd floor), Dhaka-1000	Mr. Md. Zainul Abedin Proprietor		
570	M/s. Zaki International 121 DIT Extension Road Fakirapool, Dhaka-1000	Mr. Md. Shahidullah Proprietor	9334062	8318937
571	M/s. Zaman Bhai 188 Motijheel Circular Road (1 st floor) Dhaka-1000	Mr. A.B.M. Amanuzzaman Proprietor	9331165 017-521406 9330157 (R)	413717
572	M/s. Zeenat Trading Co-rporation 14, Green Square, Dhaka-1205	Air Com. (Retd.) M.S.Islam Proprietor	508970 508300 (R)	8613440
573	M/s. Zia International Traders 872, Outer Circular Road Hotel Shahidbagh Rajarbagh, Dhaka	Mr. Jashim Uddin Chowdhury Managing Partner	8321675 8317932 031-615974	8317932
574	M/s. Zia Overseas 3/3-B, Purana Paltan (3 rd floor) Room No-07, Motijheel, Dhaka-1000	Mr. Md. Ziaul Hoque Proprietor	9563788 506841 (R)	9567424
575	M/s. Ziaz Enterprise 124, DIT Extension Road Fakirapool, Dhaka-1000	Al-Haj Abdus Salam (Babu) Managing Partner	9338295 8317201 8319531 (R)	8312951
576	M/S. Grand Overseas Business Ltd Noor Jahan Sharif Plaza (3 rd floor) 34 Purana Paltan, Dhaka-1000	Mr. Mohd. Noor Nabi Managing Director	9558038 9564737 011-858207	9552795
577	M/s. Kamal International 4-F8, Polwel Super Market Naya Paltan, Dhaka-1000	Mr. Md. Kamal Hossain Proprietor	9345176	9345176
578	M/s. Shikha Trade International 3/1/9, Purana Paltan, Motijheel, Dhaka	Mr. Md. Jahangir Alam Proprietor	9883530 017-542720	9552795
579	M/s. The Bangladesh Development Associates 28-30 Kamal Ataturk Avenue Banani, Dhaka-1213	Mr. Mohammad Faisal Managing Director	9883577 9883551 9339622 (R)	9883548