



**IKIGAI**  
international



# IKIGAI INTERNATIONAL LTD



House 8, Road 3, Block J,  
Progoti Sharani, Baridhara,  
Dhaka-1212, Bangladesh



[www.ikigaiinternational.org](http://www.ikigaiinternational.org)



[contact@ikigaiinternational.org](mailto:contact@ikigaiinternational.org)

## ABOUT IKIGAI INTERNATIONAL

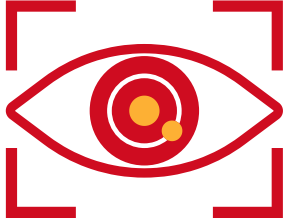
### A BRIEF STORY ABOUT THE COMPANY

Ikigai International Ltd is a Bangladesh recruitment agency that has been granted license by Bureau of Manpower, Employment and Training (BMET) center of the Government of People's Republic of Bangladesh to recruit, train, manage, and send laborers abroad legally. Since 2023, Ikigai International Ltd has been a reliable resource for foreign companies looking for Bangladesh laborers to work in other countries. We have been passionately transforming lives through the workforce solutions we provide, including talent acquisition, global employment and mobility, managed solutions and consulting.

Ikigai International Ltd provides opportunities for Bangladeshi citizens to work and study in many countries including Japan. Our company provides training courses in Japanese and English domestically and abroad and ensures employment abroad in caregiving, agriculture, construction (electrician, plumbers etc), and the vocational sector or the request from Japanese business communities all over Japan. We highly experienced staff to organize Technical Intern Training Program (TITP) and specific skills workers (SSW) visas to Japan in various sectors. Ikigai International Ltd has rich experience in successfully organizing all required documents and training the confirmed people for the Japanese business community.

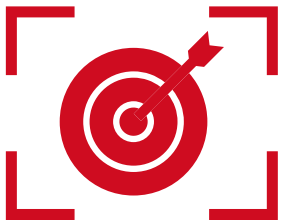


## VISION



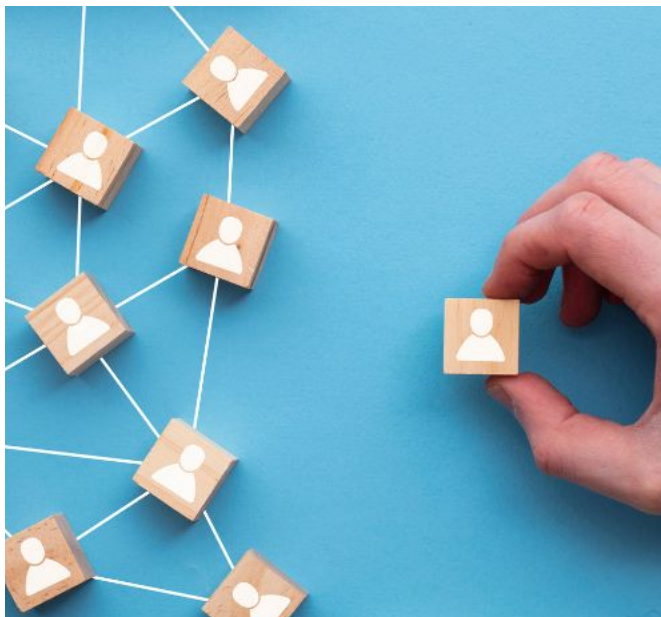
- is to introduce the skills and abilities of Bangladeshi workers at the international level;
- increase the value of quality manpower from Bangladesh across the globe by promoting an ethical, reliable, and transparent recruitment process;
- to train Bangladesh citizens with new advanced technologies and exchange the practices at the international level on time;
- to contribute our practices and experiences to Bangladesh's development and growth.

## MISSION



- Our mission is to build an interface where young people gain necessary skills required for global employment and mobility and link those people with international organizations across the globe.

## WHY CHOOSE IKIGAI INTERNATIONAL



At Ikigai International, we don't just find the right people; we cultivate success stories. Our commitment to excellence and dedication to connecting business with the world's most exceptional talent make us the preferred partner for the organizations seeking global growth and innovation.

Unlock your company's potential with Ikigai International. Together, we'll share the future of your workforce and drive your organization to new heights. Connect with us today and discover the opportunities awaiting your organization.

## OUR SERVICES



At Ikigai International, we are dedicated to providing comprehensive recruitment solutions that go beyond traditional staffing services. We understand that recruiting efficient employees is just one part of the process, and our commitment to our clients extends to various critical areas to ensure a seamless recruiting experience.

### 1. RECRUITMENT SOLUTION

Ikigai International Ltd offer human resource recruitment services to countries all over the world. Currently, we are facilitating to send desire skills people to Japan because Japan is global leading economy known for producing most responsible, disciplinary and competent human resources.

Ikigai International Ltd is not only focusing on required skills of candidates but also assess and train candidate to build capacity of the candidates for adapting to new culture, tradition where workers expected to work.



### 2. TICKETING

As part of our holistic approach, we offer ticketing services to facilitate the travel of selected candidates from Bangladesh. We handle flight bookings and itinary planning, ensuring a smooth and hassle-free journey for candidates joining our team. Our experienced team is well-versed in visa regulations, immigration procedures, and travel logistics, making relocation seamless.

### 3. LANGUAGE SCHOOL

Ikigai International Language School offer comprehensive English and Japanese language courses and assists candidates in obtaining skills on English and Japanese language. We are committed to providing high-quality language education and support services to help candidates achieve their dream of living abroad. Our experienced and dedicated faculty members have extensive experience teaching English and Japanese as a foreign language. This course is designed for candidates with a basic understanding of English and Japanese language. It focuses on developing fundamental reading, writing, listening, and speaking skills necessary in English and Japanese language.

### 4. WE BUILD CAREGIVER

Bangladesh has been producing professional caregivers to meet the growing demand for the caregivers both at home and abroad. Bangladesh Bureau of Educational Information and Statistics (BANBEIS) data indicates around 75,000 enrollments in caregiving-related courses in every year. Ikigai International Ltd. is facilitating to send caregivers to many countries followed by further training in the destination countries for successful employment of caregivers in abroad from Bangladesh.

We are providing the professional caregivers with the following technical skills and knowledge:

- General Caregiving, Level-2
- Caregiving for Elderly Persons, Level - 3
- Caregiving for infant Toddler and children, Level – 3



## 5. STUDENT VISA TO JAPAN

Japan has world-class schools that rank among the world's top universities. Also, there are opportunities for international employment through studying in Japan. In addition, Japan's education costs are relatively low compared to other countries. Here, students can work 28 hours per week.

Ikigai International Ltd is committed to providing our young educated generation and the growing workforce with the opportunity to further develop themselves by receiving higher education and experience on an international platform from profound universities globally. We assist students in the visa application process for study abroad in Japan. Our expert team provides guidance and support to ensure a successful visa application, helping students pursue their educational aspirations with ease.

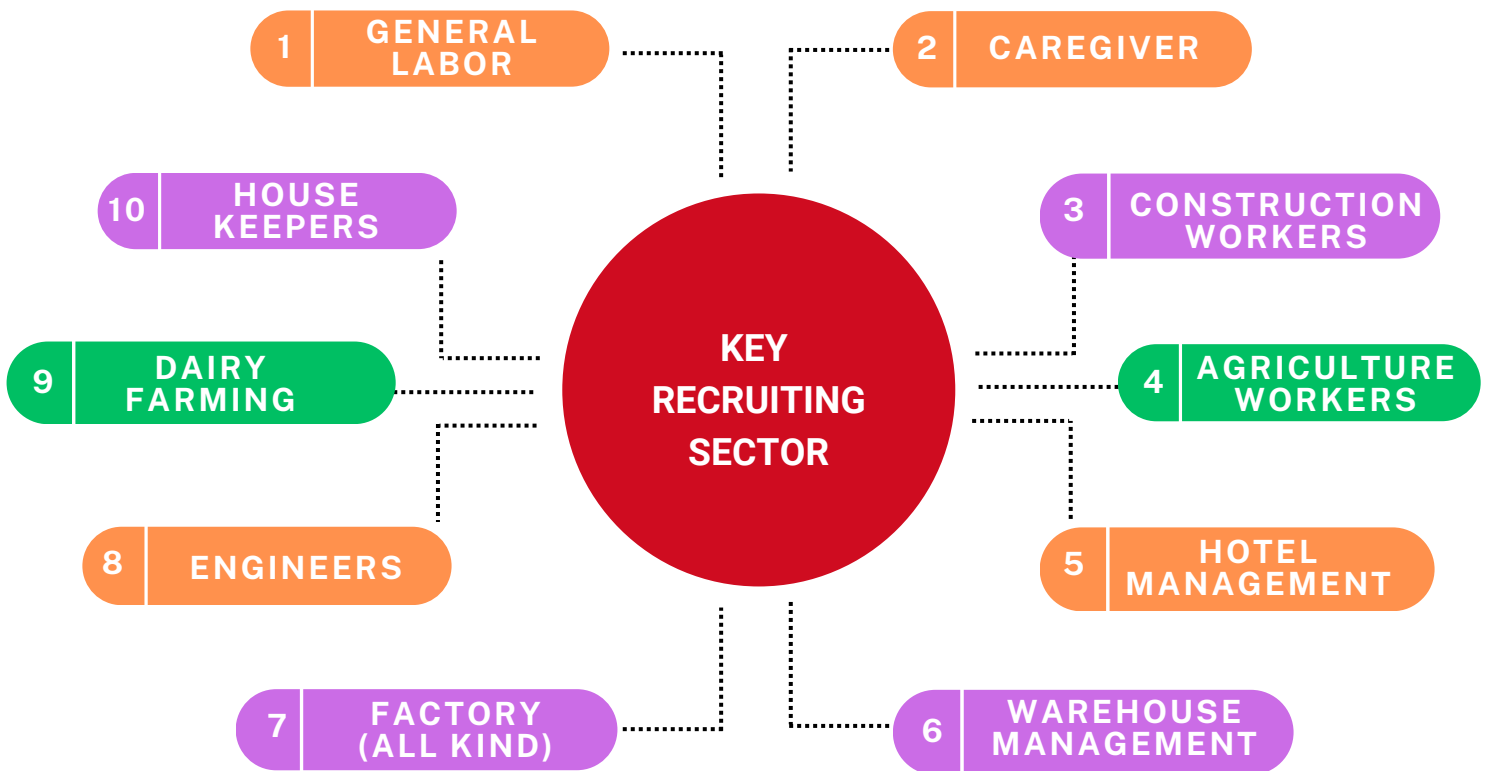


## 6. MEDICAL SERVICES

Our network of healthcare providers conducts thorough medical examinations, ensuring candidates meet the necessary health standards. We specialize our medical procedures according to the requirements of different destination countries so that our workers never fail to pass the medical test by their employers.

## CATEGORIES OF RECRUITMENT

Ikigai International prides itself in catering to a wide array of recruitment requirements. Whether it be highly skilled white-collar professionals to lesser skilled general category workers, Ikigai International avails itself of the requirements and specific needs of our valued clients. We understand that every recruitment needs to be tailor-made and specific to the employer.



## LABOR MARKET IN BANGLADESH



The labor market in Bangladesh is broad and well-established within the global context of employment recruitment. It is distinguished by several crucial elements that make it a significant country of origin of labor for numerous nations and global enterprises. The Middle East (KSA, UAE, Qatar, Kuwait) has been the most popular destination, and Bangladeshi nationals have been instrumental in the growth of infrastructure and services there. Recently, Bangladesh has been accommodating to experts and labor from nations like Malaysia, Singapore, and Korea. It now hopes to expand its market to industrialized nations to cover talent shortages and accommodate the world's aging population.

### **Leading youth labor force**

With young people (15–29 years old) making up 36.53 percent of the labor force, Bangladesh is undergoing a demographic shift. Young people who work frequently don't have benefits or stable jobs. Instead, the majority work in the unofficial economy in underpaid, temporary, or part-time jobs with frequently unfavorable working conditions. By applying their expertise, these groups are looking for work chances overseas.

### **Plenty of workforce**

Bangladesh, with more than 160 million inhabitants, is one of the world's most densely inhabited nations. Because of the high population density and the 8% unemployment rate, there is a large pool of skilled, semi-skilled, and unskilled people who are seeking better opportunities elsewhere. This profusion of workers is a great advantage for hiring foreign workers in many industries, including manufacturing, construction, and white-collar jobs.

### **Reasonably priced labor costs**

Bangladesh's affordable labor expenses are one of the main reasons for the country's recruitment of foreign workers. Employers seeking to cut labor costs may find Bangladesh to be a desirable alternative due to its comparatively lower wages compared to several Western nations. Bangladeshi labor is in high demand in labor-scarce industries as a result of this cost advantage.

### **Diversified workforce**

Bangladesh provides a skilled and unskilled labor force that is diversified. However, the RMG sector, agriculture, and construction all employ a large number of unskilled workers. Skilled individuals like engineers, IT specialists, and healthcare providers also aid in the recruitment of foreign labor. Bangladesh is a desirable alternative for a variety of businesses due to the availability of a skilled labor force.

## IKIGAI INTERNATIONAL'S APPROACH TO INTERNATIONAL RECRUITMENT

---

Ikigai International believes in a 360-degree approach to recruitment. We have a deeply embedded philosophy of facilitating migration that creates value for our aspiring candidates. International Recruitment should be safe, orderly, regular, and in compliance with both the origin and destination country's rules and regulations.

### APPROACH TO INTERNATIONAL RECRUITMENT

Ikigai International has 3 primary models of recruitment which is adjusted to the requirement of its clients and tailor-made for every recruitment drive.

**1. The employers pay model:** The model is designed around high compliance industries that require a modern take on recruitment. Ikigai International follows the IRIS Standards set by the International Organization for Migration (IOM) and only charges costs adhering to the International Labor Organization's (ILO) General principles and operational guidelines for fair recruitment and definition of recruitment fees and related costs. Ikigai International's Employers Pay Model has 5 overarching principles which are further elaborated in our Ethical Recruitment Policy.

**The overarching principles are:**

- Prohibition of Recruitment Fees to Jobseekers
- Respect for Freedom of Movement
- Respect for Transparency of Terms and Conditions of Employment
- Respect for Confidentiality and Data Protection
- Respect for Access to Remedy

**2. The employer's design model:** A recruitment model catering to Employers with their own policies and standards. The Recruitment model adheres to policies set by the company's in-house standards with a ceiling on recruitment and related costs.

**3. The traditional recruitment model:** A model where you delegate all recruitment-related tasks to Ikigai International's in-house professionals to cater to the needs of your company as we best see fit. Our high standards ensure that we will address the needs of your company as it is our own. Our team of experienced industry professionals will find the best solutions to take your organization to new heights.

It goes without saying that we at Ikigai International Ltd center our business around our valued clients no matter which model you may want to subscribe to. All our recruitment and related solutions are unique to clients and tailor-made for every recruitment drive.

## OUR ETHICAL RECRUITMENT POLICIES

---

Ikigai International Ltd is a recruitment agency established in 2023 to facilitate safe, orderly, and ethical labor migration. It was launched with a vision to pioneer ethical recruitment policies set by Government and UN organizations in Bangladesh. Ikigai International Ltd formulated these internal company policies that adhere to Ethical Recruitment Standards set by the International Organization for Migration (IOM). This policy outlines the guidelines and principles that Ikigai International follows to ensure ethical recruitment practices that aim to protect the rights and well-being of migrant workers and promote fair and transparent recruitment processes. Ikigai team adheres to this policy to enhance the agency's reputation and contribute to the overall development of the recruitment industry in Bangladesh.



### **1. Compliance with laws and regulations:**

1.1. Ikigai International Ltd. complies with local and international laws, regulations, and conventions related to labor rights, migrations, and human trafficking. [Overseas Employment Act 2013] [Prevention and Suppression of Human Trafficking Act 2012].

1.2. Ikigai International Ltd obtains and maintains all licenses and permits required to operate legally and ensure compliance with all relevant regulatory bodies.

## **2. Transparent and non-discriminatory recruitment process:**

2.1. Ikigai International Ltd ensures that its recruitment process is transparent, fair, and free from any form of discrimination, including but not limited to gender, age, race, religion, or disability.

2.2. Job advertisements, job descriptions, and selection criteria are clear and unbiased, providing equal opportunities to all applicants.

## **3. Protection of workers' rights:**

3.1. Ikigai International respects and upholds the fundamental rights of workers, including freedom of association and protection against forced labor and child labor.

3.2. Workers are provided with written employment contracts in their native language, clearly stating their terms and conditions, wages, benefits, and working hours.

## **4. Pre-departure orientation and training:**

4.1. The Bureau of Manpower, Employment, and Training (BMET) provides pre-departure orientation for every migrant in Bangladesh. In addition to that, Ikigai International provides comprehensive pre-departure orientation and training to workers, covering their rights, responsibilities, cultural sensitivities, local laws, and relevant work-related information.

4.2. Workers are informed about the terms and conditions of their employment, including job location, accommodation, transportation, and any associated costs.



## **5. Ethical recruitment fees and expenses:**

5.1 Ikigai International adheres to transparent and fair fee structures, ensuring that workers related are not charged excessive fees for recruitment, documentation, or other services.

5.2 Ikigai International strictly adheres to General principles and operational guidelines for fair recruitment and the definition of recruitment fees and related costs set by the International Labor Organization (ILO).

## **6. Respecting freedom of movement for the workers:**

6.1. Ikigai International makes sure that it doesn't hold passports or other important documents of workers unnecessarily during any part of the migration process.

6.2. Ikigai International partners up with only those employers who respect the freedom of movement of the workers and don't hold passports or any important document of the worker that might bind him to a certain place.

## **7. Protection against exploitative practices:**

7.1. Ikigai International takes proactive measures to prevent any form of exploitation, including forced labor, human trafficking, debt bondage, or any other illegal practices.

7.2. Regular monitoring, inspections, and audits are conducted to identify and address any potential risks or violations within the recruitment process.

## **8. Collaboration and partnerships:**

8.1. Ikigai International actively collaborates with relevant stakeholders, including the government, employers, workers' organizations, civil society, and international organizations, to promote ethical recruitment practices.

8.2 Ikigai International's initiative to recruit in an Ethical Model is embedded in the Government of Bangladesh's 5 Years Plan where GoB encouraged pioneering Recruitment Agencies to discover more sustainable avenues of International Labor Recruitment.

By adhering to this policy, Ikigai International can contribute to protecting workers' rights and promoting ethical recruitment practices. This policy serves as a framework to guide Ikigai International Ltd in creating a fair, transparent, and responsible environment for migrant workers, ensuring their safety, dignity, and overall well-being.





**Battulga Erdenebileg**  
Chairman



**Md Mahafuzul Haque**  
Managing Director



**Ueda Isao**  
Director

# IKIGAI TEAM



**Kaniz Fatema**  
Director HR



**Md Tuhinur Rahman**  
Manager



**Ashrafur Rahman**  
Language Teacher & Mentor



**Md Ashraf Hossain**  
Accounting Officer



# THANK YOU

We are aiming to build an interface where young people gain necessary skills required for global employment and mobility and link those people with international organizations across the globe.

 Address

House 8, Road 3, Block J,  
Progoti Sharani, Baridhara,  
Dhaka-1212, Bangladesh

 Contact

[contact@ikigaiinternational.org](mailto:contact@ikigaiinternational.org)

 Telephone

+880-1711-036072

 Website

[www.ikigaiinternational.org](http://www.ikigaiinternational.org)