

GOVERNMENT OF PAKISTAN
BUREAU OF EMIGRATION & OVERSEAS EMPLOYMENT
"EMIGRATION TOWER" PLOT NO. 10, MAUVE AREA, G-8/1,
ISLAMABAD

No. BE-R (Stat)1(107B)/2023

Islamabad, the 11th July, 2023


Subject: CRITERIA TO NOMINATE OVERSEAS EMPLOYMENT PROMOTERS (OEPs) AS SENDING ORGANISATIONS FOR JAPAN UNDER MoC ON TITP

In compliance of minutes of the 6th meeting of Manpower Export Coordination Committee received vide Ministry of OP&HRD O.M No. 3(7)/2022-Emig-III dated 07.04.2023, the Director General, BE&OE constituted a committee vide Bureau's office order No. 44/2023 dated 07.04.2023 to develop a criteria to select OEPs as sending organization for Japan under MoC on TITP and find enclosed herewith a duly approved criteria on the subject matter.

2. The interested Overseas Employment Promoters (OEPs) are requested to send their applications along with the requisite information on their letterhead (duly typed) to Bureau HQs to be nominated as sending organization for Japan under MoC on TITP as per approved criteria latest by 25th July, 2023. The applications received within the stipulated time will be examined by the Bureau HQs in light of duly approved criteria for TITP Japan.

3. This issues with the approval of Director General, BE&OE.

Encl: As Above


(Farrukh Jamal)
Director (Research) o/c

Distribution:

- i. Protector of Emigrants Lahore, Karachi, Multan, Rawalpindi, Peshawar, Quetta, Malakand, Sialkot & DG Khan with the request to circulate the approved criteria among the OEPs working under their jurisdiction with the advice to apply if interested, abiding the subject criteria.
- ii. The Chairman POEPA, Office #7 2nd Floor Plaza 2000, I-8 Markaz Islamabad with the request to circulate the criteria among the OEPs with the advice to apply within

REPORT ON DEVELOPMENT OF CRITERIA TO NOMINATE OVERSEAS EMPLOYMENT PROMOTERS (OEPs) AS SENDING ORGANISATIONS FOR JAPAN UNDER MoC ON TITP

1. Background

1.1. The Memorandum of Cooperation (MoC) on the Technical Intern Training Program (TITP) was signed on 26th February, 2019 between Pakistan and Japan. The Ministry of Federal Education and Professional Training (FE&PT) has been assigned the lead role from Pakistan side however, the Ministry of Justice, Japan is the focal ministry from Japanese side in the above mentioned MoC. The overarching goal of the MoC is to send intern trainees (workers) to Japan so that they can learn technical skills and experience while working with their respective Japanese employers. Under the MoC on TITP, only the approved sending organizations can dispatch workers to Japan for the initial period of 01 years which is extendable for 02 more years.

1.2. Thus far, only 18 OEPs have been approved as sending organizations for Japan by the Ministry of FE&PT on the recommendations of the Bureau of Emigration and Overseas Employment (BE&OE) and the Ministry of Overseas Pakistani & Human Resource Development. At present, 20 sending organizations have been approved by the Ministry of FE&PT for Japan on TITP comprising upon 18 OEPs from private sector and 02 public sector organizations namely Overseas Employment Corporation (OEC) and National University of Technology (NUTECH).

1.3. In order to enhance the number of approved sending organizations for Japan on TITP, the Director General, BE&OE has constituted a committee comprising on the following officers of BE&OE vide Office Order No. 44/2023 dated 07-04-2023.

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| i. Mr. Muhammad Jabbar Chaudhry | Director/ PE Peshawar |
| ii. Mr. Farrukh Jamal | Deputy Director (Coord/Research, BE&OE) |
| iii. Mr. Safdar Mehmood | Deputy Director (Policy, BE&OE) |

1.4. The Committee was assigned the following tasks

- i. Review the previous criteria adopted for selecting the OEPs as sending organizations for Japan by the BE&OE in the light of the procedure submitted by the CWA, Japan
- ii. Develop a new selection criterion to select the OEPs as sending organizations for Japan while ensuring the transparency in the selection process
- iii. Develop procedure for selecting the OEPs as sending organizations for Japan
- iv. Any other matter ancillary to the above

2. Previous Criteria

2.1. On 7-10-2020, the BE&OE issued a criteria for selection of an OEP as sending organization for Japan under MoC on TITP. The criteria was as under: -

- (i) Minimum 05 years' experience in the field of export of manpower after issuance of the OEP License
- (ii) Export of at least 1,000 persons for employment abroad during the last three years
- (iii) Export of manpower to at least three countries during the last five years
- (iv) No complaint of serious nature during the last five years

2.2. In the above criteria, sending organization was bound to send minimum 50 internees (workers) to remain in the list of sending organization. Further, the criteria was required to be periodically reviewed.

2.3. In March, 2022 the BE&OE recommended 18 OEPs for approval of sending organization for Japan on TITP to the Ministry of FE&PT through the Ministry of OP&HRD which were

approved/forwarded to the Ministry of Foreign Affairs by the Ministry of FE&PT on 02-02-2023 for onward submission to the Ministry of Justice, Japan through diplomatic channel.

3. New Criteria.

3.1. The Committee after careful consideration of previous criteria, feedback received from the stakeholders, suggestions received from the POEPA in the meeting held between the Director General, BE&OE and the Chairmen POEPA in Protectorate of Emigrant Office Karachi on 24-04-2023 and to meet the future requirements in respect of sending maximum number of workers to Japan under MoC on TITP proposes that a Point-Based Selection Method should be adopted to select potential OEPs as sending organizations for Japan. The proposed criteria will provide a self-explanatory assessment to the OEPs who intends to apply to be considered as the sending organization for Japan specifically for TITP.

3.2. **Point-Based Selection Method.** The Point-Based Selection Method is recommended by the Committee. The different performance indicators which are commonly used to measure the overall performance, conduct and reputation of the OEPs by the BE&OE along with the activities pertaining to the promotion of manpower export have been enlisted to support this selection method. Each indicator has been allocated points/ marks to make an overall assessment of OEP prior to his / her consideration for selecting as sending organization for Japan on TITP. The following indicators will be observed.

Sr. No.	Description of Indicators	Maximum Marks
1	No. of persons registered during the last 04 years (2019 – 2022) (01 mark will be earned per 500 workers registered through OEP for overseas employment)	20 marks
2	No. of persons registered for the countries other than KSA during the last 04 years (2019 – 2022) (01 mark will be earned per 200 workers registered through OEP for overseas employment)	15 marks
3	No. of countries for which emigrants have been registered through the OEP including KSA (01 mark will be earned for each GCC Country 02 marks will be earned in case of each country outside GCC)	10 marks
4	<u>Knowledge on Japan</u> i. Education/Stay/visits/work experience/ business presence in Japan ii. No. of permissions granted for Japan sector iii. Japanese language centre facility in the name of OEP iv. Japanese language proficiency v. Proof of appointment of representative(s) in Japan by the OEP	05 marks (1 mark for each point)
5	Negative marking will be made on account of actions taken previously against the OEP under Section 12(3) of the Emigration Ordinance, 1979	The following actions will cause negative marking

	Note: In case of more than one penalty on a single violation, the major penalty shall be counted.	Issuance of warning (01 mark) Forfeiture of OEP license security (02 marks) Suspension of OEP license (03 marks)
6	Negative marking will be made on account of number of in-process complaints which are pending on the part of OEP for more than 03 months	(01 mark per complaint)

3.3. Note: The decimal number will also be given weightage in the calculation of overall assessment/marks.

3.4. The minimum qualifying score is 50 % of total marks.

4. SOPs for Selecting OEP as the Sending Organisation.

The committee recommends the following procedure for selecting an OEP as sending organization for Japan on TITP by the Bureau.

4.1. The Directorate of Research shall make scrutiny of the performance of each applicant (OEP) through BE&OE-MIS and shall share the same with the Directorate of IT and the Directorate of Operation for verification of scrutiny including actions taken under section 12(3) of Emigration Ordinance, 1979 against the applicant (OEP).

4.2. Upon receipt, the Directorate of Research shall submit the name(s) of OEPs to the Director General, BE&OE for approval and recommendations to the Ministry of OP&HRD for onward submission to the Ministry of FE&PT, Government of Pakistan.

4.3. The Ministry of FE&PT will approve the recommended names of sending organization of Japan under MoC on TITP and forward the same to the Ministry of Justice, Japan through the Ministry of Foreign Affairs/Embassy of Pakistan, Tokyo, Japan for approval of Japanese authorities and enlistment of same with OTIT Japan.

4.4. The list of recommended names of OEPs for Japan shall be uploaded/posted on the official website of the BE&OE with the marks obtained by each OEP as per above criteria to ensure transparency.

5. Monitoring & Review of Criteria and performance of approved sending organizations on TITP

5.1. The Committee recommends that the activities and performance of the sending organizations should be monitored and reviewed on the basis of pre- defined targets which are required to be achieved by the approved sending organization abiding a defined timeline and responsibilities as mentioned in the MoC on TITP.

5.2. Further, the Committee recommends that periodic performance monitoring of the sending organisations should be designed by the BE&OE to assess the performance of each sending organization on the basis of targets assigned for a period of two years including establishment of Japanese language facilities, job demands obtained, number of internees sent, etc. The Committee strongly recommends that the list of approved sending organisations for Japan on TITP shall be reviewed after every two years including fulfilment of this new criteria. However, the following aspects shall be mandatory for re-admission as sending organisation on TITP:

- 5.3. Sending of a minimum of 15 internees annually
- 5.4. No serious complaint of Japan-related internees
- 5.5. No serious reporting of absconding of internees sent by the OEP
- 5.6. Rejection of more than 5 % internees by Japanese government/supervising organisation for not being suitable.

6. Follow-up Actions

The Committee recommends that the following actions may be taken for improving the performance of the approved sending organisations.

Capacity Building of Sending Organisations

6.1. The OEPs selected as sending organisations shall be trained on every aspect of the TITP for building their capacity to capture a due share from the Japanese labour market by the Directorate of Research, BE&OE by devising training modules in consultation with the CWA, Embassy of Pakistan Tokyo, Japan.

Expansion of Japanese Language Courses Facilities

6.1. The BE&OE will encourage the efforts and contributions in respect of providing Japanese language courses to the workforce intends to join overseas employment in Japan. The such efforts by the stakeholders shall be regularly monitored and information thereof shall be disseminated to the intending emigrants through BE&OE website.

Collective Strategy at National Level

6.2. A collective strategy for Japan sector shall be developed in consultation with all stakeholders with defined timelines and targets with a whole-of-the-government approach.

Coordination with Sending and Supervising Organisation

6.3. The regular efforts shall be carried out for better coordination between the approved sending organizations of Pakistan and the Japanese Supervising Organisations and Implementing Organizations in Japan with collaboration of the Embassy of Pakistan Tokyo Japan and OTIT, Japan.

Trade-Wise Requirements of Employers

6.4. The trade-wise requirements of the Japanese Supervising Organisations for internees including trade-wise Japanese language proficiency requirements, professional skills, health standards, equipment/machinery used etc. shall be regularly shared with the approved sending organisations by the BE&OE.