

Information Package for Italian Employers & Recruitment Agencies

Process for Selection and Recruitment of Skilled Bangladeshi Workers under the Talent Partnership project through the Bangladesh Overseas Employment Platform (OEP)

Overview

Why Recruit from Bangladesh through the Talent Partnership?

The Talent Partnership offers Italian Employers a reliable and ethical mobility pathway to recruit skilled workers from Bangladesh to work in occupations in demand in Italy. It addresses labour shortages while ensuring full compliance with Italian, EU, and international labour standards.

Recruitment under this framework is quality-driven, transparent, and risk-mitigated. Skilled workers are trained, oriented and independently assessed while in Bangladesh. Recruitment is digitally monitored, and all actors operate within a regulated system.

What Makes This Pathway Different?

Workers recruited through the Talent Partnership:

- ▶ Are pre-trained in priority skilled sectors through Bangladeshi quality-assessed Technical Training Centres (TTCs) and certified and independently assessed
- ▶ Are trained, certified and independent assessed in Italian language skills at A1-A2 level
- ▶ Are trained in Pre-Departure Orientation (PDO) covering labour law, key legislation, workplace safety and collaboration, culture, community integration and adaptation and soft skills.
- ▶ Are recruited exclusively via the Overseas Employment Platform (OEP), ensuring ethical recruitment, monitoring and tracking.
- ▶ For employers, this translates into faster hiring, lower risk, and better retention.

About Recruitment Agencies

In the initial phase, employers will be linked with Bangladesh public recruitment agency Bangladesh Overseas Employment and Services Limited (BOESL), as well as with quality-assessed private recruitment agencies selected through assessment and tested performance with participating training providers and the Bangladesh Association of International Recruiting Agencies (BAIRA). This arrangement will continue until the Talent Partnership portal within the

OEP (Overseas Employment Portal) becomes fully operational, at which point the recruitment process will be fully managed on this platform, at which point this information package will be updated to reflect this fact.

Recruitment Process through the Overseas Employment Platform (OEP)

What is the OEP?

The Overseas Employment Platform (OEP) is Bangladesh's mandated digital operational system for managing recruitment and overseas labour migration, developed by with support from the International Labour Organization (ILO) and the Government of Switzerland.

The platform integrates all key stakeholders:

- ▶ Overseas employers
- ▶ Bangladesh Embassies and Consulates
- ▶ Licensed recruitment agencies
- ▶ Bureau of Manpower, Employment and Training (BMET)
- ▶ Registered job-ready workers

Employer Portal of OEP: <https://employer.oep.gov.bd>

Why OEP Matters for Employers?

Using the OEP ensures:

- ▶ Government verification of credentials of employers, agencies, and workers
- ▶ Digitally authenticated skills and qualifications
- ▶ Reduced exposure to fraud, informality, and reputational risk
- ▶ Full documentation of the recruitment and employment process

Steps of the OEP-based selection and recruitment process

Step 1: Employer Registration and Verification

Italian employers register on the OEP Employer Portal (<https://employer.oep.gov.bd>) using company details incl. Italian business registration (e.g., Partita IVA). Employer profiles are verified by the Labour Attaché at the Embassy of Bangladesh in Rome or the Consulate in Milan.

Under the Talent Partnership, facilitation support may be provided to ensure timely verification.

Step 2: Submission of Job Orders

After approval of registration, employers submit job orders on OEP, either directly or via assessed and licensed Bangladeshi recruitment agencies.

Each job order specifies:

- ▶ Occupational roles and the number of workers required
- ▶ Skills and qualification requirements
- ▶ Salary, benefits, and working conditions
- ▶ Contract duration and welfare provisions

Job demands are automatically routed by the OEP to:

- The Bangladesh Mission in Italy for attestation
- BMET in Dhaka for final clearance

Step 3: Sourcing and Selection of Skilled Workers

Approved job demands automatically become visible on the OEP platform to licensed recruitment agencies and eligible workers from the Talent Partnership pool (pre-trained and language-tested).

Employers may be in conjunction with a recruitment agency:

- ▶ shortlist and select qualified candidates
- ▶ Conduct virtual or in-person interviews and assessments as required

The Talent Partnership Project can provide guidance and facilitate engagement with training centres and recruitment agencies, as needed. All skills certificates, training records, medical reports, and language credentials are digitally verified via OEP.

Step 4: Visa Processing and Emigration Clearance After candidate selection

Italian authorities issue the Nulla Osta. After that, visa processing is undertaken by the Bangladesh Mission, and recruitment agencies manage documentation and processing. Before departure each worker receives a BMET Smart Card, serving as digital Emigration Clearance (EC).

Employer Role:

- ▶ Provide required employment documents
- ▶ Confirm job offer and contract details
- ▶ Coordinate processing timing with recruitment agencies

Step 5: Arrival, Compliance, and Employer Benefits

Employers confirm travel arrangements and prepare accommodation and workplace. Upon arrival, employers shall update employment records in OEP to ensure transparency.

Compliance and Fair Recruitment

Employers are required to:

- ▶ Provide written contracts
- ▶ Honour agreed wages and benefits
- ▶ Ensure occupational safety and health in the workplace and accommodation
- ▶ Respect workers' rights and freedom of movement

Practices such as charging recruitment fees to workers, passport confiscation, contract substitution, fake job orders, etc contravene international labour standards, notably the ILO's Fair Recruitment Standards, as well as International Standards on Forced Labour and Human Trafficking, in addition to legislation in EU Member States and in Bangladesh.

For more information, please contact ILO Talent Partnership project officials

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