

MEMORANDUM OF UNDERSTANDING
FOR PRE-DEPARTURE TRAINING PROGRAM ON
PROFESSIONAL TRAINING
LINGUISTIC, SAFETY, CUSTOM ,
AND
TECHNICAL INTERNSHIP FOR TRAINEES,
SKILLED AND HIGHLY SKILLED WORKERS
FROM BANGLADESH TO ITALY

**THE MINISTRY OF EXPATRIATES' WELFARE AND OVERSEAS
EMPLOYMENT OF THE PEOPLE'S REPUBLIC OF BANGLADESH**

Bureau of Manpower, Employment and Training (BMET)

AND
ITALBANGLA COORDINATION AND DEVELOPMENT ASSOCIATION

CONTENTS

Article

1 Objectives of the MOU for MEWOE/BMET

2 Objectives of the MOU for ITALBANGLA Italy

3 Mission of the MOU for ITALBANGLA Italy

4. Opportunity through the Italtangla Work Project

5 Scopes of Technical Intern Training Programs in Italy

6 Expenses of Technical Intern Training Programs in Italy

7 Obligations of MEWOE/BMET

8 Obligations of ITALBANGLA Italy

9 Early Termination of Technical Intern's Participation in Technical Intern Training Program

10 Technical Intern's Return upon Completion or Early Termination

11 Technical Intern's Temporary Return and Expenses

12 Response to Accident, Crime, Problem Case and Disappearance

13 Force Majeure

14 Settlement of Disputes

15 Amendments and Additional Provisions

16 Validity, Termination and Nullity of Paragraph

17 Language

Memorandum of Understanding

Between

The Ministry of Expatriates' Welfare and Overseas Employment Government of the People's Republic of Bangladesh (MEWOE)/ Bureau of Manpower, Employment and Training (BMET)

And

ITALBANGLA COORDINATION AND DEVELOPMENT ASSOCIATION

On

The Pre Departure Training Program for Technical Interns, Skilled and High Skilled Workers from Bangladesh to Italy

The Ministry of Expatriates' Welfare and Overseas Employment, Government of the People's Republic of Bangladesh, Bureau of Manpower, Employment and Training (BMET) address at 71-72 Old Elephant Road Eskaton, Dhaka 1000, Bangladesh, (hereinafter referred to as the "MEWOE/BMET")

and

ITALBANGLA COORDINATION AND DEVELOPMENT ASSOCIATION Italian Community Development and Job Placement Organization, address at Via di Torpignattara 110, 00177 Rome, Italy , (hereinafter referred to as the "ITALBANGLA") hereinafter referred to as the Parties.

Context

- The Parties are collaborating on a training program aimed at facilitating the successful transition of Technical Interns and skilled workers from Bangladesh to Italy.
- The program focuses on promoting enterprise development, enhancing human resources, and fostering international mutual understanding, adhering to the "Act Regarding Appropriate Implementation of Technical Intern Training for Foreigners and Technical Interns."

Legal Framework

This cooperation is guided by the following foundational elements:

a) **Legislative Foundations:**

- **Legislative Decree No. 20/2023:** Refers to amendments affecting the handling of Pre Departure Training abroad.
- **Legislative Decree No. 286/1998:** Governs the immigration and residency of foreigners in Italy.
- **Presidential Decree No. 394/1999:** Addresses regulations for non-EU citizens' employment and residence in Italy.

b) **European Standards:**

- **Validation of Learning:** The initiative ensures compliance with the European Recommendation on validating non-formal and informal learning, promoting the recognition of diverse educational backgrounds.
- **Lifelong Learning Competencies:** Adherence to European Council guidelines on key competencies required for lifelong learning ensures participants are equipped with essential skills for the labor market.
- **Health and Safety Regulations:** Compliance with Legislative Decree No. 81/2008 ensures that participants are trained in workplace health and safety standards.
- **Italian Language and Civic Training:** The program will implement guidelines for training in Italian language literacy and civic education as per Presidential Decree 179/2011.

c) **Integration of National Standards:**

- **National Strategic Plan:** Alignment with the plan for the development of adult skills promotes continuous improvement and skill development in line with national priorities.
- **Linguistic Certification Standards:** Compliance with the Inter-ministerial Decree on linguistic certification ensures that participants meet the language proficiency required for residency permits.

Agreement

The Parties agree to conduct the Pre-Departure Training Programs taking into account all applicable national laws and regulations, ensuring a structured and legally compliant approach to the training and support of Technical Interns and skilled workers.

Article 1: The objectives for MEWOE/BMET

a) Enhancement of Human Resource Development:

- The MOU aims to improve human resource development in Bangladesh through comprehensive knowledge, skills, and language training for Technical Interns.

b) Expansion of Overseas Employment Opportunities:

- By providing Pre-departure Training to Technical Interns, the initiative seeks to expand overseas employment opportunities, aligning with Bangladesh's national policy of promoting international labor migration.

c) Low/Zero Migration Costs:

- The initiative emphasizes ensuring that the dispatch of Technical Interns, skilled, and high-skilled workers to Italy occurs with minimal to no migration costs, making it more accessible for participants.

d) Transfer of Technical Skills and Knowledge:

- The program aims to facilitate the transfer of essential technical skills and knowledge at Accepting Companies in Italy. This exposure will enhance the interns' capabilities and professional experience.

e) Contribution to Economic Growth:

- The overarching goal is to equip Technical Interns to significantly contribute to Bangladesh's economic growth by leveraging the skills and expertise they acquire during their training and work experiences in Italy.

Article 2:

The objectives ITALBANGLA

a) Creating Opportunities for the Bangladeshi Community:

- ITALBANGLA is committed to enhancing opportunities for the Bangladeshi community in Italy, facilitating better integration and promoting development initiatives that benefit Bangladesh.

b) Support for Human Resource Development:

- The MOU aims to advance the **Pre-departure Training Programs in Italy**, aligning these efforts with Bangladesh's national objectives for human resource development.

c) Facilitation of Technical Interns Dispatch:

- By supporting the dispatch of Technical Interns or skilled and high-skilled workers through collaboration with MEWOE/BMET, ITALBANGLA enhances the process of acquiring essential language, practical, and technical skills at Accepting Companies in Italy.

d) Economic Development Contributions:

- The initiative's goal is to contribute to the economic development of Bangladesh by creating job opportunities in Italy, allowing interns to advance within existing enterprises or start their own businesses upon their return home.

e) Nurturing Enterprise Development:

- The program aims to foster enterprise development in both Italy and Bangladesh, thus encouraging economic collaboration and enhancing mutual understanding between the two countries.

f) Operating as a Recognized Accepting Organization:

- ITALBANGLA will function as a recognized Accepting Organization under Italian law, ensuring compliance and facilitating the effective implementation of the training and employment programs.

Article 3: The mission "ITALBANGLA WORK PROJECT"

a) Empowerment of Bangladeshi Workers:

- ITALBANGLA is committed to establishing a Pre-Departure Program aimed at empowering Bangladeshi workers to improve their economic and social prospects in Italy and across Europe.

b) Improving Quality of Life for Expatriates:

- Through initiatives like "**Bangla Dream**" and partnerships with various institutions and training centers, the project seeks to enhance the quality of life for expatriates by offering comprehensive Language and Professional Training Programs.

c) Skill Development for Labor Market Integration:

- The programs are designed to equip workers with essential skills necessary for successful integration into the Italian and European labor markets, targeting industries such as **textiles and fashion, construction, transport, tourism, naval construction, industrial sectors, agriculture, and fishing**—areas with high demand for skilled labor.

d) Direct Connection Between Workers and Employers:

- The "**Bangla Dream**" initiative aims to forge a direct link between Bangladeshi workers and Italian employers, acting as a pilot project under the European Talent Partnership program. This initiative promotes **regular, legal, ethical, and sustainable immigration through a fair recruitment system.**

e) Strengthening Economies Through Skill Transfer:

- The mission not only focuses on improving individual workers' quality of life but also aims to strengthen the economies of both Italy and Bangladesh through the transfer of skills and remittances generated by these workers.

f) Facilitating Cultural and Professional Integration:

- ITALBANGLA plays a coordinating role in these efforts, collaborating with educational institutions and companies to facilitate the cultural and professional integration of Bangladeshi workers in their host countries.

Article 4: The "ITALBANGLA WORK PROJECT

a) **Addressing Labor Shortages:**

- Italy, especially in regions like Lombardy and Piedmont, is experiencing a considerable shortage of skilled workers in key sectors such as **textiles, fashion, construction, transport, tourism, naval construction, industrial fields, agriculture, and fishing**. The project aims to bridge this gap by connecting the demand for skilled labor with the available workforce in Bangladesh.

b) **Leveraging a Young Workforce:**

- Bangladesh boasts a youthful and rapidly growing population, poised to enter the labor market. With a significant pool of approximately 15 million skilled expatriates, the country has the potential to provide trainable workers who can meet Italy's demand for labor in various industries.

c) **Facilitating Migration for Job Opportunities:**

- ITALBANGLA aims to create pathways for Bangladeshi workers to migrate to Italy legally, ensuring compliance with local labor regulations while facilitating a smoother transition into the Italian job market.

d) **Skills Development and Language Training:**

- By offering targeted language learning and professional skills development programs, the Italtangla Work Project equips participants with the necessary competencies to succeed in the Italian workforce. This preparation enhances employability and facilitates effective integration into the local labor market.

e) **Transforming Challenges into Opportunities:**

- The project focuses on turning the existing labor market challenges in Italy into valuable opportunities for Bangladeshi workers. This dual benefit not only addresses the labor shortage but also fosters personal and professional growth for the workers who participate in the program.

f) **Long-Term Economic Benefits:**

- By improving the skills and employability of Bangladeshi workers, the project contributes to economic growth in both Italy and Bangladesh.

Remittances from workers abroad can bolster the Bangladeshi economy, while Italy benefits from a strengthened workforce capable of sustaining and growing its key industries.

g) Sustainability and Regulatory Compliance:

- The Italtangla Work Project aims to promote regular, sustainable pathways for migration that adhere to ethical recruitment practices. This approach fosters long-term engagement and support for Bangladeshi workers in Italy.

Article 5: Scopes of Pre Departure Training Programs for Italy

The outlined program details for the **Pre Departure Training Programs** and Technical Intern Training Programs in Italy emphasize the structured approach to prepare Bangladeshi candidates for their Skilled Work Migration or internships in Italy through collaboration between **MEWOE/BMET** and ITALBANGLA. Here's a brief summary of the key components:

a) Pre-Departure Training For Skilled Worker (6 Months):

- Focus on Professional Experienced Selection and Job Test,
- Conducted in Bangladesh. Italian language **(Level A1)**, safety at work, customs, and legal knowledge relevant to migrants.

b) Pre-Departure Technical Intern Training Program 1 (1 Year):

- **Collective Training Course (3 Months)** covering Italian language **(Level A1)**, daily life, labor laws, and necessary skills.
- **Internship (9 Months)** under an **Italian Institute and Employer** with an Accepting Company to gain practical experience.

c) Technical Intern Training Program 2 (2 Years):

- Available to those who complete Program 1 with satisfactory results.
- Further skill acquisition under an under an **Italian Institute and Employer** with an Accepting Company to gain practical experience.

d) Technical Intern Training Program 3 (2 Years):

- Available to interns who demonstrate mastery in their skills.
- Conducted under an EU BLUE CARD Scheme with an Superior Academic qualification and Skills

e) Operational Oversight:

- ITALBANGLA operates under specific authorizations and is responsible for conducting various training programs as needed.

f) Candidate Qualifications and Logistics:

- The qualifications, selection, training schedules, and immigration procedures are collaboratively decided by MEWOE/BMET and ITALBANGLA.

g) One-Year Technical Intern Training Program:

- Introduced as an alternative for candidates if the full transfer or extended training isn't approved, this includes the Collective Training Course.

Overall, the program aims to facilitate skill development and legal knowledge for Bangladeshi technical interns, ensuring they are well-prepared for their roles in Italy, thereby fostering a better integration into the workforce and society.

Article 6 : Expenses of Technical Intern Training Programs in Italy

The sharing of expenses incurred in conducting the Technical Intern Training Programs in Italy shall be determined separately through mutual consultation between MEWOE/BMET and ITALBANGLA.

Article 7 : Obligations of MEWOE/BMET

The obligations of MEWOE/BMET in relation to the Technical Intern Training Program in Italy are detailed as follows:

1. Recruitment and Selection:

- Responsible for recruiting Technical Intern candidates in Bangladesh.
- Conduct strict selection of candidates, ensuring that only eligible individuals are dispatched to Italy, aided by ITALBANGLA staff in Dhaka.

2. Training and Compliance:

- Conduct Pre-departure Training, ensuring that each intern satisfies the qualifications necessary for participation.
- Educate interns on the laws, regulations, customs, and rules in Italy to promote legal compliance during their training.

3. Support Post-Training:

- Facilitate the reinstatement and employment opportunities for interns who complete their training.

- Offer support for those interested in starting their own businesses and provide updates on how to utilize the skills gained in Italy.

4. Liabilities and Claims:

- If interns cause any loss or damage due to non-compliance with rules, MEWOE/BMET will support ITALBANGLA in claiming damages from the interns.

5. Liaison Representative:

- Assign a dedicated person to manage the program both in Bangladesh and at the Bangladeshi Embassy in Italy, ensuring support and instructional guidance is provided.

6. Language Proficiency Assessment:

- Grade the Italian language proficiency of each intern to level A1 after Pre-departure Training and communicate results to ITALBANGLA.

7. Matchmaking and Certification:

- Assist in matching interns with accepting companies and facilitate the signing of ECTIT agreements.
- Provide certificates of completion for those who achieve the necessary language assessment at the end of training sessions.

8. Regulatory Compliance:

- Ensure all necessary permits and approvals for the program's implementation comply with Bangladeshi laws.

9. Transportation Arrangements:

- Make transportation arrangements for interns during their departure from and arrival in Bangladesh.

10. Additional Matters:

- Address any other matters as determined through mutual consultation with ITALBANGLA.

Article 8 : The obligations of ITALBANGLA

The obligations of ITALBANGLA in relation to the Technical Intern Training Program in Italy are clearly outlined and summarized as follows:

a) **Acceptance and Training of Interns:**

- Accept **Pre Departure Training or Technical Interns** dispatched by MEWOE/BMET and conduct the Collective Training Course immediately upon their arrival in Italy.
- Manage and instruct the interns during their Technical Intern Training Program, providing guidance to the Accepting Companies.

b) **Operational Oversight:**

- Ensure the **Pre Departure Training or Technical Interns Training** Program is run appropriately under Italian law, aiming to develop interns' skills for employment or entrepreneurship, especially for those qualifying for "Technical Intern Training Program 3".

c) **Specific Obligations:**

- **Residency Applications:** Apply for extensions of stay or changes in residency status for Technical Interns.
- **Permits and Approvals:** Conduct necessary formalities to obtain required permits and approvals under Italian law for the training programs.
- **Monitoring Living Conditions:** Maintain and monitor the living and training conditions of the interns, encourage cultural exchange within communities.
- **Company Visits and Guidance:** Visit Accepting Companies monthly or more frequently to ensure proper implementation of the training programs and maintain records for at least one year.
- **Inspect Companies:** Conduct regular inspections of Accepting Companies to ensure compliance with training program standards and report findings to the competent minister.
- **Placement of Instructors:** Provide instructors at Accepting Companies for both training and daily-life guidance for the interns.
- **Consultation Support:** Assign native-language speaking consultants to respond to interns' queries during holidays or nights, ensuring support is available at all times.
- **Certificates of Completion:** Grant Certificates of Completion to interns who successfully finish their training programs.
- **Travel Arrangements:** Arrange international airline tickets for interns upon their entry and departure from Italy, as well as transportation within Italy.

d) **Support for Pre-Departure Training:**

- Assist MEWOE/BMET with recruitment and Pre-departure Training in Bangladesh, focusing on improving criteria and language education, and assist in assessing candidates' suitability for the program.

e) **Exclusion of Disqualified Interns:**

- Exclude any disqualified Technical Interns during both the Collective Training Course and the Technical Intern Training Program, consulting with MEWOE/BMET as needed.

f) **Notification of Completion:**

- Notify the competent minister if an intern completes their training or if they cannot continue their program.

g) **Tracking Performance:**

- Ensure Accepting Companies are informed about the interns' progress following the completion of Programs 1, 2 and 3.

h) **Supervisor and Entrepreneur Development:**

- Conduct distance learning (**FAD : FORMATION AT DISTANCE**) courses aimed at the development of supervisors and entrepreneurs.

i) **Compliance with Laws:**

- Adhere to all provisions established by relevant laws and ministerial ordinances.

j) **Additional Matters:**

- Address any other matters agreed upon through mutual consultation with MEWOE/BMET.

Article 9 : Early Termination of Technical Intern's Participation in Technical Intern Training Program

The provisions related to the early termination of Technical Interns' participation in the Technical Intern Training Program are as follows:

a) **Assistance for Return:**

- ITALBANGLA Italy will assist Technical Interns in returning to Bangladesh if their participation in the program is terminated early. However, this assistance will not be available if the intern has absconded from the Accepting Company in Italy.

b) Support for Non-Attributable Terminations:

- In cases where the early termination is not due to any fault of the Technical Interns, ITALBANGLA Italy will make every effort to facilitate their continued participation in the program, such as by finding a replacement Accepting Company.
- If no alternative Accepting Company can be found and the Technical Interns must return to Bangladesh before completing the program, they will receive a supporting payment, the amount of which will be determined through consultation between MEWOE/BMET and ITALBANGLA Italy. However, no support will be provided if the return is due to illness or injury.

c) Notification Requirement:

- ITALBANGLA Italy must inform MEWOE/BMET in writing of the reasons for any Technical Interns' early return to Bangladesh, particularly those affected by the termination of their participation in the training program.

Article 10 : Technical Intern's Return upon Completion or Early Termination

a) Immediate Return:

- Each Technical Intern is required to return to the People's Republic of Bangladesh immediately under the instructions of ITALBANGLA Italy upon either the completion of the Technical Intern Training Program or an early termination of their participation.

b) Notification of Arrival:

- MEWOE/BMET is responsible for notifying ITALBANGLA Italy of the Technical Intern's arrival back in the People's Republic of Bangladesh.

These provisions ensure a structured process for the return of Technical Interns, reinforcing accountability and communication between the involved organizations following the intern's departure from Italy.

Article 11 : Technical Intern's Temporary Return and Expenses

a) Expenses for Temporary Return:

- The costs associated with the temporary return of Technical Interns to Bangladesh will be discussed and agreed upon between MEWOE/BMET and ITALBANGLA Italy. This indicates a collaborative approach to determining financial responsibilities related to the interns' travel.

b) Re-Entry Visa Application:

- ITALBANGLA Italy is responsible for applying for re-entry visas to Italy on behalf of Technical Interns who wish to return to Bangladesh temporarily. This includes managing all necessary immigration formalities, ensuring that the process is handled efficiently and in compliance with applicable regulations

Article 12 : Response to Accident, Crime, Problem case and Disappearance

a) Immediate Notification and Coordination:

- In the event that Technical Interns are involved in an accident or crime, or if they cause any problems during their participation in the Technical Intern Training Program, ITALBANGLA Italy is obligated to promptly notify MEWOE/BMET, the Bangladesh Embassy in Italy, and the competent minister.
- Following the notification, MEWOE/BMET and ITALBANGLA Italy will collaborate to address the situation, coordinating with the Bangladesh Embassy in Italy in accordance with Italian laws.

b) Preventive Measures:

- MEWOE/BMET and ITALBANGLA Italy are responsible for implementing all necessary measures to prevent Technical Interns from becoming missing persons, illegal workers, or illegal residents in violation of Italian laws and regulations. This encompasses actions taken during the selection process, Pre-departure Training, Collective Training Course, and throughout the Technical Intern Training Program.
- In the event that a Technical Intern goes missing, ITALBANGLA Italy will notify MEWOE/BMET, the Bangladesh Embassy in Italy, and the Regional Immigration Bureau.

- MEWOE/BMET will coordinate with the Bangladesh Embassy to provide ITALBANGLA Italy with any relevant information regarding the missing Technical Interns to facilitate their safe return to Bangladesh where appropriate.

Article 13: Force Majeure

- If ITALBANGLA is unable to fulfill the terms of this MOU in whole or in part due to natural disasters (Acts of God) or any other force majeure circumstances, the affected party must promptly notify the other party.
- The parties are then required to consult with each other to find ways to remedy the performance failure caused by such circumstances.

Article 14: Settlement of Disputes

- Any disputes or differences arising between the parties from the interpretation, implementation, or application of this MOU will be resolved amicably through consultation or negotiation.
- This process will not involve any third party, emphasizing a collaborative approach to dispute resolution.

Article 15: Amendments and Additional Provisions

a) Modification of the MOU:

- This MOU may be revised, modified, or amended at any time by mutual written consent from both parties. The effective date of such changes will be determined by the parties and will become part of the MOU.

b) Ongoing Cooperation:

- Any revisions will not affect ongoing cooperation or activities that arise from the MOU prior to the changes made.

Article 16: Validity, Termination, and Nullity of Paragraph

1. Effective Date:

- The MOU will come into effect for the Technical Interns after the enforcement of the relevant Act.

2. Termination Intent:

- If either MEWOE/BMET or ITALBANGLA Italy wishes to terminate the MOU, it must notify the other party of its intent to do so. The parties will then consult in good faith to agree on the effective date of the termination and any necessary disposition.

3. **Impact of Termination:**

- Termination will not affect ongoing cooperation established through the MOU prior to the termination date.

4. **Invalid Provisions:**

- If any part of the MOU is found invalid due to changes in the laws of Bangladesh or Italy, the updated laws will take precedence over the relevant provisions of this MOU.

Article 17

Language

This Memorandum of Understanding has been executed in English.

IN WITNESS WHEREOF, the undersigned being duly authorized thereto by their respective institution have signed this Memorandum of Understanding.

00 of October, 2024

FOR AND ON BEHALF OF
THE MINISTRY OF EXPATRIATES' WELFARE
AND OVERSEAS EMPLOYMENT
GOVERNMENT OF THE PEOPLE'S
REPUBLIC OF BANGLADESH

PROF. DR. ASIF NAZRUL
ADVISER

FOR AND ON BEHALF OF
ITALBANGLA COORDINATION AND
DEVELOPMENT ASSOCIATION

SHAH MOHAMMED TAIFUR RAHMAN
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