

MEMORANDUM OF UNDERSTANDING

BETWEEN

DEPARTMENT OF YOUTH DEVELOPMENT

MINISTRY OF YOUTH & SPORTS

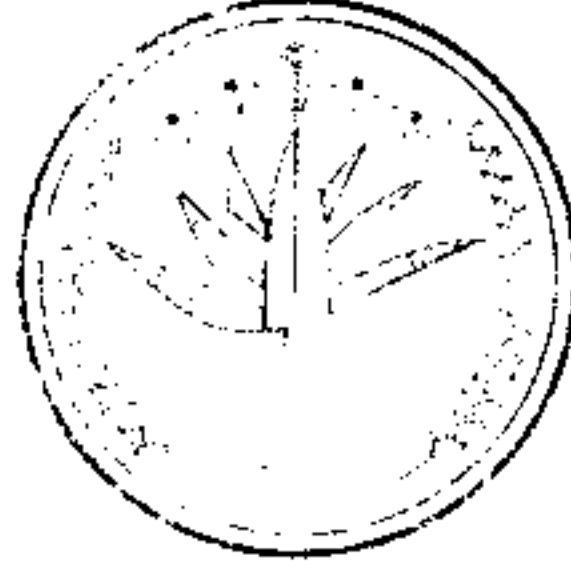
GOVERNMENT OF THE PEOPLE'S REPUBLIC OF BANGLADESH

AND

BANGLADESH GARMENT MANUFACTURERS & EXPORTERS
ASSOCIATION (BGMEA)

November, 2014

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MEMORANDUM OF UNDERSTANDING (MOU)

To transform the unemployed youth into organized, disciplined and productive workforce and facilitate the unemployed youths for self-employment and wage employment at home and abroad by providing skill development training and micro-credit support the Government created Ministry of Youth & Sports in 1978 and Department of Youth Development (DYD) in 1981. Since its inception, the Department has been extending multifarious training, guidance and support to the youths. To harness their potentialities properly and transform them into human resource has been the mission of DYD. Since the inception (1981) of the Department of Youth Development till March 2014 a total number of 41,84,130 youths (male & female) has been imparted skill development training on different trades for involvement in employment and self-employment and out of them 20,03,528 trained youths engaged themselves in self-employment projects. For establishment and extension of self-employment projects since the inception of the micro credit programme till March 2014 an amount of Tk. 123559.49 lakh was disbursed to 8,08,863 trained youths as loan from principal amount and revolving fund. The average rate of loan realization is 92%. Income of self-employed youth ranges from Tk.3000/- to Tk. 50,000/-. But in some cases successful self-employed youth earn more than on lakh taka per month. Moreover, a good number of trained youths obtained jobs in different organizations at home and abroad.

Skill development training in different technical and vocational trades is one of the pragmatic programs of DYD. In this regard, Department of Youth Development conducts two types of training programs. 1) Institutional training programs and 2) Non-institutional/ mobile training programs. Institutional training programs are residential and non-residential. Non-institutional / mobile training programs are implemented at upazila level according to local needs. Duration of Institutional training courses is 1 month to 6 months and non-institutional training courses are 7 days to 21 days.

Bangladesh has rapidly moved towards a market and export oriented economy since garments industries became a prominent source of national income. This industry accommodates a large number of unemployed and underemployed labour force especially young women from the poor section of the population in the country. The contribution of this industry is increasing day by day and its becoming a leading source of national income. For sustainable economic development, it is important to harness the potential of youth and women by creating opportunities of employment.

These two organizations' share in common visions to build and make a better nation and a successful youth group. By working together with appropriate strategies, it will be easy to gain the mission of both these institutions. To put outstanding contribution in youth development and involving youths in nation building activities DYD has been extending its cooperation for building partnership with different government and non-government organizations by signing MoU. In continuation of this approach, DYD agreed to sign MoU with BGMEA for the betterment of youth community in the country.

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Between

The Department of Youth Development (DYD) of the Ministry of Youth & Sports, Government of the People's Republic of Bangladesh with its Office at 108, Motijheel Commercial Area, Dhaka- 1000 (1st Party) which expression shall include its successors and representatives.

And

The Bangladesh Garment Manufacturers & Exporters Association (BGMEA) having its Office at BGMEA Complex, 23/1 Panthapath Link Road, Karwan Bazar, Dhaka-1215 (2nd Party) hereinafter referred to as 'BGMEA' which expression shall include its successors and assignees.

This Memorandum of Understanding (MoU) is signed on 25-11-2014 at Dhaka between the Department of Youth Development (DYD) of the Ministry of Youth & Sports, Government of the People's Republic of Bangladesh and Bangladesh Garment Manufacturers & Exporters Association (BGMEA) registered under Joint Stock Company of Bangladesh as trade association guided by trade organization rule 1994 and shall be valid up to November, 2017 and may be extended further upon the agreement of both the parties.

Purpose of MoU:

- i) The Director General of the Department of Youth Development (DYD) and Vice President (Finance) of Bangladesh Garment Manufacturers & Exporters Association (BGMEA) entered into an MoU in order to provide training, technical support and employment of trained youth with mutual coordination and sharing of resources.
- ii) To harness the potentials of youth for sustainable economic development and to build up prosperous Bangladesh through mutual understanding and cooperation.
- iii) To transform unemployed youths into productive workforce with a view to make them skilled, self-reliant and ultimately mainstreaming them in national development.
- iv) To provide more skilled workforce, to involve more donor agencies and to strengthening national capacity as well as to work in line up to the policy of National Skill Development Council (NSDC).

WHAT THIS MOU WILL COVER:

1. The Department of Youth Development of the Ministry of Youth & Sports, Govt. of the People's Republic of Bangladesh and BGMEA have jointly decided to launch demand driven training programmed at different Youth Training Centers of DYD in Sweater knitting and Linking machine operation training courses for the poor unemployed young people of the poverty stricken areas of the country. In addition to that the programme has a well-built planning to enroll the trainees for the training on mid level position for the RMG industry.

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2. Both the agencies concerned will sit together and determine the number of participants and training venues from DYD training centres as per requirement. Presently, RMG training courses will be conducted at Rangpur, Kurigram, Magura, Barishal (Jhalokathi) and Rangamati. In future, number of venues shall be extended based on mutual understanding.
3. An initiative might be undertaken with a view to promoting awareness among the participants and other members of youth community at time of launching the training.
4. The programme will be conducted for 3 years;
5. Department of Youth Development (DYD) and BGMEA will jointly perform the activities relating to supervision and evaluation of the programme. In this connection an advisory committee will be formed including Director General, Director (Planning), Director (Training), Deputy Director (Training) of DYD and related representatives of BGMEA.
6. Through discussion two parties will be responsible to meet up recurring and non recurring expenditure and supply of necessary materials.
7. The programme will be implemented jointly and the participating two parties or more than two (in a related circumstances) will take the joint responsibility to make the training programme a success and each of the two parties will perform their respective obligation as contained in contract.
8. The training programme will be started from the date mutually agreed upon by the parties.

NOW THEREFORE the parties here to agree on as follows:

1. Type of Courses: Three types of course will be launched: (a) Sweater Knitting Operating Course for unemployed youth (b) Sweater Linking Operating Course for unemployed youth and (d) TOT course for the trainers of DYD. According to the requirement for other courses for RMG may be introduced during the time span.
2. Course duration: The duration of each course will be 1 month for sweater knitting & linking and for plain machine course 10 weeks having two shifts in a day i.e. morning shift and afternoon shift. The schedule of morning shift will be from 8.30 a.m. to 12.30 p. m. and the afternoon shift will be from 1.30 p.m. to 4 .30 p.m.
3. Admission requirement: The intending participants of the training course must be from disadvantaged section of the society, having good physique and on the top priority they should be interested to work in the Readymade Garments Sector of Bangladesh, irrespective of the location of the factory. The age of the intending participants would be below 30 having minimum educational level of class-VIII.

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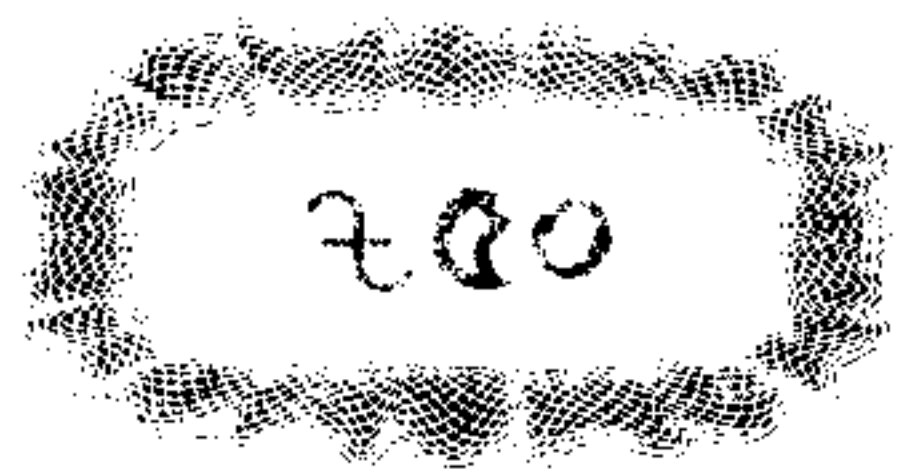
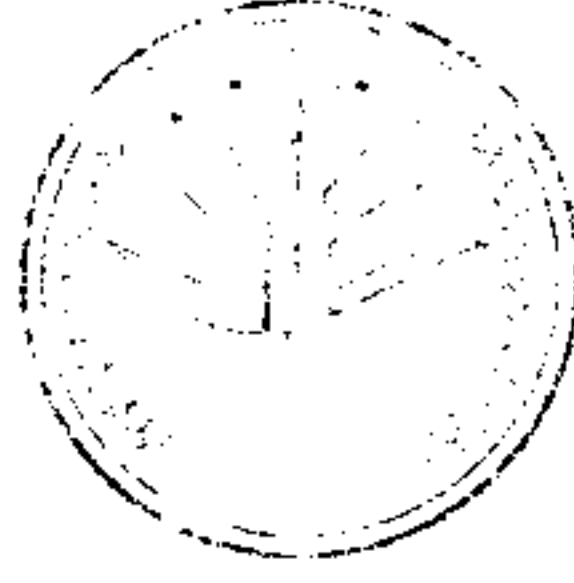
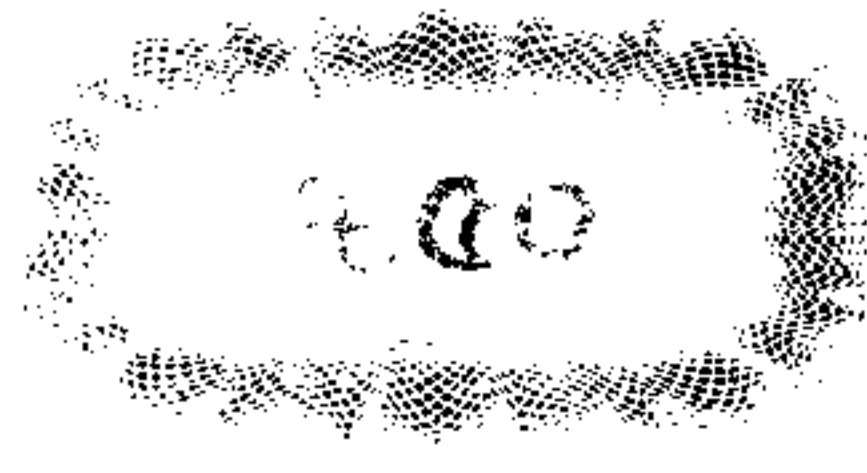
4. Registration: The eligible candidates shall have to be registered in the course before the commencement of the training.
5. Candidates shall have to deposit taka 300/- as caution money (refundable) before starting the training course.
6. Awarding certificate : After successful completion of the training the trainees will be awarded a Certificate jointly signed by the concerned parties. DYD shall reserve the rights to accredit the certificate from Bangladesh Technical Education Board (BTEB).
7. All parties i.e. DYD and BGMEA shall have the independent right to mobilize resources from other sources including the donors and other government and non-government organizations (NGO) interested to finance the skill development of the RMG sector and other programmes on mutually agreed terms and conditions under this MoU.

DEPARTMENT OF YOUTH DEVELOPMENT'S CONTRIBUTION:

1. The Department of Youth Development shall provide class room facility of the youth training centres for installation of machinery.
2. The Department of Youth Development shall provide dormitories for the trainees adjacent to the training building along with facilities to cook and the necessary staff for cooking and serving the foods for the trainees.
3. The Department of Youth Development shall take necessary steps through its own network to select the required number of participants from the target groups and to make necessary arrangement for registration.
4. The Department of Youth Development shall provide other logistic supports under their jurisdiction.
5. DYD shall display a signboard that will demonstrate the joint venture between DYD and BGMEA which will also be informative for the local community as well.
6. DYD shall take the responsibility for publicity the programme through announcement, banner, posters etc.

CONTRIBUTION OF BGMEA:

1. BGMEA shall provide the required training equipments, accessories and other pertinent or required materials for training.
2. BGMEA shall bear salary of training staff, cost of food of the trainees, trainers and other supporting staff such as cooks and helpers for the period of MoU but not for other local community people.



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3. BGMEA is expected to extend financial assistance for the development of present lodging facilities of YTCs.
4. BGMEA shall provide necessary support for selection of the training staff.
5. BGMEA shall take appropriate steps for providing employment to the trainees after successful completion of the course.
6. BGMEA shall reserve all rights to own back its machineries/ equipment those are provided.

Contact Person of DYD & BGMEA :

For fulfilling the objectives, on behalf of DYD the Director (Planning) and on behalf of BGMEA the Chief Coordinator, Skill Development Programmes, will be the responsible as well as contact person regarding on these activities.

General Terms and Condition :

1. BGMEA shall not be responsible for the activities of any person or third party who are not directed by BGMEA nor shall it be liable for any costs incurred by the BGMEA in terminating the engagement of any such person.
2. The parties involved in this project shall be transparent to the accounts of expenditure and shall have the accountability to each of the parties in this regard.
3. That the continuation of funding for the subsequent phases/ batches of training shall be transparent to the assigned treasurer of this project time to time by the parties.
4. An evaluation committee nominated from the concerned parties shall closely monitor the project activities, training, pre and post employment status, satisfaction of the trainees and submit a contented report to the committee at the end of the each batches training.
5. That any situation arises out of any disagreement or between or amongst the signatory parties shall be resolved under an arbitrary meeting with the Director General, DYD and President BGMEA in the chair alternatively and in presence of Vice President (Finance) and other relevant persons from each parties as member.

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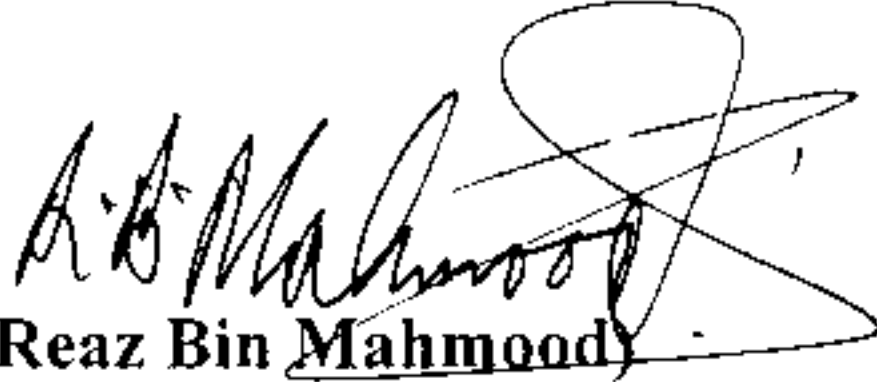
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This MoU may only be amended and / or modified as and when deemed appropriate by a supplemental MoU or agreement in writing signed by all the parties. Both the parties will have the right to terminate this MoU after failing to resolve any issue between DG, DYD and the Vice President (Finance), BGMEA in writing and will be sent to the relevant party at its address set out above or as notified by the party in accordance with this clause.

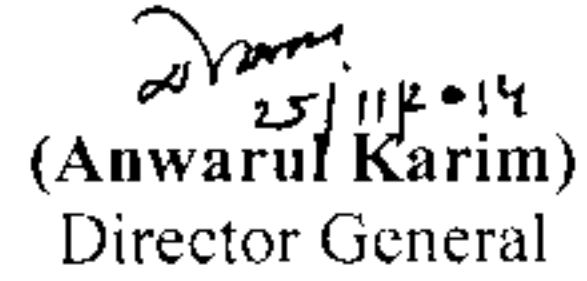
We on behalf of our respective organizations, sign the MoU in duplicate after agreeing to and accepting the contents of this document.

Copies :

This agreement consists of two original copies for both parties.


(Reaz Bin Mahmood)

Vice President (Finance),
Bangladesh Garment Manufacturers &
Exporters Association (BGMEA)

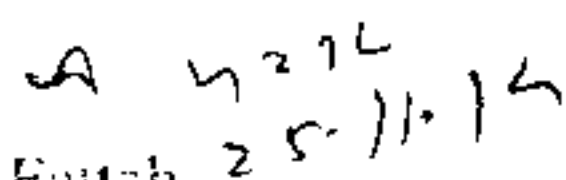

(Anwarul Karim)

Director General
Department of Youth Development
Ministry of Youth & Sports

Witnesses:

1. Signature & date:

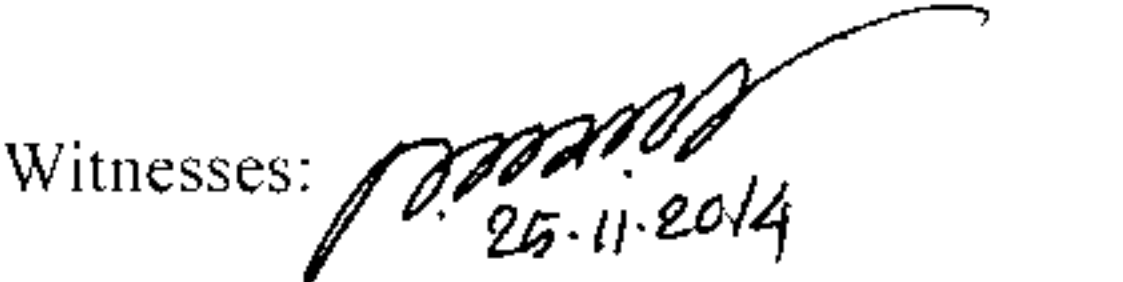
Name & Address:


Ehsan Ul Fatah
Secretary General,
BGMEA

Witnesses:

1. Signature & date:

Name & Address:


Md. Abdul Razzaque
Dept. of Youth Development.