MEMORANDUM OF UNDERSTANDING (MoU)

This agreement signed today Dhaka **Date:** 08/09/2026 in Dhaka, Bangladesh

PARTIES TO THE AGREEMENT

FIRST PARTY:

- **Entity Name:** Italbangla Coordination and Development Association (Associazione Coordinamento Italbangla & Sviluppo) **VAT (P.IVA):** 04348781008. **Registration:** Act No. 37472 / Serie 1B (Rome, July 22, 1992),**Address (Italy):** Via di Torpignattara 110, 00177 Rome,**Address (Bangladesh):** House 13, Road 8, Block D, Section 6, Mirpur, Dhaka-1216, **Email:** info@italbangla.net
- **Identity:** A social and institutional organization registered under Italian law, engaged in international labor migration, professional training, and recruitment processes under Article 23 of the Italian Immigration Law (hereinafter referred to as the **"First Party / Italbangla"**).

Aims & Objectives of Italbangla Association

- **Mission:** Promote safe, legal, and structured labor mobility from Bangladesh to Europe while protecting immigrant rights and fostering social, cultural, and economic integration in Italy.
- **Key Objectives:**
  - **Safe Migration & Decent Work:** Facilitate legal pathways for Bangladeshi workers under frameworks like MLPS Article 23 while actively combating irregular migration.
  - **Language & Pre-Departure Training:** Administer certified Italian language courses (CILS / FAD) and vocational skills training to prepare workers before relocation.
  - **Rights & Legal Assistance:** Represent and protect the rights of Bangladeshi immigrants and refugees in Italy regarding civil, legal, and labor matters.
  - **Social Integration & Equality:** Help expatriates integrate into Italian society and the workplace on equal terms with local citizens.
  - **Cultural Exchange:** Promote Bangladeshi heritage and foster mutual cultural understanding between Italy and Bangladesh.

SECOND PARTY:

- **Entity Name: MAWTS Institute of Technology Bangladesh, Address:** 1/C, 1/A Road, Section 12, Mirpur, Dhaka-1216, Bangladesh **Address:** 1/C-1/A, Pallabi, Mirpur Section-12, Dhaka-1216, Bangladesh **Email:** general@mawts.org, mawts@caritasmc.org **Official Website:** mawts.org **Phone:** +880 2-48035641, +880 2-9002544, **Mobile / Cell:** +880 1329-639524, +880 1309-132309
- **Identity:** A recognized technical and vocational training institution in Bangladesh (hereinafter referred to as the **"Second Party / MAWTS"**).

1. OBJECTIVES

The primary objectives of this partnership are to:

- **Enhance Vocational & Technical Competencies:** Deliver industry-aligned, high-quality technical and vocational training to Bangladeshi citizens to build a highly skilled workforce.
- **Provide Pre-Departure Preparation**: Equip candidates with essential foreign language proficiency, cross-cultural awareness, and civic education to ensure seamless integration into international workplaces.
- **Expand Overseas Employment Opportunities:** Develop, facilitate, and scale sustainable pathways for skilled Bangladeshi workers to secure reputable employment abroad.
- **Strengthen Employer & Agency Collaboration:** Foster strategic partnerships with local and international employers, recruitment firms, and employment agencies to align training with market demand and expand placement channels.
- **Standardize Pre-Departure Quality:** Establish rigorous assessment and training benchmarks that meet global employer standards and uphold worker rights.

2. ROLES AND RESPONSIBILITIES

2.1 Responsibilities of the Second Party (MAWTS):

- **Infrastructure & Equipment:** Ensure the availability of required classrooms, workshops, laboratories, equipment, and infrastructural facilities at the MAWTS Mirpur, Dhaka center for vocational training.
- **Technical & Skill Training:** Conduct practical and theoretical training according to designated curricula aligned with the needs of the Italian labor market and employers across specified industrial sectors (e.g., shipbuilding, welding, industrial electrical work, mechanical trades, construction, etc.).
- **Trainee Management:** Manage the registration, attendance, and rigorous quality control of eligible candidates selected and sourced by Italbangla.
- **Co-Training Facilities:** Provide classrooms and ancillary facilities for Italian language and civic education courses, subject to First Party requests, operational capacity, and mutual consent.

2.2 Responsibilities of the First Party (Italbangla):

- **Curriculum & Standards:** Supply training curricula and course guidelines aligned with Article 23 standards and the requirements of Italian employers.
- **Language & Legal Education:** Coordinate Italian language (A1/A2 levels) and Italian immigration/legal instruction through certified trainers or appropriate systems.
- **S.I.L.E.N. Registration:** Facilitate the registration of candidates who successfully complete the training and pass the examinations on the Italian Ministry of Labour's digital platform (S.I.L.E.N.).
- **Employment & Visa Facilitation:**
    - Coordinate directly with Italian companies and employers to arrange candidate interviews and selection based on demand.
    - Assist in obtaining work permits (*Nulla Osta*) from the *Sportello Unico per l'Immigrazione* (SUI) under Article 23, and facilitate visa processing with the Embassy of Italy.

- Remunerate the Second Party for services provided, subject to agreed financial terms.

3. SECTORS OF TRAINING

Both parties will jointly offer training in the following sectors (and other technical trades as determined over time):

- International Shipbuilding & Maritime Structural Work (fitting, pipefitting, etc.)
- Mechanical Trades, Welding (MIG / TIG / Arc), and Fabrication
- Industrial & Civil Construction and Maintenance
- Other required technical and industrial trades

4. CERTIFICATION

Trainees who successfully complete the course will be awarded a **Joint Certificate** or an institutional certificate issued to Italian standards, recognized by the Italian Ministry of Labour and prospective employers.

5. FINANCIAL TERMS

Detailed course costs—including infrastructure usage, lab/machinery access, training materials, instructor fees, and administrative expenses—will be specified in a separate, mutually agreed Financial Annexure.

6. CANDIDATE SELECTION, LANGUAGE TRAINING, VISA PROCESSING & BENEFITS

- **Interview & Selection:** Initial selection will be conducted through practical skill tests and in-person or online interviews.
- **Language Training:** Selected candidates must complete a mandatory Italian language course and secure an A1/A2 level certificate within 3 months.
- **Permit & Visa Timeline:** Work Permit (*Nulla Osta*) issuance and visa processing will typically be completed within 2 to 3 months of obtaining the language certificate.

Terms & Benefits under Italian immigration Law:

- **Monthly Salary:** €800 to €3,000 (depending on experience, skills, and overtime).
- **Accommodation:** Employers will arrange suitable accommodation; accommodation rental costs are to be borne by the employee.
- **Legal Benefits & Insurance:** Employers are required by Italian labor laws to provide contributions toward pension funds, unemployment benefits, and workplace accident insurance (INAIL).
- **Temporary Residence Permit (TRP):** Upon arrival in Italy, candidates receive an initial 1-year renewable Temporary Residence Permit (*Permesso di Soggiorno*).
- **Permanent Residence (PR):** Candidates may apply for Long-Term/Permanent Residence after 5 years of continuous legal residence.
- **Citizenship:** Eligible to apply for Italian citizenship after 10 years of continuous legal residence.
- **Family Reunification:** Candidates working regularly for a minimum of 1 year, meeting the minimum annual income threshold (€9,000+), and maintaining qualifying housing accommodations may apply to sponsor immediate family members (spouse and children).
- ***All other benefits**, terms, and conditions shall be governed by the applicable Italian National Collective Labor Agreements (CCNL) and relevant immigration statutes.*

7. DURATION AND TERMINATION

- This MoU shall remain valid for **three (3) years** from the date of execution.
- The term may be extended upon mutual written consent of both parties.
- Either party may terminate this agreement by providing **30 days' written notice**. In the event of notice, the agreement shall remain effective for up to **90 days** from the notice date solely to allow enrolled trainees to complete their ongoing courses and visa processing.

8. CONFIDENTIALITY

Both parties agree to maintain strict confidentiality regarding all shared information, trainee databases, proprietary training materials, and business strategies disclosed under this agreement.

SIGNATURES

In witness whereof, the authorized representatives of both parties have agreed to the terms herein and executed this Memorandum of Understanding:

For the First Party:

(Shah Mohammed Farooq Rahman)
(President)
Italbangla Coordination and Development Association

For the Second Party:

(James Gomes)
(Principal)
MAWTS Institute of Technology Bangladesh