



Implemented by:
giz Deutsche Gesellschaft
für Internationale
Zusammenarbeit (GIZ) GmbH

In cooperation with



Fairness at Work and Education

**ACADEMIA-INDUSTRY-NEXUS
WOMEN LEADERSHIP POLICY GROUP
INTER-REGIONAL UNIVERSITY
NETWORK FOR QUALITY EDUCATION**



IMPLEMENTATION

Under the overarching motto 'Fairness at Work and Education', the HELD project (Output 4) has interlinked the three sectors labour, education and politics. This was done in view of the Sustainable Development Goals on Quality Education, Gender Equality, Decent Work and Partnerships (SDGs 4, 5, 8, 17). Three networks were established, each interlinked, but with an own mission and tools. The open networks are as follows:

- **Academia-Industry-Nexus (AIN)**, operating as "trend radar" for emerging topics/needs in the Bangladeshi education and industry sectors.
- **Women Leadership Policy Group (WLPG)**, operating as "concept workshop" to empower girls and women in education and at work.
- **Inter-Regional University Network (i-RUN 4SDG4)**, operating as "exchange platform" for quality education in sustainability topics, digitalisation and modern teaching

Collaborative partnerships were entered into, especially with Reed Consultancy Bangladesh (RCB), UN-WOMEN and the International Labour Organization (ILO). By way of integrated approaches, two regional projects implemented by GIZ were onboarded, namely "Promoting Sustainability in the Textile and Garment Industry in Asia" (FABRIC II) and "Digital Skills to Succeed in Asia" (DS2S). This broadened both viewpoints on topics and outreach during implementation.





KEY RESULTS

Under One Umbrella:

16 interconnected networking events with their topics-finger on the pulse of the times and a total participation ratio of plus 600

Emerging Focus Areas:

4 comprehensive publications on future key trends in the Bangladeshi education and labour market

Genuine Women Empowerment:

Around 180 girls and women in education and labour have actively shaped the policy and network events

True Student/Youth Engagement:

Views of young students as the future leading generation of Bangladesh coining all network results

Real Cooperative Action:

Precise Memoranda of Understanding (MoUs) between enterprises and education institutes on lab equipment and internships

FLAGSHIP PUBLICATIONS

- **Wonder Women!**
Women Empowerment in the Bangladeshi Textile and Education Sector
- **The 1st Job Titanic or Starship?**
Mentorship for Textile Engineering Students
- **Back to the Future:**
Green Jobs for the Bangladeshi Textile Sector and Related Industries
- **Thinking out of the Matchbox:**
Job Matching for the Bangladeshi Youth

LESSONS LEARNT

Following take-home-messages can be formulated in view of the networking activities and its contents:

- Mixed networks need time for trust what makes need for speed secondary
- Open networks are best suited to tackling untouched future themes
- Academia and industry are not two ivory towers apart, rather interdependent for sustainable economic development
- Industry engagement in education is vital, as is the translation of academic findings to modern business practices
- Innovation is best driven by a teamwork of diverse stakeholders
- Perspectives of youth and women empower teamwork and innovation

TIMEFRAME

2022-23

- Network formations and inaugurations

2023

- 05/23 **AIN:** Women Empowerment in the Bangladeshi Textile and Education Sector
- 10/23 **i-RUN HELD:** inauguration during German and European Sustainability Week
- 10/23 **i-RUN DS2S:** Digital Skill Needs Assessment in the Bangladeshi Labour Market
- 11/23 **AIN:** Mentorship for the start of the first job
- 11/23 **WLPG:** Women Labour and Decent Employment Rights
- 12/23 **WLPG:** Preventing Workplace Harassment and Gender Inequality

2024

- 03/24 **WLPG:** Overcoming Challenges for Women in Trade Unions
- 04/24 **i-RUN FABRIC:** Women's Union Network Cambodia and Bangladesh
- 05/24 **WLPG:** ILO-Convention 190 on Violence and Harassment
- 05/24 **i-RUN DS2S:** Digitalisation in Education and Employability
- 06/24 **WLPG:** Maternity Protection and Child Care
- 10/24 **AIN:** Future Green Jobs in Bangladesh
- 10/24 **WLPG:** Equal Pay for Equal Wage
- 10/24 **AIN:** MoU signing for resource centre and internship opportunity
- 11/24 **i-RUN HELD:** Leadership and Wellbeing at Work
- 11/24 **AIN:** Job Matching for the Bangladeshi Youth

WAY FORWARD

The project has surpassed initial goals and indicators. Its impact can be future-proofed even further by observing the following:

Resource Sharing:

For wider reach/knowledge sharing, the four flagship publications will be released on the website of The Asia Garment Hub

Cooperative Skills Development:

Higher/vocational training institutions and industrial companies must team up for application- and demand-oriented training that creates jobs

Industry-Driven Programmes:

Industries should take the lead in demanding and investing in precise partnerships e.g. in research and especially apprenticeships

QUOTES

The HELD Academia-Industry Nexus bridges the gap between industry needs and academic learning for the graduates' development. It's a win-win that drives the textile sector forward.

Team Leader, REED Consultancy

iRUN addresses diverse needs and priorities across regions through cooperation among countries. It fosters collaboration to share learning and achieve shared goals.

Associate Professor, Central Women's University

Through the HELD Academia-Industry Nexus, GIZ equips future job seekers with key skills. Our company leverages this platform to create jobs, internships, and drive sustainability.

Asst. General Manager- Sustainability, Urmi Group

Knowledge should be disseminated explicitly through collaboration among different partners from different cultures. Team output is always greater than individual, what iRUN focuses

Professor, Ahsanullah University of Science and Technology (AUST)

Project	Higher Education and Leadership Development for Sustainable Textiles in Bangladesh (HELD)
Commissioned by	German Federal Ministry for Economic Cooperation and Development (BMZ)
Duration	01/2021 – 12/2024
Goal	To strengthen the application-oriented competencies of future specialists and managers of the textile industry in sustainable corporate management.
Partner Ministry	Ministry of Education (MoE) Government of Bangladesh
Implementing agency	University Grants Commission (UGC)

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