ESITH
Ecole Supérieure des Industries du Textile et de l’Habillement

Principles of Responsible Management Education
Progress Report 2016-2018
COMMITMENT RENEWAL TO
United Nations Global Compact Principles of
Responsible Management Education
LETTER FROM Pr. MOHAMMED LAHLOU
PRESIDENT OF THE BOARD-ESITH

I would like herein to express our continued commitment to PRME. ESITH (Ecole Supérieure des Industries du Textile et de l'Habillement) is making its way into the circle of universities that promote social responsibility and ethics education. We are honored to be part of PRME community and we are looking forward to contributing to championing its principles both locally and regionally. We are based in Casablanca (Morocco) but we embrace the global culture in education. Our programs are tailored mainly for the transformation industry and the supply chain occupations. Up to now, we have integrated into the economic fabric of our country 4700 graduates who are making a good use of their skills, knowledge, and know-how to create value and excel in their careers. Our proximity with the industry and the scientific community is a great source of inspiration for us. We have learned from them as much as they have learned from us. Thanks to our two research laboratories in textile and logistics, we have been able to become a knowledge hub in the two fields. On the other side, we have established fruitful collaboration with academic partners overseas and we are looking forward to getting in touch and working with more universities which share our missions and values.
Mission Statement & Commitments

Created in October 1996, the ESITH is the result of a successful collaboration between the private sector and the Moroccan public authorities.

ESITH was founded thanks to a public-private partnership between the Moroccan government and the Moroccan Association of Textiles and Garment Industry. The project of the first and only higher education institution specialised in the textiles industry saw the light thanks to a European funding. The vision of the school’s founders was to build a school which is as efficient and as innovative as an enterprise.

Since 2003, ESITH has established multidisciplinary courses to meet the skills needs of industrial sectors and developing new courses and ambitious research programme involving all the stakeholders: enterprises, international donors, government, and business associations.
PRINCIPLE 1: PURPOSE

OUR PROGRAMMES:

Our programmes are tailored to meet the industry needs regarding managing production, organisation, improving productivity, and capacity building of its human resources. Education at ESITH is organised around four programmes:

**Graduate program in Engineering:** 3 years 4 Majors:
- International Logistics
- Product manager
- Textile Clothing
- IT and Systems Management

**Under-graduate Programs - professional bachelors, 5 Majors**
- Production Management in clothing
- Production Management in Textile
- Supply Chain Management
- Management of Buying and Sourcing
- Garment development

**Graduate Program- Specialized Master:** 2 years in 3 Majors:
- Health, Safety and Environment
- Distribution and Merchandising
- E-Logistics
- Product Management in Textiles.
ORGANISATION

Corporate Services

To meet the economic, industrial and social requirements of companies, ESITH has embarked on a dynamic of change to evolve its services to businesses, vectors of progress and competitiveness.

Our aim is to create and develop, with the decision-makers, partnerships that optimize the industrial performance and skills development of their employees. From the development of strategies to the implementation of specific actions, ESITH provides concrete, directly operational solutions. ESITH's multidisciplinary teams combine their skills, resources and efforts to design and implement consultancy and training activities as well as services in the context of global corporate initiatives. Significant investments have been made to support this desire to meet the specific needs of companies facing increasingly high challenges. A presence and availability in the field of consultants who know the culture and the sector of your company and understand its context.

LEC: Testing and Control Laboratory

The LEC laboratory has become a national reference in the field of testing and expertise. A reputation built with the combined excellence and the professionalism of a team of highly qualified engineers and technicians, beside an investment in adapted premises and state-of-the-art equipment. Today, the laboratory constantly strengthens its expertise and its staff inorder to add more tests, covering numerous industrial products, according to precise specifications and in compliance with the standards. In order to guarantee a permanent level of quality of the services provided, LEC is committed to an ever more demanding quality approach, based on a two-pronged system, namely laboratory accreditation and customer accreditation.

Career Development Centre (CDC)

The mission of the CDC is to accompany the student in his/her quest for a stable and successful career path and strengthen the Image of the ESITH. Services include: orientation, statistics, follow-up of the insertion of the freshly graduated laureates and update the database of the alumnus. Individual coaching: job search advice, CV and cover letter proofreading, simulation for a job interview, coaching to professionalize the LinkedIn account, helps to complete procedures for obtaining a scholarship offered by a foreign organization. The CDC organizes capacity building workshops and encounters with the alumni and works to strengthen ties with employers, namely by holding the annual Job Fair and ESITH Employer Awards.
PRINCIPLE 2: VALUES

Sharing
We share best practices and information among us and with our stakeholders with the aim of promoting our common causes and projects.

RESPECT
We abide by our commitments, we respect our partners and environment. We are open to diversity and we deep differences to be a source of enrichment.

INNOVATION
We operate in a creative dynamic for the good of the community.

TRANSPARENCY
We strive to satisfy our partners and answer their needs according to the values of ethics and mutual trust.

TEAM SPIRIT
We are engaged, committed to each other, and proud of belonging to a team where everyone’s opinion is considered and valued.
PRINCIPLE 3: METHOD

Sustainability in the programs of study: Master Degree HSE

ESITH has set up a master degree in Health, Safety, and Environment. The graduate of this program once in the job market contribute to the well-being of the workers by ensuring their safety and health. Some of them choose to concentrate more on environment. Their skills enable companies to achieve responsible production and energetic efficiency. Whether they operate in the industry or in big construction projects, their contribution is of paramount importance in preserving the environment and taking care of the safety of the workforce.

Community Engagement by ESITH Students:

Enactus ESITH: The Enactus club has celebrated this year their tenth birthday. This club is member of the international network of universities Enactus. The mission of the Enactus team at each university is to empower progress through entrepreneurial action. For the past ten years, the ESITH team has realized 17 projects in the four corners of Morocco. They worked with rural and marginalized communities on setting up a small business or improving an existing ones. Their beneficiaries were most of the time courageous women who strive for a better life. Being part of the Enactus team has tremendous impact on the students as well. While reaching out to communities, students learn about citizenship, entrepreneurship, and they brush their leadership skills.

ESITH Khayr (Doing good): Education in Morocco suffers many problems related to quality and equal opportunity. To contribute to giving a chance to children of unprivileged areas to get
access to better education, a group of our student started five years ago a wonderful initiative called ESITH Khayr (ESITH Doing Good). The students have identified three courses which they deem necessary to the success of these children: maths, physics, and French language. Courses are scheduled after regular school hours. The children benefit from the college facilities and enjoy being part of a small classroom. Indeed, one of the major problems in Moroccan secondary education is the large size of classrooms.
PRINCIPLE 4: Research

Two Research Centers: REMTEX and CELOG

REMTEX:

Objectives: The main objective of REMTEX is to develop a research that is both precise, creative and applied. Its choice of research on advanced materials positions it in a collaborative interface with other industries looking to use textile fiber as reinforcement and to develop new products. Missions: ESITH expands its skills by researching ways:
Anticipate the development of the sector,
Integrate the technical textile as an innovative product guaranteeing the sustainability of the sector and its continuous and sustainable development.
Meet the development needs of textile and finishing products.
Broaden the technical scope of the textile product.
Organize information exchange events on knowledge and skills (ITMC).

CELOG:

MISSIONS: CELOG's mission is to be a Moroccan reference in the development of decision support tools for the design and management of logistics networks. These networks include all businesses and business units involved in the supply, production and distribution of a given product for a given market. Objectives:
Position research at CELOG on promising themes that meet the needs of the socio-economic world.
Establish university partnerships at the national and international levels.
Build strong and lasting relationships with the industry.
Improve the competitiveness of Moroccan companies.
Offer a high level of academic supervision.
Have a set of decision support tools dedicated to industry players.
Feed the MBA Executive experts and animators with data and information on transport and logistics in Morocco.
Conduct, with the experts and participants of the Executive MBA program, the assembly of case studies of the companies sponsoring the program.
Develop and disseminate innovative knowledge.
Environment and Energetic Efficiency

Enabling the textile sector to become more energy efficient and more environmentally friendly are the main missions of our R&D department. The highlight project concern the recycling of textile waste and turning them into added-value products and management of water waste. Each two years we organise the International Conference on Intelligent Textiles and Mass Customisation in partnership with French, Belgian, Canadian, and Japanese academic partners. The main actives concern as well the following:

- Orientation, organization and enhancement of scientific research;
- Promoting an industry oriented applied research.
- Support of corporate innovative projects
- Support the publication process of ESITH researchers
- Applied research for the benefit of industry.
- Laboratory tests, participation in standardization work, assistance and quality consultancy.
- The dissemination of technological information for the benefit of textile and clothing companies.
PRINCIPLE 5: Partnership

Openness to the industry:

Our partnership with the industrial world stands on two pillars: employability and corporate service. On the first level, we have always maintained close relationship with employers. Most of our programs are set up through a joint work with companies. To meet the versatile nature of the industrial dynamics, we hire lecturers who hold decisive roles in companies. Our students can benefit from their practical experience and case studies. On the second level, the school has a very dynamic corporate services department. Its mission is to support companies their development through training and consultancy. In 2015, ESITH launched the first university career center. We aimed to provide high quality career services to our students and to strengthen ties with the industry. Our recruitment partners express great satisfaction because they received personalized and swift answers when they express a need to hire our graduates.
FUTURE PERSPECTIVES/KEY OBJECTIVES

As we progress in the implementation of the United Nations Global Compact Principles of Responsible Management Education, we look into perspective to what we should achieve in the next 24 months. As a signatory to the principles, we are convinced that only through continued improvement and innovation that we can maintain and upgrade our education in ethics and social responsibility. Our key objectives for the next 24 months rotates around our main missions and great projects.

✔ Curriculum:

- We would like to embed more content in the logistics programs, which is concerned with green logistics. Our engineers should be able to support their employers in optimizing their future companies to reduce their CO2 emissions in transport, especially those that possess large fleets of trucks and cars.
- In the textiles engineering program, we are going to integrate more content about social responsibility in the textile sector. Some of the main issues regarding this sector are related to the conditions of work of employees, especially among small subcontractors in the garment plants.

✔ Research and Development:

Our main objective in this regard is to successfully implement and scale up our project of recycling and valorising textiles waste. We have already crossed significant milestones in this project by adhering three companies to the concept, but our objective is to gather at least five industrials around a consortium that will produce a range of products from recycled textiles fabrics.

✔ Collaboration

We are going to focus and provide the necessary resources to sign more international partnerships. We are going to work on improving our organization so that our school will be ready large-scale international operations. We count mainly on Erasmus+ program and the various exchanges that we can have with our existing and potential partners.