



**Study on**

**Industry-wise Awareness Building Plan and  
Training Needs Assessment for the Leather,  
Leathergoods, and Leather & Non-leather  
Footwear Sub- Sectors**

**Industry-wise Awareness Building Plan and Training Needs  
Assessment for the Leather, Leather Goods, Leather & Non-leather  
Footwear Sub-sectors**

*Submitted to:*

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## List of Acronyms and Abbreviations

ESQ	Environmental, Social and Quality
TNA	Training Needs Assessment
MoI	Ministry of Industries
BTA	Bangladesh Tanners Association
CETP	Central Effluent Treatment Plant
RMG	Ready-Made Garments
SCP	Sustainable Consumption and Production
LFMEAB	Leather Goods and Footwear Manufacturers & Exporters Association of Bangladesh
LWG	Leather Working Group
RSL	Restricted Substance List
ZDHC	Zero Discharge of Hazardous Chemicals
SVHC	Substances of High Concern
MSDS	Materials Safety Data Sheet
Sedex	Supplier Ethical Data Exchange
GMO	Genetically Modified Organisms
ETI	Ethical Trading Initiative
ILO	International Labour Organisation
FLA	Fair Labor Association
WRAP	Worldwide Responsible Accredited Production Code of Conduct
BSCI	Business Social Compliance Initiative Code of Conduct
MRSL	Manufacturing Restricted Substances List
PC	Participation Committee
EMS	Environmental Management System
PPE	Personal Protective Equipment
TPM	Total Productive Maintenance
SOP	Standard Operating Procedures
RPL	Recognition of Prior Learning

## Executive Summary:

The leather, leathergoods and footwear (leather and non-leather) sub-sectors of Bangladesh are important contributors to the national export earnings. With the good quality of domestic leather, the competitiveness of leathergoods and footwear in terms of price and quality, these sub-sectors are being increasingly recognised in the international market. The government is also doing its part in facilitating the business for this sector.

As leather and its produces are considered as hazardous due to their toxic wastes and use of harmful chemicals in the production process, these sub-sectors require a serious attention on their environmental, social and quality (ESQ) compliances. Bangladesh is still lagging behind in terms of ensuring ESQ compliances in these areas mostly owing to the limited knowledge of the sub-sectors on their requirements. This is limiting the potentials of the sub-sectors and hindering access to many developed country markets.

The study conducted Under Component 1: Market Access Support Programme of the Export Competitiveness for Jobs (EC4J) Project, Ministry of Commerce, Government of Bangladesh, funded by the World Bank Group, is an initiative to chalk-out the areas on what kind of awareness, capacities and knowledge are required at all levels of each sub-sector. The study identifies the gaps in compliance and recommends actions to mitigate those.

From the firm-level interviews, consultations and through experts' opinions, the study has figured out the areas where gaps lie. Some of the major areas include:

- **Owners' and top-managers' knowledge, information and sensitivity towards compliance;**
- **Knowledge on hazardous chemicals and chemical combinations, Restricted Substance List (RSL), chemical sourcing, handling and management techniques;**
- **Segregation of wastes, both liquid and solid;**
- **Understanding of the quality of raw materials and finished products;**
- **Compulsory regulations of the labour law of Bangladesh for workers' welfare; and**
- **Operation of the latest technology and machinery.**

These major areas are to be focused in capacity-building and while implementing the strategies for developing ESQ Compliance. The study has developed Training Needs Assessment (TNA) and strategic plans for each sub-sector based on the identified gaps. With a time-bound action plan and coordinated approach involving the firms, associations, academia and policy-makers, the leather, leathergoods and footwear sub-sectors can develop its compliance situation and can improve its international image resulting in improved export performance.