



**Study on  
Industry-wise Awareness Building Plan  
and Training Needs Assessment for the  
Light Engineering Sector**

*Final Draft*

## **Industry-wise Awareness Building Plan and Training Needs Assessment for the Light Engineering Sector**

*Submitted to:*

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*Prepared and Submitted by:*

**Bangladesh Foreign Trade Institute (BFTI)**  
1, TCB Bhaban, Karwan Bazar  
Dhaka 1215, Bangladesh

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## List of Acronyms and Abbreviations

BSI	British Standards Institution
BSCI	Business Social Compliance Initiative Code of Conduct
CFC	Common Facilities Centre
CO	Carbon monoxide
CNC	Computer Numerical Control
EMS	Environmental Management System
EPR	Extended producer responsibility
MSDS	Materials Safety Data Sheet
GMP	Good Manufacturing Practice
Mg	Milligram
TNA	Training Needs Assessment
PC	Participation Committee
PM	Particulate matter
PU	Polyurethane
RMG	Ready-Made Garments
RSL	Restricted Substance List
PVC	Polyvinylchloride
SPM	Suspended Particulate Matter
PPE	Personal Protective Equipment

TPM	Total Productive Maintenance
SOP	Standard Operating Procedures
Sedex	Supplier Ethical Data Exchange
QMS	Quality Management System
WRAP	Worldwide Responsible Accredited Production Code of Conduct

## Chapter 1. Introduction

### 1.1 Background of the Study

In order to enhance growth in international trade, export diversification is treated to be a key factor for the Government of Bangladesh. Diversification is expected to lead to export growth, creation of quality jobs for all and, hence, would contribute in alleviating the country's poverty situation. To ensure a sustainable socio-economic development of the country, diversifying exportable items and export markets, therefore, is very important.

Necessary compliances relating to environmental, social and quality (ESQ) issues are pre-requisites for accessing the developed country markets. The ESQ situation prevailing in Bangladesh does not, unfortunately, in many cases meet the international requirements and, hence, fails to capture such markets. The Export Competitiveness for Jobs (EC4J) is an initiative to improve the overall ESQ compliance situation of Bangladesh in its drive not only to improve its export figures by some selected sectors, but also to improve the overall quality of jobs in these sectors, namely Leather & Leather Goods, Footwear, both leather and non-leather, Plastics and Light Engineering. These sectors are believed to have the potential to contribute a lot to the export earnings of the country and, are, therefore, considered as priority sectors in different government policies. Despite various supports and incentives from the government, they are not proving able to play the desired role in export earnings, mainly due to their non-compliance with the ESQ issues.

Against this backdrop, under the *Component 1- Market Access Support Programme* of the Exports Competitiveness for Jobs (EC4J) project, the sub-component 1.1 Sector-level ESQ Awareness and readiness aims to directly address the importance of ESQ compliance in achieving international compliance certification and getting accesses to developed country markets. With this objective in mind, this study has been carried out to develop an industry-wise and firm-level awareness-building strategy, plan and training needs assessment (Gap Analysis, TNA) for the aforesaid sectors [Leather, Leather Goods, and Leather & Non-leather Footwear, Plastics and Light Engineering] in their ESQ compliance issues. It has been observed that only social or some labour standards alone cannot meet the compliance regulations required by international buyers. A combined approach to address all issues related to compliance, namely environmental, social, including labour and health and safety standards and, most importantly, quality parameters are needed. It has also been observed that although some studies have been done, particularly in some

labour and environmental parameters with regard to attaining international best practices, quality compliance necessities and the position of Bangladesh in that respect have not been analysed properly for these sectors. This assignment, therefore, has the unique approach to look at the quality perspective in meeting international standard compliance issues for these sectors.

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