



**Study on**

**Industry-wise Awareness Building Plan  
and Training Needs Assessment for the  
Plastics Sector**

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

*Submitted to:*

**Project Name: Export Competitiveness for Jobs (EC4J)**  
Ministry of Commerce  
Government of the People's Republic of Bangladesh  
Funded By: The World Bank Group

*Prepared and Submitted by:*

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

March 2019.

# Table of Contents

List of Acronyms and Abbreviations .....	5
Executive Summary.....	6
Chapter 1: Introduction .....	<b>Error! Bookmark not defined.</b>
Chapter 2: Current Scenario of the Plastics Industry in Bangladesh .....	<b>Error! Bookmark not defined.</b>
Chapter 3: International and National Standards on ESQ Compliance .....	<b>Error! Bookmark not defined.</b>
Chapter-4: Gap Analysis by Comparing International Requirements on ESQ Compliance	<b>Error! Bookmark not defined.</b>
<b>not defined.</b>	
Chapter-5: Training Needs Assessments on ESQ Compliance for the Plastic Goods Industry in Bangladesh	
.....	<b>Error! Bookmark not defined.</b>
Chapter 6: Development of Industry-wise and firm-level awareness-building strategy and plan on ESQ	
Compliance. ....	<b>Error! Bookmark not defined.</b>
Activity Plan .....	<b>Error! Bookmark not defined.</b>
Bibliography .....	<b>Error! Bookmark not defined.</b>
Annex 1 .....	<b>Error! Bookmark not defined.</b>
Annex 2 .....	<b>Error! Bookmark not defined.</b>
Annex 3 .....	<b>Error! Bookmark not defined.</b>

## List of Tables

- Table-2.2: The Export of Plastic Goods ..... **Error! Bookmark not defined.**
- Table -4.1 Bangladesh Plastics Sector exiting Environmental Compliance gaps with the nature of gaps and factors responsible..... **Error! Bookmark not defined.**
- Table-4.2: Bangladesh plastics sector’s existing social compliance gaps with the nature of nature of gaps and factors responsible..... **Error! Bookmark not defined.**
- Table-5.1: Training Needs Assessment for Environmental Compliances of the Plastics Sector in Bangladesh..... **Error! Bookmark not defined.**
- Table-5.2: Training Needs Assessment for Social Compliances of the Plastics Sector in Bangladesh**Error! Bookmark not defined.**
- Table-5.3: Training Needs Assessment for Quality Compliances of the Plastics Sector in Bangladesh**Error! Bookmark not defined.**
- Table-6.1: List of strategies and activities to address information/knowledge gap**Error! Bookmark not defined.**
- Table-6.2: List of strategies and activities to address motivation gap .... **Error! Bookmark not defined.**
- Table-6.3: Strategic plan for estimating resource gap..... **Error! Bookmark not defined.**
- Table-6.4: Strategic plan for Policy-level compliance facilitating strategy**Error! Bookmark not defined.**
- Table-6.5: Strategic plan for Publicity Strategy ..... **Error! Bookmark not defined.**

Table-6.6: Strategic plan for Capacity Development Strategy..... **Error! Bookmark not defined.**

## List of Acronyms and Abbreviations

TNA	Training Needs Assessment
CNC	Computer Numerical Control
RMG	Ready-Made Garments
BPGMEA	Bangladesh Plastic Goods Manufacturers & Exporters Association
BIPET	Bangladesh Institute of Plastic Engineering and Technology
RSL	Restricted Substance List
MSDS	Materials Safety Data Sheet
GMP	Good Manufacturing Practice
EPR	Extended producer responsibility
Sedex	Supplier Ethical Data Exchange
BSI	British Standards Institution
WRAP	Worldwide Responsible Accredited Production Code of Conduct
BSCI	Business Social Compliance Initiative Code of Conduct
PC	Participation Committee
EMS	Environmental Management System
PPE	Personal Protective Equipment
TPM	Total Productive Maintenance
SOP	Standard Operating Procedures
QMS	Quality Management System
BDS	Bangladesh Standards

## Executive Summary

In the last two decades, the plastics sector has become one of the leading sectors in the economy of the country. This booming sector, has started contributing significantly to the national economy and growing at a rapid pace. The growth of the industry has a multiplying effect on numerous vital sectors of the economy. This sector has been playing a pivotal role in the growth of the garments, pharmaceuticals, food processing, electronics, and light engineering industries by serving the sectors' strong backward linkage. It has huge potential to grow further. Most of the export factories are enhancing their capacity to meet overseas demand. Considering its growing demand in both domestic and international markets, the government in its different policies has given immense priority to the plastics sector.

In all these trails, maintaining environmental, social and quality (ESQ) compliances requirements is very important for the plastics sector to reach international markets as buyers give topmost priority to quality. Due to the limited knowledge on the standards, the plastics industry of Bangladesh is still lagging behind in terms of ensuring the ESQ compliances. This is impeding the 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 where awareness, capacities and knowledge are required at all levels of the 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:

- 1. Owners' and top-managers' knowledge, information and sensitivity towards compliance;**
- 2. Absence of standard testing laboratory;**
- 3. Limited knowledge of latest technology, mould design, equipment and machinery;**
- 4. Labeling, documentation and traceability system;**
- 5. GMP Policy and Standard Operating Procedure (SOPs);**
- 6. Waste management and efficient energy consumption;**
- 7. Workplace safety issues; and**
- 8. Compulsory regulations of the labour law of Bangladesh for workers' welfare.**

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 the sector based on the gaps for standardisation of plastics products. With a time-bound action plan, and co-ordinated approach involving the firms, associations, academia

and policy-makers, the Plastics sector can develop its compliance situation and improve its international image resulting in improved export performance in the next couple of years.