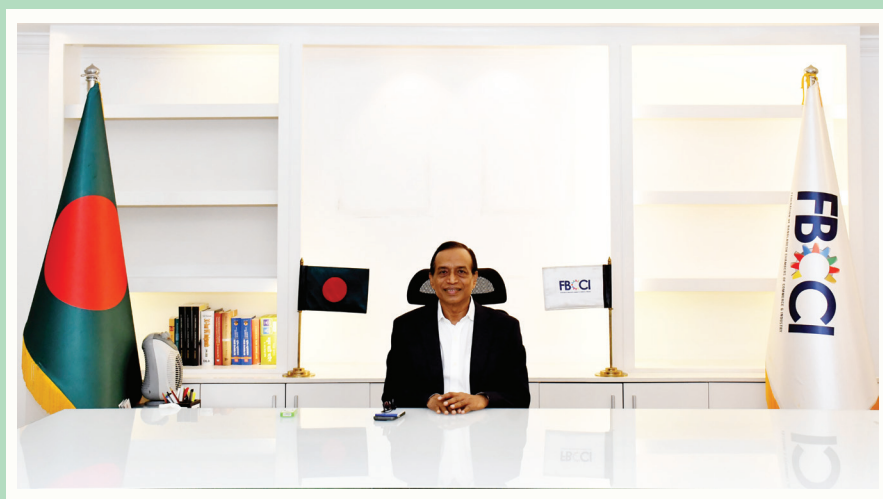


## Export Diversification, the only Alternative to Address Challenges in Post LDC Era



**Seminar on Diversification of Bangladesh's Export Basket:  
Challenges and Opportunities in the Post-LDC Graduation**

## From the Desk of the Administrator



**Dear Fellow Members,  
Colleagues, and Stakeholders,**

On the auspicious occasion of Eid ul-Fitr, we wish you peace, prosperity and success with the blessings of the Almighty. In this cheerful occasion, I'm delighted to present the March edition of the FBCCI E-bulletin, containing FBCCI's foremost events, activities, strategies, and policy advocacy in reinforcing trade facilitation in Bangladesh. In continuation of the past, the 20th edition of monthly e-bulletin reflects FBCCI's efforts to safeguard the interests of business community.

We all know that Bangladesh needs to strengthen its trade and businesses to build a strong economy and overcome the challenges of LDC graduation by 2026. In these circumstances, local industry needs to boost the productivity, increase the competitiveness, and of course, special emphasis

should be placed on export diversification, product development, and innovation. Realizing the thirst of the economy, FBCCI organized a seminar on Diversification of Bangladesh's Export Basket: Challenges & Opportunities in the Post LDC Graduation on 19 March, 2025 at FBCCI premises in Motijheel, Dhaka. Honorable Adviser for the Ministry of Commerce Mr. Sk. Bashir Uddin, along with distinguished panel speakers graced the seminar.

FBCCI is continuing its effort to expand bilateral Trade & Investment, and sincerely performing active role in B2B (Business to Business) and Public-Private interactions with local and international stakeholders, aiming to explore avenues for mutual interest, joint venture and collaboration. In advancing such aspiration, comprehensive discussions were held with the Commercial Counselor of the United States in Dhaka H.E. Mr. John Fay and the Deputy Head

of Mission of the Royal Thai Embassy H.E. Mr. Panom Thongprayoon, on March 10, 2025, at FBCCI office in Gulshan, Dhaka.

Besides, regular discussion and view exchange meeting with stakeholders, national business leaders and dignitaries from different business chambers, associations, and forums were conducted, throughout the month of March. FBCCI has also consistently represented the diverse business community in significant dialogues.

Two articles namely "Export Diversification in the Post LDC Graduation" and "Productivity and Occupational Health & Safety: FBCCI's Initiatives for a Safer Business Environment" have been incorporated in this edition respectively by FBCCI Research Department and Safety Council.

Finally, I extend my sincere gratitude to all our members, business leaders, and stakeholders for their continued support. I strongly believe, collective efforts of promising people from all sectors will streamline and rightly guide our thriving economy.

Warm regards,

**Md. Hafizur Rahman**  
Administrator, FBCCI



## Seminar on Diversification of Bangladesh's Export Basket



FBCCI organized a seminar on Diversification of Bangladesh's Export Basket: Challenges and Opportunities in the Post-LDC Graduation on March 19, 2025, at its office in Motijheel, Dhaka.

Mr. Md. Hafizur Rahman, the administrator of FBCCI, chaired the seminar.

The seminar focused on the importance of export diversification for Bangladesh in a changing policy framework in the global supply chain.

Addressing the seminar as the chief guest, Sk. Bashir Uddin, Honorable Adviser of the Ministry of Commerce, said, we must diversify our exports, whether we graduate or not.

He further said, we must focus on the micro level to ensure a smooth transition. After LDC graduation, we will lose preferential treatment and tariff protections. We are working

hard on SEPA, PTA, and FTA agreements to address this.

Commerce Adviser also mentioned concerns about the law and order situation and corruption. He said, we must reduce corruption gradually and it is already decreasing.

Among the special guests, Mahbubur Rahman, secretary of the Ministry of Commerce said, we need a smooth LDC transition plan.

Addressed the seminar as a special guest, Dr. Moinul Khan, chairman of the Bangladesh Trade and Tariff Commission, mentioned that the government is working on 33 bilateral agreements, including SEPA, PTA, and FTA.

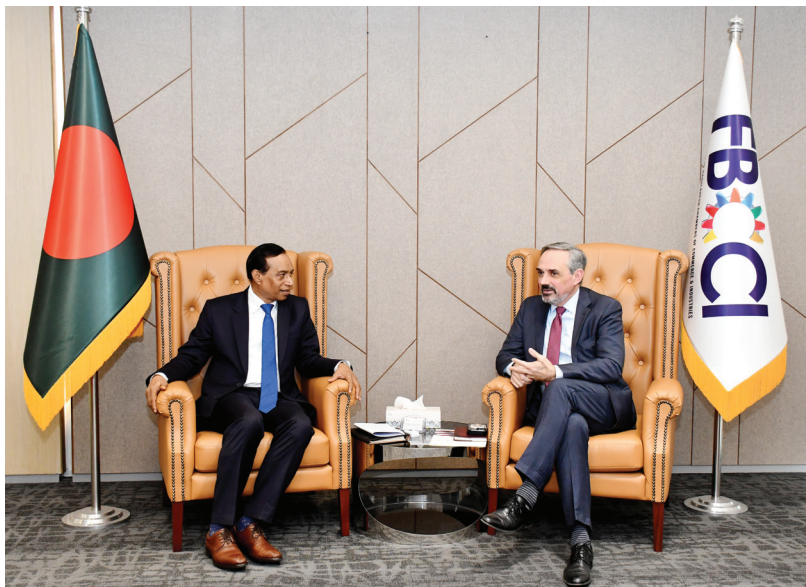
Dr. Khondaker Golam Moazzem, research director at the Centre for Policy Dialogue (CPD) presented a keynote paper in the seminar. He said LDC graduation is now a reality for Bangladesh,

making a shift in the mindset of businesses the most crucial factor.

During the open discussion, speakers stated that product diversification is the only alternative to address some of the challenges Bangladesh will face after LDC graduation.

Vice Chairman of the Export Promotion Bureau (EPB) Mr. Md. Anwar Hossain, Chairman and CEO of the Policy Exchange Bangladesh Dr. M Masrur Reaz, Director of PRAN-RFL Group Uzma Khan Chowdhury, Chairman of the Bangladesh Furniture Shilpa Malik Samity and Managing Director of Hatil Complex Ltd Mr. Salim H Rahman, President of Bangladesh Plastic Goods Manufacturers & Exporters Association (BPGMEA) Mr. Shamim Ahmed, Member of BJMA and Proprietor of Creative Connections Ms. Mashraka Binta Mosharraf, former FBCCI directors, general body members, business leaders and dignitaries were present at the seminar, among others.

## US Commercial Counselor visits FBCCI



Mr. John Fay, Commercial Counselor, Embassy of the United States of America met the FBCCI Administrator Mr. Md. Hafizur Rahman, on 10 March 2025 at the FBCCI office in Gulshan, Dhaka.

They had a fruitful discussion on strengthening bilateral trade between Bangladesh and USA. The conversation emphasized on exploring untapped

potentials for business in sectors such as renewable energy, pharmaceuticals, food processing, infrastructure development, digital economy etc.

On behalf of the private sector, FBCCI, the apex trade organization of the country, expressed its anticipation to the US embassy in facilitating trade, smooth market access

for Bangladesh, and information sharing between the two countries.

Besides, FBCCI Administrator Mr. Md. Hafizur Rahman informed the US Commercial Counselor of upcoming business events such as the '4th Bangladesh Remittance Fair 2025', and '4th New York International Trade Fair and Chamber Expo 2025', scheduled to be held in April and September, 2025 respectively.

Highlighting the upcoming investment summit in the USA, going to be held in May 2025, the US Commercial Counselor Mr. John Fay invited Bangladeshi businesses community to join the event.

FBCCI Secretary General Mr. Md. Alamgir, Head of International Affairs Wing Mr. Md. Zafar Iqbal ndc, and others were present at the meeting.

## Deputy Head of Royal Thai Mission met FBCCI Administrator

Mr. Panom Thongprayoon, Minister Counselor and Deputy Head of Mission of the Royal Thai Embassy in Dhaka paid courtesy call on Mr. Md. Hafizur Rahman, the Administrator of FBCCI on March 10, 2025 at the FBCCI office in Gulshan, Dhaka.

They had a comprehensive discussion on reinforcing bilateral trade between Bangladesh and Thailand.

On behalf of the private sector, FBCCI, the apex trade body of the country, stressed on the joint venture initiatives between Bangladesh and Thailand in potential sectors such as tourism and hospitality, entertainment and amusement sector, leather and leather goods



sector etc., including bilateral trade agreements. Among others, FBCCI Secretary General Mr. Md. Alamgir, Head of International Wing Mr. Zafar Iqbal ndc were present.



## FBCCI Administrator attended the Iftar Party hosted by Boishomyo Birodhi Babosayee Parishad



FBCCI Administrator Mr. Md. Hafizur Rahman attended the Iftar Party and Doa Mahfil hosted by Boishomyo Birodhi Babosayee Parishad, the anti-discrimination Front of the FBCCI, on 8th March 2025 at Officers Club, Baily Road, Dhaka.

Convenor of the anti-discrimination front of FBCCI Md. Zakir Hossain Nayan, Coordinators Abul Kashem Haider, Giasuddin Chowdhury, Atiqur Rahman and representatives of FBCCI from different districts and divisional chambers were present at the event.

## Ambassador Designate to Nepal visits FBCCI

Mr. Md. Shafiqur Rahman, Director General (West Asia), Ministry of Foreign Affairs, Bangladesh, and Ambassador-Designate to Nepal met the FBCCI Administrator Mr. Md. Hafizur Rahman on 5th March 2025 at FBCCI office in Motijheel, Dhaka.

They had a fruitful discussion on strengthening trade relations between Bangladesh and Nepal.

During the meeting FBCCI Administrator stressed on the implementation of trade agreements like FTA/PTA (Free Trade Agreement/Preferential Trade Agreement) with Nepal. He mentioned that joint venture initiatives would create new opportunities for fostering bilateral trade between Bangladesh and Nepal.



Ambassador designate to Nepal Mr. Md. Shafiqur Rahman expressed his commitment to work proactively for the advancement of trade and businesses with Nepal.

Secretary General of FBCCI Mr. Md. Alamgir, Head of International Affairs Wing Mr. Md. Zafar Iqbal and others were present among others.

## FBCCI Administrator attended the Iftar Party hosted by Shammilito Babosayee Parishad

FBCCI Administrator Mr. Md. Hafizur Rahman attended the Iftar Party and Doa Mahfil hosted by Shammilito Babosayee Parishad, a business front of the FBCCI, on 23 March 2025 at Abu Sayeed Convention Hall, Minto Road, Dhaka.

Business leaders from different chambers and associations were joined the event.



## FBCCI Secretariat arranged an Iftar and Doa Mahfil



On the occasion of the sacred month of Ramadan, FBCCI Secretariat arranged an Iftar and Doa Mahfil on March 05, 2025 at FBCCI office in Motijheel, Dhaka. The event was graced by Mr. Md. Hafizur Rahman, Administrator of FBCCI.

FBCCI Secretary General Mr. Md. Alamgir, FBCCI Safety Council Adviser Brig. Gen. (retd) Abu Nayeem Md. Shahidullah, Head of International Wing Mr. Md. Zafar Iqbal ndc, other officials and staffs joined the program.

Depicting the significance of Ramadan, FBCCI Pesh Imam Mr. Nazmul Islam led a special munajat, seeking divine blessings for the nation's peace, progress and prosperity.

## Iftar and Doa Mahfil hosted by FBCCI's International Affairs Wing and Safety Council

On the auspicious occasion of the holy Ramadan, FBCCI International Affairs Wing and Safety Council jointly hosts an Iftar and Doa Mahfil, on March 13, 2025 at FBCCI office in Motijheel, Dhaka.

FBCCI Secretary General Mr. Md. Alamgir, Head of International Wing Mr. Md. Zafar Iqbal ndc, Adviser of the FBCCI Safety Council Brig. Gen. (retd) Abu Nayeem Md. Shahidullah, other officials and staffs joined the program.

Depicting the significance of Ramadan, FBCCI Pesh Imam Mr. Nazmul Islam led a special munajat, seeking divine blessings for the nation's peace, progress and prosperity.





## BPP All Sectors Meeting Recognizes PERT as National Volunteers



The Bangladesh Preparedness Partnership (BPP) All Sectors Meeting was held on 24 March 2025 at Hotel Golden Tulip, Banani, Dhaka, bringing together key stakeholders to assess project progress, discuss challenges, and strategize future initiatives for disaster resilience. The meeting was chaired by Mrs. Rabeya Begum, Vice President, NAHAB, while Mr. KM Abdul Wadud, Additional Secretary and Convener of the BPP Mobilization Desk, Ministry of Disaster Management and Relief (MoDMR), graced the event as the chief guest. He emphasized the importance of multi-sectoral collaboration in strengthening national preparedness efforts.

The landmark decision was made during the meeting, as MoDMR principally agreed to recognize members of the Private Sector Emergency Response Team (PERT) as national volunteers who are prepared by the Federation of Bangladesh Chambers of Commerce and Industry (FBCCI) under the BPP project. Following a proposal from the FBCCI, the government will now incorporate PERT members into the national volunteer database, reinforcing their role as first responders in disaster scenarios. This move is expected to enhance coordination between the private sector and national emergency response mechanisms.

The meeting was attended by prominent officials and experts, including Mr. Ahmadul Haque, Additional Secretary & Director, Cyclone Preparedness Programme (CPP); Mrs. Shivani Gupta, Senior Project Specialist, ADPC Bangkok; Prof. Dr. Mahbuba Nasreen, University of Dhaka; Dr. Ahsan Ullah, Senior Project Manager, ADPC Dhaka Office; as well as representatives from BRAC University, the Department of Disaster Management (DDM), the Fire Service and Civil Defence (FSCD), the National Alliance of Humanitarian Actors, Bangladesh (NAHAB), and the Center for Disability in Development (CDD).

FBCCI was represented by Mr. Md. Monjur Kader Khan, Program Coordinator, and Md. Shakhawat Hossain, Training and Admin Officer, FBCCI Safety Council. The recognition of PERT at a national level marks a significant milestone in integrating private-sector expertise into Bangladesh's disaster preparedness framework.

## Export Diversification in the Post LDC Graduation

The digital age has fundamentally reshaped consumer behavior, with today's consumers, especially the younger generation, increasingly prioritizing innovative and functional technological products. This evolving global demand presents a critical opportunity for Bangladesh to diversify its industrial production and access a vast market of 8.2 billion people. To sustain economic growth and ensure a resilient future, Bangladesh must urgently expand its export portfolio to include high-value, technology-driven products that align with these shifting global preferences.

Since its independence in 1971, Bangladesh has achieved remarkable economic progress, transitioning from an agriculture-based economy to one driven by trade, overcoming historical challenges of poverty and famine. While now the second-largest exporter of ready-made garments (RMG), after Vietnam and India, Bangladesh has a limited presence in the broader global market for diverse, high-value goods. Despite being a major player in the RMG sector, global demand for knitwear and woven garments ranks 17th and 20th, respectively, totaling US\$445.73 billion. Bangladesh currently meets only 10.52% of this demand, while China dominates with a 33.78% share, highlighting significant potential for export diversification. Analyzing products with the highest global demand is crucial to realizing this potential.

According to ITC Trade Map data for 2022-23, the top global import categories include electrical machinery, mineral fuels, vehicles, plastics, organic chemicals, and pharmaceuticals. The primary consumers of these high-demand products are developed economies such as the USA, China, Germany, the UK, and Japan. China leads in electrical machinery, with significant participation from other Asian nations, alongside the USA and Germany. Resource-rich countries like the USA, Russia, and Saudi Arabia dominate mineral fuels. China and Germany are also key players in nuclear machinery, along with the USA and Japan, and intra-EU trade from the Netherlands and Italy is notable. The automotive sector is led by Germany, China, Japan, and the USA, with Mexico and South Korea also significant contributors. In pharmaceuticals, European nations like Germany, Switzerland, Belgium, and Ireland are prominent, alongside the USA and Italy.

This global business landscape underscores Bangladesh's immense potential to broaden its export base beyond RMG. Substantial opportunities exist in diversifying high-tech RMG products and expanding into sectors like electrical goods, pharmaceuticals, plastics, agro-processed and frozen foods, leather, ceramics, home textiles, handicrafts, and innovative, water-resistant, eco-friendly jute products. The light engineering sector can attract foreign direct investment (FDI), particularly for auto parts, vehicle accessories, and capital machinery for the textile, RMG, ceramics, plastics, leather, jute, and agro-processing industries. Inspired by the success of watch manufacturing in India and Switzerland, Bangladesh could also attract FDI to upgrade its domestic watch production to international standards, reducing imports, boosting exports, and generating employment.

Vietnam's strategic shift towards export diversification offers a compelling example. By moving beyond traditional agricultural exports, Vietnam has successfully entered high-value manufacturing sectors like electronics, automobiles, textiles, and footwear. This diversification has driven economic growth and enhanced its resilience to global market fluctuations. Bangladesh can significantly increase its export earnings and strengthen its global economic position by focusing on key markets and leveraging the potential of products like electrical machinery and equipment, pharmaceuticals, chemicals, and engineering goods.



Comparing Bangladesh's export market with Vietnam, a leading diversified economy in Asia, further illustrates this point.

### Major Export Products of Bangladesh and Vietnam in 2023

Bangladesh	Value (bnUSD)	Vietnam	Value (bnUSD)
RMG	47.5	Electrical Machinery	189.7
Footwear	1.3	Nuclear Machinery	48.2
Home Textile	1.1	RMG	36.4
Jute & Jute Goods	0.64	Footwear	31.1
Headgear	0.63	Furniture	15.9

#### Source: ITC Trade Map

A 2023 ITC Trade Map comparison reveals Bangladesh's heavy reliance on RMG exports (\$47.5B), while Vietnam boasts a significantly more diversified portfolio led by electrical machinery (\$189.7B) and nuclear machinery (\$48.2B), alongside substantial RMG (\$36.4B) and footwear (\$31.1B) exports. Vietnam's diversification has been a key driver of its economic growth, providing valuable insights for Bangladesh as it prepares for LDC graduation.

As Bangladesh prepares to graduate from Least Developed Country (LDC) status by 2026, rapidly increasing the contribution of the manufacturing and service sectors to create more income-generating opportunities is crucial. Export diversification will be a transformative factor in achieving these ambitious goals.

LDC graduation necessitates diversifying exports beyond current GSP reliance. Securing Free Trade Agreements (FTAs) with major partners like China, the EU, and the US in 2025-26 is vital. Incentives should target entire value chains, promote high-tech products, and support niche exports through research and innovation. Improved infrastructure and the strategic reallocation of resources from RMG to emerging sectors are also essential. Addressing potential AI-driven job displacement in the RMG sector requires diversification into pharmaceuticals, IT, and agro-processing for sustainable growth and global competitiveness.

Bangladesh's agro-processing exports, for instance, represent a largely untapped potential. The sector's abundance of diverse seasonal fruits and vegetables offers a natural competitive advantage in the international market. Bangladesh already ranks among the top ten producers of several agricultural products. The opportunities are vast, from processing mangoes and pineapples into jams to transforming tomatoes into sauces and potatoes into chips. Small and medium-sized enterprises (SMEs) are key to skillfully processing these readily available raw materials for the global market.

However, realizing this potential requires continuous quality improvement and strategic marketing. Investing in processing technologies, up-skilling SMEs, diversifying product lines, and strengthening marketing channels are crucial for unlocking the immense potential of Bangladesh's agro-processing sector. Agriculture is just one example of the many sectors that can be leveraged to transform industries, drive economic prosperity, and build a brighter future for the nation.

Post-LDC graduation, Bangladeshi industries will initially face challenges in meeting value-addition criteria, requiring at least 50% value addition for most exports and a double transformation stage for RMG. To overcome this, establishing capital machinery manufacturing industries, world-class design and packaging centers, and robust backward linkage industries for fabrics and other inputs is essential. Fostering innovation in marketing and branding will also enhance Bangladesh's position in the global value chain.

Attracting foreign direct investment (FDI) through a multi-faceted strategy is crucial for driving export diversification. Streamlining regulations, implementing long-term stable policies, ensuring consistent utility prices, reducing bureaucratic hurdles, and offering targeted fiscal incentives can encourage entrepreneurship and export-oriented activities. Investing in education and training programs to equip the workforce with the necessary skills and further integrating SMEs into e-commerce platforms are vital for global competitiveness. Adopting international best practices is paramount in this regard.

Drawing inspiration from the ASEAN region, introducing a Digital Export Enablement Program (DEEP) in collaboration with the International Chamber of Commerce (ICC), Google, and the International Trade Centre (ITC) can empower MSMEs with essential digital export skills.

To further fuel export diversification, prominent private sector organizations like FBCCI, MCCI, DCCI, CCCI, BGMEA, BKMEA, and other relevant associations should consider establishing representative offices in key international locations. This strategic move would significantly strengthen the operations of Bangladesh's commercial wings abroad, enabling targeted market surveys, research and development, and product diversification aligned with local and global market demands. Furthermore, actively pursuing Free Trade Agreements (FTAs) can unlock even greater potential for Bangladesh's export sector.

Bangladesh's export diversification is not just important; it is essential. It represents a transition from a reliance on a single sector to a diverse array of potential, already present in various industries. Despite challenges such as global market shifts and infrastructure needs, Bangladeshi entrepreneurship and collaborative efforts will guide this transformation. Diversification is a journey of empowerment, revitalizing communities and securing Bangladesh's long-term global economic standing.

***Prepared by Research and Planning Department, FBCCI***



## **“Productivity and Occupational Health & Safety: FBCCI’s Initiatives for a Safer Business Environment”**

Productivity and occupational health & safety (OHS) are deeply interconnected, shaping the overall efficiency, well-being, and sustainability of any workplace. A safe and healthy work environment is not just a regulatory necessity but a fundamental driver of business success. Organizations that prioritize occupational health and safety (OHS) experience fewer workplace incidents, lower absenteeism, higher employee morale, and reduced operational costs—all of which contribute to improved productivity.

In today's rapidly evolving industries, businesses face challenges such as hazardous working conditions, mental health concerns, ergonomic issues, and risks from both natural and man-made hazards, including fires, floods, earthquakes, chemical spills, and industrial accidents. Addressing these challenges through proactive safety measures, regular training, and compliance with national and international safety standards enhances workforce performance and reduces operational disruptions.

This article explores the critical relationship between occupational health & safety and productivity, highlighting key strategies to create safer workplaces that promote efficiency, resilience, and long-term economic growth.

### **OHS Management System: A Strategic Business Investment**

Investing in an Occupational Health & Safety (OHS) Management System is not just an expense but a strategic asset that drives long-term business success. Companies that embed health and safety into their core strategy not only safeguard their workforce and assets but also boost productivity, profitability, and sustainability in an increasingly competitive global market. Beyond meeting regulatory requirements, a well-implemented OHS management system enhances resilience, fosters operational efficiency, and strengthens organizational culture.

### **Why OHS Management is a Smart Business Investment**

#### **1. Reducing Costs & Preventing Financial Losses**

Workplace accidents, illnesses, and injuries can lead to significant financial burdens, including medical expenses, compensation claims, legal costs, and productivity losses. A proactive OHS management system minimizes these risks, resulting in substantial cost savings.

#### **2. Enhancing Productivity & Operational Efficiency**

A safe work environment reduces disruptions caused by accidents or health-related absences. Employees who feel secure and valued are more engaged, motivated, and productive, contributing to overall business efficiency.

#### **3. Strengthening Business Reputation & Market Competitiveness**

Companies that prioritize OHS build trust among employees, customers, investors, and regulatory bodies. A strong safety culture enhances brand reputation, improves stakeholder confidence, and attracts top talent.

#### 4. Ensuring Compliance & Mitigating Legal Risks

Strict safety regulations are enforced by governments and industry bodies. Implementing an effective OHS management system ensures compliance, reducing the risk of legal actions, fines, or business shutdowns that could negatively impact operations.

#### 5. Boosting Employee Retention & Workplace Satisfaction

A company that invests in workplace safety demonstrates a commitment to employee well-being. This fosters loyalty, reduces turnover rates, and creates a positive organizational culture that attracts and retains skilled professionals.

#### 6. Driving Long-Term Sustainability & Business Growth

Safety-focused businesses experience fewer operational disruptions, maintain continuity, and enhance resilience against potential risks. A well-structured OHS management system supports long-term stability, profitability, and sustainable growth.

### FBCCI's Initiatives Regarding Occupational Health & Safety (OHS)

The Federation of Bangladesh Chambers of Commerce and Industry (FBCCI) plays a pivotal role in promoting Occupational Health & Safety (OHS) across Bangladesh's business community. Recognizing the importance of a safe and healthy work environment, FBCCI has undertaken various initiatives to improve workplace safety standards and develop a culture of health and safety. These initiatives include:

#### 1. OHS Strengthening Project with ILO

FBCCI, with the support of the International Labour Organization (ILO), has implemented a comprehensive project aimed at strengthening occupational health and safety (OHS) management within the selected chambers and associations. This initiative focuses on building the capacity of both the members of the FBCCI and local businesses to implement effective OHS practices. Key activities under this project include:

- **Formation of Safety Committees:** Establishing safety committees within organizations to take charge of health and safety management and ensure adherence to safety protocols.
- **Training on the Responsibilities of Safety Committee:** Providing targeted training to members of safety committees to ensure they are equipped with the knowledge and skills necessary to manage workplace safety effectively.
- **Formation of Safety Units at the Factory Level:** Establishing dedicated safety units within factories to oversee safety operations, conduct regular safety inspections, and ensure the implementation of best practices.
- **Training on Fire Safety, Rescue, and First Aid:** Organizing specialized training programs on fire safety, rescue operations, and first aid to prepare workers to handle emergencies effectively.
- **Technical support to the risky factories:** As part of its commitment to improving workplace safety, the FBCCI Safety Council has provided technical support to 19 high-risk factories, identified by a combined inspection team led by BIDA. These factories, deemed to be at significant safety risk, have received guidance and support to improve safety standards, reduce hazards, and enhance compliance with national safety standards.

This initiative has been carried out in four selected chambers—Rangpur, Rajshahi, Chattogram, and Sylhet—along with 12 sectorial associations as part of a pilot program aimed at improving OHS standards in diverse industries.



## 2. Training programs under GIZ project

In collaboration with the GIZ, FBCCI Safety Council has also provided factory-level training on electrical safety and chemical safety. These programs have been conducted in association with Gazipur, Narayanganj, Chattagram, Rangpur, and Rajshahi Chambers, as well as 13 sectorial associations. The training aims to improve the understanding of industry-specific hazards and help businesses mitigate risks related to electricity and chemicals in the workplace.

## 3. Training of Trainers (TOT) Programs

As part of its ongoing efforts to build a sustainable safety culture, FBCCI has conducted several Training of Trainers (TOT) sessions under the ILO and GIZ projects. These TOTs covered critical topics such as:

- Fire Safety
- Chemical Safety
- Electrical Safety
- Responsibilities of Safety Committees

As a result, around 168 qualified trainers are now available across the selected chambers and sectorial associations, further enhancing the reach and impact of FBCCI's OHS initiatives. These trainers are equipped to deliver safety training within their respective business communities, ensuring that OHS knowledge continues to spread and become ingrained within the business culture.

## 4. Establishment of Safety Cells and PERT Teams under ADPC project

FBCCI has also formed Safety Cells at Bagerhat, Cox's Bazar and Kurigram district chambers, with a primary focus on disaster preparedness and ensuring workplace safety under the ADPC project of FBCCI. Alongside, Private Sector Emergency Response Teams (PERT) have formed up to act as first responders during emergencies, particularly in industries vulnerable to natural disasters such as floods, cyclones, and fires. These teams are trained to handle a wide range of emergencies and ensure the safety of employees and business assets.

## 5. Awareness and Sensitization Programs

FBCCI organizes various awareness-building and sensitization programs aimed at both business owners and workers. These programs cover the importance of OHS practices, legal requirements, and the benefits of maintaining a safe work environment. Sessions typically address risk management, emergency protocols, and how to integrate safety measures into daily business operations.

## 7. Promoting Compliance with Safety Regulations

FBCCI encourages businesses to comply with local safety regulations and international safety standards. The organization provides guidance on adherence to safety laws, including the Bangladesh Labor Act, Firefighting Act and other relevant legislation, ensuring that businesses meet legal safety requirements.

## 8. Integration of Mental Health and Well-being

Recognizing the importance of mental health, FBCCI also focuses on promoting mental health and well-being in the workplace. Efforts are being made to reduce stress, burnout, and improve overall employee mental health, which is essential for maintaining a productive and healthy workforce.

Through these initiatives, FBCCI is helping to create a safer, healthier, and more productive working environment for the business community in Bangladesh. The support from the ILO, GIZ and ADPC, along with collaboration with local chambers and sectorial associations, significantly strengthens the OHS framework, contributing to a sustainable and resilient business ecosystem within their respective business communities.

*Prepared by Safety Council, FBCCI*

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