



Terms of Reference (TOR)

For selection an individual consultant or consultancy firm/organization of Bangladesh to carry out a study **“Assessment of Climate Change Impacts on the RMG and Leather Sectors: Implications for Workers, Communities, and Industry, with Pathways to a Just Transition”**.

Background of the Study:

Bangladesh Labour Foundation (BLF) is a non-government, non-profit, non-partisan organization representing the interests of the working people in Bangladesh. By undertaking various programs and projects, BLF works for the welfare of workers, working people, professionals, women, children, employees and families. BLF has been working in the RMG and Leather sector for a long time and these are the top priority sectors.

Bangladesh is the second-largest RMG exporter in the world after China, contributing 10.35% to GDP and 84.58% to exports in FY2023. Bangladesh is now home to 61 of the top 100 highest-rated LEED-certified factories in the world, with 229 LEED-certified green factories. On the other hand, the leather sector is the second largest export sector after RMG in this country, accounting for about 4% of total exports (1223.62M\$) and 0.54% of GDP in FY23 (EPB, 2023). Bangladesh accounts for 3% of global leather demand, exporting manufactured goods such as footwear, wallets and jackets to abroad such as USA, China, Spain and Italy. Despite its significance, growth remains sluggish due to challenges including poor compliance, inadequate CETP capacity, underutilized raw materials, lack of policy support for value addition, limited investment and market access, and insufficient incentives compared to the RMG sector (MoC, 2019).

But the alarming fact is that, Bangladesh is the most vulnerable country to climate change, facing unique challenges in balancing economic growth, environmental sustainability, and social equity. The concept of a Just Transition is central to ensuring that the shift to a low-carbon economy is inclusive, fair, and supportive of the workers and communities reliant on carbon-intensive industries. This is particularly significant for the RMG and Leather sectors, which are pillars of economy and employment of the country but have significant environmental footprints.

The RMG sector, a significant contributor to greenhouse gas emissions, faces pressure to innovate sustainably, with studies indicating that 67.8% of emissions stem from textile and RMG industries (Biswas et al., 2024). Climate events impact worker performance, recognized as a top threat to global businesses (World Economic Forum). Climate change may cause a 4.84% loss in working hours by 2030 due to heat stress (ILO, 2019). In addition to this, consumption of electricity, fuel and chemicals in garment factories has increased by 38% in the RMG factories, while 65% of factory liquid waste is being discharged through drains (TBS Report, 2024). Workers in this sector are increasingly affected by climate-related disasters, with over half reporting damage and health issues linked to rising temperatures (Nabi et al., 2023). A recent study found that about 23% of workers being absent or taking leave, 13% experiencing reduced productivity, and 13% encountering lower income (TBS Report, 2024).

Climate change exacerbates impact on tannery workers in a number of ways, including through environmental pollution, unsafe working conditions, and heat-related illnesses. Tannery workers has already been passing a dire condition, where environmental pollution from the tanning industry poses significant health risks. For instance, the tanneries discharge large volumes of toxic waste, including carcinogenic chromium, leading to high incidences of gastrointestinal diseases (58%), skin disorders (31%), and jaundice (19%) among workers. In addition, climate-induced heat stress poses a growing risk, as rising temperatures can reduce labor capacity and increase the incidence of heat-related illnesses, particularly among older workers (Tokizawa, 2022). On the other hand, the inefficient waste management systems and outdated technologies further contribute to these health hazards, violating Occupational Health and Safety standards and labor rights. Thus, the intersection of climate change





and industrial pollution creates a precarious situation for tannery workers, necessitating urgent policy interventions to safeguard their health and rights (Garai, 2014; Tuhin et al., 2022)

Since, Bangladesh is the most climate-vulnerable country, and now facing challenges in balancing economic growth, environmental sustainability, and social equity. A Just Transition is crucial to ensure an inclusive shift to a low-carbon economy, particularly for the RMG and leather sectors, key contributors to the economy but with significant environmental impacts. Prior to this, evidence-based data on the impacts of climate change on workers, communities, and businesses is essential, with a focus on developing Just Transition pathways for affected workers. In this context, Bangladesh Labour Foundation (BLF) invites proposals from consulting firms or individual consultants to conduct a study titled: "Assessment of Climate Change Impacts on the RMG and Leather Sectors: Implications for Workers, Communities, and Industry, with Pathways to a Just Transition."

Objectives of the Study

1. Assess the current impacts of climate change on the RMG and Tannery factories in Bangladesh, focusing on environmental, economic, and social dimensions.
2. Identify specific challenges and opportunities arising from climate change for workers, communities, and businesses within the RMG and Tannery factories in Bangladesh.
3. Map the readiness of the RMG and Tannery factories in Bangladesh to address climate change, including the adoption of climate-resilient Infrastructure and sustainable practices.
4. Develop evidence-based recommendations for policymakers form a worker centric Just Transition Framework.

Scope of Work and Extent

The study will represent export-oriented RMG from Ashulia, Savar and Gazipur and BSCIC Tannery Industrial Estate (TIE), Savar, Dhaka.

- A statistically representative sample survey on RMG and Tannery Workers
- Key Informant Interviews with Stakeholders
- FGD with relevant informants and Case Studies

Expected output of the study

1. Comprehensive impact assessment report
2. Challenges and opportunities framework
3. Industry readiness and technology assessment
4. Policy recommendations for Just Transition

Methodology:

The consulting organization should employ both qualitative and quantitative investigation techniques with the scientific and statistical basis for the generalization of study/assessment findings and draw conclusions. It should gather primary information along with existing secondary information to analyze the findings. Data collection methods including sampling size is mentioned in the below but not limited to:

Method	RMG	Tannery	Common
F2F Interviews	400	150	
KIIs	Mid-Level Management (10), Business Association (2), DIFE (1), Trade Union Leaders (3), CSOs (2)	Mid-Level Management (10), BSCIC (1), DIFE (1), Trade Union (2), Business Associations (2), CSOs (2)	DoL (1), MoLE (1), SWD (1), DoE (1), MoEF (1), Experts (3)
FGDs	2 with Workers; 2 with Communities	2 with Workers; 1 with Community	-
Case Study	4 cases	4 cases	
Observation	-	-	-





Site Selection Criteria:

- Cluster-based random sampling can be followed for face-to-face interviews from the study areas, and the process is a) random site selection from the respective areas, b) factory selection randomly, and c) worker selection randomly.

Deliverables:

- An analytical report and a PowerPoint presentation;
- Relevant Annexes and tables;
- Hard copy and soft copies of data and reports;
- Case studies;
- Data presentation and validation workshop before finalization.

Terms of Payment:

- 20% of consultancy fees will be paid 12 days after acceptance of Inception Report.
- 30% of consultancy fees will be paid within 12 days after submission of draft report.
- 50% of consultancy fees will be paid within 15 days after submission of final delivery approved by BLF technical team which is ready to print a version with final design.
- The fees will be paid by cheque/bank account transfer upon agreement with the consultant.
- VAT and tax will be deducted as per local government policies.

Proposal submission deadline: February 06, 2025

Study Timeline: March-May, 2025

Proposal submission to: office@blfbd.com or to The Executive Director, Bangladesh Labour Foundation (BLF), F Haque Tower (Level-7), 107, Bir Uttam C R Datta Road, Dhaka-1205

