International Labour Organization

Sweden Sverige

A Just Transition in the Textile and Garment Sector in Bangladesh Technical Stakeholder Workshop

31 October 2022, Intercontinental Hotel, Dhaka

Key messages

- Strengthening policies and regulatory compliance to improve the enabling environment for a green and clean RMG sector.
- Promoting investment in resource efficiency, cleaner production and higher productivity: applying technology improvements, accessing renewable energy sources and improving business practices. Among others, Governments should establish a fund for renewable energy investment for factories, with favourable credit conditions and fiscal incentives.
- Raising awareness, improving communication and promoting skills development among workers and HRD management.
- Strengthening social dialogue for the factory of the future at sector and national level to drive better work in greener factories.
- Action to establish a tripartite Committee for developing a strategy for a Just Transition. The recurrent Decent Work County Programme Committee could hold a technical social dialogue on Just Transition, reviewing and discussing the outcome of the workshop.

1. Country context

Environmental challenges

Bangladesh's recent strides in economic growth, albeit commendable, have come with high environmental costs – such as dwindling natural resources, industrial pollution, and toxic industrial waste heavily contaminating a significant number of the country's main rivers. Unsustainable growth has also caused deforestation and forest degradation, soil erosion, salinity ingress, unsustainable use of groundwater for industrial purposes, and land degradation, which have all taken a considerable toll on the environment. The *World Air Quality Report 2020* for instance ranks Bangladesh as having the most polluted air out of all countries, with an average annual Particulate Matter 2.5 concentration, i.e. seven times above the WHO exposure recommendations, posing serious threats to public health.

Recent emission estimates depict how GDP per capita growth has engendered an exponential increase in production and consumption-based emissions, a scenario that is likely to exacerbate the already crippling consequences of climate change, temperature rise and extreme weather events. This in turn could negatively impact the productivity of crops, livestock and fisheries, and hinder access to food by disrupting the livelihoods of millions of people.

Towards greener growth

The Government of Bangladesh understands and acknowledges that growth can only be sustainable when it is green in nature and is therefore committed to adopting a more sustainable and green growth strategy for the future. The Perspective Plan 2021-2041 (Vision 2041), the 8th FYP of Bangladesh, as well as the recently completed Mujib Climate Prosperity Plan (MCPP) have all renewed national commitment towards integrating environment and climate change considerations into economic growth – particularly green skills, jobs, and enterprises. The 8th FYP for instance has undertaken a target to improve Bangladesh's Environmental Performance Index ranking from bottom 5 per cent since 2018 to top 30 per cent by 2041.

These plans take into account the environmental costs of growth in the form of deteriorating air quality, land and water pollution, and the proportionate increase in the incidence of related health hazards. Recent national commitments to reduce GHG emissions at the COP26, including the decision of the government to shift from coal-based energy to clean energy is a further testimony of the commitment to the country's green transition.

Box 1. Climate action in Bangladesh

The Mujib Climate Prosperity Plan – Decade 2030 - includes a full section on JT. Under the heading "Just transition of labor and future-proofing industry with technology transfer" it proposes two sets of interrelated actions:

I. Modernization through training and skills development for labour markets through:

- Investment options to boost workers productivity and efficiency (supply chain coordination, industry coordination to lower costs)
- Improve the quality of educators with regional and international collaborators
- Retrofitting the commercial built environment to be adjusted to the hotter climate, by 2030
- 3.83 million people trained and reskilled through Just Programs Transition.

II. Future-proofing Bangladesh' position in the global supply chain through:

- LEED certification of 3,500 factories by 2030
- Establish Green Exports Program - certification of exports that utilize LEED certified factories, voluntary sustainability standards, green transportation, and clean energy utilization, carbon credits
- Reduce logistics cost by 50 per cent by 2030 - coordinate with companies to improve logistics, 50 per cent - 100 per cent greening and electrification of the transport/logistics sector and strategic export industries
- Renewable energy installations available to manufacturing and industrial areas.

In practice, these policies entail a gradual shift towards sustainable investments for inclusive economic recovery and growth (including human-centred recovery from COVID-19), poverty reduction, the greening of industries, and the creation of full, productive, green, and decent employment outcomes for all. The focus for the government must be on economic growth through greener industries, powered by new green skills, innovation (including R&D), infrastructure development, effectivization of processes, and the application of technology to ensure less pollution, waste minimization and circularity, energy and resource efficient management and production systems, as well as green products and services. This should be coupled with ensured access to, and utilization of, green and sustainable finance and investments from the public and private sector.

The need for a Just Transition

In a market where a serious mismatch already exists between the skills being imparted and skills that the industry demands, the fundamental changes that the economy is likely to experience because of structural shifts towards technology-driven greener manufacturing systems, will pose a new set of challenges for the labour market and the skills needs of millions of aspiring workers and entrepreneurs – especially among the youth. The sustainable growth plan of Bangladesh necessitates that young people are equipped with the optimum set of green skills and provided with adequate programmatic, policy and investment support, to avail new opportunities. ILO's Declaration on Green Jobs and Just Transition recognizes this need and calls for a well-managed transition toward an environmentally sustainable economy that can contribute to the goals of decent work for all, social inclusion, and poverty eradication; and serve as a powerful driver of job creation, job upgrading and sustainable enterprise development.

Planning for this transition is a knowledge and resource-intensive process. If undertaken adequately, it can provide green job creation from decarbonization and adaptation activities. It also means that those workers, firms, communities, and sectors affected by the need to decarbonize and adapt to the changes receive the support, information, training, and capacity they need to transition successfully. Timely technical support in the form of information, guidance, and training can greatly enhance the quality and results of the just transition pathways.

The Just Transition workshop is part of the support by the Decent Work in the Garment Supply Chains in Asia (DWGSCA) project funded by the Swedish International Development Corporation Agency (SIDA) and Partnership for Action in Green Economy (PAGE) Indonesia. The DCWGSA aims to contribute to decent work and environmental sustainability in the garment sector, while PAGE brings together the specialized expertise of five United Nations agencies (UNDP-ILO-UNEP-UNIDO-UNITAR) to accelerate a just transition to a low-carbon, resource-efficient, nature-friendly, and socially inclusive economy. In Indonesia, one of the key sectors supported by PAGE is energy.

2. Aim and objectives of the workshop

The aim of the workshop is to promote the social dialogue process for a just transition planning while improving the capacity of the social partners to be actively involved in the process. The workshop is focused on the social partners relevant to the sectors supported by both projects, namely the Energy and Textile & Garment sectors.

The specific objectives of the workshop are:

- To facilitate a social dialogue process for a just transition among the public and private sector stakeholders with a special reference to the textile and garment industry. and other relevant stakeholders to promote further dialogue processes necessary for a just transition planning.
- To understand the capacity needs of the relevant social partners in Just Transition planning processes by discussing relevant key concepts and benchmarks from other regions.
- To identify the specific sustainability and Just Transition issues and context for Bangladesh and how this could enable and/ or challenge Just Transition planning processes.
- To identify the priority of prospective actions from each social partner and further areas of support from the ILO for promoting a just transition in the energy and textile & garment sectors.

3. Environmental impacts of the sector

The textile and garment sector has significant negative environmental impacts. These impacts are concentrated at certain points in the supply chain, particularly in four areas:

- weaving, dyeing, and finishing processes in textile manufacturing;
- energy use throughout the supply chain, but concentrated in textile manufacturing and to a lesser extent in garment assembly;
- textile waste associated with garment assembly; and
- transport emissions throughout the supply chain, as materials and then final products are shipped globally.

The most significant impacts, however, are within the first two areas, with the main impacts deriving from the intensity of water resources use, chemical use (including toxic chemicals), waste water discharges and lack of treatment processes, as well as energy use and the carbon intensity of electricity.

Textile manufacturing is very water- and chemical-intensive. The growth and sustainability of the sector is highly dependent on how resources are managed. The textile industry in general has an enormous water footprint ranging from agricultural water consumption for cotton farming, to water consumption in textile printing, dyeing and finishing. The sector is one of the largest users of fresh water in the world, consuming an estimated 79 billion cubic meters of fresh water annually across the entire value chain (United Kingdom 2019). As textile production is prevalent in countries that already have insecure water supplies, water crises are forecast in several textile-producing countries.

The sector is also responsible for severe water pollution by discharging large volumes of wastewater containing hazardous substances into rivers and water courses without appropriate treatment. It is reported that 20 per cent of industrial water pollution globally is attributable to the dyeing and treatment of textiles (EMF 2017).

Moreover, the increase of fast fashion has stimulated demand for fast, cheap, and low-quality goods. Both the growing volume of garment production and how these garments are used and disposed of have resulted in increasing climate change impacts stemming from the garment sector. Between 2005 to 2016, the climate impact of various production stages in the apparel sector increased by 35 per cent and is projected to continue to increase under a business-as-usual scenario (Quantis 2018).

The carbon footprint from the sector is significant, with calculations estimating the sector accounts for more than 8 per cent of total global emissions (Quantis, 2018). The carbon intensity of production is directly related to the carbon intensity of electricity supply in production countries. Over 60 per cent of textiles are used in the garment sector, and a large proportion of garment manufacturing occurs in China and India. India relies heavily on hard coal and natural gas for electricity and heat production, sharply increasing the carbon footprint of each apparel product.

The Paris Agreement sets out to limit global warming to less than 2 degrees above pre-industrial levels, with the preferable target of limiting warming to 1.5 degrees. The emission reductions associated with achieving this goal are significant – to reach this target, global emissions will need to decline by about 45 per cent (on 2010 levels) by 2030 and be at net zero by 2050.

Garment sector stakeholders came together in 2018 to commit to climate action through the United Nations Framework Convention on Climate Change (UNFCCC) Fashion Industry Charter for Climate Action. Signatories to the Charter commit to 30 per cent greenhouse gas (GHG) emission reductions by 2030 (from a 2015 baseline) and net-zero emissions by 2050.

This is a significant challenge – realizing this 30 per cent reduction in the sector's emissions would require a reduction of more than half a billion tonnes of carbon dioxide across the sector per year by 2030. Meeting this challenge will require system-level changes in the production and consumption of textiles and garments and will likely have significant impacts on how and where garments are produced, and the employment associated with this production.

The implications for decarbonization in the sector, and the ambition and timeline for this decarbonization to contribute to the Paris Agreement and commitments in the UNFCCC Fashion Industry Charter on Climate Action are clear. What is less clear are the adjustments that need to be made to working processes by manufacturers in Asia and to their supply chain to reduce emissions.Decarbonization of the sector will be closely related to the clean energy transition. Encouraging energy efficiency and switching to renewable energy sources, such as solar, hydro or wind power, can significantly reduce emissions and improve the sustainability of textile production. Although there is growing pressure and scrutiny on major international brands and their decarbonization plans, it is these together with national ambitions and strategies for clean energy transition, including energy efficiency incentives and standards, that will drive energy-related emissions reductions in the sector.

A section of the Bangladeshi textile and garment sector has prioritised workplace environmental sustainability. The industry has the highest number of LEED-certified RMG factories (150 factories) in the world now, with others in the process of certification. Key tasks that factories engaging in environmental sustainability have undertaken include creating effective environmental management plans, self-monitoring, and remaining cognizant of the available opportunities of enhancing environmental sustainability to a further extent.

Yet, the progress of the Bangladeshi industry in terms of environmental sustainability has remains limited. Gaps remain in mainstreaming environmental compliance in the largest portion of the industry (mostly in small and medium-sized garments factories). Decision-makers of these factories are yet either unaware or not interested in achieving environmental sustainability. Most garment factories do not want to invest in environmental sustainability unless they are required to from their brands, or they see short term direct economic benefits[1]. Instead of considering environmental sustainability as a core business function, garment enterprises consider the cost of environmental compliance as additional spending.

Currently existing good practices in environmental sustainability are also mostly focused on reducing emissions rather than overall reductions of all pollutants involved in the textile and garment manufacturing. The textile industry is still considered as a separate industry from the garment industry. As a result, brands only pay attention to the environmental compliance of garments factories, not textile factories –where the most polluting activities take place. Due to the difficulties in tracing them, these industries remain out of the formal monitoring of the government's regulatory authorities. However, there is uncertainty whether environmental compliance could be ensured in these industries with the current irregular and ineffective monitoring mechanism of the regulatory authorities even if backward linkage industries were traceable.

4. Just transition for the future of work

Rationale

The realization that climate policies can have decisive distributional impact among different groups of workers as well as between women and men, has generated support for the concept of a "Just Transition". Originating from earlier efforts in the 1970's by Trade Unions to protect and support workers in coal mining and fossil fuel industries that came under pressure in countries like Canada, USA, Germany and Poland, the concept has broadened as a result of the growing recognition how climate change itself is affecting vulnerable groups most. Since the inclusion of the notion of a Just Transition of the workforce in the preamble of the Paris Climate Agreement in 2015, the concept has gained tracking among Governments, social partners and civil society. Increasingly, it is referred to more broadly to enhance equity and greater inclusiveness through the implementation of climate policies[2]. The principal means to achieve this is by limiting job losses and optimizing employment gains and equity across the labour force, whilst ensuring social protection for those affected.

In accordance with their commitments to the 2015 Paris Climate Agreement, countries are adopting and implementing national strategies to reduce GHG emissions, to adapt to climate change effects and to protect the environment and natural resources for future generations. These strategies are leading to positive and adverse changes for enterprises and workers (e.g. in sectors like energy, construction, transport, forestry, waste management, etc). Addressing these effects and ensuring social inclusion and equity cannot be an afterthought, but have to be central in designing and monitoring the policy responses. The societal goal of the transition is to have decent work for all in a low-carbon, climate-resilient society.

Promoting a "Just Transition" means creating a fair and inclusive change in society that benefits all, when taking climate change action and implement environmental policies and strategies. A Just Transition can be initiated by companies, trade unions, civil society and Government. It can be realized at factory level, sector level, provincial level or as a national strategy.

Guidance for planning a national strategy

The ILO's Guidelines for a Just Transition prioritize i) social dialogue, ii) institutional collaboration and iii) policy coherence as prerequisites for realizing effective Just Transition Strategies and Plans at national level. The Guidelines have been formulated and endorsed by a tripartite group of Experts in 2015 and endorsed by the ILO's global Governing Body, with equal voice for Workers, Employers and Governments from its 187 Member States. A "Just Transition for the Workforce" was subsequently included in the 2015 Paris Climate Agreement.

The Guidelines propose a suite of policy areas where action for a Just Transition can be initiated. They range from macroeconomic and trade policies, sector policies, active labour market and enterprise policies, skills development to occupational and health policies and social protection. The actual resulting policy towards a just transition will differ from country to country, from sector to sector, given national circumstances and conditions. The relevance and strength of a Just Transition strategy will largely depend on effectiveness of social dialogue and strong political leadership.

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[1] For example, suppliers only started using LED light – that requires less energy– extensively in their factories after the increase in the price of electricity

[2] The G7 Development Ministers, for example, announced their support for Just Energy Transition Partnerships in their May, 2022 meeting in Berlin.

Increasingly, countries are shaping just transition strategies. Many of them focus on reshaping the energy sector, in particular to enable the phasing down of coal[3]. Others have taken a whole-of- Government approach, realizing that the vulnerability to climate change and the need to take rigorous adaptation measures, as well as mitigation, will induce economic and social changes across all sectors and localities in the country[4].

In response to the demand for guidance on Just Transition, several international agencies have documented best practices and developed tools and guidelines[5]. In respect to the textile and garment sector the ILO has produced a toolkit for a Just Transition, with many practical applications[6].

4.1. Just Transition planning in action

Through social dialogue and stakeholder consultation, a strategy towards a Just Transition can be developed. The steps of planning for a Just Transition Strategy are:

Step	Key questions
1. Understand impacts and opportunities	How will transition occur? Who and how will be impacted, what opportunities?
2. Identify solutions and responses	What do we want our sector be like? What solutions and responses are available/ possible? How do we implement?
3. Developing appropriate mechanisms	How can actions be delivered, through which institutional channels (for training, skills development, incentives, entrepreneurship, enterprise development, etc.)?
4. Resourcing the transition	What resources do we need? Types – financial, knowledge, networks?
5. Managing the strategy	Who will lead and coordinate? Who needs to be involved? How will progress and results of implementation be measured?

For discussing and joint developing the strategy in detail, the following points should be taken into consideration:

- What are the issues and the drivers towards higher environmental sustainability in the country?
- What are the expected effects on enterprises, (informal) workers and communities of environmental policies and market changes?
- How can workers and communities be involved to steer the responses and actions?
- How can social inclusion and gender equality be ensured?
- What are the building blocks and who do we need to build a common strategy and shared action plan?

Results

Addressing these questions, the following results emerged from the Bangladesh workshop interactions.

I. Suggested action areas to address the challenges for environmental sustainability adopting a Just Transition approach

[3] Examples are South Africa, Mexico and India.
[4] An example is The Philippines.
[5] See for example: https://www.ilo.org/wcmsp5/groups/public/---ed_dialogue/---actrav/documents/publication/wcms_826060.pdf
[6] See https://www.ilo.org/asia/media-centre/news/WCMS_806222/lang--en/index.htm

i) Action towards greening at enterprise and sector level

- Promoting clean energy, energy efficiency and material resource efficiency incl. through greater circularity
- Optimizing the use of natural light, rainwater harvesting and so on.
- Reducing pollution
- Enhancing certification and environmental compliance
- Promoting technology transfer and knowledge sharing among different stakeholders with low-cost investment
- Enhancing competitiveness in global supply chains of the garments sector, promoting green exports with higher prices
- Assessing options for market/client diversification
- Stimulate digitalization, automation, innovation and technology adoption, for more environmental sustainability
- Improving waste management esp. recycling
- Ensure workers' safety
- Undertaking skills development, improved HRM for TU and workers

ii) Action for greening at national level

- Investment options: global supply chain coordination for lower costs, Industry capital investment and public private partnerships (PPP) and aim for green and climate resilient infrastructure.
- Promoting green exports programme that incorporates renewable energy commitments, net zero targets and a carbon border adjustment tax. The tax would represent levy on imports that is commensurate with the costs faced by domestic companies to comply with the country's climate policy. The carbon border adjustment is imposed on imports only from countries that do not have similar climate policies, with a view to create a level playing field.
- Supporting MSMEs: the Bangladesh Green Transformation Fund (GTF) was set as a US$200 million refinancing scheme for environmentally-friendly initiatives launched in 2016, with an expanded scope in June 2019 from just three sectors (textiles, leather, jute) to include all manufacturing and export-oriented entities. The Fund facilitates access to finance for importing capital machinery and accessories for environment-friendly initiatives, such as water use efficiency in wet processing, water conservation and management, waste management, resource efficiency and recycling, renewable energy, energy efficiency, heat and temperature management, air ventilation and circulation efficiency, and work environment improvement initiatives.
- Considering ways to obtain monetary compensation for Bangladesh given it being a low carbon emitting country (loss and damage concept under UNFCCC)
- Documenting and disseminating the business case for greening
- Enhancing access to available green finance and financial incentives
- Export diversification and green opportunities – green financing solutions – aim to reduce logistics costs by 50 per cent – at the target year of 2030
- Incentivizing factories and industries that are accredited and compliant, for example by applying exemption on VAT and other taxes
- Sensitizing, awareness raising, changing mind set and training about resource use and – efficiency, as well as broader environmental sustainability

iii) Action for engaging workers'

- Undertaking capacity building programmes for men and women workers including on environmental safeguards
- Stimulating behaviour change of workers and management
- Engaging Trade Unions to motivate workers
- Improving OSH provisions and other decent work conditions, where feasible through collective bargaining agreements
- Empowering women, including through providing child care facilities
- Creating a gender-friendly work environment; leverage BLA 2006 176(e), to promote equity and equality
- Undertaking gender focused (re-)skilling
- Undertaking advocacy for creating respectful workplaces (Check: adopt fully the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87) and the Right to Organise and Collective Bargaining Convention, 1949 (No. 98))
- Strengthening social dialogue and TU registration
- Activate all sorts of workers' organisations (TU, OC, safety committee)
- Educating Tus and participation committees to create awareness of rights of workers, informing action
- Supporting advocacy towards factory leadership to improve environmental sustainability
- Ensuring workers participation and contributions in environmental management systems committee in green factories as well as in non-green factories

In groups, participants subsequently discussed and ranked actionable measures under four themes. The following recommendations were made, in order of priority:

1. **Strengthening policies and regulatory compliance: how to improve the enabling environment for a green and clean RMG sector**
   - Governments should collect and disclose data on compliance on environmental regulations, for example waste management by enterprise; such exposure to the public will trigger adherence to standards and good practices
   - Review, as a matter of urgency, the implementation gaps of environmental laws and regulations, to inform remediate action and reform where necessary and appropriate
   - In conjunction with reviewing environmental policy gaps, Government should make efforts to better harmonize policies with relevance to green economy and a just transition
   - Government and social partners should develop a dedicated policy on Just Transition
   - Introduce outcome-based incentives, whereby companies obtain financial support like tax break or subsidies only when they have realized an environmental improvement (e.g. on energy efficiency).
   - Government should create a more favourable fiscal regime for enterprises adopting efficiency and other sustainability measures, along with a system of environmental compliance in the public procurement of good and services
   - Specific industrial zone could be designated for green enterprises, and existing zone made greener (ZLD/ Zoning)
   - Provide incentives for the use of non-harmful chemicals in industry and agriculture, possibly through public-private partnerships
   - Government and industry should introduce enforce and monitor system for 3R: re-use, reduce and recycle waste

2. **Promoting investment in resource efficiency, cleaner production and higher productivity: applying technology improvements, accessing renewable energy sources and improving business practices**
   - Governments should establish a fund for renewable energy investment for factories. This could be financed jointly with International Finance Institutions and Development Partners. Potential beneficiaries should be mapped, assessed and categorized, from which a first group of 100 enterprises will be selected. With favourable credit conditions and a number of fiscal incentives, enterprises would realize the investment. Monitoring on due diligence on social and environmental conditions would be undertaken and gaps addressed. After one or two years an evaluation would be undertaken to assess whether and how these softer investment conditions lead to improved compliance and higher resource efficiency
   - A range of partners should be involved: Bangladesh Manufacturing Association, BGMEA, selected brands, Bangladesh Bank, (international) financial institutions, Department of Environment, etc.
   - A National Sustainability and Green Taskforce – for all industries- would coordinate and support the implementation of the pilot.
3. **Raising awareness, improving communication and promoting skills development and HRD management**
   - Engage with think-tanks and research organisations to develop a base line assessment on Just Transition as well as assessing the skills gap
   - Design and implement capacity building and training for social dialogue
   - Offer localized technical assistance for industry and building institutional capacities of stakeholders at local level as well as at national level
   - Organize women leadership and supervisory skills programmes
   - Undertake a feasibility study for a green research and innovation centre

     Create tripartite committee on Just Transition
4. **Social dialogue for the factory of the future, sector and national level to drive better work in greener factories**
   - Activate the Tripartite Committee on Just Transition at national level, with MOLE, BEF, BGMEA, BRMGA, Trade Unions
   - Document examples and undertake case studies on Just Transition social dialogues and share among stakeholders, to be undertaken with BGMEA, BKMEA and others, possibly with support from development partners
   - Ensure well-functioning tripartite committees at national and sector level for achieving environmental impact.
5. **Next steps**

   As organizer of the workshop, the ILO should ensure that a meeting is held among the constituents to determine what steps could be taken towards the establishment of the tripartite Committee. Informal consultations with constituents could be held prior to the meeting. A small working group or task team could be put together under the auspices of the DWCP steering committee, involving the UN Resident Coordinator's Office given the expressed interest in the topic and the presence of a representative at the workshop.

   Meanwhile, one of the recurrent DWCP Committee could hold a technical social dialogue on Just Transition, reviewing and discussing the outcome of the workshop.

   Consideration should be given how to link up with related initiatives being developed following the Climate Prosperity Plan and the UN work on the ongoing United Nations Sustainable Development Cooperation

Framework Particularly the Strategic priority 3: Sustainable, healthy and resilient environment, and Priority 1: Inclusive and sustainable economic development.

Once there is agreement on how to set into motion the process of establishing the Committee, tasks should be assigned to develop the Terms of Reference of the Committee. Wider consultations with stakeholders could be undertaken to gauge the interest in participation among Civil Society Organizations, academia and the development partners. Consideration could be given to have the Committee institutionalize these interactions by way of a Partnership forum for a Just Transition, for example.

Other follow up actions could include:

- Consultations with the ILO's ongoing programs working with the enterprise and private sector like Better Work, Labour administration programme and so on to consider integrating the promotion of environmental sustainability in their future offer.
- Better articulating green economy, green jobs and a Just Transition in the Employment cluster at the ILO.
- Undertaking a small pilot project on any of the issues mentioned above, to keep the momentum and show practical results of adopting a Just Transition approach.

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The document was prepared by Dr Samantha Sharpe, Associate Professor at the Institute for Sustainable Futures (ISF), University of Technology Sydney (UTS), under the direction of Dr Cristina Martinez, Senior Specialist Environment and Decent Work of the ILO Regional Office for Asia and the Pacific, and with inputs from the project team including Mr Tamim Ahmed (ILO National Consultant), Mr Eric Roeder (Technical Specialist Green Jobs, Climate Change and Resilience through Just Transition, ILO Regional Office for Asia and the Pacific), and Mr Kees van der Ree (ILO Senior Green Jobs Consultant).

We would like to thank colleagues for the guidance and support, including Mr Tuomo Poutiainen, ILO Country Director Bangladesh, Mr Gunjan Dallakoti, Specialist Small and Medium Sized Enterprise Development, ILO Country Office Dhaka, and Mr Saif Moinul, Sr Programme Officer ILO Country Office Dhaka. Also, Mr David Williams, Project Manager, Ms Hongye Pei, Mr Monty Chanthapanya, Ms Supaporn Runtasevee, and Ms Wilawan Wiseschinda for their contributions and support to produce this document.

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Annex I. Agenda

MC: Khadija Khondker Programme Officer- ILO

Time	Activities
08.30 – 09.00 am	**Registration**
20 minutes (09.00 am)	**Welcome and introductions and workshop intro** Facilitator: Mr *Kees van der Ree*, ILO Expert • Welcome by Mr. *Gunjan Dallakoti,* Specialist Small and Medium Sized Enterprise Development, ILO Country Office Dhaka • *Dr Cristina Martinez,* Sr Specialist Environment and Decent Work, Regional Office for Asia Overview of the aims and objectives of the workshop, plus quick overview of the activities, Mr *Eric Roeder*, Technical Specialist Green Jobs, Climate Change and Resilience, ILO ROAP
(09.20 am – 09.55 am)	**Session 1 - Just transition for the Future of Work** Facilitator: Mr *Eric Roeder,* Technical Specialist Green Jobs, Climate Change and Resilience, ILO ROAP *Presentations* - Overview of impacts and implications of decarbonisation and environmental sustainability in the RMG and other export-oriented sector - Mr *Eric Roeder,* Technical Specialist Green Jobs, Climate Change and Resilience, ILO ROAP (10 mins) - Overview of the Just Transition concept – evolution, progress to date and implications *Mr Kees van der Ree*, ILO Expert (15 mins) - Question and answers (10 mins)
(09.55 am - 10.40 am) Just transition and environmental agenda in Bangladesh	Facilitator: *Mr Kees van der Ree,* ILO Expert **Experience and challenges sharing on behalf of United Nations in Bangladesh Kris** UN-Result group on environment and climate change (15) Q&A by private sector and civil society organizations
20 minutes (10.40 am - 11.00 am)	**Networking break**

Time	Activities
90 minutes 11:00 am – 12:30 pm	**Session 2 – Just transition planning and governance** Facilitator: Mr *Kees van der Ree*, ILO *Presentations* - What is just transition planning) – components of the planning process (10 mins) (Mr *Eric Roeder*, Technical Specialist Green Jobs, Climate Change and Resilience, ILO ROAP) (10 min) *Break out activity 1 – Following the panel discussion on challenges and experiences, participants discuss what will be possible responses or solutions to address these. What can be done, and who may be able to contribute (45 mins).* *Two sets of coloured cards, two pens, name tags, flip charts, red/colour dots, five stickers and a couple of sheets/participants, post-its, paper tips* *Plenary report back* (35 minutes) – report back of the result from the group work activity.
60 minutes (12.30 pm - 01:30 pm)	**Networking Lunch**
100 minutes (01.30 pm - 02.50 pm)	**Session 3 – Identifying actions, actors and resources needed** Facilitator: Mr *Kees van der Ree*, ILO *Break out activity 2* – *Using the results from the previous break out activity, as a group start creating a just transition plan, including identifying the key actions and actors (who takes responsibility for what), timelines, resources needed, how JT plans will be operationalised? (40 mins)* *Plenary report back* (20 minutes) – report back from break out activity *Plenary discussion – Prioritisation, stakeholder engagement and leadership for creating a Just Transition Action Plan for the Energy sector and green jobs (30 mins)*
20 minutes (02.50 pm - 03.30 pm)	**Key take aways** Facilitator: Mr *Kees Van der Ree*, ILO Expert - Representative, Bangladesh Garment Manufacturers Association - Representative of Trade Unions - Representative of Ministry of Environment
15 minutes (03:30 pm – 03:45 pm)	**Closing and next steps** - Dr Cristina Martinez, ILO - Mr, Gunjan Dallakoti, ILO Country Office Dhaka
	Networking Coffee **ধন্যবাদ** **/ Thank you**

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