



# Green Social Dialogue

## Ethical Trading Initiative Bangladesh

### Pilot Concept



For workers' rights. For better business.



Norwegian Agency for Development Cooperation

# GREEN SOCIAL DIALOGUE

## GOAL

To make RMG workers' and civil society representatives sensitized to engage on the impacts of climate change on RMG workers

## DURATION

July 2022 - June 2024

## OBJECTIVES

- RMG factory management, worker representatives and general workers are capacitated to identify climate change related issues within their workplace and to prioritize them for action through workplace-based social dialogue.
- Pilot factories are sensitized and capacitated to mainstream climate change related issues in the existing social dialogue process for improved industrial relations.
- RMG factory staff members in the pilot factories have increased their awareness of the impact of climate change to allow them to collectively contribute to the reduction of the impact of climate change and contribute to environmental sustainability.
- Relevant stakeholders including RMG workers and civil society representatives are more engaged in the debate on the impact of climate change on RMG workers through learning and evidence-based discussions among multi-stakeholders, facilitated by ETI Bangladesh.

ETI Bangladesh, in partnership with Ethical Trade Norway and supported by the Norwegian Agency for Development Cooperation (NORAD), is implementing a project: DECENT WORK, GENDER EQUALITY AND CLIMATE RESILIENCE - BUILDING A FUTURE FOR BANGLADESH RMG WORKERS (2021-2024).

Among the four main components of the program, one is Green Social Dialogue.

## CONTEXT

- Bangladesh is widely recognised as one of the countries most at risk due to climate change, based on its geographical location, socio-economic and physical characteristics
- By 2050, Bangladesh may lose approximately 11% of its land, affecting an estimated 15 million people, based on the projected 50cm rise in sea level
- Bangladesh Government's 8<sup>th</sup> Five Year Plan has a substantial focus on climate change and environmental sustainability
- Bangladesh Delta Plan 2100 includes specific goals to ensure efficiency in water usages
- The 2030 Agenda for Sustainable Development includes Goal 13: *Take urgent action to combat climate change and its impacts*

- Although Bangladesh is home to the world's highest number of green factories, the rest of the factories are yet to follow energy-efficient ways for production
- RMG is not only the highest export earner but also the largest industrial contributor to CO2 emissions at 15.4% and second largest is the textile sector with 12.4% CO2 emissions
- About 1,500 million m<sup>3</sup> of groundwater is consumed by the textile sector which uses approximately 980 million Kwh electricity and spends 4.0 billion USD to extract this groundwater volume annually
- Due to the inefficient use of resources, lack of awareness and absence of adequate groundwater policies, every year the groundwater level is declining with an average rate of 2.5 m in industrial areas
- The RMG and textile sectors combined accounts for approximately 27.80% of the energy consumption in the industrial sector, largely in the form of natural gas and electricity
- Through mapping data from more than 15,000 RMG workers, BSR ([2018](#)), found “a significant relationship between climate-related weather events and workers' performance”, including absence



# HOW CAN YOUR COMPANY BENEFIT FROM THE PILOT?

- ✓ Increasing awareness and proactiveness, and improving skills and practices both among the workers and management can lead to change in the pattern of work, which ultimately contributes to creating a sustainable and environment-friendly industry
- ✓ If the workforces are aware of the benefits of reducing resource consumption, they are more adaptable to energy efficient and conservative measures
- ✓ Efficient managing style and behavioural change in workers and management will lead to resource efficiency
- ✓ Mainstreaming climate change related issues into ongoing social dialogue mechanisms will help factories identify and prioritise required actions for improved industrial relations
- ✓ Needs-based knowledge and skills can make workers capable of identifying existing gaps and exploring feasible ways to reduce the use of resources, contributing to climate change resilience



# THE PILOT OF GREEN SOCIAL DIALOGUE INCLUDES THREE PARTS

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## NEEDS ASSESSMENT AND SITUATION ANALYSIS (IN 10 FACTORIES)

Conduct explorative consultations (online-based KII/meeting) with the relevant stakeholders

The needs assessment will focus on assessing the existing level of knowledge, attitude and practices, and examine possibilities for integrating climate change-related issues into the ongoing workplace-based social dialogue

The findings from the study will help identify and prioritize potential areas of interventions

2

## PLANNING AND DESIGNING

Finalise areas for intervention

Develop necessary IEC materials and capacity building learning tools, including training modules

Organise validation workshop on materials and tools, and incorporate constructive feedback

Based on assessment findings select and onboard five factories for the intervention

3

## ROLLOUT OF THE PILOT IN 5 FACTORIES, CONSOLIDATION OF LEARNING FOR FURTHER DEVELOPMENT AND REPLICATION

Roll out of the pilot in 5 selected factories

Capacity building interventions in the factories

Awareness raising activities

Facilitate a working group

Evaluate, measure the results and consolidate learning for replication

# PROGRAMME TIMELINE

July 2022- June 2024



July – December 2022

Needs assessment in 10 factories, pilot design, and factory selection

Factory involvement: Participating in needs assessment study tentatively in October



January - June 2024

Accumulation of learning from pilot roll out, dissemination and stakeholder sensitization

Factory involvement: Participate in the endline study, tentatively in January/February



January – December 2023

Programme rollout in 5 factories

Factory involvement: Participating in kick-off meeting, capacity building intervention (training), awareness raising activities, periodic coordination meetings



# OPPORTUNITIES FOR JETI BRAND MEMBERS TO ENGAGE

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JETI Brands members are welcome to be engaged in the pilot through nominating supplier factories for the needs assessment

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Nomination of 10 factories for needs assessment based on the selection criteria (page 8)

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Work closely with the JETI team, implementing partners and the selected factories during the assessment phase and help shortlist 5 factories for the pilot

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To be part of the learning process from the pilot, we encourage engaging in the interventions including partaking in kick-off meetings, attending joint tri-party progress meetings, lessons learnt meetings or capacity building activities

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Monitoring of regular progress of the selected 5 factories through periodic progress report by JETI

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Understanding the effectiveness, outcomes and greater sustainability through project endline report as this pilot is demonstrating global leadership and potentially could be the model to be adopted by ETI members

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JETI will facilitate and support a working group on green social dialogue to initiate learning and evidence-based discussions with the national level actors (Bangladesh Social Dialogue Platform). Brand members are also expected to participate in the working group

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## FACTORY SELECTION CRITERIA

- The factory must have participated in the JETI social dialogue programme previously, and completed all planned interventions under the programme
- Factory location should be: Dhaka, Ashulia, Savar, Narayanganj and Gazipur
- The factory should have an active worker representation committee (PC or preferably TU) and practice workplace-based social dialogue
- Average number of workers should be around 2000
- Factory management must be interested in participating and willing to provide necessary support and time
- Factories (at least at the management level) must have eagerness to contribute and make efforts related to climate change issues
- Final five factories will be selected based on the findings of the need assessment. A score sheet will be developed using a set of criteria which will be developed based on needs assessment (for example, low level of awareness, capacity and high level of interest in the pilot). Also, recommendations from needs assessment regarding factory selection criteria will be considered.

## EFFORT REQUIRED FROM FACTORIES

### **Needs Assessment (10 factories)**

- ✓ Kick off meeting
- ✓ 1 day effort in a baseline survey where a small portion of the workers, supervisors and management will participate, approximately through 20-30 minutes surveys, KIIs and FGDs.

### **Programme Rollout (5 factories)**

- ✓ Programme planning consultation meeting
- ✓ Signing of LoC
- ✓ Series of capacity building initiatives (days and types of initiatives will be designed and developed in the planning part, possible participants can be workers, supervisors, workers representatives and managers)
- ✓ 1 day effort in endline survey (similar to baseline survey)
- ✓ Participation in learning sharing online platform meetings
- ✓ Awareness raising activities (i.e. World Environment Day)



A smiling woman wearing a red headscarf and a white shirt is working on a sewing machine. She is in a factory setting with other workers and machinery visible in the background.

## FOR MORE INFORMATION CONTACT

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