

Vacancy Announcement

Terms of Reference for Labour Rights Consultant

Project Title: “Capacitating the garment industry workers for a greener climate transition in Bangladesh”

The International Centre for Climate Change and Development (ICCCAD) is one of the leading and globally recognized research and capacity building organisations working on climate change and development, since 2009, in Bangladesh. ICCCAD aims to be a noteworthy institution in tackling climate change through valuing local and traditional knowledge; conducts action-based research; and lead national, regional and global advocacies for the climate-vulnerable countries front liners of climate change. ICCCAD prioritizes needs-based capacity-building, and meaningful networks and partnerships to promote climate change adaptation strategies for both Global South and North.

Background of the Project:

For the last two years, Bangladesh has been exposed to extreme heat in May, June, and July. Climate change has been increasing the intensity of the heatwaves. This phenomenon inevitably undermines garment workers’ health and productivity at workplaces that consists of lack of ventilations; poor working conditions; less social protection schemes; and limited access to workers’ rights. This trend is making the workers, who are mainly women more vulnerable to the negative impacts of climate change.

Considering the above, ICCCAD will be implementing a 3-year project on “Capacitating the garment industry workers for a greener climate transition in Bangladesh” funded by Laudes Foundation. The project aims to capacitate garment workers on the nexus between climate change and labour rights and enhance their adaptive capacity to improve their working conditions in relation to the rising heat stress and other climatic events. This grant also aims to expand workers' knowledge on the role of sustainability in the textile supply chain; highlight opportunities and challenges of just transition in ready-made garment sector; and shed light on environmental and social issues.

About the Project-based Responsibilities: The key personnel will provide expert guidance on labour rights issues and support the project activities regularly. The consultant will be tasked with the following responsibilities:

- **Draft a policy brief** by reviewing and assessing the existing national policies, programmes, plans and labour standards related to the ready-made garment (RMG) sector, climate change and environmental issues by conducting evidence-based research.
- **Conduct capacity-building sessions of the ICCCAD staff** on key labour rights issues and its relevance in tackling environmental and climate crisis through online/in-person interactive and participatory trainings. Capacitating the project’s team members on labour rights issues will be a key responsibility of this consultancy.
- **Assist in designing and co-developing training module for the garment workers** by incorporating labour rights; occupational health and safety regulations; developing contextually appropriate content; and identify sustainable and strategic modalities to deliver the participatory training modules for the garment workers. Simultaneously, conducting the key informant interviews (KIIs) focus group discussions (FGDs) with key

stakeholders to arrange events such as consultations and round-table dialogues will be a key component of this consultancy.

- **Support and guiding in developing knowledge products** on the importance of upholding labour rights in RMG sector to enhance climate resilience of the workers.

Summary of the job position:

Responsibilities	Deliverables	Timeline	Salary Disbursement (%) Allocation
Reviewing and assessing the existing policies, plans and schemes related to labour rights and climate change to draft a policy brief	Comprehensive Policy Brief	February 2025 to March 2025	20%
Conducting capacity building sessions of the in-house ICCCAD staff	Conducting Training sessions in-person/online	February 2025 to April 2025	20%
Assist in co-designing and delivering the training modules for the garment workers	Co-designing and conducting training for workers	February 2025 to April 2025	40%
Supporting and guiding the development of the project-related knowledge products	Infographics, leaflets, etc.	March 2025 to April 2025	20%

Qualifications:

- Master’s degree from a relevant discipline (preferably labour law, environmental law, climate justice)
- Minimum of 6 to 8 years of work experience in relevant sector
- Expertise in labour rights, with a strong understanding of relevant laws, regulations, and international standards related to the RMG sector
- Experience in conducting in-person trainings and capacity-building initiatives
- Experience in writing reports, policy briefs, newspaper articles, etc.
- Excellent emotional intelligence capabilities in professional career
- Familiarity with concepts of climate change, just transition, climate justice, corporate social responsibility (CSR) in ready-made garment (RMG) sector in Bangladesh

Reporting: The consultant will report directly to Project Manager at ICCCAD.

Duration of the Position: The consultancy is expected to commence in February 2025 and conclude by April 2025.

Salary: Monthly gross salary and other benefits as per organization policy.

Job Location: Dhaka, with field visits around the country as per program requirements.

Application Process: Potential candidates meeting the above requirements are requested to email their resumes and cover letters (no more than 3 paragraphs) to recruitment@icccad.org. Please mention the position in the subject line of your email.

ICCCAD is committed to ensuring equal employment opportunities for all individuals, regardless of their gender, religion, race, ethnic background, language, or disability status. The

organization strives to promote equality of opportunity across all genders.

Application Deadline: 31st of January 2025