

Inception Meeting and Stakeholder Mapping Synopsis of Capacitating the Ready-Made Garment Industry Workers for a Greener Transition in Bangladesh



Acknowledgement

This publication provides a summary of discussions from the Inception and Stakeholder Meeting. We extend our sincere gratitude to the Laudes Foundation, the project staff and the participants for their active participation at this meeting. A special thanks to Mourupa Mohima for being an active rapporteur of the session and Md. Shahadat Hossain Shahal for conducting effectual photography at the event.

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Project's Aims and Objectives:

Bangladesh has been on the front line of climate change for decades, repeatedly confronting heatwaves, tropical cyclones, floods and droughts (i). Climate impacts are already damaging ecosystems, livelihoods, infrastructure and food security. The rising trend of extreme heat exposes workers (engaged in manufacturing, construction and agricultural sector) to heat stress, costing lives and reducing productivity (ii). For instance, the ready-made garment (RMG) sector employs nearly 4 million workers and is contributing to almost 85% of the country's export earnings. To tackle heatwaves, upgrading factories' cooling systems, ventilations, roofing materials, workplace crowding and machinery could help to safeguard the productivity of the workers. By 2030, production of the RMG sector can increase by 2.66% annually if at least half of Bangladesh's clothing producers engage in cooling techniques and temperature reduction. This might save a loss of 28.44% of export profits (USD 7.58 billion) and 73,372 jobs from extreme heat stress by 2030 (iii).

To bridge the evident knowledge gap of the ready-made garment factory stakeholders ICCCAD will be implementing a 3-years 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 of climate change, labour rights, just transition and role of sustainability in the textile supply chains. The project will deliver co-develop participatory training sessions; evaluate the outcomes of the trainings and eventually facilitate social dialogues amongst garment workers, garment owners, trade unions, brands/buyers, practitioners, labour rights organizations, and civil society organizations for ameliorating workers' rights and their working conditions in the realm of adapting to the impacts of climate change, particularly in response to rising heat stress.

By increasing the knowledge of all involved—particularly women—this initiative will help to address power imbalances and facilitate the transition to a more accountable future. . Ultimately through series of social dialogue, strengthen the engagement between employers, workers, and governments in efforts to green the economy.

Meeting Objectives and Overview

The project inception meeting presented and discussed planned outputs and activities of the 3-years project; reviewed the project implementation plans; accumulated suggestions on the project activities and way forward. The inception meeting was also instrumental to conduct a stakeholder mapping exercise.

Since, the ready-made garment (RMG) sector is one of the most thriving export-oriented sectors of Bangladesh and has diverse stakeholders involved, ranging from garment owners and workers; brands/buyers; labor rights organizations and trade unions; external compliance bodies; INGO and NGOs; government ministries and departments; and donors who are key actors to make the sector just and greener. The stakeholder mapping exercise was an effective tool to navigate the current actors who are ameliorating the rights of the workers in the garment factories and incorporating concepts of climate change adaptation and just transition in their daily business. Annex 1 has the full agenda of the day.



Project's Relevance and Aspirations



In the first half of the session, the welcome remarks were delivered by Mr. Saqib Huq, Managing Director at the International Centre for Climate Change and Development (ICCCAD). He warmly welcomed all participants and highlighted ICCCAD's longstanding commitment to addressing climate change by generating evidence-based research; conducting advocacy at the local, national and global levels; and leading capacity-building of multi-stakeholders (i.e., crucial actors in the climate change arena)..

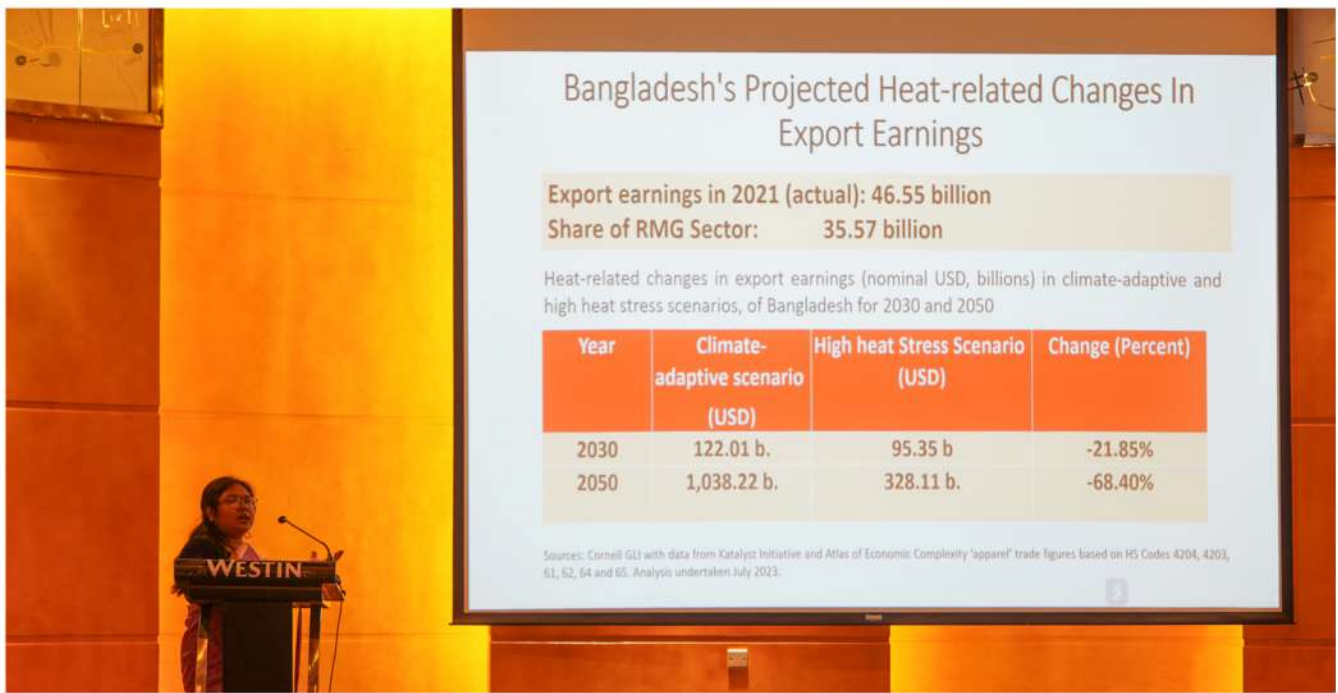
“RMG workers needs to be empowered with the knowledge of adapting to the climatic risks for a greener transition in Bangladesh” - by Saqib Huq

Mr. Saqib Huq expressed gratitude to the Laudes Foundation, the donor of the project, for their valuable collaboration. He emphasized the significance of the Ready-Made Garment (RMG) sector workers as the primary stakeholders of this initiative, noting the severe impact of climate change, particularly heat stress, on their lives and livelihoods. He highlighted that these workers are the backbone of the industry and emphasized the importance of empowering them with adequate knowledge on climate change and its impacts to foster a greener transition in Bangladesh. While, concluding his speech, Mr. Huq expressed his hope for continued collaboration among the various stakeholders present and extended his heartfelt thanks to all attendees for their participation.

The second speaker of the session, Ms. Afsara Binte Mirza, Research Officer at ICCCAD and Project Manager, delivered an insightful presentation on the project's objectives and activities. She provided an overview of the impacts of heat stress and climate change on the RMG sector and its workforce. Ms. Mirza emphasized the significance of co-developing an interactive training module with relevant stakeholders to ensure it resonates with the lived experiences of garment workers. She stressed the importance of learning-by-doing approach in successfully completing the project. Additionally, she highlighted the project's aim in promoting social dialogue and policy integration, advocating for a just transition through a collaborative tripartite approach.



“Co-developing an interactive training module through multi-stakeholder collaboration” by Afsara Mirza



The session concluded with a presentation by Ms. Maliha Momotaj Himu, Research Officer at ICCCAD, titled "Knowledge as an Enabler for Transformational Change in Building Climate-Resilience: The Way Forward for Bangladesh's RMG Sector." In her presentation, Ms. Himu drew attention to the intensified and devastating impacts of temperature rise and floods on garment workers' productivity, health well-being and country's gross domestic product (GDP). She also stressed the future risks

She emphasized that investing in workers' adaptation interventions through contextual capacity-building initiatives not only mitigates adverse health effects but significantly enhances economic performance of the workplaces. She also explained the potential benefits and opportunities of harnessing green initiatives, practices and mechanisms to enhance RMG export revenues; adhere to European Union's Corporate Sustainability Due Diligence Directive (CSDDD) to promote sustainable business practices which safeguards the environment and human rights. Drawing on a case study from Cambodia, Ms. Himu illustrated how addressing the growing threats of heat stress within the garment factories positively influenced productivity within the sector.

Discussion and Way Forward

The participatory and interesting discussion focused on the following issues:

TRAINING'S DELIVERY MODALITY



The capacity-building training sessions were suggested to be designed in an interactive manner by using innovative mediums such as theatre, photo stories, animation, and minimally using power-point presentations. The content of the training will echo with the garment workers' lived realities. The participants also suggested to collaborate with existing organizations (such as labor rights organizations, trade unions, etc.) who shares a long-term and trusted relationship with the garment workers and is already raising their awareness on labor rights, gender equality, occupational health and safety, etc.

SELECTION OF THE RIGHT TRAINING COHORT



The training cohort will be selected after consulting with relevant stakeholders who are either part of or is working within the RMG sector. These consultations will determine which workers should receive the trainings representing different tiers of factories and identify the selection criteria of the trainees. Garment workers will be selected from factories located in Gazipur, Narayanganj, and Ashulia- that are home to the majority of the RMG factories.

ASSURING THE SUSTAINABILITY OF THE CLIMATE TRAINING



Pre and post evaluation will be conducted for every training sessions and the lessons learnt will be incorporated for better outcome. A training of trainers (ToT) module will also be developed by collaborating with the various garment's owners, factory managers, and staff overlooking corporate social responsibility, environmental protection and compliance to ensure the knowledge continues to be disseminated even after the project ends. The importance of collaboration with trade unions and factory management to ensure lasting impact was also highlighted at the event.

PAYING MORE ATTENTION TO THE RISING TRENDS OF HEAT STRESS AND ITS IMPACT ON WORKERS



There was a heightened concern regarding the impact of climate change, particularly, heat stress, on the garment workers health and well-being. This included exposure to heat both inside and outside of the factories and the workers' own houses (mainly- workers residing in informal settlements) which lacks adequate ventilation and consist tin roofs trapping more heat.

IMPACTS OF CLIMATE CHANGE LEADING TO A DECREASE IN FEMALE WORKFORCE PARTICIPATION IN THE RMG SECTOR



Women workers are disproportionately impacted due to the climatic-hazards. The invisible problem substantially prolongs unpaid burden care work and helps to safeguard the unequal societal, economic and patriarchal norms. For instance, flooding or water logging, increases women's burden of taking care of the family members and heightens their stress in balancing work and family. Recently, female workforce's absenteeism rate has enhanced due to this phenomenon.

ENHANCE UNDERSTANDING OF THE "JUST TRANSITION" JARGON



For a long time, several labour rights organisations have been persistently working with trade unions in Dhaka and greater Dhaka and raised awareness on the concept of just transition and its holistic approach in improving workers' rights, well-being, and social protection schemes. However, trade unions outside of Dhaka still lacks the basic knowledge and understanding of this concept.

GOVERNMENT SHOULD PLAY A CRUCIAL ROLE IN JUST TRANSITION FOR THE RMG SECTOR



The government is seen as a key enabler in improving factories' working conditions and incorporating the concept of just transition. The relevant ministries should push the private sector to adopt some holistic policies and incentives to do so. However, lack of coordination between the key ministries hinders effective policy implementation and systems change for this vital revenue generating and export oriented sector. The participants also highlighted the dilemma garment owners and management faces due to heavy dependence on export revenues and unrealistic pressure to meet sustainability standards. The absence of sufficient national funding mechanisms and technological support from the government puts more pressure on the private sector.

ENCOURAGING FREQUENT MUTUAL KNOWLEDGE SHARING PLATFORMS FOR ACCESSING RELEVANT FUNDING PROVISION



High transaction costs of adopting energy efficient/green technologies; inadequate knowledge on the benefits of green practices; limited knowledge and capacities of the management staff and factory workers are some key challenges. While some factories have adopted eco-friendly and green measures in their operations, these lessons learnt are not widely shared or scaled up due to lack of communication and collaboration. Encouraging more mutual knowledge sharing could foster more widespread adoption of sustainable business practices to tackle the impacts of climate change, mainly heatwaves. Participants at the event stressed how ICCCAD could be instrumental in creating a strategy or capacitating the garment owners, senior management and factory managers. This will help them to prepare funding proposals to support the green transition in the RMG sector.

GARMENT PRODUCTION PRACTICES MATTERS TO SAFEGUARD NATURE



The unsustainable and excessive usage of groundwater for production purposes is hampering the ecosystems and local communities- residing near the water bodies. A General Manager of Compliance and Sustainability from a tier 'A' factory, in Gazipur, mentioned how previously water could be accessed at a 20 feet underground and now not even in 50 feet underground. While designing the training module, ICCCAD was requested to incorporate concepts of sustainable water management, waste management and behavioural change into the training modules.

LACK OF MONITORING AND EVALUATION MECHANISMS IN PLACE



There is no monitoring mechanism in place even for monitoring green practices being undertaken by several existing garment factories. It is vital to have a monitoring system in place which could increase the effectiveness of such initiatives and help to enhance knowledge and lessons learnt.

IMPORTANCE OF HOLDING MULTI- STAKEHOLDER DIALOGUE



The discussion advocated for a more holistic, multi-stakeholder approach to address the challenges faced by the garment sector and its workers due to the devastating impacts of climate change. ICCCAD could harness this. There was a strong emphasis on the importance of involving brands and buyers in various workshops, meetings, discussions and dialogues, as this greatly enhances cooperation on implementing just transition measures within and beyond the factories. The importance of involving government bodies is imperative as participants mentioned

DEVELOPED COUNTRIES SHOULD HELP DEVELOPING COUNTRIES TO AIM FOR HUMAN-CENTRIC GREEN TRANSITION



During the discussion, the participants mentioned that rich powerful nations are big polluters and is accelerating the devastating impacts of climate change. Therefore, the nations should strategically provide, financial, technological and capacity-building support to developing nations like Bangladesh- in green transition efforts in the RMG sector. Globally, trade unions are campaigning to create a designated *just transition climate fund* by asking brands and suppliers to contribute as well. However, a representative from a labour rights organization expressed that garment owners should raise their voices and demand funding from buyers to meet the new sustainability standards put in place by Canada, European Union and USA.

Glimpses from the Discussion Session





Reflections from the Stakeholder Mapping

In the second half of the inception meeting, participants were divided in two groups to conduct the *net-map* (a stakeholder mapping methodology). Net-map helps to identify the active social networks of stakeholders. The participatory exercise also helps to collectively discuss, visualize and understand the power relations, formal and informal interactions, and influence amongst the diverse stakeholders under a given scenario. Net-Map provides a deeper insight beyond conventional reports and policy documents.

The participants divided into two groups, were tasked with 1 question. Group 1 focused on identifying the active public and private stakeholders working towards climate change adaptation and mitigation within the RMG sector. While, Group 2 were tasked to identify key stakeholders who are protecting RMG sector's workers' rights in the midst of the climate crisis and its impacts (such as rising heatwaves, flooding, water logging, etc.)



Figure: Participants of Group 1 and Group 2 conducting the net-map exercise

The Net-Map Rules

The 2 groups were given the following instructions:

- ten relevant categories of actors to enable a structured identification process;
- five types of support/connections represented through five different colours (in-links and out-links); and
- influence towers are also placed to analyse the varying levels of influence amongst each other. Below, the details are given:

CATEGORIES OF ACTORS

- Garments Companies,
- Government Bodies,
- Labour Rights Organization,
- Trade Union,
- Research Organization,
- Brands/Buyers,
- INGOs/NGO,
- Donors/Funders,
- External Compliance Organizations,



Others

SUPPORT/CONNECTIONS

- Funding
- Capacity Building
- Infrastructure
- Policy Integration
- Networking/Partnership



INFLUENCE

- Higher influence = More crystal sticker
- Low influence = Less crystal sticker
- No sticker = lowest influence, and more sticker = more influence



What the Net-Map Depicts?

The map illustrates a complex network of actors- existing and maintaining relationship within the RMG sector in Bangladesh, working towards climate change adaptation and mitigation and protecting workers' rights in the realm of climate change. Participants grouped similar actors under the 10 relevant categories provided to them beforehand (attached in Annex 3). These stakeholders/actors share relation/connections through supporting each other, either one-way or bilaterally. This dynamic is represented by the coloured lines flowing within the actors as shown in the figure 1. below. Each colour is signifying each kind of support. The blue lines represent funding support; maroon represent capacity building support; brown lines represent infrastructure support; pink lines represent policy integration support; and green lines represent networking and partnerships support. The influence of each actor category is visually shown through the number of influence crystals (with stickers) placed alongside/on them, reflecting the category of actor's influence in adapting or mitigating to the effects of climate change.

The detailed group 1's question and instruction for conducting net-map is attached in the Annex 1.

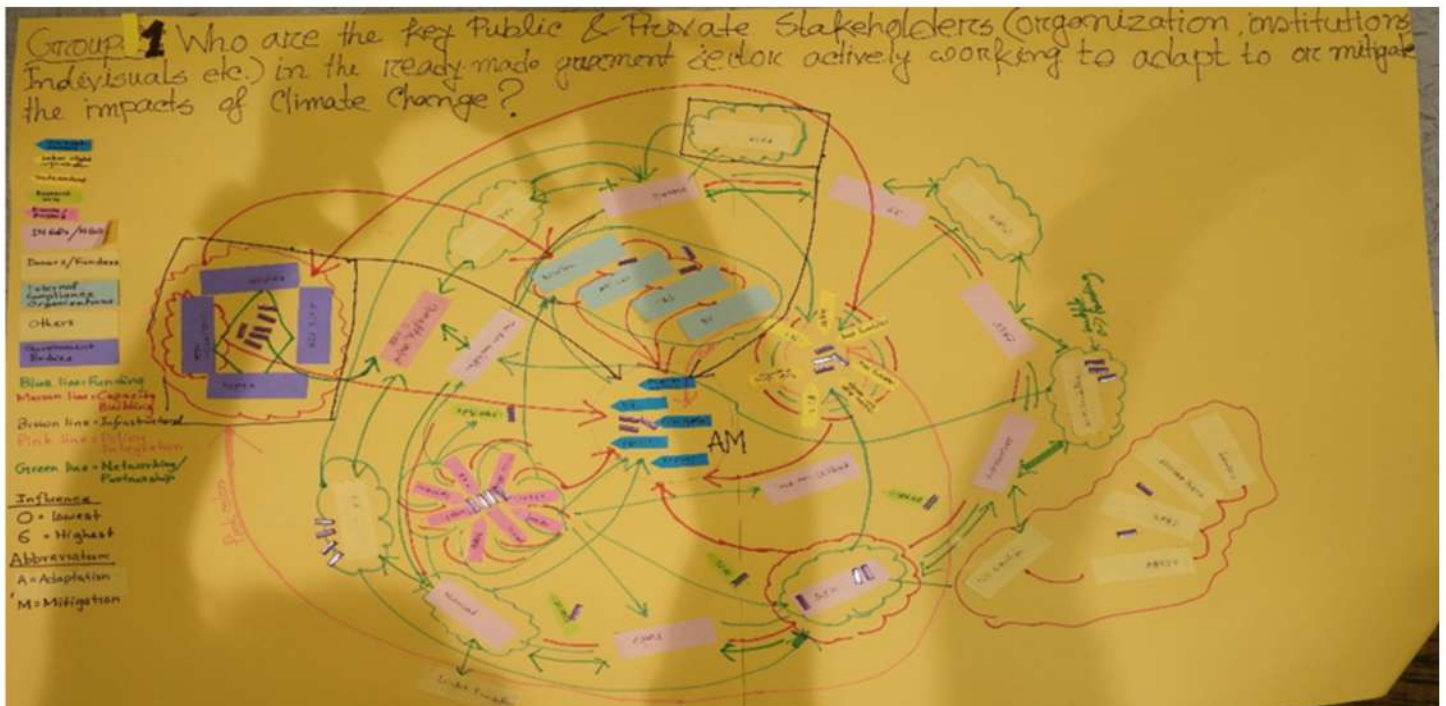


Figure 1: The final visualization of the net-map created by the participants of Group 1.

Evaluation of the connections showcased within the actors (Group 1):

- The network comprises over 45 actors with a moderately top-down structure, meaning that influence and connections are concentrated among a few key actors, while others remain relatively less active and connected. Major actors

such as garment companies, trade unions, labor rights organizations, brands & buyers, external compliance agencies, and government agencies are more active actors and has numerous connections holding the key positions by extending required connections with other actors. The NGOs/INGOs and donors formed the outer layer of the net-map, primarily connecting with central actors or other groups rather than having direct connections across the network. They also appeared to be as an interconnected cluster in the visualization and often closely linked to one another, forming smaller sub-networks or groups based on shared goals, activities, or funding relationships.

- Key garment actors such as Beximco, Square, Fakir Apparel; buyers and brands such as C&A, H&M, Puma; trade unions such as BFTUC, OSHE Foundation; labor rights organizations such as ILO, BILS; external compliance agencies such as Intertek BD, SGS were significantly addressed in the network.
- Donors such as the EU, USAID, Laudes Foundation, H&M Foundation, and Bill & Melinda Gates Foundation provide direct funding support to NGOs/INGOs like Solidaridad, CARE, and GIZ, as well as to labor rights organizations, which appear to have significant influence in the sector.
- Government agencies, such as BKMEA, BGMEA, SREDA, and BUET provide direct infrastructural and capacity-building support to the garment companies. Trade unions, labor rights organizations, brands & buyers, and external compliance agencies maintain significant connections with the garment factories by providing them with capacity-building and policy interlinkages support. Donors and NGOs/INGOs share connections through providing funding to the trade unions, while NGOs/INGOs are interconnected via capacity-building initiatives.
- Brands and buyers also play a critical role by providing funding to NGOs/INGOs, garment factories and research organizations, underscoring their influence in implementing climate change adaptation efforts. Funding helps to support infrastructural and capacity-building initiatives, with the potential for harnessing blended finance from donors and brands. In this context, blended finance refers to collaborative funding efforts where donors and brands pool their resources to jointly support initiatives that will enhance climate resilience, ensuring a more coordinated and impactful approach.
- Some actors, such as CARE and Swiss Contact are considered as both donors and INGOS, fostering and maintaining two types of connections- funding and capacity building. However, research organizations such as ICCCAD, icddr,b and BRAC remain minimally integrated, highlighting an opportunity to enhance their involvements through evidence-based policymaking and action-research.

- The net-map signifies the multifaceted relationship the categorized actors share with each other and the need for enhancing finance flows to the Tier-2 and Tier 3 factories for tackling climate crisis. The net-map also stressed the need to enhance the interlinkage between evidence-based policy making. Garment companies should strengthen cross-sectoral collaboration with research organizations to take more strategic decisions when they have to abide by the green policies. The most prominent connection in this net-map is for capacity building, with separate connections among categorized actors visualized in Annex 2.

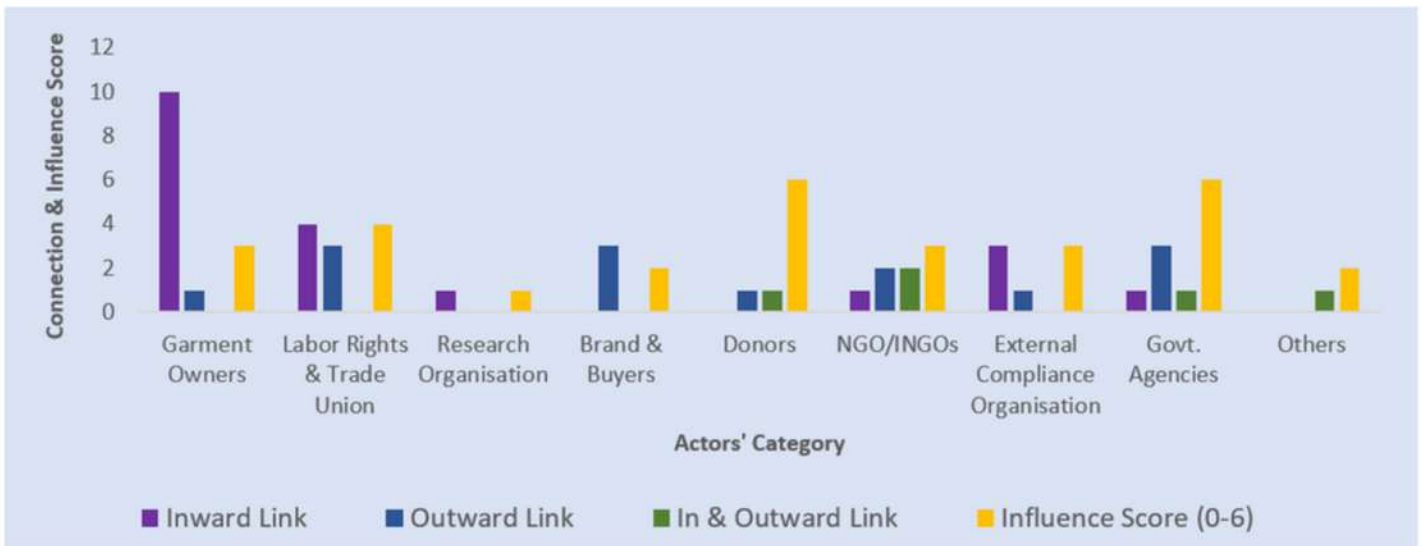


Figure 2: This graph is highlighting the categorized actors' influence and the types of connections (inward links and outward links or both) they share with other actors in climate change adaptation and mitigation arena relevant to the RMG sector.

The figure. 2 above illustrates that the garment companies have the highest number (score = 10) of inward links, indicating their central role in receiving support from other stakeholders in the form of funding, capacity building, infrastructural, policy integration, and network and partnership. Additionally, donors and government agencies also show the highest influence score (influence score= 6), reflecting their crucial role in providing funding, capacity-building and infrastructural support to garment companies with fewer in or outward link with other actors. Labor rights organization, trade unions and NGOs/INGOs are seen to be maintaining a balanced degree of support coming in and going out in the form of funding or capacity building .

While some actors like research organizations and brands and buyers have relatively fewer relation/support coming in. However, they play an essential role in influencing capacity-building emphasizing the need for increasing their roles in participation in adaptation and mitigation actions to tackle the climate crisis. The buyers and brands can subsidise and push garment companies/owners through developing effective accountability and transparency mechanisms to adapt and mitigate the impacts of climate change.

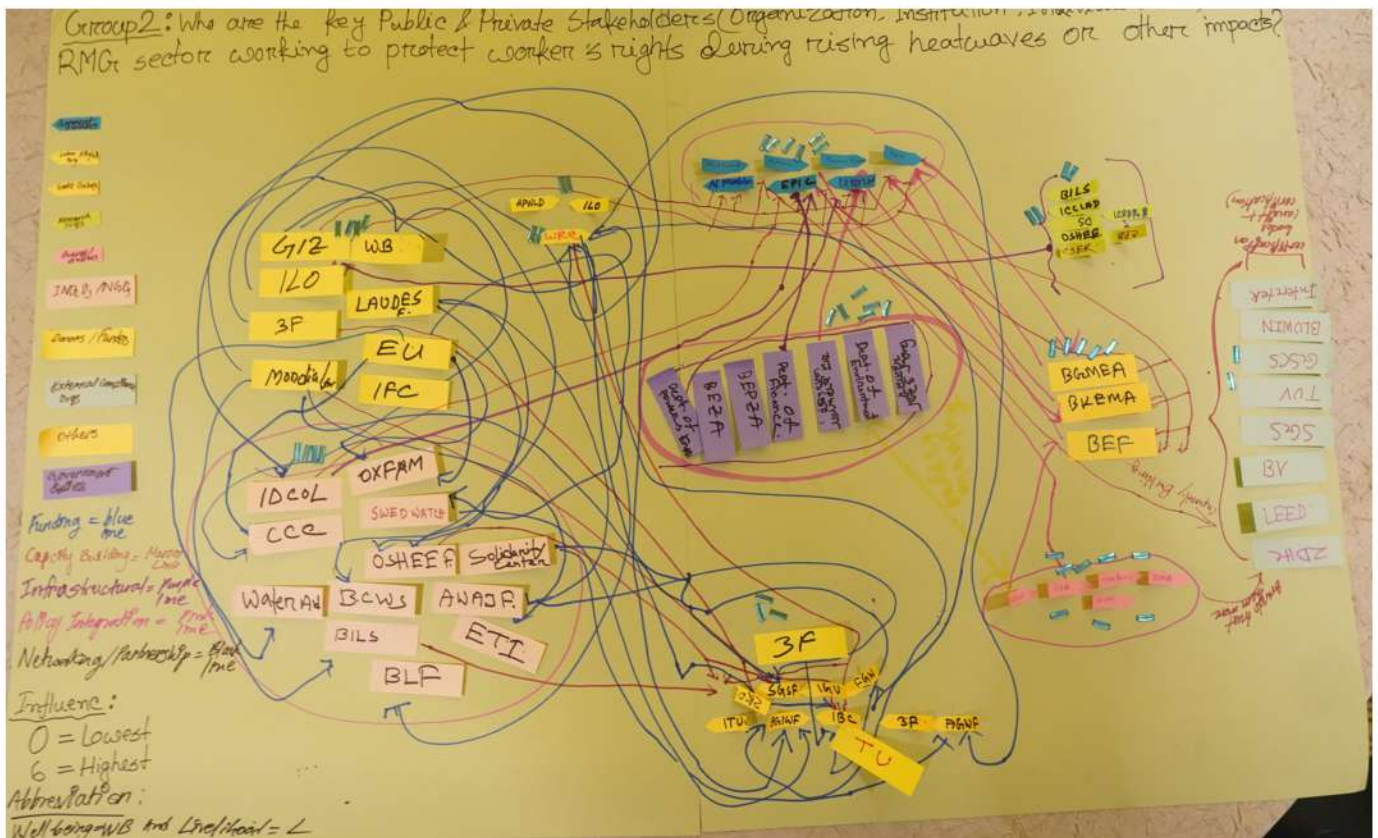


Figure 3: The final visualization of the net-map created by the participants of Group 2.

Evaluation of connections showcased within the actors (Group 2):

- The network comprises of over 55 actors, showcasing a moderately top-down structure. Major actor categories such as donors, NGOs/INGOs, garment owners, trade unions, buyers, and government agencies maintain a significant number of linkages and connection with each other. While others, such as labor rights organizations, research organizations, and external compliance agencies have comparatively less connections within the ecosystem.
- The Ministry of Industries, Department of Manpower and Employment, Ministry of Finance, The Bangladesh Export Processing Zones Authority (BEPZA), the Bangladesh Garment Manufacturers and Exporters Association (BGMEA), the Bangladesh Knitwear Manufacturers and Exporters Association (BKMEA), the International Labour Organization (ILO), the European Union (EU), the Laudes Foundation, the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ), the World Bank, the Solidarity Center, Oxfam International, WaterAid, Swedwatch, the International Business Council (IBC), the Somnilito Garments Sramik Federation (SGSF), the Bangladesh Garments and Industrial Workers Federation (BGIWF), and the IndustriALL Global Union (IGU). have increased influence and are interconnected with the stakeholders through providing them diverse support.

- Government entities, notably the Ministry of Industries, Department of Manpower and Employment, Ministry of Finance, Department of Environment, BEPZA, BEZA, BGMEA, and BKMEA, are extensively interconnected with garment companies/owners by providing them with infrastructural and policy integration support. Similarly, brands and buyers share minimal degree connections with government agencies to influence policy reformation which impact the operation of the garment industry.
- Donors and trade unions are the main actors in this net-map who are providing funding and capacity-building support facilitated by NGOs and INGOs to improve workers rights in the context of climate change. Certain categories of actors such as research organizations ICCCAD, icddr,b, BILS and external compliance bodies such as SGS, Intertek BD, GSCS- currently lack strong integration within the net-map actors; and needs to start establishing connections for advancing labour rights protection issues.
- Funding remains a key driver of capacity-building efforts highlighting the crucial role that financial resources play in enabling activities such as training, skill development and knowledge-sharing. However, there exists a notable disconnect between research institutions and policymakers, which limits the extent of knowledge sharing and leads to incomplete decision-making processes.
- The net-map highlights the urgent need for taking a collaborative approach and initiating multi-stakeholder dialogues for safeguarding the rights of the workers in the realm of the climate crisis and to advance the just transition agenda.

The graph (Figure 4, in the next page) illustrates government bodies and brand & buyers emerge as the most influential actor (influence score = 6) in the net-map, showcasing their critical role in protecting labor rights in the realm of climate change. Additionally, the garment companies and trade unions has the highest number (score = 6) of inward links, signifying the degree to which they have received support from other stakeholders in the form of funding, capacity-building initiatives, infrastructure, policy integration, and partnerships.

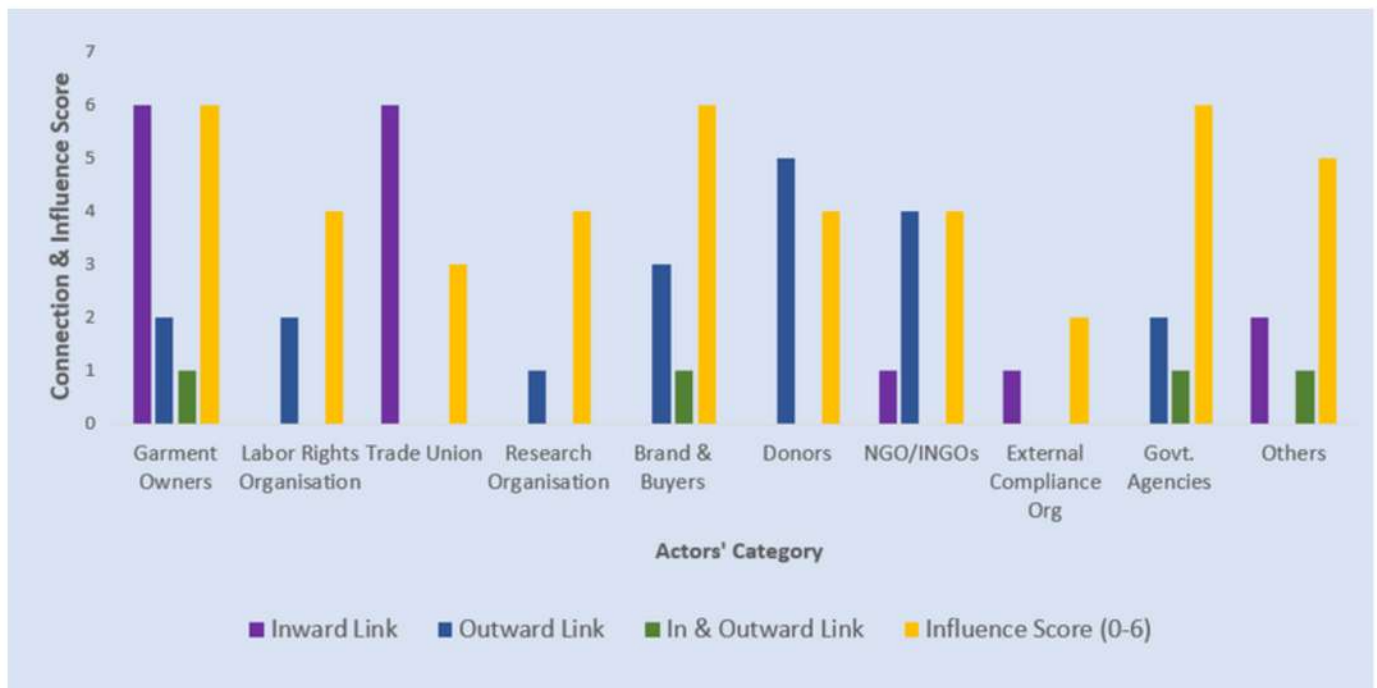


Figure 4: This graph is highlighting the categorized actors' influence and the types of connections (inward links and outward links or both) they share with other actors to protect workers' rights during rising heatwaves or other climate impacts

Research organisations and external compliance agencies has fewer outward links, hence, signifying their crucial role to improve labour rights. Donors, NGOs/INGOs, and brands exhibit a significant number of out ward connections (scores- 5, 4 and 3 respectively) highlighting their role in providing support to garment companies.

Labor rights organizations and government agencies demonstrate a comparable number of outward links, indicating their active role as providers of capacity-building support, infrastructure, and policy integration. In this network, capacity-building connection/link appear to be the most prominent. The separate connections among categorized actors are visualized in Annex 2.

For both groups, capacity-building connections emerge as the most prominent, highlighting a critical gap in the sector's ability to tackle climate change impacts—both for tackling climate change and improving workers' rights. Here, ICCCAD's current project with Laudes Foundation will mainly aim to work on this gap of capacity building and capacitate the garment workers, management and government bodies.

Annex 1

Agenda of the Event

| Agenda of the Meeting Wednesday, 6th November 2024 at 9:30 AM to 2:00 PM The Westin Dhaka, Gulshan Avenue | |
|--------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------|
| 9:30 AM - 10:00 AM | Registration and Networking |
| 10:00 AM - 10:10 AM | Welcome Remarks by Saqib Huq, Managing Director at |
| 10:10 AM - 10:30 AM | Overview of the Project 'Capacitating the garment workers for a greener transition in Bangladesh' by ICCCAD |
| 10:30 AM - 10:45 AM | Open Discussion and Q/A |
| 10:45 AM - 11:00 AM | Snacks and Health Break |
| 11:00 AM - 1:15 PM | Interactive Stakeholder Mapping Exercise |
| 1:15 AM - 2:30 PM | Lunch |

Instruction for the Net-Map Group Activity

Questions for the Net-Map Stakeholder Exercise:

1. Who are the key public and private stakeholders (organizations, institutions, individuals, etc.) in the ready-made garment sector actively working to adapt to or mitigate the impacts of climate change? (Group 1)
2. Who are the key public and private stakeholders (organizations, institutions, individuals, etc.) in the ready-made garment sector actively working to protect workers' rights during rising heatwaves or other climate impacts? (Group 2)

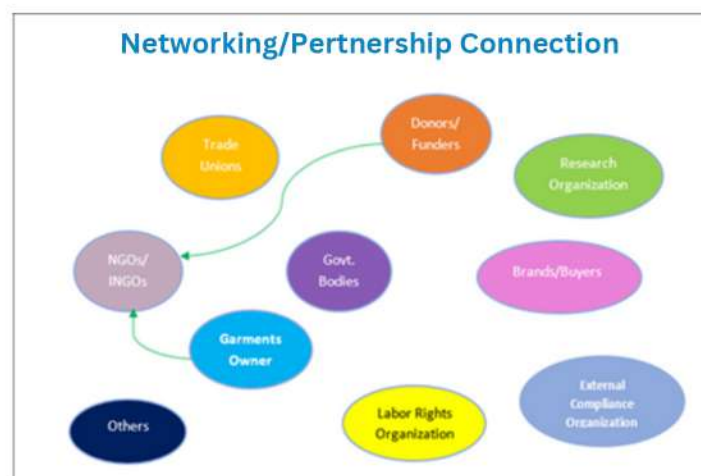
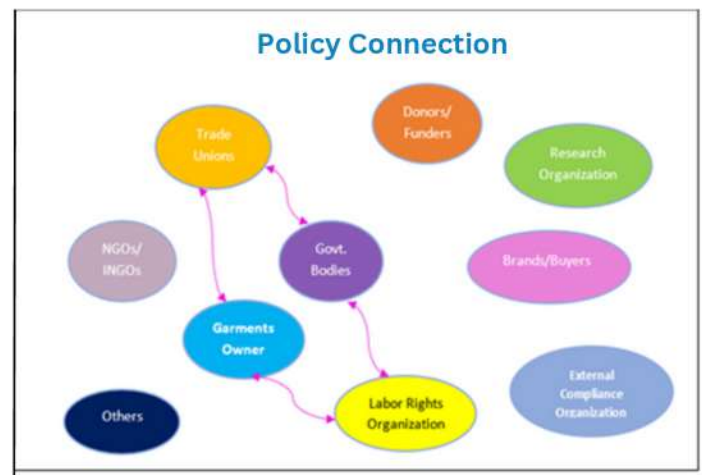
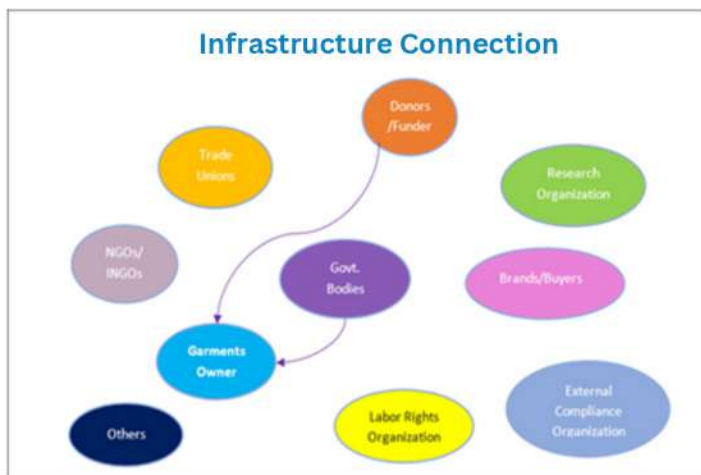
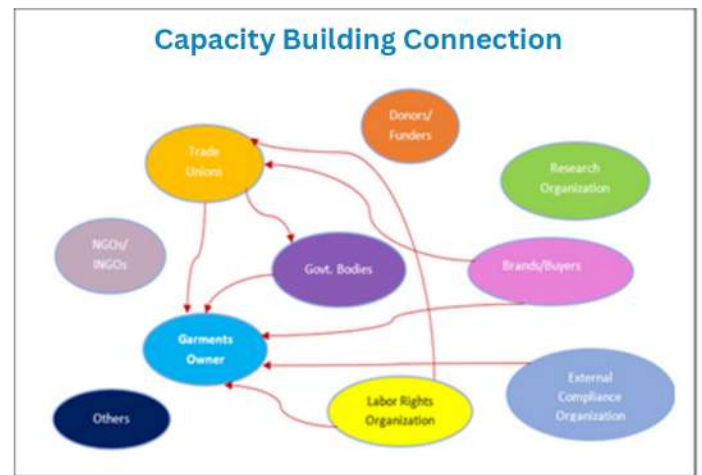
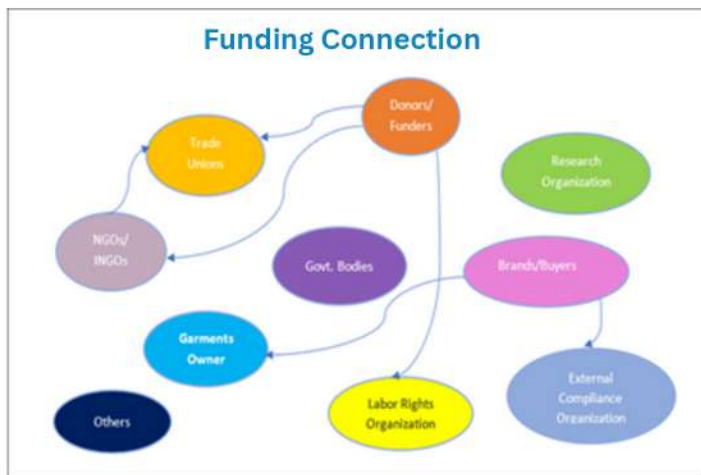
Steps for Conducting Net-Map Stakeholder Analysis:

- Step 1: Identifying actors by answering 'Who is involved in this process?'
- Write the names on sticky note flags and place them on the chart.
- Step 2: Mapping connections: Who is linked to whom and how?
 - Draw links and arrowheads (colour = type of link, in and out links = direction of flow)
 - Types of links include:
 - Funding
 - Capacity building/knowledge dissemination
 - Infrastructural support (e.g., climate-proofing green factories by installing cooling facilities, ventilation, retrofitting—modifying systems or structures after initial construction)

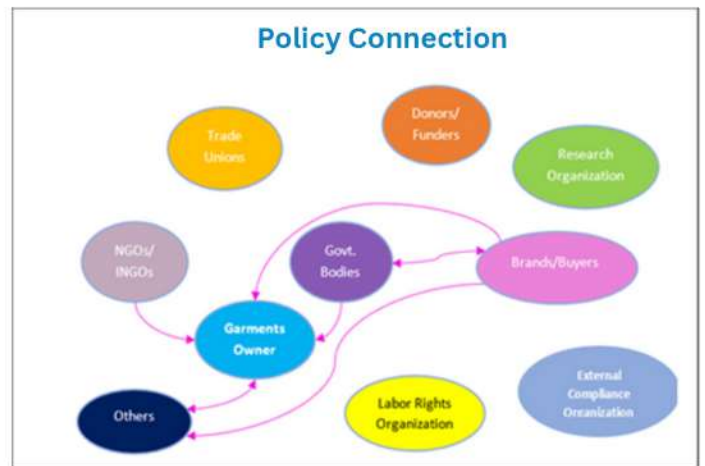
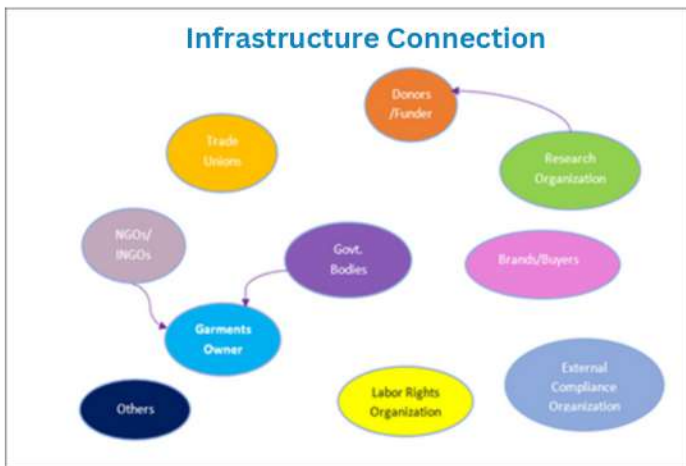
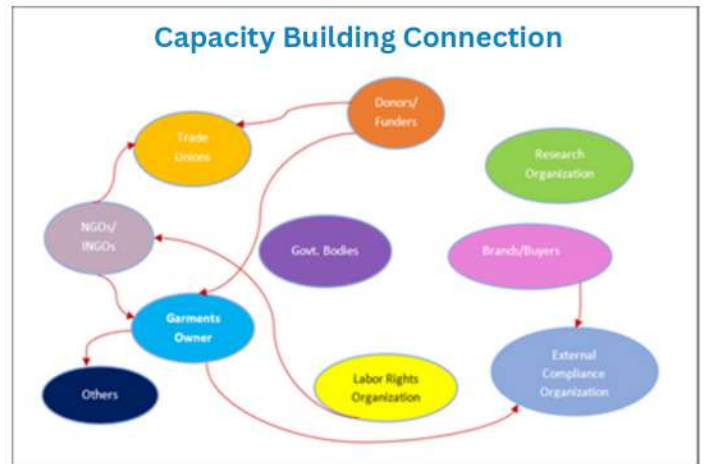
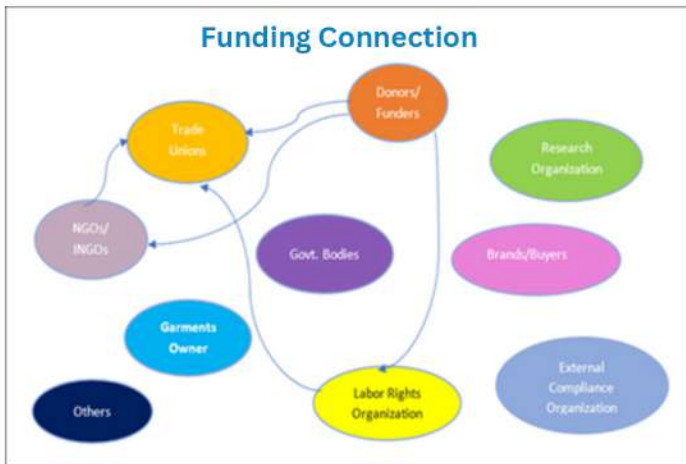
- Policy integration
 - Networking and partnership
- Draw arrows between actors (sticky notes) as directed by interviewees.
- If two actors exchange something (e.g., information), use double-headed arrow links. If actors exchange multiple items, add arrows with different colours to existing links.
- Step 3: Assessing influence by adding influence towers:
 - Higher influence = taller tower (0 = low influence, 6 = most influence).
 - How strong is each actor's influence?
 - Assign influence towers to actors: the higher the influence on the issue, the taller the tower.
 - Place influence towers next to sticky notes.
 - Think carefully and ask questions as needed before placing each tower on the Net-Map.
- Step 4: Reassure the goals according to the questions of the groups:
 - Group 1: Does this actor support adaptation or mitigation to tackle impacts of climate change or both? (A=adaptation and M=mitigation)
 - Group 2: Does this actor help to improve workers' well-being and safeguard their livelihoods during rising heatwaves/other climatic impacts or does both? (Well-being=WB and Livelihood=L)
 - Actors can help to support multiple goals where appropriate, by noting more than one goal next to the actor (sticky note flag).

Reference of the Net Map methodology: Net Mapping Tool by Wageningen University and Research. URL- <https://mस्पguide.org/2022/03/18/netmapping/>

Annex 2: The 5 key connections with categorized actors showcased in the net-map by Group 1



The 5 key connections with categorized actors showcased in the net-map by Group 2



Annex 3

Participating organisations at the inception meeting:

Akota Garments Workers Federation, Bangladesh Institute of Labour Studies, Bangladesh Garments and Industrial Workers Federation, OSHE Foundation, Awaj Foundation, The Asia Foundation, Square Group, Bangladesh Centre for Workers Solidarity, MJ Group, Federation of Garments Workers, Square Fashion Ltd, WaterAid Bangladesh, Save the Children, Icddr,b; Shimmy Technologies, BEXIMCO Textiles, Laudes Foundation, Development Society, and International Centre for Climate Change and Development

Complete list of actors identified during the Net-Map exercise:

NGOs/INGOs, Trade Unions, and Labour Rights Organizations:

- ILO – International Labour Organization
- APWLD – Asia Pacific Forum on Women, Law and Development
- WRC – Worker Rights Consortium
- WB – World Bank
- Laudes – Laudes Foundation
- 3F – United Federation of Workers in Denmark (Fagligt Fælles Forbund)
- EU – European Union
- Mondiaal FNV – Mondiaal FNV
- IFC – International Finance Corporation
- iDE – International Development Enterprises
- WaterAid – WaterAid
- The Asia Foundation – The Asia Foundation
- Save the Children – Save the Children
- Solidaridad – Solidaridad
- CARE – CARE International
- Swisscontact – Swisscontact
- CAIF – Climate Action Implementation Facility
- USAID – United States Agency for International Development
- FCDO – Foreign, Commonwealth & Development Office
- SDC – Swiss Agency for Development and Cooperation
- Oporajita Foundation – Oporajita Foundation
- Trade Union Federation – Trade Union Federation
- OSHE Foundation – Occupational Safety, Health, and Environment Foundation
- Sommilito Garments Sramik Federation – Sommilito Garments Sramik Federation
- BILS – Bangladesh Institute of Labour Studies
- BFTUC – Bangladesh Free Trade Union Congress
- Awaj Foundation – Awaj Foundation

Brands:

- H&M – Hennes & Mauritz
- C&A – Clemens and August Brenninkmeijer
- Hugo Boss – Hugo Boss
- LINDEX – Lindex
- Levi's – Levi Strauss & Co.
- M&S – Marks & Spencer
- PUMA – Puma
- Target – Target

Garment Factories:

- Square – Square Textile Ltd
- Hamim – Hamim Group Limited
- M & J Group – M & J Group
- Epic – EPIC
- Urmi – Urmi Group Limited
- Fakir Apparel – Fakir Apparel Ltd
- Colombo Washing – Colombo Washing Ltd
- Liz – Liz Fashion Industry Ltd
- Beximco – Beximco Group Limited

Compliance Organizations:

- SGS – Société Générale de Surveillance
- Intertek Bangladesh – Intertek Bangladesh
- MTS Lab – Modern Testing Services Lab
- BV – Bureau Veritas

Research Organizations:

- ICCCAD – International Centre for Climate Change and Development
- icddr,b – International Centre for Diarrhoeal Disease Research, Bangladesh
- BRAC – Building Resources Across Communities (formerly Bangladesh Rural Advancement Committee)
- LightCastle – LightCastle Partners
- BILS – Bangladesh Institute of Labour Studies

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