

# Training on Climate Change for the Ready-Made Garment (RMG) Sector Workers

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**Location:** Baipail, Awaj Foundation's Training Center

**Date:** 30 January 2026



# Acknowledgement

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*Authors*            **Nafia Saddam and Afsara Binte Mirza**

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*Report Design* **Araf Al Mehedi**

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# Executive Summary

This report summarizes the second training under the “Capacitating the Garment Industry Workers for a Greener Transition in Bangladesh” project. This focuses on the nexus of climate change adaptation, labour rights, and just transition for ready-made garments (RMG) industry. Training engaged 20 ready-made garment (RMG) workers from different tier factories in Baipail, Gazipur. Through interactive learning methods including animation, theatre, climate change booklet and participatory artwork. The training strengthened workers’ understanding of climate change impacts, labour rights, and practical adaptation measures at both workplace

and household levels. Participants identified heat stress, occupational health risks, and inadequate workplace facilities as key climate-related challenges and proposed feasible solutions such as improved ventilation, cooling systems, safe drinking water access, fire safety measures, gender-responsive services, and stronger worker participation mechanisms. The training demonstrated that worker-centered, experiential learning effectively builds awareness, encourages collective action, and supports a just and climate-resilient transition within Bangladesh’s RMG sector.





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# 1 Message from the Project Manager



## **Afsara Binte Mirza**

Project Manager, LAUDES

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The devastating threats of climate change are impacting the formal and informal sector's workforce and marginalized communities substantially in Bangladesh. Hence, capacitating and empowering the workers on climatic impacts is an imperative for the ready-made garment (RMG) sector, which employs a substantial proportion of the country's workforce and is a major part of Bangladesh's gross domestic product (GDP) earnings.

Therefore, we have been rapport-building with the garment workers for more than a year now, which has helped us to deliver a contextual and localized training on climate change and labour rights nexus. This training is aimed to capacitate the RMG workers in an interactive and participatory manner to enhance their knowledge on the basics of climate change; adaptation strategies at the factory and household level; and negotiation skills with management to build a climate-resilient workplace. The next series of training will follow a learning-by-doing process and aim to raise the decision-making capabilities of the workers.

# Introduction

Recently, the sector is at risk due to climate-induced stress particularly from heatwaves.

## Background

Bangladesh's ready-made garment (RMG) sector, employs nearly 4 million workers and contribute to 85% of the country's export earnings. Recently, the sector is at risk due to climate-induced stress particularly from heatwaves. Heatwaves makes the factory premises really warm and threaten not only workers' health but also reduces their productivity and the profitability of the RMG factories. Without adaptation measures such as improved ventilation, cooling systems, and better workplace design, the sector could face significant job and export revenue losses by 2030.

To address this, ICCCAD, with support from the Laudes Foundation, is implementing a 3-year project titled "Capacitating the Garment Industry Workers for a Greener Climate Transition in Bangladesh." As part of this initiative, pilot training is being launched to strengthen RMG workers' understanding of climate change, labour rights, and just transition.

## Objective of the Training

This training aims to deliver a contextualized and interactive training module for the garment workers that resonates with their lived realities amidst the climate crisis.



# Training Overview



*Through this training, we learned many things using drama, animation, and interactive discussion.*

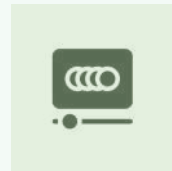


## Target Audience of the Training:

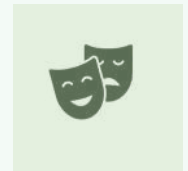
- 20 factory workers selected based on age, occupational role, and factory type to ensure diverse representation and effective knowledge transfer
- Three age groups considered – young workers (18–28), mid-career staff (25–35), and experienced workers (35 to 40+)
- Occupational roles included machine operators, technicians, floor managers, helpers, and committee members

## Training Methodology:

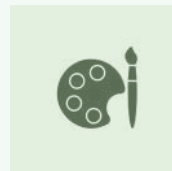
The training module consisted of the following contents:



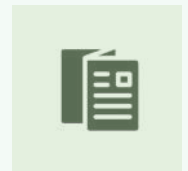
2 short animations



Theatre show of 20 minutes



Artwork Session



Climate change booklet

To learn more about the contents in detail, [click here](#).

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## Ice Breaking Session

During the icebreaking session, ICCCAD researchers introduced themselves and set a collaborative tone, inviting participants to share their personal experiences related with rising heatwave and water-logging issues. Workers highlighted the growing challenges of heat stress and flooding during the monsoon, noting how summers have become hotter and longer, and monsoon rains are erratic.

heat while working at the factories affect productivity and makes it challenging to meet work targets. While at home, excessive heat and waterlogging disrupt daily routines and household chores. This exchange provided a rich insight into the lived realities of RMG workers, highlighting the intersection of climate impacts, occupational health, and overall well-being, and set the stage for collaborative learning during the training.

Participants described how extreme



# 5 Key Findings of Artwork Session

SECTOR	GROUPS	
<b>PRODUCTION ZONE</b>	<b>GROUP 01</b> <ul style="list-style-type: none"> <li>• Cooling Vest</li> <li>• Rooftop Gardening</li> <li>• More trainings</li> <li>• Availability of purified filter-water</li> <li>• Provide oral saline</li> <li>• Indoor plants</li> </ul>	<b>GROUP 02</b> <ul style="list-style-type: none"> <li>• Cooling Vest</li> <li>• Usage of heat insulated material in factories</li> <li>• Working collaboratively</li> </ul>
	<b>GROUP 03</b> <ul style="list-style-type: none"> <li>• Giving sufficient place to sit</li> <li>• Air cooler</li> <li>• Cooling Vest</li> </ul>	<b>GROUP 04</b> <ul style="list-style-type: none"> <li>• Capacity building session for workers</li> <li>• Working collaboratively</li> <li>• Using heat insulated materials as maximum people works in this floor</li> </ul>
	<b>IRONING &amp; FUSING SECTION</b> <b>GROUP 01</b> <ul style="list-style-type: none"> <li>• Provide more purified filter water</li> <li>• Enough air-flow pathway</li> <li>• More number of exhaust fans</li> </ul>	<b>GROUP 02</b> <ul style="list-style-type: none"> <li>• Exhaust Fan</li> <li>• Proper Ventilation</li> </ul>
	<b>GROUP 03</b> <ul style="list-style-type: none"> <li>• Giving sufficient place to sit</li> </ul>	<b>GROUP 04</b> <ul style="list-style-type: none"> <li>• Cooling vest</li> <li>• Providing water filters</li> <li>• Proper ventilation</li> </ul>

SECTOR	GROUPS	
<b>STORAGE</b>	<p>GROUP 01</p> <ul style="list-style-type: none"> <li>• Cooling Center</li> <li>• Separate tailored heat relief training for the workers</li> </ul>	<p>GROUP 02</p> <ul style="list-style-type: none"> <li>• In case of fire, emergency exit should be made along with water pipe</li> </ul>
<b>MACHINERY AREA</b>	<p>GROUP 01</p> <ul style="list-style-type: none"> <li>• Use of heat insulated materials</li> <li>• Wearing sandals</li> </ul>	<p>GROUP 02</p> <ul style="list-style-type: none"> <li>• Using heat insulated materials</li> </ul>
	<p>GROUP 03</p> <ul style="list-style-type: none"> <li>• Providing safety guard specially during extreme heat and moonsoon season</li> </ul>	<p>GROUP 04</p> <ul style="list-style-type: none"> <li>• Making a cooling center nearby</li> <li>• Enough light should be provided</li> </ul>
<b>DINING ZONE</b>	<p>GROUP 01</p> <ul style="list-style-type: none"> <li>• Space for canteen</li> <li>• Purified Water filter</li> <li>• Day care center with toys</li> </ul>	<p>GROUP 02</p> <ul style="list-style-type: none"> <li>• Providing purified water</li> </ul>
	<p>GROUP 03</p> <ul style="list-style-type: none"> <li>• Climate related health insurance</li> <li>• Climate adaptation planning through workers leadership</li> <li>• Community funding for climate adaptation</li> <li>• Heat adaptation plan for workers</li> </ul>	<p>GROUP 04</p> <ul style="list-style-type: none"> <li>• Cooling vest</li> <li>• Providing water filters</li> <li>• Proper ventilation</li> </ul>
<b>MEETING ROOM</b>	<p>GROUP 01</p> <ul style="list-style-type: none"> <li>• Discuss about climate adaptation activities under RMG workers leadership</li> <li>• Better treatment facilities</li> </ul>	<p>GROUP 02</p> <ul style="list-style-type: none"> <li>• Implementing adaptive programs through social leadership</li> </ul>
	<p>GROUP 03</p> <ul style="list-style-type: none"> <li>• Making the cooling center in dining room would be effective</li> <li>• In the washroom area: necessary items like soap, sandal should be provided specially during moonsoon</li> </ul>	<p>GROUP 04</p> <ul style="list-style-type: none"> <li>• Climate related health insurance</li> <li>• Community funding for climate adaptation</li> </ul>

SECTOR	GROUPS	
<b>COMMUNITY LEVEL</b>	<b>GROUP 01</b> <ul style="list-style-type: none"> <li>• Social protection plan</li> <li>• Using heat reflective materials</li> <li>• Heat adaptation plan at societal level</li> <li>• Every class of demography working together</li> <li>• Climate welfare Societal trust</li> </ul>	<b>GROUP 02</b> <ul style="list-style-type: none"> <li>• Social protection schemes</li> <li>• Building a day care center</li> <li>• Improved medical facilities</li> <li>• Climate adaptation planning through workers leadership</li> <li>• Community based adaptation planning</li> </ul>
	<b>GROUP 03</b> <ul style="list-style-type: none"> <li>• Indoor plants should be there</li> <li>• Usage of heat insulated materials</li> <li>• Community based adaptation planning</li> </ul>	<b>GROUP 04</b> <ul style="list-style-type: none"> <li>• Using reflective roof painting</li> <li>• Community funding for climate change adaptation</li> <li>• Indoor plants</li> <li>• Making proper roads and more accessible</li> </ul>
<b>OVERALL AREAS</b>	<b>GROUP 01</b> <ul style="list-style-type: none"> <li>• Planting trees in the rooftop</li> <li>• Day-care for children and to have sufficient toys for them to play.</li> <li>• Climate related health fee</li> </ul>	<b>GROUP 02</b> <ul style="list-style-type: none"> <li>• Usage of reflective paint</li> <li>• Green infrastructure</li> <li>• Water filtration in very floor</li> <li>• Use indoor plants</li> <li>• Installing solar pannels</li> <li>• Do rooftop gardening</li> <li>• Improved medical facilities</li> </ul>
	<b>GROUP 03</b> <ul style="list-style-type: none"> <li>• Making the cooling center in dining room would be effective</li> <li>• In the washroom area: necessary items like soap, sandal should be provided specially during moonsoon</li> </ul>	<b>GROUP 04</b> <ul style="list-style-type: none"> <li>• Using reflective roof painting</li> <li>• Community funding for climate change adaptation</li> <li>• Indoor plants</li> <li>• Making proper roads and more accessible</li> </ul>



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# Artwork Session and Discussion

Workers recommended rooftop greenery, hanging plants, and improved ventilation to reduce indoor heat stress.

**Group 1** emphasized the need for climate-responsive infrastructure and stronger occupational safety measures. Workers recommended rooftop greenery, hanging plants, and improved ventilation to reduce indoor heat stress. Ensuring access to safe drinking water through water filters was identified as

a key priority, alongside strengthened fire safety measures such as functional fire alarms and fire extinguishers. Participants also highlighted welfare improvements including better daycare facilities and the provision of rubber sandals to reduce electrical hazards.





They recommended ensuring the availability of emergency medical kits and sanitary pads for female workers on every floor; organizing regular medical camps with special attention to women's health; and improving on-site medical assistance services.

**Group 3** focused on strengthening gender-responsive health services and broader workers' welfare provisions. Participants recommended ensuring the availability of emergency medical kits and sanitary pads for female workers on every floor; organizing regular medical camps with special attention to women's health; and improving on-site medical assistance services. Workers also discussed ensuring suitable housing and accommodation facilities

for production workers, particularly climate-displaced migrants. Installing air-cooling systems in production areas to reduce heat exposure was also mentioned. Participants stressed that workplace health support should extend beyond emergency responses and address long-term occupational health risks during heatwaves and monsoon periods.





# 7 Session Specific Feedback

## Artwork

During the artwork reflection activity, workers identified additional adaptive strategies to address climate risks. Fire hazards were repeatedly mentioned as a major concern. Participants visualized improved evacuation systems, safer electrical arrangements, increased ventilation, and cooling interventions as necessary adaptations for workplaces. The exercise also encouraged collaborative problem-solving, allowing workers to translate their lived experiences into designing feasible solutions for safer and more climate-resilient factories.



## Animation

Based on discussions following two animated videos, workers identified strong similarities between the scenarios portrayed and their own lived realities. The videos served as a platform for workers to articulate their experiences related to health, economic hardship, workplace safety, and collective advocacy. Participants noted that prolonged exposure to heat and demanding working conditions often results in swelling of hands and feet. Many workers shared that these symptoms persist even after returning to their home villages, indicating long-term health consequences. Workers highlighted that their wages are often insufficient to meet basic household expenses. After covering rent, food, and other necessities, very limited income remains for healthcare or emergency needs during climatic impacts. In one shared example, a worker described taking a loan after his wife suffered from heatstroke. As a result, a significant portion of his monthly income is now allocated to repaying the debt, further intensifying his financial vulnerability. This reflects a broader pattern where health emergencies contribute to cycles of indebtedness.



### Theatre Show

One participant shared that the theatre story closely reflected her own experience of displacement due to riverbank erosion, migration to Dhaka, and eventual employment in the garment sector. Following the performance, workers engaged in discussion, identifying strong similarities between the dramatized narrative and their lived realities, particularly the links between climate change, workplace health and safety, and labour rights challenges. While participants acknowledged existing safety measures, they highlighted gaps such as irregular availability of saline and inadequate hygiene supplies for female workers.

Workers also discussed efforts to strengthen collective representation, including submitting demands for environmental improvements like rooftop greenery to reduce heat stress. Participants emphasized the need for functional trade unions, noting that Participation Committees (PC) often remain symbolic and that workers sometimes face intimidation or pressure when raising workplace concerns. Workers expressed the need to establish a Trade Union, noting that in its absence, they receive fewer benefits and limited institutional support.

### Climate Change Booklet

The discussion further reflected themes presented in the “Climate Change Booklet” drama, prompting workers to share personal experiences of environmental displacement and vulnerability. Many participants identified themselves as victims of river erosion, having lost homes, land, and in some cases family stability, before migrating to Dhaka to seek employment in garment factories. Displaced workers reported facing significant challenges in accessing safe and adequate housing in urban areas. One instance was shared by a fellow participant that –a worker fainted due to extreme heat and lack of drinking water but was required to resume work immediately without leave.

An interactive classification exercise was conducted to reinforce understanding of weather and climate concepts. Participants were asked to categorize various events such as weather or climate-related phenomena. This exercise supported practical learning by enabling workers to apply theoretical concepts to real-life examples.



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# Feedback on Logistics and Evaluation



- Conduct a follow-up evaluation approximately two months after the training to assess participants' retention of knowledge.
- Review completion of booklet exercises and assess participants' understanding of the training materials during the follow-up session.
- Use informal group discussions (e.g., over tea) during follow-up visits to encourage active reflections.

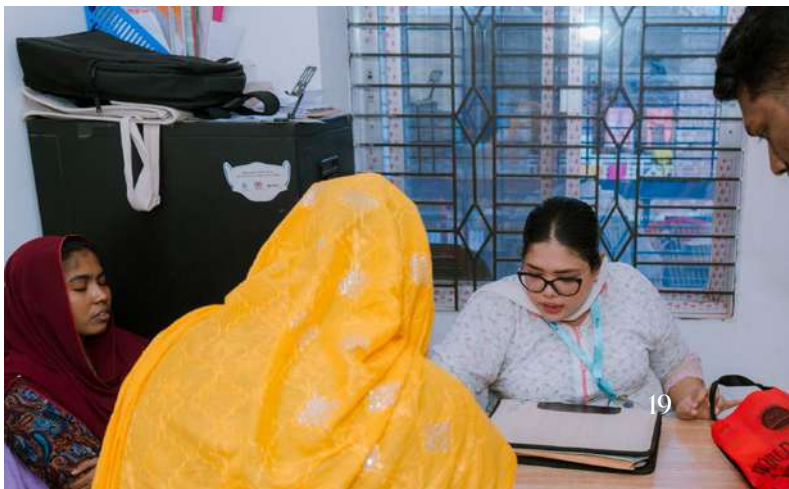


## 9 Conclusion

The training two demonstrated that garment workers possess a strong awareness of the interconnected challenges and nexus of climate change, occupational health risks, and labour rights. Workers clearly articulated practical and achievable adaptation measures, ranging from improved ventilation and cooling systems to strengthened fire safety infrastructure and gender-sensitive health services. The discussions revealed that climate change is not experienced as an abstract environmental issue but as a daily workplace reality affecting health, income stability, migration, and dignity. Strengthening worker participation

mechanisms, improving workplace infrastructure, and supporting collective representation will be essential for advancing climate-resilient and worker-centered industrial environments.

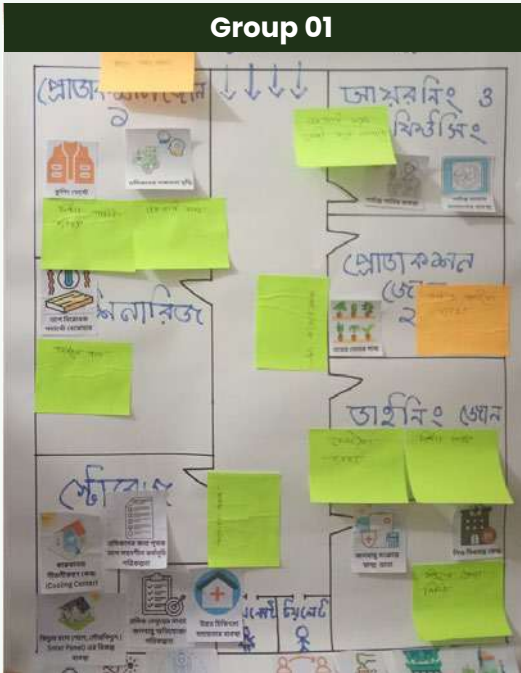
The training also highlighted the importance and success of using participatory learning approaches, including animation, theatre, artwork, and interactive exercises. These approaches provide a strong foundation for future awareness-building, dialogue with factory management, and scaling worker-led climate adaptation initiatives



# Annex: Agenda

Activity	Description	Session Coordinator	Time
<b>Welcome Remarks and Ice-breaking Session</b>	Message from Project Manager (Afsara Binte Mirza) and Introduction of Participants and Trainers	Awaj Foundation and ICCCAD Team [Rapporteur: Nishat Tasnim]	10:30 AM-10:50 AM
<b>Animation Session Part 1</b>	Animated video on climate change impacts and adaptation strategies in factory taken from lived experiences followed by discussion	Dharmachandra Tonchongya Rapporteur: Nishat Tasnim	11: 20AM-11:30 AM
<b>Animation Session Part 2</b>	Animation video on introduction to climate change followed by a discussion.	Nafia Saddaf Rapporteur: Gausia Islam Keya	11:30 AM-11:40 AM
<b>Theatre Session Part 1</b>	Theatre performance featuring the impacts and challenges faced by garment workers due to climate change.	Gayen Dohar Theatre Team Discussion Facilitator: Dharmachandra Tonchongya	11:40 AM-12:35 AM
<b>Theatre Session Part 2</b>	Second part of the performance featuring the climatic adaptation strategies the garments worker can take to have a better lifestyle. Followed by a discussion.	Gayen Dohar Theatre Team Discussion Facilitator: Dharmachandra Tonchongya Rapporteur: Gausia Islam Keya	11:40 AM-12:35 AM
<b>Artwork Session</b>	Groupwork involving the participants to create an ideal workplace for them) utilising the the provided icons.	[Discussion Facilitator: Nafia Saddaf]	12:40 AM-12:55 PM
<b>Concluding Remarks</b>	Concluding remarks followed by feedback Q&A session and distribution of motivational materials	Nafia Saddaf, Nishat Tasnim	12:55 pm-01:10pm

# Annex: Artwork Session





Contact for more information:

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Project  
Info  
Website