



**JUST TRANSITION**  
Convention Bangladesh  
**2025**

# **JUST TRANSITION CONVENTION BANGLADESH 2025**

Convention Report

**September 2025**



Bangladesh  
Labour  
Foundation

Mondiaal **FNV**



**National Alliance For  
JUST TRANSITION  
Bangladesh**



## **NATIONAL ALLIANCE FOR JUST TRANSITION BANGLADESH ( NAJTB )**



## Convention Report

# JUST TRANSITION CONVENTION BANGLADESH 2025

24-25 September 2025

The Westin, Dhaka, Bangladesh

### Editors

AKM Ashraf Uddin

Md Zubaer Alam

### Members

Yasin Arafat

Shah Sakib Sadman Pranto

### Designers

Sovon Chandra Mattbar

### Organized by

Bangladesh Labour Foundation (BLF) & Bangladesh Institute of Labour Studies (BILS)

### Supported by

Mondiaal FNV

### Publication date

November 2025

### Disclaimer

© 2025 Bangladesh Labour Foundation (BLF) and Bangladesh Institute of Labour Studies (BILS). All Rights Reserved. The designations used and the presentation of material in this publication do not imply the expression of any opinion whatsoever on the part of BLF and BILS concerning the legal status of any country, territory, or area, or of its authorities, nor concerning the delimitation of its frontiers or boundaries.

## ▣ Preface ▣

The Just Transition Convention Bangladesh 2025 marks a defining moment in our collective journey toward a fair and inclusive future of work. It brings together workers, trade unions, government representatives, employers, brands, civil society, development partners, researchers, women and youth leaders, to deliberate on how Bangladesh can navigate climate change, energy transition, and technological transitions without leaving anyone behind.

Bangladesh is simultaneously one of the most climate-vulnerable nations and a cornerstone of global supply chains. Our workers are already experiencing the double pressure of climate change and automation. Rising heat stress, floods, waterlogging, and displacement threaten their livelihoods, while digitization, artificial intelligence, and automation reshape industries at unprecedented speed. The transition is inevitable and the question is whether it will be just.

A Just Transition provides the answer. Anchored in the ILO's Guidelines for a Just Transition, aligned with ITUC's global call for climate justice, and responsive to international frameworks such as the UN Guiding Principles on Business and Human Rights and Bangladesh's Nationally Determined Contributions (NDCs), this Convention affirms that justice, equity, and rights must be at the heart of economic transformation.

This publication captures the insights, debates, and strategies shared at the Convention. It documents how global supply chain expectations intersect with national labour reforms and the lived realities of workers. It highlights that protecting livelihoods requires more than technological upgrades. It demands reskilling and upskilling, gender-responsive policies, social protection for the climate-affected, and inclusive dialogue that empowers youth and marginalized groups.

Yet, beyond frameworks and policies, this book also reflects the courage of women workers confronting displacement and digital exclusion, the determination of young people seeking skills for green jobs, and the solidarity of trade unions, civil society, and employers striving to reconcile competitiveness with dignity and fairness.

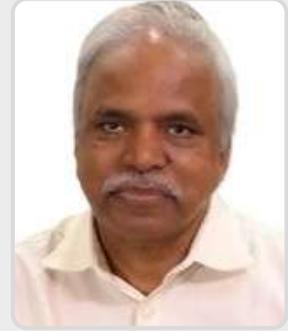
The Just Transition Convention Bangladesh 2025 is more than an events, it is a platform of hope and action. It underscores that the path to climate resilience, clean energy, and technological innovation must also be a path to shared prosperity and social justice. The voices and visions captured here are not only for today's dialogue but for shaping tomorrow's commitments.

Organizing Team

**Just Transition Convention Bangladesh 2025**

## Message

It is my honor to extend warm greetings to all participants of the Just Transition Convention Bangladesh 2025. This convention represents a historic milestone for the labour movement and for all those who believe in a fairer, more sustainable future for Bangladesh. For over two decades, the Bangladesh Institute of Labour Studies (BILS) has worked tirelessly to amplify the voices of workers, strengthen trade unions, and advocate for policies that uphold rights and dignity. Today, as Bangladesh stands at the crossroads of climate change, energy transition, and digital disruption, this mission is more critical than ever. This issue is a serious concern now. The choices we make now will determine not only the resilience of our economy but also the equity of our society for generations to come.



The Just Transition is not a technical agenda; it is a moral imperative. It calls on us to confront hard questions: Who bears the costs of climate and technological shifts? Who reaps the benefits? And how do we ensure that the burdens are not disproportionately shouldered by those who already live and work on the margins? For women workers balancing invisible care burdens, for youth navigating an uncertain labour market, and for informal workers who remain excluded from protections, the answers to these questions will shape their futures.

This convention offers a space for courage and imagination. Through research presentations, worker testimonies, and policy dialogues, we aim not only to understand the scope of the challenge but to co create pathways that are inclusive, gender-just, and anchored in the principles of decent work. The adoption of a National Workers' Call to Action will be a landmark outcome, setting forth clear demands and guiding a collective agenda that places workers at the center of climate, energy, and technological policy frameworks.

I extend heartfelt thanks to the Bangladesh Labour Foundation, Mondiaal FNV, our trade union allies, development partners, academics, and civil society organizations for joining forces in this endeavor. May this convention inspire a renewed commitment to solidarity, shared responsibility, and visionary action. Let us together shape a Bangladesh where the future of work is not just about survival in the face of disruption, but about justice, dignity, and shared prosperity. Thus, this event can push forward the demands to ensure the transition for worker's just & fair.

A handwritten signature in black ink, appearing to read 'Syed Sultan Uddin Ahmmed'. The signature is fluid and cursive.

**Syed Sultan Uddin Ahmmed**  
Executive Director  
Bangladesh Institute of Labour Studies (BILS)

## Message

It is with immense pride and conviction that I welcome you all to the Just Transition Convention Bangladesh 2025. This gathering is more than a conference; it is a defining moment for Bangladesh, where the voices of workers and communities converge with national and global visions for climate justice, energy transformation, and technological change.



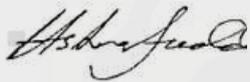
The challenges before us are vast. Climate change is reshaping the very landscapes in which our people live and work. The global shift toward green technologies is redefining industries. Automation and artificial intelligence are disrupting labour markets at unprecedented speed. For a nation like ours deeply integrated into global value chains yet acutely vulnerable to climate impacts these transformations carry both immense risks and unparalleled opportunities.

Workers stand at the heart of this paradox. From the ready-made garment sector to agriculture, fisheries, construction, leather, and transport, millions contribute daily to sustaining our economy. Yet, too often, their voices are absent from policy conversations about the future of work. The reality is clear: without deliberate planning, these transitions could exacerbate inequalities, exclude women and youth, and push informal workers deeper into precarity.

This is why the principle of a Just Transition is so vital. It is a framework rooted in fairness, social justice, and the dignity of work. It insists that progress cannot be measured by GDP growth or technological advancement alone, but by whether workers have decent jobs, access to social protection, and an equal stake in shaping the pathways ahead.

As we convene here, our shared task is to chart a future that is green, digital, and equitable. This convention provides an inclusive platform to reimagine policies, strengthen alliances, and co-create solutions where no one is left behind. I believe the Workers' Call to Action that emerges from this process will not only guide Bangladesh but also inspire regional and global dialogues on inclusive transitions.

I express my deepest appreciation to our partners Bangladesh Institute of Labour Studies, Mondiaal FNV, trade unions, civil society organizations, policymakers, academics, and above all, the workers whose resilience and determination light the path forward. Together, let us commit to building a Bangladesh where the transition to sustainability is also a transition to justice, dignity, and hope.



**A K M Ashraf Uddin**

Executive Director

Bangladesh Labour Foundation

## Acknowledgements

The organizers of the Just Transition Convention Bangladesh 2025 extend their sincere appreciation to all partners, contributors, and participants whose commitment and collaboration made this national convention a success.

This Convention was jointly organized by the Bangladesh Labour Foundation (BLF) and the Bangladesh Institute of Labour Studies (BILS), with the generous support of Mondiaal FNV and the Embassy of the Kingdom of the Netherlands for its strategic partnership, continued engagement, and policy-level encouragement in advancing the national discourse on Just Transition in Bangladesh. We send our special gratitude to Sramik Karmachari Oikya Parishad (SKOP) and IndustriALL Bangladesh Council (IBC) for their heartfelt support and leadership throughout the convention with their active engagement starting from the planning until the execution.

The organizing committee also extends its thanks to the Ministry of Labour and Employment (MoLE), the Department of Inspection for Factories and Establishments (DIFE), and other relevant ministries and government bodies for their cooperation and active participation in the Convention. Special appreciation is due to the Bangladesh Employers' Federation (BEF), Bangladesh Garment Manufacturers and Exporters Association (BGMEA), Bangladesh Knitwear Manufacturers and Exporters Association (BKMEA), Leathergoods and Footwear Manufacturers & Exporters Association of Bangladesh (LFMEAB) and numerous trade union federations and other employers' associations from the ready-made garments, leather, footwear, transport, ship breaking, agriculture, fisheries and other informal sectors for contributing valuable insights and perspectives to the dialogue.

Heartfelt gratitude is extended to all speakers, panelists, moderators, and session chairs, whose expertise and thoughtful contributions enriched the deliberations across all sessions. The organizing team also recognizes the contributions of the researchers and rapporteurs who documented discussions and synthesized key outcomes for this report.

The Convention would not have been possible without the enthusiastic participation of over 300 delegates, representing government agencies, employers' organizations, trade unions, civil society, academia, and the media. Their engagement, constructive dialogue, and shared commitment to a fair and inclusive transition were instrumental in shaping the Convention's success.

The organizers also acknowledge the dedicated efforts of the volunteers, event management team, and communication partners who worked tirelessly to ensure the smooth coordination of the two-day event and dissemination of its outcomes.

Finally, the report team expresses deep appreciation to everyone who contributed directly or indirectly to the preparation, implementation, and documentation of the Just Transition Convention Bangladesh 2025. This collective endeavour reflects the shared vision of building a just, inclusive, and sustainable future of work for all workers in Bangladesh.

▫ **Table of Contents** ▫

<b>Preface</b> .....	iii
<b>Acknowledgements</b> .....	vi
<b>Executive Summary</b> .....	10
<b>Background</b> .....	13
Purpose and Objectives .....	13
Convention Structure and Methodology .....	14
Organizers and Partners .....	15
Participation and Representation .....	15
Understanding Just Transition in the Bangladesh Context .....	17
<b>Session 1: Opening Ceremony</b> .....	20
Inaugural Declaration .....	20
Welcome Remarks .....	20
Setting the Objectives .....	21
Guest Remarks .....	21
Concluding Remarks .....	25
Summary of the Opening Ceremony .....	25
<b>Session 2: Unveiling the Evidence: How Climate Change Impacts Bangladesh’s Labour Force</b> .....	26
Session Overview .....	26
Study Dissemination .....	26
Opening Remarks by Moderator .....	27
Panel Discussion .....	27
Session Summary .....	30
<b>Session 3: Parallel Session 1-Fair Climate Fair Future: Advancing Climate Justice and Just Transition in Bangladesh</b> .....	31
Session Overview .....	31
Session Objectives .....	31
Opening Remarks by Moderator .....	31
Key-note Presentation .....	32
Panel Discussion .....	32
Remarks from Audiences .....	34
Session Summary .....	35
<b>Session 4: Parallel Session 2-Her Work, Her Voice: Advancing Gender Justice in Climate &amp; Tech Futures</b> .....	36
Session Overview .....	36
Session Objectives .....	36

## Table of Contents

Opening Remarks by the Moderator .....	36
Key-note Presentation .....	37
Panel Discussion .....	37
Session Summary .....	40
<b>Session 5: Parallel Session 3-Digitalization, Automation &amp; AI: Preparing Workers for Tomorrow</b> .....	<b>42</b>
Session Overview .....	42
Session Objectives .....	42
Opening Remarks by the Moderator .....	42
Key-note Presentation .....	43
Panel Discussion .....	43
Remarks from Audiences .....	46
Session Summary .....	46
<b>Session 6: Parallel Session 4-No One Left Behind: Climate Justice for Informal Workers</b> .....	<b>48</b>
Session Overview .....	48
Session Objectives .....	48
Opening Remarks by the Moderator .....	48
Key-note Presentation .....	48
Panel Discussion .....	49
Remarks from Audiences .....	52
Session Summary .....	52
<b>Session 7: Parallel Session 5-Bangladesh at the Crossroads: Addressing Policy Shortfalls</b> .....	<b>53</b>
Introduction.....	53
Session Objectives .....	53
Opening Remarks by the Moderator.....	53
Key-note Presentation .....	54
Panel Discussion .....	54
Session Summary .....	55

## Table of Contents

<b>Session 8: Parallel Session 6-Shaping Tomorrow: Youth and Women Leading the Transition to Justice</b> .....	<b>57</b>
Session Overview .....	57
Session Objectives .....	57
Opening Remarks by the Moderator.....	57
Key-note Presentation .....	58
Panel Discussion .....	58
Session Summary.....	61
<b>Session 9: Trade Union Plenary: Workers’ Call to Action</b> .....	<b>62</b>
Session Overview .....	62
Announcement of the Dhaka Declaration 2025.....	62
Reflections by Trade Union Leaders .....	64
Perspectives from Development Partners and Experts.....	64
Contributions from Worker Representatives.....	64
Collective Reflections from Trade Union Leaders .....	65
Closing Remarks .....	66
<b>Session 10: Closing Ceremony</b> .....	<b>67</b>
Inaugural Declaration .....	67
Remarks from Distinguished Speakers .....	67
Remarks of Chief Guest .....	69
Closing Remarks .....	70
<b>Summary of Major Findings and Insights</b> .....	<b>71</b>
Common Challenges Identified Across Sessions .....	71
Sectoral and Policy Implications .....	72
Conclusion .....	73
<b>Annexure 1: Panelists of the Convention</b> .....	<b>75</b>
<b>Annexure 2: Call of Action</b> .....	<b>85</b>
<b>Annexure 3: Gallery</b> .....	<b>93</b>

## Executive Summary

The Just Transition Convention Bangladesh 2025 was held on 24-25 September 2025 at Dhaka, jointly organized by Bangladesh Labour Foundation (BLF), Bangladesh Institute of Labour Studies (BILS) with the support of Mondiaal FNV, and the Embassy of the Kingdom of the Netherlands. The Sromik Karmachari Oikko Parishad (SKOP) and the IndustriALL Bangladesh Council (IBC) was the integral part of the convention from planning to execution. The Convention served as a national platform for advancing dialogue on the integration of climate justice, labour rights, and technological transformation within Bangladesh's sustainable development agenda.

The Convention brought together over 500 participants representing government agencies, employers' organizations, trade unions, development partners, civil society, academia, researchers, media and over 65 panelists. Across ten sessions comprising an Opening Ceremony, a study dissemination event, six thematic parallel sessions, a trade union plenary, and a Closing Ceremony, the Convention examined the multifaceted dimensions of a Just Transition and its implications for Bangladesh's economy, labour market, and policy landscape.

The Opening Ceremony underscored that a Just Transition must be inclusive, equitable, and grounded in social justice. Key speakers, including representatives from the Ministry of Labour and Employment, the ILO, and the Embassy of the Kingdom of the Netherlands, emphasized that development must align economic growth with environmental sustainability and human rights. The ceremony highlighted the necessity of tripartite collaboration among the government, employers, and workers to ensure that the benefits of climate and technological transitions are shared fairly across society.

The session on Study Dissemination presented empirical findings from research conducted by the Bangladesh Labour Foundation on the impacts of climate change on Bangladesh's labour force, particularly within the ready-made garment, leather, and footwear sectors. The study revealed that rising temperatures, heat stress, poor ventilation, and chemical exposure are significantly affecting worker health, productivity, and livelihoods. The findings called for a comprehensive national Just Transition roadmap anchored in social protection, skills development, and decent work.

The six thematic parallel sessions explored critical areas shaping the Just Transition discourse:

- Climate Justice and Labour Equity emphasized policy coherence between climate and labour agendas, ensuring that environmental actions uphold workers' rights and social equity.
- Gender Justice in Climate and Technological Transitions addressed persistent inequalities in women's access to work, leadership, and social protection, advocating for gender-responsive policy frameworks.
- Digitalization, Automation, and Artificial Intelligence assessed the implications of technological transformation for employment, highlighting the need for reskilling, inclusion, and policy preparedness.

- Climate Justice for Informal Workers focused on the vulnerabilities of the 85 percent of workers employed in the informal economy, stressing their recognition and protection within climate and labour policies.
- Policy Shortfalls and Institutional Gaps identified weak coordination, fragmented mandates, and inadequate data systems as major constraints to implementing a Just Transition.
- Youth and Women in Transition Leadership emphasized intergenerational inclusion, leadership development, and the integration of youth and women's perspectives into national and global policymaking.

A key highlight of the Convention was the Trade Union Plenary: Workers' Call to Action, during which the Dhaka Declaration 2025 on Climate and Technological Transition was formally announced. The Declaration outlined twelve strategic proposals, including the formulation of a National Just Transition Policy, establishment of a National Platform for Monitoring Just Transition, creation of a National Just Transition Fund, and integration of trade unions in the formulation and implementation of national policies. The Declaration reaffirmed that the transition towards a green and digital economy must prioritize workers' rights, decent work, and social dialogue. Its core pillars were defined around policy coherence, financing mechanisms, inclusive participation, and governance accountability; establishing a holistic roadmap for advancing fair and equitable transitions in Bangladesh.

The Closing Ceremony concluded the Convention with the formal announcement of the National Alliance for Just Transition in Bangladesh (NAJTB), a collaborative platform designed to operationalize the outcomes of the Dhaka Declaration through coordinated policy advocacy, capacity development, and regional engagement.

### Key Takeaways and Policy Outcomes

The Convention reaffirmed that Just Transition is not only a climate or technological agenda but a social justice imperative. The Convention highlighted the urgent need for an integrated national approach to link climate action, energy transformation, and technological change with labour and development policies. Across all sessions, participants identified several cross-cutting challenges:

- **Policy fragmentation:** Lack of a unified national framework for Just Transition
- **Weak worker participation:** Trade unions and vulnerable workers are largely excluded from transition planning.
- **Insufficient social protection:** Most informal workers lack safety nets amid climate and automation risks.
- **Gender and youth gaps:** Persistent barriers limit women's and young workers' access to skills and leadership.
- **Skills gaps:** Training systems lag behind rapid technological shifts in key industries.
- **Climate-related health and productivity risks:** Heat stress, poor ventilation, and extreme weather threaten workers, especially in coastal and industrial zones.

## Sectoral Implications

- **RMG:** Needs investment in energy efficiency, green compliance, automation-ready skills, and improved worker safety.
- **Leather & Footwear:** Cleaner production, chemical safety, waste management, and worker rights remain key concerns.
- **Agriculture & Fisheries:** Require climate adaptation, water management, livelihood diversification, and accessible insurance.
- **Informal Economy & Construction:** Urgent need for formalization, safety enforcement, and targeted social protection for heat-exposed workers.

## Policy Priorities

- National Just Transition Policy integrating climate, labour, and digital agendas.
- National Just Transition Fund for social protection, skills, and green innovation.
- Tripartite monitoring platform for accountability and representation.
- Mainstreaming Just Transition into NDCs, labour policies, and industrial strategies.
- Gender-responsive and youth-inclusive frameworks for skills and leadership.

Bangladesh's shift toward a green and digital economy must center fairness, inclusion, and social dialogue. Coordinated policies and strong worker participation are essential to avoid deepening inequalities and to build a resilient, competitive economy.

## Background

Bangladesh stands at a pivotal moment of transformation shaped by two global megatrends climate change and technological advancement. As one of the most climate-vulnerable countries in the world, Bangladesh faces recurrent floods, cyclones, heat stress, and salinity intrusion that threaten lives, livelihoods, and productivity. Simultaneously, digitalization, automation, and artificial intelligence are redefining the nature of work, production processes, and employment structures across industries.

Key employment-generating sectors such as ready-made garments (RMG), leather, footwear, agriculture, construction, transport, and fisheries are increasingly affected by these transitions. While the shift towards greener and smarter economies offers new opportunities for innovation and competitiveness, it also brings risks of job displacement, skill mismatches, and the marginalization of workers, particularly women, youth, and those in informal employment.

Against this backdrop, the concept of a Just Transition has emerged as an essential framework to harmonize climate action with social justice. Rooted in principles of fairness, inclusion, and decent work, Just Transition ensures that economic and environmental progress do not come at the expense of workers' rights and livelihoods.

However, in Bangladesh, the Just Transition narrative remains at an early stage. Trade unions, workers' organizations, and civil society actors the very stakeholders most affected by these shifts have had limited engagement in policy dialogues on climate, energy, and technology transitions. This gap underscores the need for a national platform that positions workers at the center of the transition discourse and policy planning processes.

The Just Transition Convention Bangladesh 2025 (JTCB 2025) was conceived to address this need. Co-organized by the Bangladesh Labour Foundation (BLF) and the Bangladesh Institute of Labour Studies (BILS), with support from Mondiaal FNV, the International Labour Organization (ILO), and other partners, the convention sought to establish a structured, inclusive dialogue for shaping a worker-centered, equitable, and sustainable future of work in Bangladesh.

## Purpose and Objectives

The overarching purpose of the Just Transition Convention Bangladesh 2025 was to initiate a structured, multi-stakeholder dialogue on ensuring that Bangladesh's green and digital transformations are socially just, gender-inclusive, and grounded in the principles of decent work.

### Specific Objectives

- Raise awareness among policymakers, employers, and workers on how climate and technological shifts are reshaping the world of work.
- Amplify workers' voices, particularly those of women, youth, and informal workers from climate-affected and technology-disrupted sectors.

- Disseminate research evidence on the socio-economic and occupational impacts of climate change and automation on key industries such as RMG, leather, footwear, fisheries, and agriculture.
- Facilitate dialogue among trade unions, employers, civil society, and development partners to foster policy coherence and tripartite collaboration.
- Identify policy gaps and propose actionable recommendations for a nationally coordinated Just Transition framework.
- Adopt a national Workers' Call to Action, articulating collective demands and policy priorities for a fair, inclusive, and sustainable transition.

### Convention Structure and Methodology

The Convention was designed as a two-day national dialogue bringing together over 500 representatives from government institutions, employers' organizations, trade unions, civil society, academia, development agencies, and the media. The program combined plenary discussions, thematic breakout sessions, and evidence-based presentations to ensure diverse participation and informed deliberation.

#### Format

- Opening Ceremony: Setting the vision and objectives of the convention, with keynote remarks from government, international partners, and worker representatives.
- Study Dissemination Session: Presentation of empirical research findings on climate change impacts on Bangladesh's labour force, followed by expert panel discussions.
- Parallel Thematic Sessions: Six sessions addressing interlinked themes climate justice, gender inclusion, digitalization, informal workers, policy coordination, and youth leadership.
- Trade Union Plenary: Launch of the Dhaka Declaration 2025, consolidating workers' demands and outlining a national Just Transition roadmap.
- Closing Ceremony: Synthesis of outcomes and announcement of the National Alliance for Just Transition in Bangladesh (NAJTB).

### Approach

- Participatory Dialogue: Ensured multi-stakeholder engagement through open discussions, question rounds, and feedback integration.
- Evidence-Based Deliberation: Grounded in recent research conducted by BLF and BILS, complemented by lived experiences of workers from key sectors.
- Inclusivity and Representation: Equal participation was ensured from women, youth, and informal sector representatives, alongside national policymakers and international partners.
- Outcome-Oriented Design: Each session contributed directly to the development of policy recommendations, culminating in the Dhaka Declaration and formation of the NAJT.

## Organizers and Partners

The Just Transition Convention Bangladesh 2025 was co-organized by Bangladesh Labour Foundation (BLF) and Bangladesh Institute of Labour Studies (BILS) two leading labour organizations committed to promoting workers' rights, social dialogue, and decent work in Bangladesh.

The convention was supported by Mondiaal FNV, longstanding partners in advancing social justice and inclusive labour governance. Additional strategic support and participation came from the Embassy of the Kingdom of the Netherlands, the Bangladesh Employers' Federation (BEF), Sramik Karmachari Oikya Parishad (SKOP), IndustriALL Bangladesh Council (IBC) and various sectoral associations, trade unions, and academic institutions.

Together, these partners provided the institutional, technical, and advocacy backbone necessary for convening a national dialogue of this scale and significance.

## Participation and Representation

The *Just Transition Convention Bangladesh 2025* convened a broad spectrum of participants, representing the tripartite structure of Bangladesh's labour ecosystem government, employers, and workers alongside civil society, academia, and international partners. More than 500 participants attended the two-day convention, both in person and virtually, reflecting the national significance and inclusivity of the initiative.

### *Composition of Participants*

- **Government Representatives:** Senior officials from the Ministry of Labour and Employment (MoLE), Ministry of Environment, Forest and Climate Change, Department of Inspection for Factories and Establishments (DIFE), Ministry of Social Welfare, Department of Environment, and other relevant agencies.
- **Employers' Organizations:** Bangladesh Employers' Federation (BEF), Bangladesh Garment Manufacturers and Exporters Association (BGMEA), Leathergoods and Footwear Manufacturers and Exporters Association of Bangladesh (LFMEAB), and Bangladesh Knitwear Manufacturers and Exporters Association (BKMEA).
- **Workers' and Trade Union Leaders:** Representatives from the Sramik Karmachari Oikya Parishad (SKOP), IndustriALL Bangladesh Council (IBC), and other federations covering RMG, leather, tannery, fisheries, agriculture, home based workers, ship breaking and other informal sectors.
- **Development Partners and International Agencies:** International Labour Organization (ILO), Mondiaal FNV, GIZ, the European Union Delegation to Bangladesh, the Embassy of the Kingdom of the Netherlands, Ethical Trading Initiative, Fairwear Foundation
- **Civil Society and Academia:** Participation from organizations such as Awaj Foundaiton, Karmajibi Nari, Solidarity Centre, ActionAid, Oxfam, BRAC, Manusher Jonno Foundation (MJF), LightCastle Partners, CARE Bangladesh, Solidaridad, and universities including Dhaka University, Jahangirnagar University, and Jagannath University and others.

- **Media and Communication Partners:** National media outlets, journalists, and communication professionals covering labour, environment, and development issues.

### **Inclusivity and Representation**

The Convention ensured diversity and inclusion across all discussions and thematic areas:

- **Gender Balance:** Over 40% of total participants were women, including workers, policymakers, and civil society leaders.
- **Youth Engagement:** Active involvement of young trade unionists, student researchers, and youth-led organizations in both plenary and breakout sessions.
- **Informal Sector Inclusion:** Workers from domestic work, fisheries, construction, and agriculture shared testimonies and lived experiences, ensuring that the discourse remained grounded in real-world realities.
- **Regional Representation:** Participants from across Bangladesh's divisions including coastal, northern, and industrial regions contributed sector-specific perspectives on climate and technological challenges.

This broad-based participation reflected the Convention's core principle: that an effective Just Transition must be built upon social dialogue, inclusivity, and equitable representation of all stakeholders, particularly those most affected by the ongoing transformations.

## Understanding Just Transition in the Bangladesh Context

The concept of Just Transition has gained increasing prominence in global policy frameworks as countries strive to balance economic growth with climate resilience, environmental integrity, and social justice. Originating from the labour movement, it emphasizes that transitions toward low-carbon and digital economies must protect workers' rights, ensure decent work, and promote equity.

For Bangladesh, a country simultaneously experiencing climate vulnerability and rapid industrialization, the idea of Just Transition is both urgent and transformative. With approximately 85% of its labour force employed in the informal economy, millions of workers remain outside the scope of formal labour protection, social security, and skills development systems. As global value chains demand greener and more automated production, these workers face heightened risks of exclusion, unemployment, and exploitation.

A Just Transition in Bangladesh therefore encompasses several interrelated dimensions:

### a. Climate and Environmental Justice

Bangladesh's economic and social fabric is deeply intertwined with climate impacts. Rising sea levels, salinity intrusion, and extreme heat threaten agriculture, fisheries, and industrial production. Climate justice within the Just Transition framework ensures that those least responsible for emissions workers, farmers, and small producers are not left to bear the heaviest burdens of environmental change.

### b. Technological Transformation

Automation, digitalization, and artificial intelligence are reshaping the nature of work. While these technologies can enhance productivity, they also risk displacing low-skilled workers and widening inequality. For Bangladesh, managing technological disruption through reskilling, digital literacy, and decent work safeguards is essential to ensure that innovation remains inclusive.

### c. Gender and Social Equity

Women constitute a significant portion of Bangladesh's labour force, particularly in sectors such as Ready made garments, footwear, agriculture, and domestic work. Yet, they face systemic barriers including wage disparity, limited mobility, and exclusion from leadership roles. A gender-responsive Just Transition recognizes women as agents of change, ensuring their access to resources, training, and decision-making spaces.

### d. Informality and Social Protection

The predominance of informal employment highlights the need to embed social protection and labour rights at the heart of transition policies. Formal recognition of informal workers, universal access to social protection, and expansion of occupational health and safety standards are critical to achieving equitable transformation.

### **e. Policy Integration and Governance**

While the inclusion of Just Transition in Bangladesh's Nationally Determined Contribution (NDC) 3.0 and national climate documents is a milestone, implementation remains fragmented. Stronger inter-ministerial coordination linking labour, environment, industry, finance, and gender ministries is required to translate policy commitments into actionable frameworks.

In Bangladesh, the Just Transition agenda represents both a developmental necessity and a moral imperative. It provides a pathway for reconciling economic modernization with human rights and environmental stewardship. As the Convention demonstrated, the success of this transition depends on inclusive policymaking, sustained social dialogue, and the collective will of government, employers, workers, and international partners to ensure that no worker is left behind in the journey toward a sustainable and fair future.



**JUST TRANSITION**  
Convention Bangladesh  
**2025**

# FIRST DAY

September 24 | Wednesday | 2025

---



Bangladesh  
Labour  
Foundation

Mondiaal **FNV**

# 1 Opening Ceremony

## SESSION

### Inaugural Declaration

The Just Transition Convention Bangladesh 2025 commenced on 24 September 2025 at The Westin Dhaka, marking a milestone moment in the country's ongoing journey towards a fair and sustainable future of work. The session began at 9:40 AM, jointly anchored by Shah Sakib Sadman Pranto and Eiffah Assarirah, who warmly welcomed the distinguished guests, dignitaries, and participants attending both in person and virtually.



**"I declare the Just Transition Convention Bangladesh 2025 open"**

The ceremony was presided over by Mr. Mezbah Uddin Ahmed, Advisor of the Bangladesh Institute of Labour Studies (BILS). He opened the session by inviting all attendees to rise for the National Anthem of Bangladesh, following which he delivered a brief address, formally declaring the convention open.

### Welcome Remarks



**"We want transition, no doubt, but the transition must be just"**

Mr. Nazrul Islam Khan, Secretary General of BILS, delivered the welcome address on behalf of the organizers. He emphasized that transition is inevitable, but it must be just, fair, and inclusive, ensuring that the benefits of development are shared among all workers, entrepreneurs, and the state. He noted that workers are at the heart of this transformation, and the process must guarantee equity and social justice.

Mr. Khan highlighted the importance of tripartite cooperation among the government, employers, and workers, supported by international partners such as the ILO and Mondiaal FNV. He urged all participants to work collectively so that the fruits of change reach everyone, concluding with appreciation for the efforts of BILS, Bangladesh Labour Foundation (BLF), and other partners in organizing the event.

## Setting the Objectives

Mr. A K M Ashraf Uddin, Executive director of BLF, outlined the objectives of the convention, explaining that climate change and technological automation are reshaping Bangladesh's labour market. He stressed the need for an inclusive transition that protects vulnerable workers, especially those in informal sectors such as fisheries, shipbreaking, and agriculture. The convention, he said, aims to:

- Examine the impacts of climate and technological changes on the labour force;
- Share research findings and lived experiences of workers;
- Facilitate inclusive social dialogue; and
- Develop a National Call to Action ensuring workers' voices are heard in policy-making.



**“By ensuring a Just Transition, our journey towards a green economy will truly be inclusive”**

## Guest Remarks

### Dr. Md. Sanwar Jahan Bhuiyan

Secretary, Ministry of Labour and Employment

Dr. Bhuiyan stressed that human resources are Bangladesh's greatest strength, and the country's demographic dividend must be harnessed through investment in skills and decent work. He warned against outdated training and false certification, describing them as “crimes against development.”



**“Development is a holistic mindset, intrinsically linked to human rights and justice”**

He reiterated that development must integrate human rights, environmental balance, and social justice, not just infrastructure expansion. He affirmed that the government stands ready to work with employers, trade unions, and civil society to ensure that the transition is fair, equitable, and sustainable.

### Mr. Joris van Bommel

Ambassador of the Kingdom of the Netherlands to Bangladesh

Ambassador van Bommel began his remarks in Bangla, reflecting the warmth of Netherlands-Bangladesh friendship. He drew parallels between the two countries shared climate vulnerabilities, especially rising sea levels. He highlighted the Netherlands' commitment to supporting inclusive, sustainable, and private-sector-led growth, with continued cooperation in sectors such as the ready-made garments and agriculture.

He emphasized that true progress lies in social dialogue, which must include diverse perspectives and mutual respect, ensuring that sustainability and inclusivity remain at the core of development cooperation.



**“By ensuring a Just Transition, our journey towards a green economy will truly be inclusive”**

### Mr. Max Tunon

Country Director, ILO Bangladesh

Mr. Tunon commended Bangladesh's progress in poverty reduction and access to education, but cautioned that inequalities remain stark. He noted that 71% of the global workforce remains outside formal employment, and Bangladesh's 24% gender participation gap underscores the urgency for reform.



**“Climate change is not just an environmental agenda, also a social agenda”**

He emphasized that Just Transition is both an environmental and social justice agenda, pointing out that the ILO's new Just Transition Academy and Bangladesh's NDC 3.0 now include a dedicated chapter on the issue. He urged Bangladesh to move from vision to implementation, ensuring that climate action translates into decent work and economic resilience.

## Mr. Syed Sultan Uddin Ahmmed

Executive Director, BILS

Mr. Syed Sultan Uddin Ahmmed extended his gratitude to the international and national partners, especially Mr. Ruben Korevaar, for their longstanding support. He noted that the convention is not just an event but a call to action, offering an opportunity to build networking and regional collaboration including workers from fisheries in Barisal and shipbreaking in Chattogram. He emphasized that this collective platform would help shape a national movement for Just Transition.



**“Convention is not just an event but a call to action, offering an opportunity to build networking and regional collaboration including workers”**

## Mr. Ruben Korevaar

Policy Advisor, Mondiaal FNV



**“A comprehensive policy must cover the entire lifecycle of textile products, not just production. This shift is also an opportunity to create new jobs”**

Mr. Korevaar recalled his first visit to Bangladesh during the 1998 floods, noting how climate disasters continue to affect livelihoods. Citing global reports, he warned that rising heat stress reduces productivity by up to 3% per degree increase, posing serious risks to workers’ health and safety. He emphasized that while climate action presents challenges, it also offers new opportunities for decent job creation. Highlighting the “polluter pays” principle and Bangladesh’s global recognition for having the highest number of green factories, he called for collective action among employers, workers, and policymakers.

Mr. Korevaar reaffirmed Mondiaal FNV’s commitment to supporting Bangladesh’s journey towards a just and sustainable transition.

### Mr. Tahmid Ahmed

Vice President, Bangladesh Employers' Federation (BEF)

Mr. Ahmed highlighted that the global economy is undergoing rapid transformation driven by automation, digitalization, and artificial intelligence. Key sectors like garments, leather, and fisheries are at risk, particularly for women and youth workers.

He identified three key priorities for a successful transition:

- Building a resilient and future-ready workforce,
- Strengthening social dialogue mechanisms, and
- Ensuring equity and inclusion in all transition policies.



**“Dialogue and decent work are essential for workers’ rights. Open discussion, and social dialogue create the foundation for fair and inclusive workplaces”**

### Mr. Abdul Kader Howlader

Joint Coordinator, Sramik Karmachari Oikya Parishad (SKOP)



**“Workers are the backbone of production, unless their lives turn green, no factory can ever be truly green”**

Representing SKOP, Mr. Howlader underscored Bangladesh’s vulnerability to climate change particularly from floods, salinity, and river erosion. He stressed that no transition can be just without workers’ inclusion, and trade unions must play a central role in greening industries such as shipbreaking and shrimp processing. He cautioned that “green buildings alone do not make a green economy” and urged for social justice, fair wages, and decent working conditions. He concluded with a call for solidarity: “Workers of the world, unite.”

## Concluding Remarks

In his closing remarks, Mr. Mezbah Uddin Ahmed, Chair of the session, thanked all speakers, guests, and participants. He described the Just Transition Convention Bangladesh 2025 as a historic and first-of-its-kind initiative in the country, emphasizing that the establishment of the Just Transition Platform marks a significant step towards integrating climate action with decent work.

He called for continued collaboration among government, employers, workers, and development partners, and formally declared the Opening Ceremony closed with best wishes for productive sessions ahead.



**“Continued collaboration among government, employers, workers, and development partners are needed for just transition”**

## Summary of the Opening Ceremony

The Opening Ceremony of the Just Transition Convention Bangladesh 2025, held on 24-25 September at The Westin Dhaka, marked a milestone in Bangladesh’s pursuit of a fair and sustainable future of work. Presided over by Mr. Mezbah Uddin Ahmed, the event brought together government officials, trade union leaders, employers, and international partners, including the ILO, Mondiaal FNV, and the Embassy of the Netherlands. Anchored by Shah Sakib Sadman Pranto and Eiffah Assarirah, the session featured inaugural addresses, welcome remarks, and keynote speeches emphasizing that workers must remain at the heart of climate and technological transitions.

Distinguished speakers, including Dr. Md. Sanwar Jahan Bhuiyan, Mr. Max Tunon, and Ambassador Joris van Bommel, stressed that true development must integrate climate action, human rights, and decent work. The ceremony highlighted the urgency of tripartite cooperation, social dialogue, and gender-inclusive policies, while emphasizing practical measures such as skills development, resilient livelihoods, and worker protections. International partners underscored Bangladesh’s climate vulnerabilities and the global responsibility for equitable transitions.

The Opening Ceremony concluded with a call for collective action, formalizing the establishment of the Just Transition Platform to ensure that climate action is closely aligned with decent work and inclusive development. Unity, dialogue, and collaboration were underscored as essential drivers of a just and inclusive green transition.

# 2

## Unveiling the Evidence: How Climate Change Impacts Bangladesh's Labour Force

SESSION

### Session Overview

The session titled “Unveiling the Evidence: How Climate Change Impacts Bangladesh’s Labour Force” presented the findings of an in-depth study conducted by the Bangladesh Labour Foundation (BLF) on the intersection of climate vulnerability, labour rights, and workplace safety in the RMG, Leather, Leather Goods, and Footwear sectors. The session underscored that Bangladesh’s industrial growth while vital to national development remains deeply entangled with environmental degradation, heat stress, pollution, and worker precarity. It aimed to bridge the gap between research and policy, highlighting how evidence-based interventions can guide an inclusive and fair Just Transition framework for workers most affected by climate and technological shifts.

### Study Dissemination

#### Md. Shakhaoat Hossain

Associate Professor & Head of ACH Unit, Department of Public Health and Informatics, Jahangirnagar University

Dr. Hossain opened the session by introducing the study’s objectives to understand how climate change directly and indirectly affects Bangladesh’s labour force, particularly those in climate-exposed industries. He explained that the research sought to fill a crucial data gap in national climate and labour discourses, as no prior study had holistically assessed the climatelabour nexus.



Key findings revealed that extreme heat, poor ventilation, waterlogging, and chemical exposure are increasingly compromising worker health and productivity, particularly in the leather and tannery sectors. Many workers face two to three sickness episodes per day during heat waves. Limited social protection, automation-driven job insecurity, and a lack of gender-sensitive policies compound these challenges. He also highlighted the disproportionate impact on women who face reproductive and

menstrual health complications exacerbated by rising temperatures and poor workplace hygiene. The study found that 90% of respondents lacked access to proper personal protective equipment (PPE), and fewer than 15% received any health or safety training.

Dr. Hossain concluded that Bangladesh needs a comprehensive, multi-sectoral Just Transition roadmap anchored in social protection, reskilling, and fair wages to prevent climate-induced inequality from widening further.

### Opening Remarks by Moderator

#### Mir Mohammad Ali

Assistant Professor

Department of Aquaculture, Faculty of Fisheries and Marine Science  
Sher-e-Bangla Agricultural University

The moderator opened the session by framing climate change as an immediate and growing threat to workers in Bangladesh's RMG, Leather, Leather Goods, and Footwear sectors. Referring to the study findings, the moderator highlighted how industrial growth, while economically important, has intensified environmental degradation, heat stress, pollution, and worker vulnerability.



The remarks underscored that climate impacts are already affecting workplace safety, health, and job security, particularly for low-income workers. Welcoming the diverse panel of trade unions, employers, government, and development partners, the moderator called for collaborative, evidence-based solutions to integrate climate resilience with labour rights and sustainable industrial development.

### Panel Discussion

#### Razekuzzaman Ratan

Sramik Karmachari Oikya Parishad (SKOP)

Representing the workers' voice, Razekuzzaman Ratan stated that workers bear the brunt of climate change despite contributing least to its causes. He described the "hidden costs" of climate change lost physical strength, dehydration, heatstroke, and declining productivity that remain unaccounted for in economic planning.



He drew attention to rural-urban migration, with about 1,700 people arriving in Dhaka daily due to river erosion and salinity. "Any work is better than no work," he noted, stressing that this desperation fuels unsafe, exploitative labour markets.

Ratan called for climate compensation, comprehensive health protections, and wage systems that ensure a dignified life rather than mere survival. He urged the establishment of a national Just Transition Monitoring Platform that includes trade unions, employers, experts, and government actors to ensure collective accountability.

### Michael Klode

Project Manager, GIZ Bangladesh



Klode emphasized that Just Transition must extend beyond conference sit requires institutional accountability, robust data, and empowered worker representation. He traced the origins of the Just Transition concept from 1950s America to its integration in the 2015 Paris Agreement, explaining that the principle ensures workers are not sacrificed during decarbonization.

He acknowledged gaps in awareness and weak enforcement mechanisms in Bangladesh and

reiterated GIZ's commitment to supporting the government in developing capacity-building frameworks, monitoring systems, and actionable plans. "We need clear objectives, active social dialogue, and the courage to implement," he stated.

### Kutubuddin Ahmed

President, IndustriALL Bangladesh Council (IBC)

Mr. Ahmed underscored that while industrialized nations are historically responsible for carbon emissions, countries like Bangladesh and its workers bear the consequences. He linked rising inflation and exchange rate fluctuations to workers' declining real income, pushing families deeper into hardship.

He identified four pillars for a fair transition:

1. Strong government support
2. Adequate financing and investment
3. Training and alternative employment opportunities
4. Diversified economic models for resilience

He also criticized weak environmental enforcement in the tannery sector, particularly the inefficacy of Effluent Treatment Plants (ETP), and called for joint action by trade unions, civil society, and government to strengthen accountability mechanisms.



### Md. Mirza Asadul Kibriya

Assistant Director, Department of Environment



Kibriya illustrated the human face of climate displacement through the story of Nader Ali, a tea vendor who migrated from the coastal south after losing his livelihood during Cyclone Sidr. He emphasized the need for micro-level data on worker displacement, heat exposure, and automation risks. He recommended stronger databases, multi-sectoral research, and collaboration between the Department of Environment, academia, and trade unions. "Without data, we cannot access climate

finance or design realistic policies," he concluded.

### **Vidya Amrit Khan**

Vice President, Bangladesh Garment Manufacturers and Exporters Association (BGMEA)

Ms. Khan stressed that Just Transition must extend beyond policy rhetoric to include employer responsibility and supply chain accountability. She noted that while LEED-certified and circular economy factories are expanding, informal sectors remain neglected.

She advocated for skill-building, energy efficiency, and workplace cooling interventions as immediate priorities. “Climate action cannot only mean green buildings it must mean green livelihoods,” she stated, urging brand and government co-investment in worker training and social protection.



### **Syed Nasim Manzur**

President, Leathergoods and Footwear Manufacturers & Exporters Association of Bangladesh (LFMEAB)



Mr. Manzur criticized the relocation of tanneries from Hazaribagh to Savar as a failed example of transition one that destroyed livelihoods without improving environmental outcomes. He called for stronger union representation, enforcement of environmental laws, and the establishment of a Global Transformation Fund to help industries adopt green technologies.

### **Dr. Khondaker Golam Moazzem**

Research Director, Center for Policy Dialogue

Dr. Moazzem proposed that Bangladesh distinguish between climate-related, environment-related, and technology-related transitions in policy formulation. Each, he argued, demands separate compliance mechanisms, institutional actors, and funding strategies. He called for engagement across ministries including Commerce, Labour, Health, Industry, Finance, and Women & Children Affairs and for brand accountability through mandatory reporting.



## Arif Ahmed Khan

Additional Inspector General (Joint Secretary), Department of Inspection for Factories and Establishments (DIFE)

Khan emphasized the government's role in enforcing labour laws, expanding social protection, and promoting green factory standards. He recommended enhanced weather forecasting, data-driven monitoring, and international alignment of labour standards to build climate resilience within Bangladesh's industrial ecosystem.



## Session Summary

The session revealed strong evidence that climate change is reshaping Bangladesh's labour force, especially in RMG, leather, and footwear sectors. Rising temperatures, poor ventilation, and chemical exposure are harming worker health and productivity, highlighting the urgent need to link climate resilience with labour rights.

Climate change's direct and indirect impacts, heat stress, illness, job insecurity, and weak social protection, disproportionately affect women, underscoring the need for gender-sensitive Just Transition strategies. Equity and justice were central themes: workers who contribute least to emissions bear the greatest burden. Migration from climate-affected areas fuels unsafe informal jobs, prompting calls for fair wages, compensation, and stronger protections.

Speakers urged institutional reform, better data, and coordinated government action, including a proposed National Just Transition Monitoring Platform. Employers and brands were called to prioritize "green livelihoods" over "green buildings," investing in training, safety, and pollution control.

Addressing data and financing gaps was seen as key to progress. Overall, the session emphasized that climate change is also a labour justice crisis, demanding integrated policies, gender equity, and collective accountability for a truly Just Transition.

# 3 SESSION

## Parallel Session 1-Fair Climate Fair Future: Advancing Climate Justice and Just Transition in Bangladesh

### Session Overview

Bangladesh is one of the most climate vulnerable nations in the world, facing rising sea levels, cyclones, floods, and salinity intrusion. These impacts disproportionately affect marginalized communities, threatening livelihoods, displacing populations, and widening inequalities. Climate justice emphasizes equity, fairness, and the protection of vulnerable groups in climate action. A just transition ensures that as Bangladesh moves towards low-carbon and climate-resilient development, workers, local communities, and vulnerable populations are not left behind. This theme puts Bangladesh at the heart of the global dialogue: how do we balance economic growth, sustainability, and social justice to secure a fairer future?

### Session Objectives

- To highlight climate vulnerabilities that directly affect workers and their livelihoods.
- To define climate justice within Bangladesh with emphasis on worker rights and social equity.
- To introduce the concept of a just transition that balances climate ambition with employment security.
- To showcase labour-focused examples of resilience, adaptation, and innovation.
- To promote policy alignment where labour and climate agendas reinforce one another.

### Opening Remarks by Moderator

#### Naimul Ahsan Jewel

Member Secretary, National Coordination Committee for Workers' Education (NCCWE)

This session brought together representatives from key sectors including RMG, fisheries, agriculture, and household work to explore how a Just Transition (JT) can be achieved in Bangladesh. Participants shared national and international perspectives on shaping a transition that centers workers, climate justice, and inclusive policy.



## Key-note Presentation

### Abul Kalam Azad

Project Coordinator, ActionAid

Abul Kalam Azad highlighted that while Just Transition is a growing topic in Bangladesh, the country lacks a clear national framework. He emphasized that transitions, shaped by historical inequalities and climate change, must center workers who are most at risk. Drawing from international labour movements, he called for early investment to ensure clean air, food security, decent work, and public health. He stressed core

Just Transition principles like climate justice and intergenerational equity, and noted key indicators such as energy sovereignty and agricultural resilience. He pointed to major gaps, including policy incoherence and worker exclusion, and called for legal reform, cross-sector collaboration, and strong trade union involvement.



## Panel Discussion

### Taslina Akhter

President, Bangladesh Garment Sramik Samhati (BGSS)

Taslina Akhter focused on how climate impacts, such as extreme heat and river erosion, are affecting workers' health and productivity, particularly in industrial zones. She pointed to increased absenteeism, child disability, and social vulnerabilities as urgent concerns.



LRC has submitted detailed policy recommendations to promote green industrial environments and improve workers' adaptive capacity. She called for funding, inter-agency coordination, and a climate policy that prioritizes decent work.

### Dr. Mohammad Emran Hasan

Head of Climate Justice, Oxfam Bangladesh



Dr. Mohammad Emran Hasan described Just Transition as a “castle” that excludes climate-displaced people, highlighting the need for recognition-based justice. He explained the “triple burden” of historical emissions, present livelihood loss, and lack of procedural justice. He stressed the importance of ensuring that renewable energy transitions include protections for displaced and vulnerable workers, and that affected communities have a say in shaping policies.

### Saif Islam

Senior Programme Officer, International Labour Organization (ILO)

Saif Islam discussed Bangladesh's demographic transition and how climate change is impacting mental health, skills development, wages, and collective bargaining. He advocated for regular tripartite meetings among employers, workers, and the government. He called for a unified Just Transition coordination platform and sector-specific policies, particularly in agriculture, energy, and exports. Notably, he referenced Bangladesh's inclusion of Just Transition in its NDC 3.0 submission as a significant strategic milestone.



### Chowdhury Ashiquil Alam

Chairman, National Coordination Committee for Workers' Education (NCCWE)

Chowdhury Ashiquil Alam emphasized that behavioral and systemic changes are critical to Just Transition, beyond just technological fixes. Using examples from agriculture and water management, he pointed to the effects of waterlogging and imported fuel dependency on local livelihoods. He called for ethical participation from all actors, government, employers, and communities, and proposed that Bangladesh present a collaborative Just Transition platform at global forums like COP.



### Abu Syed Belal

Advisor-Trade and Economic Affairs, European Union (EU) Delegation Bangladesh

Abu Syed Belal shared the EU's initiatives in climate action, labour rights, and social protection. He spoke about productivity losses in agriculture due to climate change and



highlighted EU-supported interventions, such as a €220 million COVID-19 relief fund, digital worker registries, and Just Transition funds for key sectors. He stressed the importance of maintaining GSP+ market access post-2026 and advocated for stronger compliance and legal accountability in supply chains.

### **Muqeed Majumdar Babu**

Chairman, Prokriti O Jibon Foundation

Muqeed Majumdar Babu discussed the challenges faced by climate-affected populations, particularly coastal migrants who end up in low-wage, unsafe urban jobs. He emphasized the need for field-level action, inclusive development for women and youth, and legal support to address rising urban poverty, heat stress, and social instability in slum areas.



### **Selim Reza Hasan**

Country Manager, Solidaridad Bangladesh



Selim Reza Hasan focused on agricultural resilience and water management as key Just Transition priorities. He highlighted successful interventions like micro water systems and climate-resilient seeds that have improved farmer incomes. He also stressed the need to integrate agriculture with industrial sectors like garments and called for a collective Just Transition roadmap involving civil society, worker organizations, and industry bodies like BGMEA and BKMEA.

## **Remarks from Audiences**

### **Jakir Hossain**

Fisheries Sector



Jakir Hossain spoke on the severe climate impacts on the fisheries sector, highlighting reduced fish stocks, river pollution, especially in the Meghna, and health risks from heavy rains. These conditions are driving urban migration and worsening exploitation, particularly of women and informal fish workers like those in fish-drying. He called for an inclusive fisheries policy that protects both the environment and all categories of labour involved.

## Abul Hossain

Workers Leader, Domestic Workers Rights Movement (DWRM)

Abul Hossain emphasized the systemic neglect of domestic workers, demanding legal recognition as wage earners, protection of human dignity, and an end to discrimination. He argued that social inequality is embedded in capitalism, making collective action and legal safeguards essential for achieving justice.



## Session Summary

The session revealed crucial evidence on how climate change is reshaping Bangladesh's labour force, especially in vulnerable sectors like RMG, leather, and footwear. Rising heat, poor ventilation, and chemical exposure are harming worker health and productivity, highlighting the need to link climate resilience with labour rights. Speakers noted both direct and indirect impacts, heat stress, illness, job insecurity, and weak social protection, with women workers facing added reproductive and menstrual health risks. Gender-responsive strategies were deemed vital for a Just Transition.

Equity and justice were key themes: those least responsible for emissions bear the greatest burden. Climate-driven migration is expanding unsafe informal work, prompting calls for fair wages, compensation, and stronger health and safety protections.

Panelists urged institutional reform, coordinated government action, and a National Just Transition Monitoring Platform to improve accountability. Employers and brands were encouraged to prioritize "green livelihoods" through training, safety, and social protection, especially in the tannery sector.

Addressing data and financing gaps was seen as essential. Overall, the session affirmed that climate change is both an environmental and labour justice crisis requiring integrated, gender-responsive, and equitable policymaking.

# 4

## SESSION

### Parallel Session 2-Her Work, Her Voice: Advancing Gender Justice in Climate & Tech Futures

#### Session Overview

Women and girls are disproportionately affected by climate change, yet they remain underrepresented in decision-making, innovation, and technology-driven solutions. As the world moves towards a digital and green transition, there is a risk that gender inequalities may deepen if women's voices and contributions are overlooked. At the same time, women bring unique perspectives, resilience strategies, and leadership approaches that can transform both climate action and technological innovation. This theme highlights the urgent need to center women's work, leadership, and voices in shaping climate resilience and tech futures that are equitable, inclusive, and sustainable.

#### Session Objectives

- To demonstrate the gender-climate-tech nexus and its implications for labor markets.
- To identify barriers that prevent women workers from equitable participation in these fields.
- To celebrate women leaders who are transforming labor dynamics in climate action and technology.
- To promote inclusive policies that expand women's access to resources, opportunities, and decent work.
- To inspire stakeholders to integrate women's labor rights into just transition frameworks.

#### Opening Remarks by the Moderator

##### Ms. Nazma Yesmin

Director, Bangladesh Institute of Labour Studies



Ms. Nazma Yesmin welcomed participants and panelists, recognizing Dr. Samina Luthfa for her leadership in amplifying women's voices and advocating for justice within the informal economy. She emphasized the intersectional challenges posed by automation and climate change two forces reshaping the future of work and disproportionately affecting women.

Ms. Yesmin highlighted that job security and social protection must remain central in this transition and expressed optimism that the forthcoming Dhaka Declaration would serve as a guiding framework for trade unions and

policymakers to promote gender justice within a Just Transition agenda. She then invited Ms. Ali Sampreety to deliver the keynote presentation.

### Key-note Presentation

#### Presenter: Ali Sampreety

Communication Officer, Awaj Foundation

In her keynote “Her Work, Her Voice,” Ms. Ali Sampreety thanked BLF, BILS, and Mondiaal FNV for promoting women’s empowerment in the Just Transition agenda. She shared key statistics: 22.87 million women in the workforce, 30 million unpaid care workers, and 75.85% female unemployment. Despite women’s crucial role in agriculture, their work remains undervalued.



She highlighted persistent gender disparities, limited leadership roles, concentration in informal low-paid jobs, weak social protection, and the widening gender wage gap. Automation and digital exclusion further threaten women’s job security, particularly in the RMG sector.

Defining gender justice as equality in rights, opportunities, and recognition, she emphasized valuing unpaid care work, which contributed 10,365.06 crore BDT (18.26% of GDP) in 2024 yet remains invisible in policy.

Ms. Sampreety linked climate change and automation to rising vulnerabilities among women, who face displacement, low wages, and limited access to training. She concluded by urging a gender-responsive Just Transition framework, calling for inclusion, awareness on HREDD and CSDDD, gender-sensitive risk assessment, and targeted skill development for women in green and digital economies.

### Panel Discussion

A diverse panel comprising representatives from trade unions, academia, civil society, and employers explored gender justice within the twin transitions of climate change and technology.

### **Shamim Ara**

Sramik Karmachari Oikya Parishad (SKOP)



She highlighted that women face cultural discrimination from birth, which shapes their limited access to opportunities and respect. Upon migrating to cities, they are often further marginalized into unpaid caregiving roles. Within trade unions, women's decision-making participation remains low, leaving them unprotected against climate and economic shocks.

### **Bablur Rahman**

Country Manager  
Fair Wear Foundation

Representing Fair Wear Foundation, Mr. Rahman noted that gender injustice is systemic and historic. The COVID-19 pandemic magnified these imbalances. He described Fair Wear's partnerships with 130 global brands to monitor workplace risks, promote gender-based violence (GBV) prevention, and support implementation of ILO Convention 190 on workplace harassment.



### **Dr. Samina Luthfa**

Professor, Department of Sociology, University of Dhaka



Dr. Luthfa discussed the disconnect between academia and profit-oriented industries on gender and climate issues. She highlighted the plight of rural agricultural women, including indigenous Mandi and Garo communities, who are among the most climate-affected. She called for academic-industry collaboration to address environmental degradation and promote equitable industrial practices.

### **Kalpona Akter**

Executive Director, Bangladesh Center for Workers' Solidarity

Ms. Akter emphasized that workers' awareness of Just Transition remains limited. Many fail to recognize climate-linked losses such as heat stress or dehydration. Trade unions are increasingly pushing for climate-related health protections and medical funds, yet they face barriers like weak coordination and yellow unions. She advocated for the establishment of an adaptation fund co-financed by government, employers, and brands to support workers' wellbeing.



### **Khadija Khondker**

Program Officer, ILO Country Office for Bangladesh



Ms. Khondker stressed that ILO principles must guide all skills and training initiatives. Women in informal sectors, she said, are largely excluded from such programs. While LEED-certified factories demonstrate sustainability potential, lower-tier factories require targeted investment and technical support.

### **Aamanur Rahman**

Project Director, Women Thrive in Bangladesh, CARE Bangladesh

Representing CARE Bangladesh, Mr. Rahman explained that many women workers lack awareness of climate impacts on their livelihoods. CARE focuses on rights education, green production, and future-oriented training to upskill women. He advocated for women-friendly technologies on factory floors to enhance productivity and safety.



### Farzana Sharmin

Joint Secretary (Compliance Cell), Bangladesh Knitwear Manufacturers and Exporters Association (BKMEA)



Speaking on behalf of BKMEA, Ms. Sharmin noted that despite decades of advocacy, gender wage disparity remains persistent. BKMEA is working with the ILO and development partners to ensure gender empowerment, skill development, and equality in both unionized and non-unionized factories. She reaffirmed that women’s empowerment must shift from *“Her Work, Her Burden”* to *“My Work, My Voice.”*

### Mushfiqa Zaman Satiar

Senior Policy Advisor, Embassy of the Kingdom of the Netherlands in Bangladesh

Representing the Embassy of the Netherlands, Ms. Sadia emphasized that development partners must listen first, act second. She called for inclusive decision-making, improved monitoring mechanisms, and political will to advance gender equality. She observed that women’s representation in leadership positions remains critically low, underscoring the need for stronger institutional commitment.



### Session Summary

The session explored how gender, climate change, and technology intersect to shape the future of women’s work in Bangladesh. Despite women’s vital roles in climate resilience and the economy, wage inequality, social norms, and limited digital access continue to restrict their leadership and participation. Speakers emphasized that women are not merely victims of climate and technological shifts but key agents of sustainable change. Data showed that millions remain in undervalued or unpaid work, while automation and climate impacts further threaten livelihoods. Yet, inspiring examples of women-led adaptation projects and reskilling initiatives demonstrated pathways to empowerment.

Panelists urged gender-responsive Just Transition policies that integrate women’s rights, recognize unpaid care work, and expand training, leadership, and institutional coordination. The session concluded that achieving gender justice in the climate-tech transition demands systemic inclusion, social protection, and fair representation, ensuring women move from participation to leadership in Bangladesh’s green and digital future.



**JUST TRANSITION**  
Convention Bangladesh  
**2025**

# SECOND DAY

September 25 | Thursday | 2025

---



Bangladesh  
Labour  
Foundation

Mondiaal **FNV**

# 5

## Parallel Session 3-Digitalization, Automation & AI: Preparing Workers for Tomorrow

### SESSION

#### Session Overview

The world of work is undergoing a seismic shift. Digitalization, automation, and artificial intelligence are reshaping industries, redefining skill requirements, and transforming employment landscapes. While these innovations bring opportunities for efficiency, productivity, and new forms of work, they also pose risks of job displacement, inequality, and exclusion for workers who are unprepared. For countries like Bangladesh and beyond, the challenge lies in balancing technological progress with inclusive workforce development. Preparing workers for tomorrow requires investment in education, reskilling, digital literacy, and policies that ensure no one is left behind in the Fourth Industrial Revolution.

#### Session Objectives

- To analyze labor market shifts driven by digitalization, automation, and AI.
- To identify future-ready skills that safeguard employability for workers.
- To address risks of displacement and inequality caused by technological disruption.
- To showcase labor-centered reskilling and workforce readiness initiatives.
- To promote inclusive strategies where technology advances do not leave vulnerable workers behind.

#### Opening Remarks by Moderator

##### Ahsan Habib Bulbul

Joint Coordinator, Sramik Karmachari Oikya Parishad (SKOP)

The moderator opened the session by framing the ongoing technological transformation as a defining challenge for Bangladesh's labor market. Emphasizing the dual impact of automation, AI, and digitalization, the moderator highlighted the need for inclusive workforce strategies, reskilling, and policy coherence to ensure that technological progress benefits workers rather than deepens inequality.



## Key-note Presentation

### Presenter: Dr. Ananya Raihan

Chairperson, iSocial

Dr. Raihan's presentation examined how global technological shifts are reshaping work. He noted that automation could displace 92 million jobs worldwide but also create new opportunities through AI and digital innovation. In Bangladesh, employment fell from 12.25 million in 2022 to 11.97 million in 2023, with a rise in gig work.

He identified key challenges, growing informality, low digital literacy, and skills mismatches, and urged inclusive, investment-led strategies to create sustainable jobs, targeting a 35% GDP investment ratio. Referring to the National AI Policy 2024 and related initiatives, he called for long-term sectoral goals, stronger technical and vocational training, and proactive responses to job loss beyond the RMG sector. The panel discussion explored how Bangladesh can ensure a Just Transition for workers amid digital transformation.



## Panel Discussion

### Badrul Alam

President, Bangladesh Krishak Sramik Federation



Badrul Alam underscored the vulnerability of the agriculture sector, where farmers face discrimination, exploitation, and displacement due to modernization, automation, and corporate control. He traced the roots of this inequality to the Green Revolution of the 1960s and 1970s, which boosted yields but degraded ecosystems. He warned that technologies like genetically modified crops and agricultural robots risk displacing rural workers without offering alternatives. He called for

comprehensive agricultural policies on seeds, fertilizers, and crop management, stronger land protection laws, social protection for farmers, and the regulation of multinational corporations to prevent exploitation.

## **Bijon Islam**

CEO, LightCastle Partners

Bijon Islam, CEO of LightCastle Partners, discussed how AI and automation are reshaping global workforces. He noted that while automation enhances productivity, it diminishes the “human factor” in industries like RMG and tannery, where the workforce has stagnated despite export growth. A lack of an AI policy in Bangladesh and limited access to digital tools have created a digital divide, hindering local innovation.



Bijon emphasized the need for a national AI policy focusing on upskilling, reskilling, and human oversight of technology. He highlighted opportunities in developing Bangla AI solutions and urged strategic planning to capture the benefits of digital transformation while safeguarding workers.

## **Prodip Gabriel**

Manager of Sustainability, H&M



From the brand perspective, Prodip Gabriel, Manager of Sustainability at H&M, explained that sustainability is embedded in H&M’s business model. The company’s focus areas include decarbonization, sustainable materials, and efficient use of technology, all aligned with Just Transition principles. He highlighted that automation and digitalization disproportionately affect female workers, who constitute around 56% of the workforce.

Through initiatives like Aparajita, involving 11 partners, H&M supports women’s reskilling and confidence-building. He stressed the importance of upgrading training centers, enhancing trainer capacities, and fostering collaboration with trade unions through Global Framework Agreements (GFAs), ensuring participatory and rights-based transitions rather than disputes.

### Amirul Haq Amin

Sramik Karmachari Oikya Parishad (SKOP)

Amirul Haq Amin from SKOP noted that the RMG sector is highly exposed to automation. Machines such as Jacquard knitting equipment have drastically reduced labour needs one worker now does the work of ten. However, no compensation mechanisms are in place for displaced workers, and non-binding global agreements are insufficient without national legal enforcement. He questioned how displaced workers would be compensated or reemployed and urged state involvement to ensure that technological change benefits, rather than harms, workers.



### Abil Bin Amin

Executive Director, Ethical Trading Initiative Bangladesh (ETI)



Abil Bin Amin of the Ethical Trading Initiative (ETI) addressed the trust deficit among stakeholders in the RMG sector. He noted that while many factories have compliance departments, coordination gaps remain between brands, government, and local institutions. ETI has been working to integrate Just Transition, Human Rights Due Diligence (HRDD), and climate resilience frameworks into its guidance for the sector. Over the next few years, ETI plans to strengthen

multi-stakeholder working groups and develop actionable policies to ensure worker inclusion in automation and climate adaptation strategies.

### Md. Belayet Hossen Ripon

Director, Bangladesh Knitwear Manufacturers and Exporters Association (BKMEA)

Belayet Hossain Ripon from BKMEA reiterated the need for coordinated policy support for both RMG and agriculture sectors. He stressed that automation and AI must advance alongside skills development so that their benefits reach the workforce and not just corporations. He called for government-brand partnerships, stronger vocational education, and measures to ensure minimum wage, decent work, and worker protection.



## Md Johar Ali

Member (Admin & Finance), National Skill Development Authority (NSDA)



Representing the government, Johar Ali, Joint Secretary of NSDA, outlined the institution's role as a national coordinating body for skills development. NSDA develops syllabi based on sectoral needs such as machine operation and garment production and oversees training delivery and assessment through Industry Skills Councils. He acknowledged persistent communication gaps between training institutions and industry and emphasized the need for better monitoring and alignment to ensure that

skills training meets market realities.

## Remarks from Audiences

### Kohinoor Mahmood

Member, Tripartite Consultative Council (TCC)

Kohinoor Mahmood highlighted the importance of collaboration among BLF, BILS, NSDA, and MoLE to design inclusive and practical training curricula. She pointed out existing coordination and communication gaps that limit the reach of workforce development programs and urged for integrated institutional engagement to make training initiatives more accessible and gender-inclusive.

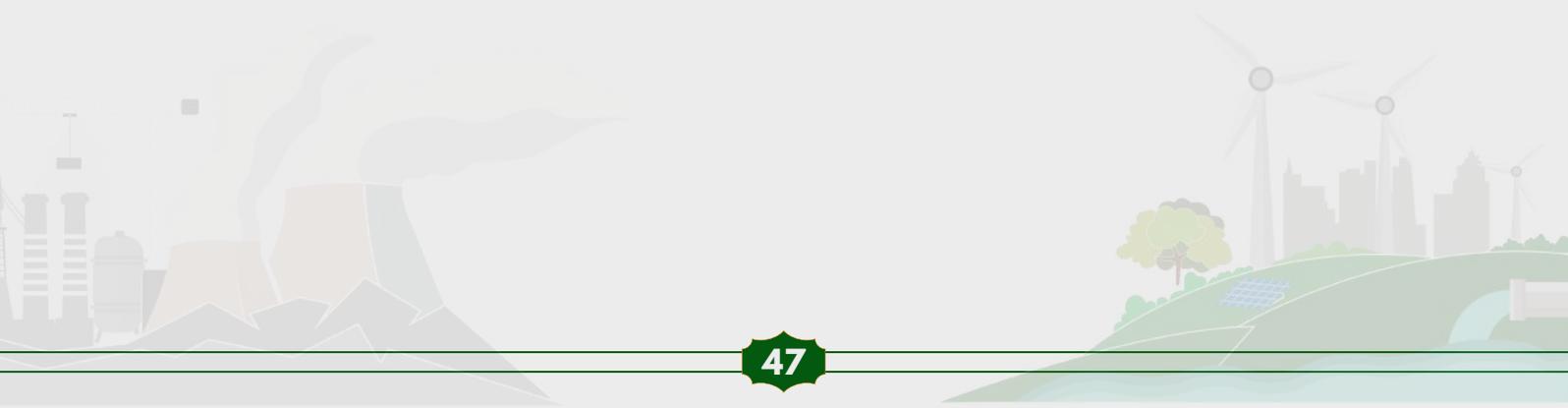
## Session Summary

This session spotlighted the transformative effects of digitalization, automation, and AI on Bangladesh's labor market, emphasizing the urgent need for inclusive and future-ready workforce strategies. Speakers underscored that while technology is boosting productivity and innovation, it is also displacing workers, deepening inequality, and accelerating informality across sectors such as garments, agriculture, and services.

Discussions framed the digital transition through the lens of equity and social justice, stressing that workers must be seen not merely as passive subjects of automation but as active participants in shaping technological progress. Panelists highlighted the importance of reskilling, human oversight of technology, and policy coherence to ensure that the benefits of digital transformation are shared broadly. Examples of labor-centered initiatives such as women's reskilling programs, sustainable manufacturing models, and capacity-building partnerships, demonstrated pathways for protecting livelihoods while advancing productivity.

At the same time, concerns were raised over limited digital access, weak policy coordination, and the lack of compensation mechanisms for displaced workers. The discussion called for stronger collaboration between government, industry, and trade unions to align training systems with market needs and embed Just Transition principles into industrial and AI policies.

Participants collectively urged investment-led growth, proactive governance, and participatory planning to ensure that automation and AI complement rather than replace human labor. The session concluded that Bangladesh's Just Transition toward a digital economy must be inclusive, rights-based, and grounded in fairness ensuring that no worker is left behind in the future of work.



# 6

SESSION

## Parallel Session 4-No One Left Behind: Climate Justice for Informal Workers

### Session Overview

Informal workers, such as street vendors, domestic workers, day laborers, waste pickers, transport workers, and small-scale farmers, make up the majority of the labor force in Bangladesh and many developing countries. They are often excluded from social protection, labor rights, and institutional support, making them highly vulnerable to climate-related shocks such as floods, heat stress, and extreme weather events. Climate justice demands that these workers, who contribute significantly to urban economies and community resilience, are not pushed further into poverty and marginalization. Ensuring that no one is left behind means embedding informal workers' rights, voices, and needs into climate policies, adaptation strategies, and just transition frameworks.

### Session Objectives

- To highlight the disproportionate climate risks faced by informal workers.
- To define what climate justice means for workers excluded from formal labor protections.
- To examine why informal workers are often excluded from climate and labor policies.
- To showcase grassroots initiatives and labor cooperatives supporting resilience.
- To advocate for just transition measures that safeguard livelihoods in the informal economy.

### Opening Remarks by the Moderator

#### Badal Khan

Member, National Coordination Committee for Workers' Education (NCCWE)

Upon his invitation as a moderator, Badal Khan formally commenced the session, appreciating BLF and BILS for organizing such a timely discussion and emphasizing that despite the country's 54-year history, worker-centric government initiatives remain rare. He underscored that with Bangladesh's upcoming LDC graduation in 2026, the real question lies in whether workers, particularly those in the informal economy, are truly prepared and protected for the transition ahead.



## Key-note Presentation

### Mostafiz Ahmed

Associate Professor, Department of Social Work, Jagannath University

Dr. Mostafiz Ahmed, Associate Professor at Jagannath University, delivered the keynote presentation titled “Climate Justice and Vulnerability of Informal Sectors.” He highlighted that Bangladesh ranks as the 7th most climate-vulnerable country in the world, despite contributing only 0.5% of global carbon emissions. The informal sector which constitutes 85% of total employment is the most exposed to these impacts, with agriculture alone employing 96% of its workforce.

Dr. Ahmed outlined four dimensions of climate justice critical for Bangladesh’s context:

- Procedural Justice
- Distributive Justice
- Recognition Justice
- Intergenerational Justice

Drawing on data from Karmojibi Nari’s sectoral mapping, he noted that women are disproportionately affected 98.6% of female workers are employed in informal sectors compared to 78% of males. Challenges such as heat stress (affecting 98% of rickshaw pullers), flash floods displacing 90,000 people annually, and rising salinity in coastal districts have intensified the precarity of informal livelihoods.

He emphasized the absence of informal worker inclusion in national frameworks like the 8th Five-Year Plan, Mujib Climate Action Plan, and NDC 3.0, despite the appearance of “Just Transition” in policy documents. Dr. Ahmed urged for legal recognition, representation, and climate-responsive social protection for informal workers, with MOLE-led verified data systems and dedicated budget allocations to ensure accountability.



## Panel Discussion

### Md. Sekender Ali Mina

Executive Director, Safety and Rights Society



Md. Sekender Ali Mina, Executive Director, Safety and Rights Society, distinguished between Climate Justice and Just Transition, describing the latter as a subset of the former. He stressed that informal workers remain largely excluded from national plans and policy implementation due to limited legal enforcement and restricted trade union rights.

He recommended forming worker taskforces, promoting representation, and advancing skills development and social protection through a life-cycle approach.

### **Elisa Benistant Fremigacci**

Technical Officer, Just Transitions, ILO Country Office for Bangladesh

Elisa Benistant Fremigacci, Technical Officer (Just Transitions), ILO Bangladesh, reaffirmed ILO's commitment to ensuring that informal workers are central to Bangladesh's just transition. She announced that for the first time, the Government of Bangladesh's NDC 3.0 will include a dedicated Just Transition chapter. Emphasizing the importance of tripartite dialogue, she noted that ILO is collaborating with BILS and other partners to develop a National Just Transition Framework that integrates informal workers, ensuring that "no worker is left behind."



### **Sunzida Sultana**

Additional Executive Director, Karmojibi Nari



Sunzida Sultana, Additional Executive Director, Karmojibi Nari (KN), observed that the concepts of climate justice and workers' rights once treated separately are now converging. KN's ongoing work includes sectoral mapping, awareness building, and bargaining skills training to empower workers, especially women. She cited examples of mass layoffs in the garment sector leading to sudden shifts from formal to informal employment and stressed that inclusive policymaking and gender-

responsive social protection are essential.

### **Kazi Moklesur Rahman**

Project Director (Joint Secretary), Economic Acceleration and Resilience for NEET (EARN) Project  
Department of Youth Development

Kazi Moklesur Rahman, Project Director (Joint Secretary), Department of Youth Development, described the government's ongoing efforts to equip youth for a climate-resilient future. Through the EARN Project, training programs for 900,000 young people (60% women) are being implemented across districts, including freelancing and entrepreneurship training. He called for social protection schemes such as healthcare and utility subsidies to ease livelihood burdens and enhance resilience.



### **Shaheen Anam**

Executive Director, Manusher Jonno Foundation

Shaheen Anam, Executive Director, Manusher Jonno Foundation (MJF), emphasized that informal workers face social and political neglect despite constituting 85% of the workforce. She urged a change in societal mindset, recognizing that “manual labor is the foundation of our economy.” She advocated for inclusive Just Transition frameworks, policy participation, and recognition of unpaid care work, valued at an estimated BDT 5,700 crore.



### **Shah Mohammad Abu Zafar**

Adviser, Bangladesh Institute of Labour Studies



Shah Mohammad Abu Zafar, Adviser, BILS, reminded participants of the importance of unity and organization, recalling the successful labor movements of 1984. He urged stakeholders to strengthen trade unions to ensure workers’ rights are embedded within climate and transition policies.

### **Dr. Mohammad Abu Yusuf**

Secretary, Ministry of Social Welfare

Dr. Mohammad Abu Yusuf, Secretary, Ministry of Social Welfare, acknowledged that informal workers especially women bear the brunt of climate impacts while contributing little to emissions. He noted that while 13 types of social allowances exist under the National Social Security Strategy (NSSS), benefit levels remain inadequate. The Ministry plans to expand skills training, alternative livelihood programs, and inclusive protection schemes for climate-affected informal workers.



## Remarks from Audiences

Participants from the field shared stark realities of informal work.

**Khairul Akter**, a tea worker from Chunarughat, lamented earning only BDT 178 per day, with no access to healthcare or adequate maternity leave.

**Zakia Sultana**, a representative of home-based worker, called for government-established training centers for domestic workers and the integration of the National Domestic Workers Policy 2015 into national labour law.

## Session Summary

This session examined the intersections of climate vulnerability, informality, and social protection within Bangladesh's Just Transition framework, emphasizing the principle that no worker should be left behind. Speakers underscored that while Bangladesh contributes minimally to global emissions, it ranks among the most climate-vulnerable nations, with informal workers comprising 85% of the labor force bearing the brunt of environmental degradation, displacement, and economic instability.

Discussions highlighted that climate justice must go beyond mitigation and adaptation to ensure procedural, distributive, recognition, and intergenerational justice. The keynote presentation revealed how rising heat stress, flooding, and salinity are eroding livelihoods, particularly for women who dominate the informal workforce. Despite policy commitments to Just Transition, participants noted that informal workers remain largely excluded from national frameworks such as the 8th Five-Year Plan, Mujib Climate Action Plan, and NDC 3.0.

Panelists from academia, government, trade unions, and development organizations called for formal recognition of informal workers, inclusive social protection, and gender-responsive planning. Government representatives showcased initiatives like the EARN Project to enhance youth employability through climate-resilient training, while organizations such as Karmojibi Nari and MJF advocated for integrating unpaid care work and gender equality into Just Transition strategies.

The dialogue reinforced that Just Transition is inseparable from climate justice it must embed workers' rights, representation, and social equity at every stage of climate and development policymaking. Participants urged stronger collaboration between ministries, trade unions, and civil society to institutionalize worker data systems, expand protection schemes, and design fair policies for those most at risk.

The session concluded with a collective call to action: achieving climate justice in Bangladesh requires centering the experiences of informal workers, ensuring that the nation's path toward sustainability is inclusive, equitable, and anchored in dignity and fairness.

# 7

## SESSION

## Parallel Session 5-Bangladesh at the Crossroads: Addressing Policy Shortfalls

### Session Overview

Bangladesh has achieved remarkable progress in economic growth, poverty reduction, and resilience-building. Yet, as the nation faces mounting climate risks, rapid technological change, and widening inequalities, policy shortfalls threaten to stall or reverse these gains. Weak institutional coordination, inadequate implementation capacity, and gaps in policy integration between climate, labor, gender, and technology leave vulnerable communities at risk. Being ‘at the crossroads’ signals a pivotal moment: Bangladesh can either continue with fragmented, short-term approaches or pivot toward integrated, forward-looking policies that align with sustainable development, climate justice, and inclusive growth.

### Session Objectives

- To identify policy shortfalls that affect labor, climate resilience, and social protection.
- To demonstrate how fragmented approaches undermine workers and communities.
- To highlight global examples of effective, climate-sensitive, labor-inclusive policy frameworks.
- To propose actionable reforms that prioritize workers in climate and development strategies.
- To advocate for participatory policymaking that includes worker voices at every level.

### Opening Remarks by Moderator

#### Kohinoor Mahmood

Member, Tripartite Consultative Council (TCC)

This session examined the policy dimensions of Just Transition in Bangladesh, focusing on how existing frameworks fall short in addressing the social, economic, and institutional challenges of climate and technological shifts. The discussion underscored that despite the presence of multiple national policies ranging from climate action plans to labour strategies coordination, enforcement, and participation gaps continue to prevent meaningful progress for workers, particularly those in informal sectors.



## Key-note Presentation

### Habibur Rahman

Lecturer, Department of Social Welfare, Islamic University



In his keynote address, Habibur Rahman emphasized that Bangladesh stands at a decisive juncture balancing the imperatives of industrial growth, environmental sustainability, and social equity. While the inclusion of Just Transition in the NDC 3.0 marks a milestone, he cautioned that policy fragmentation and weak accountability undermine implementation. He called for integrated governance mechanisms, measurable monitoring

indicators, and multi-stakeholder involvement to ensure that transitions are both inclusive and effective.

## Panel Discussion

### Advocate A K M Nasim

Country Program Director, Solidarity Center-Bangladesh Office

Advocate A K M Nasim, Country Program Director of the Solidarity Center, identified the absence of a comprehensive worker database as a fundamental policy gap. Without reliable data, he argued, it is impossible to design or implement equitable policies for Just Transition. He urged the government to establish a national database covering both formal and informal workers, alongside new laws and guidelines for worker compensation in cases of job loss caused by climate change or automation.



### Salahuddin Swapan

Member, IndustriALL Bangladesh Council



Md. Salahuddin Swapan, member of the IndustriALL Bangladesh Council (IBC), questioned the validity of “green” factory certifications that overlook labour rights. He stated that a factory cannot truly be considered sustainable if its workers face exploitation and poor working conditions. Swapan called for aligning environmental compliance with labour standards and ensuring that trade unions are formally integrated into factory monitoring and policy formulation processes.

### **Md Liakath Ali**

Director, Climate Bridge / CREWSnet, BRAC



Md. Liakath Ali, Director at BRAC, provided a broader development perspective, noting that although Bangladesh contributes only 0.5% to global emissions, it remains among the most climate-vulnerable countries. He highlighted BRAC's ongoing initiatives on skill development and reskilling to build resilience among workers in climate-affected regions. Liakath emphasized the need for Bangladesh to demand climate justice at

the global level, ensuring that international climate finance directly benefits affected workers and communities.

### **Monjurul Islam**

Sramik Karmachari Oikya Parishad (SKOP)

Md. Monjurul Islam, Joint Convener of SKOP, reflected on how industrial relocation and economic restructuring often displace workers without adequate compensation or retraining. He called for robust social protection measures, including unemployment insurance and relocation assistance, to safeguard workers during transitions. He also advocated for greater inclusion of trade unions in monitoring national climate and labour frameworks.



### **Dr. Badrun Nessa Ahmed**

Senior Research Fellow, Bangladesh Institute of Development Studies (BIDS)



Dr. Badrun Nessa Ahmed, Research Director at BIDS, stressed that the window for initiating a Just Transition is rapidly closing. She pointed out that structural change in the economy could take 1015 years, and waiting any longer would exacerbate inequalities. Dr. Ahmed proposed developing a clear roadmap for Just Transition with dedicated funding and data-backed projections to guide long-term transformation.

## Hasnat Alam

Economist & Senior Manager, Policy & Markets Advisory, Policy Exchange Bangladesh



Hasnat Alam, Senior Research Fellow at Policy Exchange Bangladesh, focused on policy and fiscal coordination. He argued that Bangladesh lacks clear sectoral prioritization in its climate and labour strategies. Hasnat recommended revising fiscal incentives, introducing green tax reforms, and ensuring that Just Transition is embedded in local government development plans to bridge the gap between national policy and local implementation.

## Sifat-E-Nur Khanam

Associate Legal Specialist, Economic Justice Cluster, BLAST

Sifat E Noor Khanam, Programme Officer at BLAST, brought attention to the gaps within existing labour laws. She noted that issues such as occupational safety, temperature regulation, and high-risk work insurance remain poorly defined or unenforced. Khanam called for legal reforms to align national labour laws with international standards and to ensure gender sensitivity in all safety and protection measures.



## Session Summary

This session critically examined the policy shortfalls that hinder Bangladesh's progress toward a fair and inclusive Just Transition, focusing on how fragmented approaches weaken the links between labour rights, climate resilience, and social protection. Speakers emphasized that while Just Transition has been formally acknowledged in national frameworks such as the NDC 3.0, weak coordination, limited enforcement, and the absence of worker participation continue to obstruct meaningful implementation.

The keynote presentation underscored the urgency of creating integrated governance mechanisms and measurable accountability tools to balance industrial growth, environmental sustainability, and social justice. Panelists collectively identified key gaps in data management, fiscal policy, and labour law, stressing that a lack of a national worker database and fragmented institutional mandates prevent the government from addressing labour and climate challenges coherently.

Discussions revealed that Bangladesh's current policy landscape remains reactive rather than anticipatory, often failing to protect workers displaced by automation, industrial relocation, or climate-induced shocks. Speakers called for legal reforms to

align labour laws with international standards, the inclusion of trade unions in climate and economic policymaking, and the expansion of gender-responsive social protection to ensure that transitions are equitable and inclusive.

Examples of ongoing initiatives, such as skill development and reskilling programs led by BRAC, were highlighted as models for climate-resilient workforce preparedness. Meanwhile, researchers and economists stressed the importance of fiscal reforms such as green tax incentives and dedicated Just Transition funds to bridge the gap between national vision and local implementation.

Panelists and union representatives alike emphasized that participatory policymaking must sit at the heart of Bangladesh's Just Transition agenda. The session concluded with a unified call to reform policy frameworks, institutionalize worker representation, and adopt a long-term roadmap that positions workers not just industries at the center of Bangladesh's climate and development strategies.

# 8

SESSION

## Parallel Session 6-Shaping Tomorrow: Youth and Women Leading the Transition to Justice

### Introduction

Youth and women are at the frontline of climate impacts, technological disruption, and social inequalities, yet they are also the most powerful drivers of change. In Bangladesh and globally, young leaders and women innovators are reimagining systems from grassroots climate action to entrepreneurship and policy advocacy. However, structural barriers still limit their participation and recognition. This theme emphasizes that the transition to justice, climate justice, gender justice, and economic justice can only be realized when youth and women are not passive beneficiaries, but central architects of change.

### Session Objectives

- To showcase youth and women as leaders shaping just transitions in climate, labor, and technology.
- To identify barriers that restrict their participation in equitable labor opportunities.
- To promote enabling environments where their work and voices are central to transition processes.
- To highlight intergenerational approaches linking today's workers with tomorrow's opportunities.
- To advocate for policies that institutionalize youth and women's leadership in labor and justice agendas.

### Opening Remarks by the Moderator

#### Roksana Afroz Asha

Vice Chairman, Women Committee, National Coordination Committee for Workers' Education (NCCWE)



The moderator opened the session by emphasizing the critical role of youth and women in driving Bangladesh's Just Transition. Highlighting their leadership in climate action, labor, and technological change, the moderator noted that empowering them is not merely inclusion but a strategic pathway to systemic, equitable change.

## Key-note Presentation

### Md Zubaer Alam

Program Officer, Bangladesh Labour Foundation

Md. Zubaer Alam, Program Officer at the Bangladesh Labour Foundation (BLF), opened the session by framing the dialogue around inclusion, leadership, and systemic reform to empower youth and women in the future of work. He highlighted that 90% of young people in Bangladesh work in the informal sector, with nearly 40% not engaged in employment, education, or training. Drawing from Jorina Begum's inspiring story from Bhola, he illustrated how women can lead climate action when equipped with skills and community trust. Zubaer emphasized that empowering women and youth is not merely inclusion, rather it is a strategic driver of systemic change toward climate, gender, and economic justice.



## Panel Discussion

### Sifat Chowdhury

Sramik Karmachari Oikya Parishad (SKOP)



Sifat Chowdhury from SKOP connected Bangladesh's historical labour movements with the emerging challenges of automation and digital transformation. He urged employers and policymakers to collaborate in equipping women and youth with digital and green skills to prepare for the future of work. Chowdhury emphasized that Just Transition is not only an environmental or social agenda but also an economic necessity.

### Kawsar Ahmed

EC Member, Jatiya Sramik Federation

Kawsar Ahmed underscored the central role of trade unions in achieving a fair transition. He warned that without strong union participation, policy frameworks risk becoming exclusionary and ineffective. Kawsar called for institutional mechanisms that guarantee trade union representation in climate and labour policy dialogues.



### **Kuasha Akter**

Chairman, Women Committee, Workers Resource Committee



Kuasha Akter focused on women workers' declining participation in the RMG sector due to automation and climate-induced vulnerabilities. She called for gender-responsive upskilling programs and emphasized the need for union inclusion in workplace digital transformation strategies. Akter reiterated that a truly just transition must protect and empower women, not sideline them.

### **Tasnia Ahmed**

Project Manager, Ipas Bangladesh

Tasnia Ahmed addressed the intersection of climate change and sexual and reproductive health rights (SRHR). She explained how climate stress disproportionately affects women's health and access to essential services. Ahmed advocated for integrating SRHR considerations into national climate and labour policies to ensure holistic well-being in transition strategies.



### **Lutfia Pathan**

Project Manager, SERAC-Bangladesh



Lutfia Pathan spoke about youth engagement and employment. She pointed out that while youth are frequently mentioned in national policies, they lack meaningful participation in implementation. She recommended capacity-building programs, funding mechanisms, and official registration systems for youth-led organizations to strengthen their role in Just Transition processes.

### **Md. Hasan Ali**

Member, IBC Youth Committee and IndustryAll South Asia Youth Working Group

Hasan Ali offered a critical perspective on worker exclusion from policy spaces. He questioned the authenticity of Bangladesh's transition efforts, arguing that without active worker and union participation, the process risks becoming performative. Ali cited the example of Germany's Corporate Sustainability Due Diligence Directive (CSDDD) as a model for ensuring HRDD in inclusive policymaking.



### **Tanzila Tajreen**

Senior Policy Advisor, Embassy of Kingdom of Netherlands in Bangladesh



Tanzila Tajreen emphasized the importance of genuine inclusion rather than symbolic participation. She highlighted the need to invest in women's leadership and skill development, noting that demographic dividends can only be realized when youth and women have equal access to opportunities and decision-making. Tajreen stressed that behavioural and institutional change must accompany policy reform.

### **Shohanur Rahman**

YouthNet Global, Executive Coordinator

Shohanur Rahman concluded the discussion by linking national commitments to global action. He pointed out that while Just Transition has been included in NDC 3.0 and the Youth Action Plan, their scope remains limited. Rahman urged policymakers to move beyond rhetoric and ensure implementation through youth engagement, community participation, and transparency.



## Session Summary

The discussion showcased youth and women as catalysts of transformative change in Bangladesh's Just Transition journey. Md. Zubaer Alam opened the session by framing inclusion and leadership as essential for shaping the future of work, emphasizing that empowering women and youth is not only a matter of equity but a strategic pathway toward climate resilience and social justice.

Speakers collectively highlighted the barriers that restrict youth and women's participation in equitable labour opportunities such as limited access to skills training, weak representation in policymaking, and the digital divide that widens inequality. Panelists including Sifat Chowdhury and Kawsar Ahmed called for institutional mechanisms to ensure meaningful trade union participation and the integration of youth and women's voices into national climate and labour dialogues.

Discussions underscored the need to create enabling environments where women and youth can thrive as agents of change. Kuasha Akter and Tasnia Ahmed emphasized gender-responsive upskilling and inclusion of sexual and reproductive health rights (SRHR) in policy frameworks, while Lutfu Pathan and Hasan Ali stressed the necessity of funding, formal recognition, and policy engagement for youth-led initiatives.

Tanzila Tajreen reinforced that policy reform must be complemented by behavioural and institutional change, investing in leadership development to realize the full potential of Bangladesh's demographic dividend. The session concluded with Shohanur Rahman's call for participatory implementation bridging national commitments like NDC 3.0 and the Youth Action Plan with community-level action and accountability.

Overall, the session reaffirmed that achieving a Just Transition requires intergenerational collaboration, structural reforms, and participatory policymaking that institutionalize youth and women's leadership ensuring their voices are not peripheral but central to Bangladesh's climate and development strategies.

# 9

SESSION

## Trade Union Plenary: Workers' Call to Action

### Session Overview

The Trade Union Plenary on “Workers’ Call of Action” served as a landmark session of the Just Transition Convention Bangladesh 2025, where the Dhaka Declaration 2025 on Climate and Technological Transition was formally announced. Presided over by Syed Sultan Uddin Ahmmed, Executive Director, Bangladesh Institute of Labour Studies and Chairman, Labour Reform Commission and moderated by Mr. A K M Ashraf Uddin, the plenary brought together trade union leaders, workers’ representatives, and development partners to outline a unified national framework ensuring that Bangladesh’s climate and technological transitions remain fair, inclusive, and worker-centered.

### Announcement of the Dhaka Declaration 2025

Mr. Ahsan Habib Bulbul, Joint Convener of SKOP, officially announced and read the Dhaka Declaration 2025, which sets forth a comprehensive roadmap for ensuring workers’ rights and decent work amid climate change and technological transformation. The declaration emphasized that Just Transition is not only about greener factories, but also about social justice, inclusion, and the protection of all workers formal and informal across every sector.



The Declaration outlined 12 key proposals, including:

- A ‘National Just Transition Policy’ must be formulated immediately to ensure the protection of workers’ rights, along with a Roadmap or Action Plan for its implementation.

- A ‘National Platform for Monitoring Just Transition’ should be established with the participation of trade unions and other relevant stakeholders.
- Trade unions’ effective participation must be ensured in the formulation and implementation processes of all national policies and plans, including the Nationally Determined Contributions (NDCs), National Adaptation Plan (NAP), and other climate-related strategies and frameworks.
- In alignment with Bangladesh’s global commitments, a review of the labour laws and related regulations must be conducted, followed by recommendations for promoting a just transition. In this regard, the UN Guiding Principles on Business and Human Rights (UNGPs), the Human Rights and Environmental Due Diligence frameworks (HREDD/mHRDD), and the Just Transition Guidelines of ILO, ITUC, and IndustriALL Global Union should be integrated into national laws and policy frameworks. Workers’ proper representation must be ensured in COP and international forums.
- Decent work standards must be guaranteed throughout the just transition process particularly ensuring safe workplaces, living wages, and freedom of association and trade union activities. In addition, social protection measures such as insurance, healthcare, accident compensation, housing, rationing, unemployment benefits, maternity benefits, pensions, and disaster assistance must be secured.
- A National Just Transition Fund must be established for workers affected by climate and technological changes, drawing from government budgets, international climate funds, brands, and employers’ contributions. The fund should be used to protect affected workers. A Climate Victim Support Center should be set up to ensure compensation and rehabilitation for affected workers.
- Legal accountability, transparency, and corporate responsibility of brands and employers must be ensured at all stages of the supply chain to safeguard workers’ rights and environmental protection.
- An Impact Research Center should be established to conduct specific studies on the impacts of climate and technological changes.
- A National Green and Digital Skills Development Framework must be developed and properly implemented to enhance the skills of both formal and informal workers.
- Equal access and opportunities for women in employment must be ensured, along with effective measures to prevent gender-based violence.
- Industrial establishments and investments must be made environmentally friendly, and policies should be developed by reviewing successful examples (best practices) from other countries.
- The period 2026-2036 should be declared the “Decade of Employment”, prioritizing technological advancement and workers’ skills development to ensure job security and create new employment opportunities.

## Reflections by Trade Union Leaders

Mr. Badrul Alam emphasized the importance of integrating farmers with laborers when discussing the communities most affected by climate change. He noted that coastal populations and farmers from northern Bengal are also facing severe challenges due to drought and increasing soil salinity in those regions.

Mr. Abdul Malek emphasized the plight of tannery workers who face severe health and livelihood risks due to climate change and pollution, with little access to basic housing or health facilities. He urged inclusion of fisheries and tannery workers in the Just Transition agenda.

Mr. Syed Sultan Uddin Ahmed highlighted that this declaration is not merely a statement but an action-oriented working document. He stressed that the Just Transition process must address workers' real challenges arising from climate impacts, automation, and global supply chain shifts. He urged participants to send their feedback within a week, reaffirming that the initiative remains under the leadership of SKOP and will operate inclusively with civil society and development partners.

Mr. Badol Khan raised questions about whether the alliance is being formed too quickly and whether it might overlap with SKOP's mandate. In response, Mr. Sultan clarified that the Alliance of Trade Unions for Just Transition (NAJTU) is not a separate entity but a collective platform under SKOP's leadership, aiming to strengthen coordination among trade unions and stakeholders.

Mr. Monirul Islam Moni called for transforming the Declaration into a legal framework, emphasizing the need for government endorsement and accountability mechanisms for compensation and damage recovery, especially in politically unstable conditions affecting workers.

## Perspectives from Development Partners and Experts

Ms. Elisa, representing the ILO, praised the declaration as a pioneering and timely initiative. She noted that Bangladesh is integrating Just Transition into its Nationally Determined Contributions (NDCs) and developing a National Just Transition Framework. She highlighted the importance of social dialogue, tripartite engagement, and inclusive participation of women, youth, and informal workers.

## Contributions from Worker Representatives

Ms. Murshida Akter, representing home-based workers (HBWs), emphasized that household workers remain among the most vulnerable and marginalized groups. She called for their formal inclusion in the declaration and protection against child labor and discrimination.

Ms. Sunzida Sultana (Karmojibi Nari) advocated for the inclusion of persons with disabilities and gender-diverse populations in the Just Transition framework, ensuring representation and support for at least ten gender-diverse members.

Mr. Minam Kanti Shaha underscored the need to address environmental pollution control as a core aspect of decent work, linking sustainability with occupational health.

Mr. Md. Selim pointed out the underrepresentation of transport sector workers, highlighting that nearly 1,900 workers have faced severe livelihood losses and disabilities due to accidents. He urged the inclusion of transport workers and informal laborers in the transition agenda.

Mr. Abdul Kader Hawlader reaffirmed that trade unions bear the responsibility for implementing the declaration, with SKOP playing a leading role. He reiterated the importance of coordination among trade unions, employers, and government bodies to ensure enforcement and accountability.

### Collective Reflections from Trade Union Leaders



Mr. Razekuzzaman Ratan stated that the workforce is the true driver of change, emphasizing the need for strong advocacy, data collection, and policy engagement to ensure workers are not left behind.

Ms. China Rahman stressed collaboration across national and international platforms working on Just Transition to avoid duplication and strengthen collective impact.

Mr. Babul Rahman highlighted the need for unity among trade unions to make the declaration truly effective, while Mr. Rashadul Alam Raju reaffirmed that the goal is to ensure that every transition is just.

Ms. Shamima Ara called for collective action to translate the declaration into practical outcomes, and Mr. Naimul Ahsan Jewel urged the creation of a Just Transition Fund and strong reskilling and upskilling programs, particularly for women workers who comprise 52% of the labor force.

## Regional and Sectoral Voices

A representative from Rangpur suggested recognizing retired trade union leaders and ensuring pension support. Another participant drew attention to construction workers in areas like Dayaganj and Fokirapul, where hundreds remain unemployed daily, reflecting deep vulnerabilities.

## Closing Remarks

Concluding the session, Mr. Syed Sultan Uddin Ahmed expressed gratitude for the diverse inputs and reiterated that the Dhaka Declaration 2025 will undergo a review process over the next month, incorporating participants' feedback before its finalization. He stressed that this marks a historic beginning for trade unions in Bangladesh to take collective leadership in shaping a fair, inclusive, and sustainable Just Transition for all workers.

# 10 Closing Ceremony

## SESSION

### Inaugural Declaration

The Closing Ceremony of the Just Transition National Convention 2025 marked the conclusion of two days of in-depth discussions and multi-stakeholder engagements on climate change, labour rights, and the future of work in Bangladesh. The session was moderated by Mr. AKM Ashraf Uddin, Executive Director of the Bangladesh Labour Foundation (BLF), who began by summarizing the key outcomes of the convention, including the



Dhaka Declaration and the formation of the National Alliance for Just Transition in Bangladesh (NAJTB).

Mr. Ashraf Uddin emphasized that the newly formed alliance will not be Dhaka-centric but will function nationwide, engaging trade unions, civil society organizations, and other stakeholders to ensure a worker-centered and inclusive just transition process. He highlighted the four overarching goals of the NAJTB:

- Protect workers' rights and ensure Decent Work amid climate and technological change;
- Integrate workers' interests into national policies and planning;
- Establish a universal social protection framework and a national Just Transition roadmap; and
- Promote sustainable and environmentally sound industrial growth through cooperation and dialogue.

### Remarks from Distinguished Speakers

#### Abdul Kader Howlader

Joint Coordinator, Sramik Karmachari Oikya Parishad (SKOP)



Mr. Abdul Kader Howlader, Representative of SKOP, expressed appreciation to all participants and emphasized that the Dhaka Declaration reflects the collective voices of diverse labour groups and stakeholders. He assured that the document would undergo further review before publication. Highlighting the plight of climate-vulnerable communities, he noted how many farmers displaced by riverbank erosion have migrated to urban areas in search of informal work.

Mr. Howlader reaffirmed SKOP's commitment to continue working with the ILO, CSOs, government agencies, and trade unions to ensure that the NAJTB is effectively implemented and truly inclusive.

### **Ruben Korevaar**

Policy Advisor, Mondiaal FNV



Mr. Ruben Korevaar, Representative of Mondiaal FNV, commended the organizers and described the two-day convention as highly effective and future-oriented. He emphasized that Just Transition extends beyond any single sector, with the potential to bring sustainable prosperity across industries such as RMG, shipbreaking, and transport. Mr. Korevaar underscored that this convention is only the beginning of a long-term movement and expressed Mondiaal FNV's continued commitment

to supporting Bangladesh in building a fair and sustainable future for its workers.

### **Baiba Zarina**

Deputy Head of Delegation, Delegation of the European Union to Bangladesh

Ms. Baiba Zarina, Representative of the European Union (EU), discussed Bangladesh's ongoing technological transformation and the importance of aligning it with labour rights and social protection. She outlined key challenges including the need for large-scale reskilling and upskilling programs, ensuring fair wages and decent workplaces, and expanding social protection systems. She reiterated the EU's commitment to supporting Bangladesh through the National Action Plan (2025-2026), with



an allocation of approximately €700 million to promote labour rights, social protection, and workforce empowerment through collaboration with partners such as Mondiaal FNV.

### **AHM Shafiquzzaman**

Ex-Secretary, Ministry of Labour and Employment



Mr. AHM Shafiquzzaman, President of CAB and Former Government Official, expressed full endorsement of the NAJTB proposal and the 12 points of the Dhaka Declaration. Drawing on his 31 years of government experience, he stressed the importance of a clear legal and implementation framework to ensure the alliance's effectiveness. He identified post-LDC graduation challenges, such as maintaining GSP+ eligibility, improving

governance, and adapting to AI-driven technologies. He also underscored the urgency of addressing employment generation and OSH-related issues through alignment with the Bangladesh Labour Act (BLA), ensuring full compliance with international labour standards.

### **Syed Sultan Uddin Ahmed**

Executive Director, Bangladesh Institute of Labour Studies

Mr. Syed Sultan Uddin Ahmed, Executive Director of BILS, reflected on the importance of long-term preparedness for technological and environmental transitions. He emphasized that a structured, actionable roadmap beyond declarations is necessary for implementation across government, private sector, and brands. He also acknowledged Ms. Rizwana Hasan's long-standing advocacy for workers' and environmental rights, noting that true progress requires collective, forward-looking planning and unity among all labour stakeholders.



### **Remarks of Chief Guest**

#### **Syeda Rizwana Hasan**

Honorable Adviser, Ministry of Environment, Forest and Climate Change



Ms. Syeda Rizwana Hasan, Honorable Adviser, Ministry of Environment, Forest and Climate Change, delivered a powerful speech connecting labour rights with moral and ethical imperatives. She stated that dignity lies at the core of workers' rights, rooted in both legal and moral frameworks. Citing Islamic principles, she reminded that fair wages, humane working hours, and decent treatment are moral obligations. Ms. Hasan called for broader tripartite collaboration expanding to

include consumers and international buyers and for context-specific standards rather than importing European benchmarks. She urged the creation of actionable work plans alongside policy recommendations and warned that "ultra-capitalism" and exploitative practices, such as unsafe shipbreaking, threaten the moral fabric of work. She concluded that Just Transition must protect workers' rights while advancing sustainability and equity.

## Anwar Hossain

Vice President, Bangladesh Institute of Labour Studies



Mr. Anwar Hossain, Vice President, Bangladesh Institute of Labour Studies, who presided over the session, closed the panel reflections by reminding participants that transition is inevitable but must be just. He highlighted that Bangladesh's coastal regions are among the most climate-vulnerable areas globally, with livelihoods at risk due to rising sea levels and salinity intrusion. He stressed the urgency of preparedness and adaptation to ensure that workers in affected regions are protected and

empowered during the transition.

## Closing Remarks

In his concluding statement, Mr. AKM Ashraf Uddin expressed gratitude to all participants, panelists, partners, and organizers for their active engagement and contributions to the success of the convention. He reaffirmed that the Just Transition National Convention 2025 and the Dhaka Declaration mark a historic milestone for Bangladesh, symbolizing the beginning of a collective movement toward a fair, inclusive, and sustainable future for all workers.

## Summary of Major Findings and Insights

The Just Transition Convention Bangladesh 2025 provided an unprecedented national platform for integrating the dimensions of climate change, energy transformation, and technological disruption within Bangladesh's labour and development discourse. Across all plenaries, thematic sessions, and the study dissemination, participants identified a series of common challenges, evidence-based insights, and policy implications that collectively define the current state and future direction of Bangladesh's Just Transition agenda.

### Common Challenges Identified Across Sessions

#### a. Policy Fragmentation and Institutional Gaps

There is a visible absence of an integrated national framework linking labour, environment, energy, and digital policies. Ministries and departments are working in silos, resulting in overlapping mandates and limited coordination. Participants emphasized the urgent need for a National Just Transition Policy supported by inter-ministerial mechanisms.

#### b. Limited Worker Inclusion in Transition Planning

Trade unions and workers' organizations remain largely excluded from climate and technology-related policymaking processes. Without structured platforms for consultation, workers' voices especially from informal and vulnerable sectors are not reflected in national adaptation or automation strategies.

#### c. Inadequate Social Protection and Labour Standards

A majority of Bangladesh's workforce operates in the informal economy, lacking access to social safety nets, occupational health measures, or income security. As automation and climate impacts accelerate, the absence of a robust protection system leaves millions of workers exposed to economic shocks and livelihood loss.

#### d. Gender Inequality and Youth Exclusion

Women and young workers continue to face systemic barriers in access to skills, employment, and leadership roles. Despite constituting a large portion of the RMG and footwear sectors, women remain underrepresented in policy dialogues and transition planning. Youth participants highlighted the absence of institutional reskilling pathways to prepare for digital and green jobs.

### **e. Skills Mismatch and Technological Preparedness**

Rapid technological changes in production processes, particularly in the RMG, leather, and footwear sectors, have outpaced the current technical and vocational training systems. The lack of national foresight on future skills requirements is creating a widening gap between labour supply and industry needs.

### **f. Climate-Induced Vulnerability and Occupational Health Risks**

Frequent heat stress, poor ventilation, salinity intrusion, and erratic weather patterns are directly affecting productivity, occupational health, and overall wellbeing of workers. These challenges were particularly evident in coastal and industrial zones, where labor-intensive sectors operate under unsafe and unsustainable conditions.

## **Sectoral and Policy Implications**

### **a. Ready-Made Garments (RMG)**

As Bangladesh's flagship export sector, RMG remains both highly exposed to climate impacts and increasingly subject to global sustainability standards. Ensuring a Just Transition in this sector will require investment in energy efficiency, green compliance, worker safety, and large-scale reskilling for automation.

### **b. Leather and Footwear**

The relocation of tanneries and the emergence of green industrial zones present both opportunities and challenges. However, poor waste management, exposure to chemicals, and informality persist. Policy focus should prioritize cleaner production technologies, safe working conditions, and recognition of tannery workers' rights.

### **c. Agriculture and Fisheries**

Rural livelihoods are under increasing threat from drought, salinity, and temperature rise. Integration of climate adaptation, sustainable water management, and livelihood diversification is critical. A Just Transition in this sector must include accessible insurance, adaptive technologies, and rural employment programs.

### **d. Informal Economy and Construction**

Informal and construction workers, representing the majority of Bangladesh's workforce, remain largely outside formal protection mechanisms. Transition strategies must include formalization pathways, health and safety enforcement, and targeted social protection for heat-exposed workers.

### **e. Policy and Governance Implications**

The Convention's discussions highlighted five key priorities for policy alignment:

1. Formulation of a National Just Transition Policy integrating climate, labour, and digital transformation agendas.
2. Establishment of a National Just Transition Fund to finance social protection, skills training, and green innovation.

3. Creation of a Tripartite Monitoring Platform to ensure accountability, representation, and transparency.
4. Integration of Just Transition in national climate and economic planning instruments, including NDCs, labour policies, and industrial strategies.
5. Development of gender-responsive and youth-inclusive frameworks for skills, leadership, and decision-making.

The major findings of the Convention underscored that Bangladesh's transition toward a green and digital economy must be rooted in fairness, inclusion, and shared responsibility. Without coordinated policy action and meaningful participation of workers, the transition risks deepening inequality and undermining decent work. However, with deliberate planning, social dialogue, and institutional collaboration, Bangladesh can pioneer a model of Just Transition that not only safeguards workers' rights but also strengthens national resilience and competitiveness in the evolving global economy.

## Conclusion

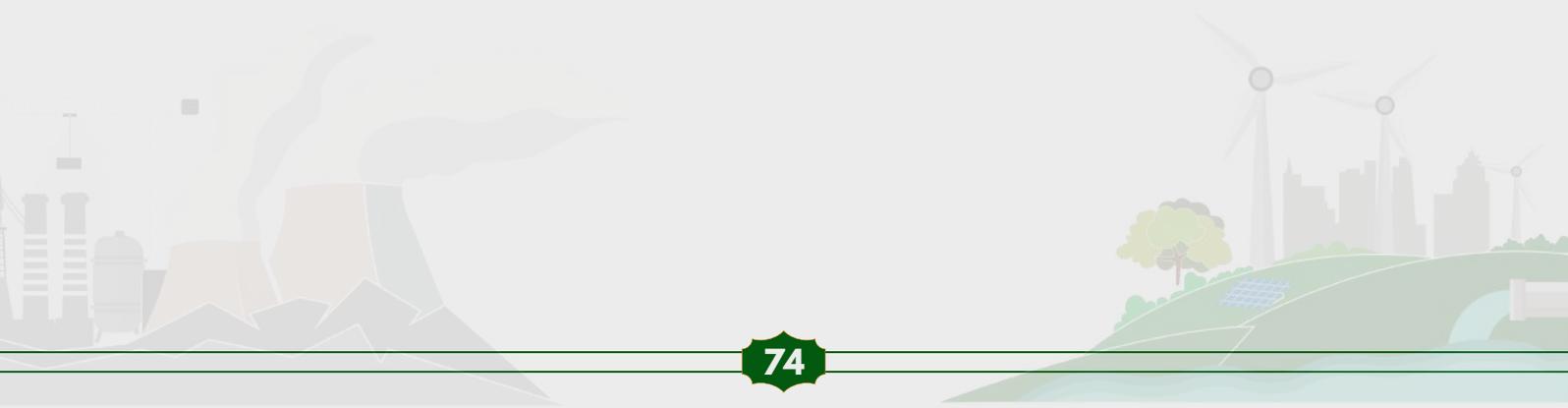
The Just Transition Convention Bangladesh 2025 marked a significant milestone in the country's journey toward building a fair, inclusive, and sustainable future of work. At a time when climate change, energy transformation, and technological disruption are reshaping global economies, the Convention reaffirmed Bangladesh's collective commitment to ensuring that these transitions unfold in ways that uphold workers' rights, social justice, and environmental integrity.

Over two days of intensive dialogue and knowledge exchange, the Convention brought together a diverse range of actors from government representatives and employers' organizations to trade unions, civil society, academia, and international partners. Through plenary discussions, study dissemination, thematic breakout sessions, and the Workers' Plenary, the Convention succeeded in establishing a shared understanding of the challenges and opportunities inherent in the Just Transition agenda.

Key outcomes including the presentation of sectoral research findings, the formulation of policy recommendations, and the adoption of the Dhaka Declaration 2025 collectively advanced a national framework for Just Transition grounded in decent work, gender equality, and inclusive social dialogue. The subsequent formation of the National Alliance for Just Transition in Bangladesh (NAJTB) represents a forward-looking institutional mechanism to translate the Convention's deliberations into coordinated national action.

The Convention demonstrated that a successful Just Transition in Bangladesh must be guided by five essential principles: equity, participation, preparedness, protection, and partnership. Achieving these requires sustained collaboration among government, employers, workers, and development partners to ensure that climate and technological progress strengthen rather than weaken human development and labour rights.

As Bangladesh continues to navigate the twin transformations of decarbonization and digitalization, the voices heard and commitments made during this Convention provide a strong foundation for shaping future policies and programs. The Just Transition Convention Bangladesh 2025 thus stands not as a culmination, but as the beginning of a coordinated national effort to ensure that the country's pathway toward sustainability remains just, inclusive, and worker-centered ensuring that no one is left behind in the transition to a fairer and more resilient future.



# 1 Panelists of the Convention

## Annexure

### Session 1: Opening Ceremony

<b>Presided by</b>	<b>Mesbahuddin Ahmed</b> Adviser Bangladesh Institute of Labour Studies (BILS)
<b>Welcome and Introductory Speech</b>	<b>Nazrul Islam Khan</b> Secretary general Bangladesh Institute of Labour Studies (BILS)
<b>Setting the Tone</b>	<b>A K M Ashraf Uddin</b> Executive Director Bangladesh Labour Foundation (BLF)
<b>Chief Guest of Opening Ceremony</b>	<b>Dr. Md. Sanwar Jahan Bhuiyan</b> Honorable Secretary Ministry of Labour and Employment
<b>Special Guest</b>	<b>Joris van Bommel</b> Ambassador Embassy of the Netherlands in Dhaka
	<b>Syed Sultan Uddin Ahmmed</b> Executive Director, Bangladesh Institute of Labour Studies (BILS)
	<b>Max Tunon</b> ILO Country Director Designate International Labour Organization (ILO)
	<b>Abdul Kader Howlader</b> Joint Coordinator Sramik Karmachari Oikya Parishad (SKOP)
	<b>Ruben Korevaar</b> Policy Advisor Mondiaal FNV
	<b>Tahmid Ahmed</b> Vice-President, Bangladesh Employers' Federation (BEF)

## Session-2: Unveiling the Evidence: How Climate Change Impacts Bangladesh's Labour Force

<b>Presentation</b>	<p><b>Dr. Md. Shakhaot Hossain</b> Associate Professor &amp; Head of ACH Unit, Department of Public Health and Informatics, Jahangirnagar University</p>
<b>Moderator</b>	<p><b>Mir Mohammad Ali</b> Assistant Professor, Sher-e-Bangla Agricultural University Fisheries Programme Development Specialist, Food and Agriculture Organization of the United Nations (FAO)</p>
<b>Panelists</b>	<p><b>Razequzzaman Ratan</b> Sramik Karmachari Oikya Parishad (SKOP)</p>
	<p><b>Kutubuddin Ahmed</b> President, IndustriALL Bangladesh Council (IBC)</p>
	<p><b>Dr. Michael Klode</b> Project Manager GIZ Bangladesh</p>
	<p><b>Vidiya Amrit Khan</b> Vice President, Bangladesh Garment Manufacturers and Exporters Association (BGMEA)</p>
	<p><b>Syed Nasim Manzur</b> President Leathergoods and Footwear Manufacturers &amp; Exporters Association of Bangladesh (LFMEAB)</p>
	<p><b>Md. Mirza Asadul Kibriya</b> Assistant Director Department of Environment</p>
	<p><b>Arif Ahmed Khan</b> Additional Inspector General (Joint Secretary) Department of Inspection for Factories and Establishments (DIFE)</p>
	<p><b>Dr Khondaker Golam Moazzem</b> Research Director Centre for Policy Dialogue (CPD)</p>

## Session-3: Parallel Session 1 -Fair Climate Fair Future: Advancing Climate Justice and Just Transition in Bangladesh

<b>Presenter</b>	<b>Abul Kalam Azad</b> Project Coordinator ActionAid
<b>Moderator</b>	<b>Naimul Ahsan Jewel</b> Member Secretary National Coordination Committee for Workers' Education (NCCWE)
<b>Panelist</b>	<b>Chowdhury Ashiqul Alam</b> Chairman National Coordination Committee for Workers' Education (NCCWE)
	<b>Dr. Mohammad Emran Hasan</b> Head of Climate Justice Oxfam in Bangladesh
	<b>Selim Reza Hasan</b> Country Manager- Bangladesh Solidaridad
	<b>Saif Islam</b> Senior Programme Officer International Labour Organization
	<b>Abu Syed Belal</b> Advisor-Trade and Economic Affairs European Union Delegation to Bangladesh
	<b>Taslina Akhter</b> President Bangladesh Garment Sramik Samhati (BGSS)
	<b>Muqeed Majumdar Babu</b> Chairman Prokriti O Jibon Foundation

## Session-4: Parallel Session 2- Her Work, Her Voice: Advancing Gender Justice in Climate & Tech Futures

<b>Presentation</b>	<b>Dr. Ananya Raihan</b> Chairperson iSocial
<b>Moderator</b>	<b>Ahsan Habib Bulbul</b> Joint Coordinator Sramik Karmachari Oikya Parishad (SKOP)
<b>Panelists</b>	<b>Towhidur Rahman</b> President, Bangladesh Apparel Workers' Federation
	<b>Badrul Alam</b> President Bangladesh Krishak Sramik Federation
	<b>Abil Bin Amin</b> Executive Director Ethical Trading Initiative Bangladesh (ETI)
	<b>Bijon Islam</b> Chief Executive Officer LightCastle Partners
	<b>Md Johar Ali</b> Member (Admin & Finance) National Skill Development Authority (NSDA)
	<b>Md. Belayet Hossen Ripon</b> Director Bangladesh Knitwear Manufacturers and Exporters Association (BKMEA)
	<b>Prodip Gabriel</b> Manager of Sustainability H&M

## Session-5: Parallel Session 3 - Digitalization, Automation & AI: Preparing Workers for Tomorrow

<b>Presentation</b>	<b>Ali Sampreety</b> Communication Officer Awaj Foundation
<b>Moderator</b>	<b>Nazma Yesmin</b> Director (Research & Development) Bangladesh Institute of Labour Studies -BILS
<b>Panelists</b>	<b>Shamim Ara</b> Sramik Karmachari Oikya Parishad (SKOP)
	<b>Kalpona Akter</b> Executive Director Bangladesh Center for Workers' Solidarity
	<b>Dr. Samina Luthfa</b> Professor Department of Sociology University of Dhaka
	<b>Mushfiqua Zaman Satiar</b> Senior Policy Advisor Embassy of the Kingdom of the Netherlands in Bangladesh
	<b>Aamanur Rahman</b> Project Director, Women Thrive in Bangladesh CARE Bangladesh
	<b>Farzana Sharmin</b> Joint Secretary (Compliance Cell) Bangladesh Knitwear Manufacturers and Exporters Association (BKMEA)
	<b>Khadija Khondker</b> Program Officer ILO Country Office for Bangladesh
	<b>Bablur Rahman</b> Country Manager Fair Wear Foundation

## Session- 6: Parallel Session 4 - No One Left Behind: Climate Justice for Informal Workers

<b>Presentation</b>	<p><b>Mostafiz Ahmed</b> Associate Professor Department of Social Work Jagannath University</p>
<b>Moderator</b>	<p><b>Badal Khan</b> Member National Coordination Committee for Workers' Education (NCCWE)</p>
<b>Panelists</b>	<p><b>Shah Mohammad Abu Zafar</b> Advisor Bangladesh Institute of Labour Studies</p>
	<p><b>Sunzida Sultana</b> Additional Executive Director Karmojibi Nari</p>
	<p><b>Dr. Mohammad Abu Yusuf</b> Secretary Ministry of Social Welfare</p>
	<p><b>Md. Sekender Ali Mina</b> Safety and Rights Society Executive Director</p>
	<p><b>Shaheen Anam</b> Executive Director Manusher Jonno Foundation</p>
	<p><b>Elisa Benistant Fremigacci</b> Technical Officer Just Transitions ILO Bangladesh</p>
	<p><b>Kazi Moklesur Rahman</b> Project Director (Joint Secretary) Economic Acceleration and Resilience for NEET (EARN) Project Department of Youth Development</p>

## Session-7: Parallel Session 5 - Bangladesh at the Crossroads: Addressing Policy Shortfalls

<p><b>Presentation</b></p>	<p><b>Habibur Rahman</b> Lecturer Department of Social Welfare Islamic University</p>
<p><b>Moderator</b></p>	<p><b>Kohinoor Mahmood</b> Member Tripartite Consultative Council (TCC)</p>
<p><b>Panelists</b></p>	<p><b>Salahuddin Swapan</b> Member IndustriALL Bangladesh Council</p>
	<p><b>Monjurul Islam</b> Sramik Karmachari Oikya Parishad (SKOP)</p>
	<p><b>Dr. Badrun Nessa Ahmed</b> Senior Research Fellow Bangladesh Institute of Development Studies (BIDS)</p>
	<p><b>Md Liakath Ali</b> Director, Climate Bridge / CREWSnet BRAC</p>
	<p><b>Hasnat Alam</b> Economist &amp; Senior Manager, Policy &amp; Markets Advisory Policy Exchange Bangladesh</p>
	<p><b>Sifat-E-Nur Khanam</b> Associate Legal Specialist, Economic Justice Cluster BLAST</p>
	<p><b>Advocate AKM Nasim</b> Country Program Director Solidarity Center-Bangladesh Office</p>

## Session-8: Parallel Session 6 - Shaping Tomorrow: Youth and Women Leading the Transition to Justice

<b>Presentation</b>	<b>Md Zubaer Alam</b> Program Officer Bangladesh Labour Foundation
<b>Moderator</b>	<b>Roksana Afroz Asha</b> Vice Chairman Women Committee
<b>Panelists</b>	<b>Kawsar Ahmed</b> EC Member Jatiya Sramik Federation
	<b>Md. Hasan Ali</b> Member IBC Youth Committee and IndustryAll South Asia Youth Working Group
	<b>Sifat Chowdhury</b> Bangladesh Labour Federation (BLF)
	<b>Kuasha Akter</b> Chairman Women Committee, Worker Resource Centre
	<b>Shohanur Rahman</b> YouthNet Global Executive Coordinator
	<b>Lutfa Pathan</b> Project Manager SERAC-Bangladesh
	<b>Tanzila Tajreen</b> Senior Policy Advisor Embassy of Kingdom of Netherlands in Bangladesh
	<b>Tasnia Ahmed</b> Project Manager Ipas Bangladesh

## Session-9: Trade union plenary- Workers' Call-to-Action

<b>Moderator</b>	<b>AKM Ashraf Uddin</b> Executive Director Bangladesh Labour Foundation
<b>Panelist</b>	<b>Syed Sultan Uddin Ahmed</b> Executive Director Bangladesh Institute of Labour Studies (BILS)
	<b>Ahsan Habib Bulbul</b> Joint Coordinator Sramik Karmachari Oikya Parishad (SKOP)
	<b>Abdul Kader Howlader</b> Joint Coordinator Sramik Karmachari Oikya Parishad (SKOP)
	<b>Naimul Ahsan Jewel</b> Member Secretary National Coordination Committee for Workers' Education (NCCWE)
	<b>Shamim Ara</b> Sramik Karmachari Oikya Parishad (SKOP)
	<b>China Rahman</b> Woman Secretary IndustriALL Bangladesh Council
	<b>Razequzzaman Ratan</b> Sramik Karmachari Oikya Parishad (SKOP)
	<b>Rashedul Alam Raju</b> Member IndustriALL Bangladesh Council

## Closing Ceremony - From Dialogue to Action: Towards a National Alliance for Just Transition Bangladesh (NAJTB)

<b>Chief Guest</b>	<b>Syeda Rizwana Hasan</b> Honorable Adviser Ministry of Environment, Forest and Climate Change
<b>Chair</b>	<b>Anwar Hossain</b> Vice President Bangladesh Institute of Labour Studies (BILS)
<b>Special Guest</b>	<b>Abdul Kader Howlader</b> Joint Convenor, Sramik Karmachari Oikya Parishad (SKOP)
	<b>Ms. Baiba Zarina</b> Deputy Head of Delegation Delegation of the European Union to Bangladesh
	<b>Mr. AHM Shafiquzzaman</b> Ex-Secretary Ministry of Labour and Employment
	<b>Syed Sultan Uddin Ahmmed</b> Executive Director Bangladesh Institute of Labour Studies (BILS)
	<b>Ruben Korevaar</b> Policy Advisor Mondiaal FNV
<b>Moderator</b>	<b>A K M Ashraf UDDIN</b> Executive Director, Bangladesh Labour Foundation -BLF

# 2

Annexure

## Call of Action



National Alliance For  
JUST TRANSITION  
Bangladesh

জলবায়ু, পরিবেশ ও প্রযুক্তির পরিবর্তন প্রক্রিয়ায় শ্রমজগতের ন্যায্য রূপান্তরে

ঢাকা ঘোষণা - ২০২৫



National Alliance For  
JUST TRANSITION  
Bangladesh



জলবায়ু, পরিবেশ ও প্রযুক্তির পরিবর্তন প্রক্রিয়ায় শ্রমজগতের ন্যায্য রূপান্তরে

ঢাকা ঘোষণা - ২০২৫

ন্যায্য রূপান্তরের লক্ষ্যে বাংলাদেশের ট্রেড ইউনিয়নসমূহের যৌথ আহ্বান



**National Alliance For  
JUST TRANSITION  
Bangladesh**



প্রস্তুত সহায়তায়

বাংলাদেশ লেবার ফাউন্ডেশন (বিএলএফ) এবং বাংলাদেশ ইন্সটিটিউট অব লেবার স্টাডিস (বিলস)

সহযোগিতায়

মন্ডিয়াল এফএনভি (Mondiaal FNV)

সেপ্টেম্বর ২০২৫



## ভূমিকাঃ

বিশ্বব্যাপী জলবায়ু পরিবর্তন, পরিবেশগত সংকট ও দ্রুতগতির প্রযুক্তিগত রূপান্তর শ্রমজগতে গভীর প্রভাব ফেলছে। এই পরিবর্তনের ফলে একদিকে যেমন নতুন কর্মসংস্থানের সুযোগ তৈরি হচ্ছে, অন্যদিকে প্রচলিত অনেক পেশা ও জীবিকার ক্ষেত্র হুমকির মুখে পড়ছে। শ্রমিকদের জীবন-জীবিকা, দক্ষতা, অধিকার ও সামাজিক সুরক্ষা ব্যবস্থাকে টেকসইভাবে রূপান্তর করা এখন সময়ের দাবি।

বাংলাদেশ, একটি জলবায়ু ঝুঁকিপূর্ণ দেশ হিসেবে, শিল্পায়ন, জ্বালানি পরিবর্তন এবং ডিজিটাল প্রযুক্তির অগ্রগতির সঙ্গে তাল মিলিয়ে শ্রমবাজারে ন্যায্য রূপান্তর নিশ্চিত করার প্রয়োজনীয়তা অনুভব করছে। এই প্রেক্ষাপটে, বাংলাদেশ ট্রেড ইউনিয়ন সমূহ, বাংলাদেশ লেবার ফাউন্ডেশন (BLF) এবং বাংলাদেশ ইনস্টিটিউট অব লেবার স্টাডিজ (BILS), মনডিয়াল এফএনভি (Mondiaal FNV)-এর সহযোগিতায় ২৪-২৫ সেপ্টেম্বর ২০২৫ তারিখে দ্য ওয়েস্টিন ঢাকা-তে “Just Transition Convention Bangladesh 2025” আয়োজন করে।

এই কনভেনশনে বিভিন্ন ট্রেড ইউনিয়ন ফেডারেশন, শ্রমিক সংগঠন, গবেষক, নীতিনির্ধারক, নিয়োগকর্তা প্রতিনিধি এবং আন্তর্জাতিক সহযোগী সংস্থাগুলোর সক্রিয় অংশগ্রহণে শ্রমজগতের ন্যায্য রূপান্তর (Just Transition) বিষয়ে আলোচনা অনুষ্ঠিত হয়। আলোচনার সারমর্ম ও যৌথ প্রতিশ্রুতির ভিত্তিতে ট্রেড ইউনিয়ন কত গৃহীত হয় এই আহ্বানপত্র—

**“জলবায়ু, পরিবেশ ও প্রযুক্তির পরিবর্তন প্রক্রিয়ায় শ্রমজগতের ন্যায্য রূপান্তরে ঢাকা ঘোষণা – ২০২৫: ন্যায্য রূপান্তরের লক্ষ্যে বাংলাদেশের ট্রেড ইউনিয়নসমূহের যৌথ আহ্বান (JTCB2025 Call of Action)” ।**

এই ঘোষণাপত্র বাংলাদেশের শ্রমিকদের জন্যে এক নতুন মাইলফলক, এটি শ্রম আন্দোলনে এক নতুন মাত্রা যোগ করছে, যা ভবিষ্যৎ কর্মসংস্থান, দক্ষতা উন্নয়ন, সামাজিক সংলাপ ও নীতি প্রণয়নের ক্ষেত্রে ন্যায্য রূপান্তরের দিকনির্দেশনা হিসেবে কাজ করবে।



## জলবায়ু, পরিবেশ ও প্রযুক্তির পরিবর্তন প্রক্রিয়ায় শ্রমজগতের ন্যায্য রূপান্তরে

ঢাকা ঘোষণা - ২০২৫

ন্যায্য রূপান্তরের লক্ষ্যে বাংলাদেশের ট্রেড ইউনিয়নসমূহের যৌথ আহ্বান  
(JTCB2025 Call of Action)

বিশ্ব এখন জলবায়ু পরিবর্তন, বৈশ্বিক তাপমাত্রা বৃদ্ধি, প্রযুক্তিগত পরিবর্তন এবং বৈষম্যমূলক অর্থনৈতিক কাঠামোর এক জটিল সংকটকাল অতিক্রম করছে। বিশ্বের অন্যতম জলবায়ু ঝুঁকিপূর্ণ দেশ হিসেবে বাংলাদেশে ২০৫০ সালের মধ্যে এ দেশের প্রায় ১.৩ কোটি মানুষের বাস্তুচ্যুত হওয়ার ঝুঁকি রয়েছে। জলবায়ু পরিবর্তন ও প্রযুক্তিগত রূপান্তরের সবচেয়ে বেশি নেতিবাচক প্রভাব পড়ছে শ্রমজীবী মানুষের উপর। এই উদ্বেগকে বিবেচনায় নিয়ে আমরা ট্রেড ইউনিয়নসহ সরকার, নিয়োগকারী পক্ষ, সিভিল সোসাইটি, জাতীয় ও আন্তর্জাতিক উন্নয়ন সহযোগী, ব্র্যান্ড-বায়ার, পরিবেশ ও শ্রম অধিকার সংগঠন, শিক্ষক, গবেষক, পেশাজীবী, নারী ও যুব প্রতিনিধিগণ আজ এক ঐতিহাসিক মুহূর্তে একত্রিত হয়েছি।

বৈশ্বিকভাবে ILO (২০১৫), ITUC (২০১৮) ও IndustriALL Global Union (২০২২)-এর ন্যায্য রূপান্তর নির্দেশিকা, প্যারিস চুক্তি (২০১৫), UNGPs (জাতিসংঘের ব্যবসা ও মানবাধিকার বিষয়ক নির্দেশিকা) এবং HREDD/mHRDD কাঠামো ইতিমধ্যেই শ্রমিক অধিকার ও পরিবেশ সুরক্ষার বিষয়টিকে বৈশ্বিক এজেন্ডা হিসেবে আমাদের সামনে নিয়ে এসেছে। সাম্প্রতিক সময়ে EU CSDDD (Corporate Sustainability Due Diligence Directive) ও CSRD (Corporate Sustainability Reporting Directive) আন্তর্জাতিক সরবরাহ শৃঙ্খলে শ্রমিক অধিকার ও পরিবেশ সুরক্ষাকে বাধ্যতামূলক করেছে। পাশাপাশি, SDG ৪ (শোভন কাজ) ও SDG ১৩ (জলবায়ু পদক্ষেপ) এর অন্যতম প্রাধান্যের বিষয়টি ন্যায্য রূপান্তর।

বাংলাদেশের প্রেক্ষাপটে, জাতীয়ভাবে নির্ধারিত অবদান (NDCs), জাতীয় অভিযোজন পরিকল্পনা (NAP) এবং জলবায়ু বিষয়ক পরিকল্পনায় ন্যায্য রূপান্তরের বিষয় আংশিকভাবে উত্থাপিত হলেও শ্রমিক অধিকার, সুরক্ষা এবং ট্রেড ইউনিয়নের ভূমিকা ও অংশগ্রহণের বিষয়টি সুস্পষ্ট নয়। জলবায়ু পরিবর্তন ও প্রযুক্তিগত রূপান্তরের কারণে সৃষ্ট চ্যালেঞ্জ মোকবিলায় বাংলাদেশ শ্রম আইন ও জাতীয় সামাজিক সুরক্ষা কৌশলে শ্রমিক সুরক্ষার বিষয়টি গুরুত্ব দিয়ে উল্লেখ করা প্রয়োজন।

এ বাস্তবতায়, আমরা ঘোষণা করছি, ন্যায্য রূপান্তর শুধু একটি সবুজ কারখানা নির্মাণ নয়; এটি হলো সামাজিক ন্যায্যবিচার প্রতিষ্ঠা, শ্রমিকের অধিকার সুরক্ষা ও মানবাধিকার নিশ্চিতকরণের একটি সমন্বিত ভূমিকা ও ঐক্যবদ্ধ যাত্রা। এই লক্ষ্যে আমরা 'ন্যাশনাল এলায়েন্স ফর জাস্ট ট্রানজিশন বাংলাদেশ' গঠনের ঘোষণা দিচ্ছি।

আমরা বিশ্বাস করি:

- প্রতিটি শ্রমিকের জন্য নিরাপদ, মর্যাদাপূর্ণ ও ভবিষ্যতমুখী কর্মসংস্থানের নিশ্চয়তার অধিকার থাকা উচিত।
- প্রাতিষ্ঠানিক খাতে কর্মরত শ্রমিকদের পাশাপাশি নারী, যুবক, অভিবাসী, অপ্রাতিষ্ঠানিক ও প্রান্তিক শ্রমিকদের জাতীয় সুরক্ষা কাঠামোতে অন্তর্ভুক্তির দায়িত্ব এই রাষ্ট্রের।
- সরকার, মালিকপক্ষ ও শ্রমিক পক্ষের মধ্যে কার্যকর ত্রিপক্ষীয় সংলাপ হবে ন্যায্য রূপান্তরের ভিত্তি।

### আমাদের প্রস্তাবনা

- ১। শ্রমিকের অধিকার সুরক্ষায় অবিলম্বে একটি 'জাতীয় ন্যায্য রূপান্তর নীতিমালা' প্রণয়ন এবং নীতিমালা বাস্তবায়নের জন্য একটি রোডম্যাপ বা 'অ্যাকশন প্ল্যান' তৈরি করতে হবে।
- ২। ট্রেড ইউনিয়নসহ বিভিন্ন পক্ষের অংশগ্রহণে 'ন্যাশনাল প্লাটফর্ম ফর মনিটরিং জাস্ট ট্রানজিশন' গঠনের উদ্যোগ গ্রহণ করতে হবে।
- ৩। জাতীয়ভাবে নির্ধারিত অবদান (NDCs), জাতীয় অভিযোজন পরিকল্পনা (NAP) এবং জলবায়ু বিষয়ক পরিকল্পনা ও নীতিমালাসহ সকল রাষ্ট্রীয় নীতি ও পরিকল্পনা প্রণয়ন ও বাস্তবায়ন প্রক্রিয়ায় ট্রেড ইউনিয়নের যথাযথ অংশগ্রহণ নিশ্চিত করতে হবে।
- ৪। বাংলাদেশের বৈশ্বিক প্রতিশ্রুতির সাথে সামঞ্জস্য রেখে শ্রম আইনসহ সংশ্লিষ্ট অন্যান্য আইন ও বিধিমালা পর্যালোচনাপূর্বক ন্যায্য রূপান্তরের লক্ষ্যে সুপারিশমালা প্রণয়ন করতে হবে। এক্ষেত্রে জাতিসংঘের ব্যবসা ও মানবাধিকার নির্দেশিকা (UNGPs), মানবাধিকার ও পরিবেশগত দায়বদ্ধতা বিষয়ক কাঠামো (HREDD/mHRDD) এবং ILO, ITUC, IndustriALL Global Union'র ন্যায্য রূপান্তর নির্দেশিকাগুলোকে জাতীয় আইন এবং নীতি পরিকল্পনায় সমন্বয় করতে হবে। COP ও আন্তর্জাতিক ফোরামে শ্রমিকের যথাযথ প্রতিনিধিত্ব নিশ্চিত করতে হবে।
- ৫। ন্যায্য রূপান্তর প্রক্রিয়ায় শোভন কাজের মানদণ্ডসমূহ অত্যাবশ্যকীয়ভাবে নিশ্চিত করতে হবে বিশেষ করে প্রতিটি কর্মক্ষেত্রে নিরাপদ পরিবেশ, জীবনধারণের জন্য উপযুক্ত মজুরী ও অবাধ ট্রেড ইউনিয়নের স্বাধীনতা নিশ্চিত করা এবং সামাজিক সুরক্ষার ক্ষেত্রে বীমা, স্বাস্থ্যসেবা, দুর্ঘটনাজনিত ক্ষতিপূরণ, আবাসন, রেশনিং, বেকার ভাতা, মাতৃত্বকালীন সুবিধা, পেনশন-এর পাশাপাশি দুর্যোগকালীন সহায়তা নিশ্চিত করতে হবে।
- ৬। জলবায়ু ও প্রযুক্তিগত পরিবর্তনে ক্ষতিগ্রস্ত শ্রমিকদের জন্য জাতীয় Just Transition Fund গঠন করতে হবে, যেখানে সরকারি বাজেট, আন্তর্জাতিক জলবায়ু তহবিল, ব্র্যান্ডস ও নিয়োগকর্তাদের অবদান থাকবে, যা ক্ষতিগ্রস্ত শ্রমিকদের সুরক্ষায় ব্যবহার করা হবে। ক্লাইমেট ভিকটিম সাপোর্ট সেন্টার স্থাপন এবং ক্ষতিগ্রস্ত শ্রমজীবীদের ক্ষতিপূরণ ও পুনর্বাসন নিশ্চিত করতে হবে।

- ৭। সাপ্লাই চেইনের সকল পর্যায়ে শ্রমিকের অধিকার এবং পরিবেশ সুরক্ষায় ব্র্যান্ডস ও নিয়োগকর্তাদের আইনি দায়বদ্ধতা, তথ্যের স্বচ্ছতা ও জবাবদিহিতা নিশ্চিত করতে হবে।
- ৮। জলবায়ু ও প্রযুক্তিগত পরিবর্তনের কারণে সৃষ্ট প্রভাব নিয়ে সুনির্দিষ্ট গবেষণা করার লক্ষ্যে ইমপ্যাক্ট রিসার্চ সেন্টার স্থাপন করতে হবে।
- ৯। প্রাতিষ্ঠানিক এবং অপ্রাতিষ্ঠানিক শ্রমিকদের প্রয়োজনীয় দক্ষতা বৃদ্ধির জন্য একটি জাতীয় সবুজ ও ডিজিটাল দক্ষতা বৃদ্ধি কাঠামো প্রণয়ন ও যথাযথ বাস্তবায়ন নিশ্চিত করতে হবে।
- ১০। নারীদের চাকুরিতে সমান প্রবেশাধিকার ও সুযোগ-সুবিধা এবং জেন্ডার-ভিত্তিক সহিংসতা প্রতিরোধে যথাযথ ব্যবস্থা নিশ্চিত করতে হবে।
- ১১। শিল্প স্থাপন ও বিনিয়োগ যেন পরিবেশবান্ধব হয় তা নিশ্চিত করতে হবে। অন্যান্য দেশের সফল উদাহরণসমূহের (বেস্ট প্র্যাকটিসেস) পর্যালোচনা করে নীতিমালা প্রণয়ন করতে হবে।
- ১২। ২০২৬ থেকে ২০৩৬ পর্যন্ত সময়কে কর্মসংস্থান দশক ঘোষণা করা। শ্রমিকদের চাকুরি সুরক্ষা ও নতুন চাকুরির সুযোগ তৈরির জন্য প্রযুক্তির বিকাশ ও শ্রমিকের দক্ষতা উন্নয়নকে অগ্রাধিকার দেওয়া।

এসকল দাবি আদায়ের লক্ষ্যে আমরা, আজকের এই ঐতিহাসিক কনভেনশনে গর্ব ও দৃঢ় প্রত্যয়ে **National Alliance for Just Transition Bangladesh - NAJTB** ঘোষণা করছি। এই জোট হবে ট্রেড ইউনিয়নের নেতৃত্বে বাংলাদেশের জলবায়ু ও প্রযুক্তিগত পরিবর্তনের প্রভাব মোকাবেলায় শ্রমিকদের জাতীয় কণ্ঠস্বর ও সম্মিলিত শক্তি। এটি শুধু একটি প্ল্যাটফর্ম নয়, বরং শ্রমিক আন্দোলনের নতুন মাইলফলক, যা ন্যায্য রূপান্তরের প্রতিটি ধাপে শ্রমিকদের অধিকার ও মর্যাদা নিশ্চিত করার চেষ্টা করবে।

### NAJTB- এর লক্ষ্য ও উদ্দেশ্যসমূহ

#### লক্ষ্য (Goals)

শ্রমিকদের অধিকার রক্ষা, শোভন কাজ নিশ্চিতকরণ এবং জলবায়ু ও প্রযুক্তিগত রূপান্তরে শ্রমিকদের সুরক্ষা নিশ্চিত করা। ন্যায্য রূপান্তরকে শ্রমিককেন্দ্রিক, অন্তর্ভুক্তিমূলক ও বৈশ্বিক মানদণ্ডসম্মত করা।

#### উদ্দেশ্য (Objectives)

- ত্রিপক্ষীয় ও বহুপক্ষীয় সংলাপের মাধ্যমে শ্রমিকস্বার্থকে নীতি ও পরিকল্পনায় অন্তর্ভুক্ত করা।
- একটি জাতীয় ন্যায্য রূপান্তর রোডম্যাপ ও সর্বজনীন সামাজিক সুরক্ষা স্কিম নিশ্চিত করা।
- সকল রাষ্ট্রীয় নীতি ও পরিকল্পনা প্রণয়ন ও বাস্তবায়ন প্রক্রিয়ায় ট্রেড ইউনিয়নের যথাযথ অংশগ্রহণ নিশ্চিত করা।



- শ্রমিকদের জন্য জীবনধারণযোগ্য মজুরি ও ক্ষতিপূরণ নির্ধারণ প্রক্রিয়ায় ট্রেড ইউনিয়নের সরাসরি অংশগ্রহণ নিশ্চিত করা।
- সহযোগিতা ও আস্থার মাধ্যমে টেকসই শিল্প ও পরিবেশবান্ধব উন্নয়ন এগিয়ে নেওয়া।

পরিশেষে আমরা, আজকে দৃঢ়ভাবে ঘোষণা করছি-

**“রূপান্তর হ'উক ন্যায়, শ্রমিক হ'উক ন্যায় অংশীদার।”**



**National Alliance For  
JUST TRANSITION  
Bangladesh**

[www.justtransitionbd.org](http://www.justtransitionbd.org)



# 3 Gallery

## Annexure

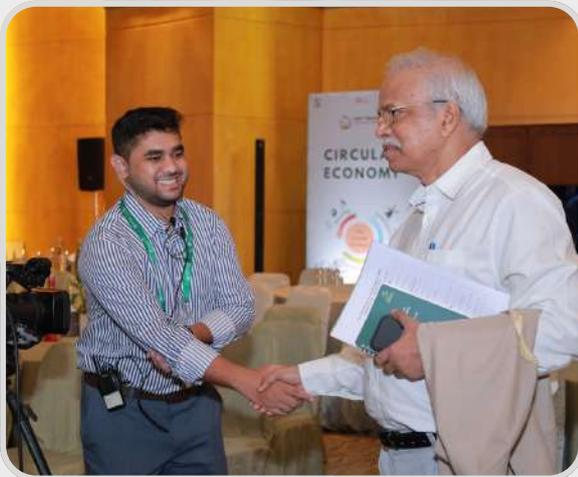
















**JUST TRANSITION**  
Convention Bangladesh  
**2025**



Bangladesh  
Labour  
Foundation

**Mondiaal FNV**

# *Uniting for Just and Fair Future*

[www.justtransitionbd.org](http://www.justtransitionbd.org)

