



## Terms of Reference (TOR)

For engaging a consultation firm / individual consultant of Bangladesh to carry out a study on “Assessment of technological transition in apparel sector of Bangladesh and its impact on the workers.”

### Background of the Study:

Bangladesh Labour Foundation (BLF) is a non-government, non-profit, non-partisan organization representing the interests of the working people in Bangladesh. By undertaking various programs and projects, BLF works for the welfare of workers, working people, professionals, women, children, employees and families. BLF has been working in the apparel sector for a long time, and the apparel industry is one of the priority sectors.

Bangladesh is the second largest country in apparel export after China, with the proud tag of “Made in Bangladesh”. About 84.58% (\$46.99 billion) of the country's total export earnings are coming from the apparel sector and its contribution to GDP is 10.35% (FY23). Additionally, the number of green factories is increasing rapidly in Bangladesh. According to GBIG, there are 213 US Green Building Council's (USGBC) LEED certified factories, including 80 Platinum, 119 Gold, 10 Silver, and 4 certified factories.

However, technological transition brings out drastic changes in the industries like apparel, textiles etc. Recent data shows that more than 250 factories in the country are fulfilling orders with the use of the latest technology and machinery. Though automation will make production more cost-effective and efficient, but it may cause heavy job losses in the future as humans are replaced by machines. According to a2i, 5 sectors of Bangladesh are at risk due to modern technology, of which the apparel is the first and about 60% of job losses will occur in apparel alone.

Additionally, there is a deficiency in opportunities for upskilling and reskilling among apparel workers. So, there is risk of severe vulnerability in the coming days. Moreover, there is a lack of social or any form of support during periods of unemployment resulting from technological transition. The situation is intricate, compounded by insufficient available data to comprehend the current state of technological transition on apparel sector in Bangladesh. Focusing this situation, a new study will assess the impact of technological transition among workers of apparel sector.

Bangladesh Labour Foundation (BLF) invites proposals from consultation firms/individual consultants to conduct a study on “Assessment of technological transition in apparel sector of Bangladesh and its impact on the workers.”

### Objectives of the Study:

- To explore the current status of technological transition in the apparel sector;
- To understand the impact of technological transition on the workers and their livelihoods;
- To address the readiness level of the technological transition in the apparel sector

### Scope of Work and Extent:

The study will represent the export-oriented apparel industries, specifically located in three major areas of Bangladesh: Dhaka, Ashulia, & Gazipur.

- A statistically representative sample survey on apparel Workers (400 samples)
- Key Informant Interviews with Stakeholders (14)
- In-depth Interviews with Basic Trade Unions and PC (8)
- FGD with relevant informants (4)
- Case studies (4)
- Factory level automation assessment

### Expected output of the study:

- Status of technological transition in the apparel sector;
- Identifying the impact of technological transition on workers and their livelihoods;
- Finding the existing challenges with recommendations;

- Addressing the readiness level of the technological transition;
- A policy paper which can be used for future dialogue.

#### **Methodology:**

The consulting organization should employ both qualitative and quantitative investigation techniques with the scientific and statistical basis for the generalization of study/assessment findings and draw conclusions. It should gather primary information along with existing secondary information to analyze the findings.

#### **Data Collection Methods:**

- **Face-to-Face Interviews:** A total of 400 face to face interviews with workers.
- **In-Depth Interviews (IDIs):** A total of 8 IDIs with Basic Trade Unions (4) and PCs (4).
- **Key Informant Interviews (KII):** A total of 14 KIIs with Mid-Level Management (4), Owners Association (2), MoLE (1), DIFE (1), DoL (1), NSDA (1), SWD (1), Experts/Academicians (1), and Trade Union Federation (2).
- **Focus Group Discussion (FGD):** A total of 4 FGDs with separate males and female workers.
- **Case Study:** A total of 4 Case studies of the discharged workers.

#### **Site Selection Criteria:**

- Cluster-based random sampling can be followed for face-to-face interviews from the study areas, and the process is a) random site selection from the respective three areas, b) factory selection randomly, and c) worker selection randomly.

#### **Deliverables:**

- An analytical report and a PowerPoint presentation;
- Relevant Annexes and tables;
- Hard copy and soft copies of data and reports;
- Case studies;
- Data presentation and validation workshop before finalization.

#### **Terms of Payment:**

- 20% of consultancy fees will be paid 12 days after submission of Inception Report.
- 30% of consultancy fees will be paid within 12 days after submission of draft report.
- 50% of consultancy fees will be paid within 15 days after submission of final delivery approved by BLF technical team which is ready to print a version with final design.
- The fees will be paid by cheque/bank account transfer upon agreement with the consultant.
- VAT and tax will be deducted as per local government policies.

**Proposal submission deadline: 19 July, 2024**

**Study Timeline:** August - October, 2024

#### **Proposal submission to:**

[office@blfbd.com](mailto:office@blfbd.com) or to The Executive Director, Bangladesh Labour Foundation (BLF), F Haque Tower (Level-7), 107, Bir Uttam C R Datta Road, Dhaka-1205