



Bangladesh Institute of Labour Studies-BILS

Terms of Reference (ToR)

Assignment:	A case study on 'Climate change implications and the status of just transition in the informal economy (Rickshaw puller, Transport, Platform economy): Employment security a core focus' and based on which developing 2) a policy brief and 3) a TU position paper.
Contract Type:	Individual; Between BILS and the Consultant
Timeframe:	April, 2024 – August, 2024
Location:	Dhaka, Bangladesh
Required languages:	English and Bangla

Summary:

The Bangladesh Institute of Labour Studies (BILS), functioning as a project implementing partner of ILO, aims to undertake a case study on 'Climate change implications and the status of just transition in the informal economy (Rickshaw puller, Transport, Platform economy): Employment security a core focus'. An expert or academician will lead this case study. The study will include participation from the BILS's Youth & Women TU Network and BILS Interns as members of the study team. The study team will also be responsible for developing a policy brief and a TU position paper based on the study's findings.

1. About the research and work

This 'Terms of Reference' details the working modalities of the task titled '**Climate change implications and the status of just transition in the informal economy (Rickshaw puller, Transport, Platform economy): Employment security a core focus,' and based on which developing 2) a policy brief and 3) a TU position paper.** Bangladesh Institute of Labour Studies- BILS is the commissioning authority of this research. This consultancy constitutes an essential part of a project titled "**Support for Effective and Inclusive Trade Unions in Bangladesh,**" partnering between the Bangladesh Institute of Labour Studies (BILS) and The International Labour Organization (ILO). The project aims to improve trade unions' capacity through democratic and representative participation for sustainable and effective tripartite social dialogue. More specifically, the project outcome focuses on increasing the awareness and capacity of young and female trade union members and leaders on trade union roles, leadership and influencing contemporary labour agenda like just transition through effective social dialogues.

2. Problem statement

The informal sector of Bangladesh represents the majority share of the total workforce. It encompasses a diverse range of activities and livelihoods. Rickshaw pulling, transport services, and platform economy are of them three most vibrant sectors, connected with city dwelling on a day to day basis. While these sectors contribute substantially to employment and economic growth, labour rights particularly employment security has always been a key concern in these sectors.

Secondly, all of these three informal sectors are fast transitioning. Platform economy is just in its growing phase along with everyday shaping of its policies and rules and regulations. Despite being the most popular and zero carbon emitting traditional sector, rickshaw pulling is fast changing. Carbon

emission occurring electric battery driven rickshaw pulling is fast growing. Roads are increasingly getting restricted for rickshaw pulling as well as labour rights and employment security are most shattered. Transport sector is ever modernizing. Labour rights and employment security is one of the poorest in this sector.

Thirdly, the informal economy as a whole and particularly the stated three sectors are also highly vulnerable to external shocks and structural changes, particularly those induced by climate change. Climate change poses multifaceted challenges, exacerbating existing vulnerabilities and threatening the livelihoods of millions of workers employed in these three sectors. Extreme weather events, such as floods, storms, and heat waves, disrupt transportation networks, damage infrastructure, and compromise working conditions. Health vulnerability due to heat waves and loss of income and employment security and loss of productivity are most common. Additionally, gradual environmental degradation, including air and water pollution, impacts the health and productivity of workers in these sectors.

Given the stated scenario, just transition appears to be an emerging need. Although the concept of a "just transition" has become increasingly popular in the global trade union movement, it is very young in the trade union movement of developing countries like Bangladesh. Secondly, despite growing recognition of the need for a just transition, there remains a gap in understanding how it can be operationalized within the context of informal economy sectors such as rickshaw pulling, transport, and the platform economy. Most importantly, while employment security is a fundamental aspect of a just transition, only little attention so far has been paid to how climate change impacts intersect with existing employment dynamics in these sectors and what strategies are needed to ensure workers' resilience and security. For all of these, we need empirical evidence and supporting policies. We need to educate and prepare our trade unions to effectively address just transition in the informal economy.

Underlying the present context, this research has been thought off. The mainstay of this research is to generate empirical evidence of the implications of climate change in the informal economy particularly on employment security and labour rights and to assess the status and way forward of the concept of just transition in the rickshaw pulling, transport and platform economy.

3. Scope and Objectives

This case study is primarily intended to gain insight into the implications of climate change and the status of just transition in Bangladesh's informal economy. It includes investigating the specific climate change impacts on the rickshaw puller, transport workers, and platform economy. Based on the research findings developing a policy brief and a TU position paper.

Particularly, the objectives include;

- To analyze the intersectionality of climate change impacts within the selected informal economy. To identify the status of the employment securities and relevant vulnerabilities arising from the impacts of climate change on the selected sectors.
- To explore the concept of just transition and relevant frameworks, considering its application within the context of selected informal economy sectors.
- To review existing global and regional just transition standards and practices for the informal economy and to specify possible national standards for the studied sectors with a particular focus on climate change.
- To assess the trade unions' preparedness, challenges and demands to address just transition in the selected sectors.

- To develop a policy brief following research findings
- To develop a TU position paper following research findings

4. Methodology:

The consultant will design the appropriate methods of the study following the guidelines of social science research. Data should be collected from both primary and secondary sources. Whatever the methods adopted, the consultant may consider but not limited to the following data collection methods:

Desk Review and Content Analysis: Systematic review of existing literature, reports, and studies related to climate change, just transition and the informal economy.

Short survey: Short survey can be conducted with the selected sector workers.

Interviews: In-depth interviews can be conducted with key stakeholders, including representatives from trade unions, employers' associations, government agencies, non-governmental organizations (NGOs), and international labor rights organizations working in Bangladesh.

Focus Group Discussions: Focus group discussions can be organized with the worker members of the trade unions in the selected sectors.

Consultation/Meeting: The Consultant can conduct a single or series of consultation/meeting with the trade union leaders of the selected sectors.

Stakeholders workshop: The consultant can conduct stakeholder's workshops to finalize the recommendations and to develop TU position paper.

5. Ethical Considerations:

The study will adhere to the highest ethical principles, ensuring the confidentiality and anonymity of participants. Informed consent will be obtained from all participants prior to their involvement in the study. Any personal or sensitive information collected will be handled with utmost care and discretion.

Quality Assurance: The research will be conducted in accordance with best practices and standards of research methodology, ensuring the reliability, validity, and rigor of the findings.

6. Timeline:

The total duration of the study is 5 (Five months) commencing from the date of the Contract. The consultant shall commence the services on **1 April 2024 and will complete the task by 31 August 2024.** A detailed timeline outlining the various stages of the research process will be developed and adhered to.

7. Deliverables: The Consultant has to develop and deliver the following outputs;

- a. A detailed inception report with the detailing of research plan and data collection tools and plan of fieldwork
- b. A comprehensive case study (research) report presenting the findings, analysis, and recommendations of the research.
- c. Presentation of the research findings to relevant stakeholders, including government agencies, trade unions, employers' associations, and civil society organizations, will be conducted.
- d. A policy brief and
- e. A Trade Union position paper

8. Budget and Payment:

The consultant needs to prepare an operational budget detailing all costs associated with data collection, analysis, dissemination, and other expenses related to the study. BILS will pay the consultancy fee as per the organizational rules. The consultant has to pay the necessary income taxes as per government rules.

9. Study Team

The consultant who will be engaged in this study shall assume leadership responsibilities throughout the research process. The research team shall include representatives from BILS's Youth & Women TU Network and BILS Interns as per following:

Study Team

Consultant/Lead Researcher	:	1
Youth & Women Trade Unionist	:	4
Academic Interns	:	4

The entire team shall actively participate in the planning and implementation phase under the supervision of the consultant/lead researcher. BILS shall select youth trade unionists and interns from its pre-existing network and intern pool.

10. Termination of the Contract:

The Contract shall be terminated at the expiry of the deadlines mentioned in the Contract. However, before the expiry, BILS reserves the authority to extend or terminate the Contract by giving a short notice explaining the reasonable ground.

BILS may terminate the Contract under the following circumstances –

1. Work negligence/non-compliance to the agreement and scope of work of the Contract.
2. Failure to the submission of the documents within the schedule stated in the Contract.
3. Unsatisfactory Documents.

11. Communication:

On all matters arising from this Contract, the consultant shall deal with the **Executive Director, Bangladesh Institute of Labour Studies–BILS, House -20, Road-11 (new) 32(old), Dhanmondi R/A, Dhaka-1209** or through email: bils@citech.net.

12. Deadline for Proposal submission:

On or before 17.30 hrs. 16 April 2024.