

# GREEN BRIEFING

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**“Cost to Workers: ZERO. Benefit: LIFETIME”**

Courtesy: GMS

**Till Date**

**810**

Training Sessions

**12,571**

Workers Trained

**70**

Topics Covered



Ship recycling yards do not become safer because a procedure exists or a poster is displayed. They become safer when people pause, notice risk, and choose a safer action even when the task feels routine. That shift was increasingly visible across yards in India, Bangladesh, and Pakistan where Behavior-Based Safety training was delivered this month.

Behavior-Based Safety is not a separate program running alongside production. It is the daily discipline that strengthens how workers and supervisors make decisions under pressure. In ship recycling, where cutting, lifting, and handling tasks repeat across many shifts, small unsafe habits can quietly become accepted practice. BBS challenges that acceptance and replaces it with safer behaviour that becomes routine.



**“Most incidents are not caused by lack of knowledge. They happen when people accept risk as normal. Behavior–Based Safety is about breaking that acceptance before it becomes an injury.”**

**Dr. Anand Hiremath, CEO, SSORP**



## TRAINING REACH (INDIA, BANGLADESH, AND PAKISTAN)

Behavior-Based Safety sessions were conducted across major ship recycling clusters to support workers and supervisors in strengthening daily safety behaviour.

### COVERAGE INCLUDED:

- India: Alang yards
- Bangladesh: Chattogram yards
- Pakistan: Gadani yards

Training focus: Behavior-Based Safety

Participants: Workers, supervisors, and frontline leaders involved in dismantling, lifting, cutting, material handling, and yard support operations.

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The value of this training is reflected in the behavioural and operational improvements described in the sections below.

## TRAINING EFFECTIVENESS: WHAT IMPROVED BECAUSE OF BBS

### Safer Choices During Routine Work

One of the strongest indicators of training effectiveness is what happens during routine jobs. These tasks are familiar, repeated, and often completed quickly, which makes them vulnerable to shortcuts.

Following the BBS sessions, trainers and coordinators observed workers pausing more frequently to check PPE and work positioning even for short-duration tasks. PPE use was more consistent during minor cutting work, shifting operations, and housekeeping activities. This was supported by more frequent peer reminders and fewer visible arguments when safety corrections were made.

A cutter helper in Alang described the shift in thinking:  
“Earlier, if the job was small, we thought protection was optional. Now we think about the risk first, not the size of the job.”

This behavioural change is important because many serious injuries do not happen during planned, high-profile operations. They occur during quick jobs where workers assume the risk is low.



#### What BBS Targets First

Unsafe behaviour is most common during routine work.

Common examples in ship recycling yards include:

- Removing gloves or helmets during short tasks
- Standing too close to suspended loads
- Entering spaces without checking conditions
- Skipping basic checks because “it is the same job again”
- Bypassing permits for short-duration work

BBS focuses on interrupting these habits early, before they become accepted practice.



# MORE CONSISTENT SUPERVISOR INTERVENTION

Supervisor action remains one of the strongest drivers of safety performance in ship recycling yards. Even strong training programs lose impact if unsafe behaviour is not corrected at the time it occurs.

Across multiple yards, supervisors were observed intervening earlier and more directly when unsafe acts were seen. Corrections were more frequently given during the job rather than after the task was completed. In several cases, supervisors explained why an act was unsafe, rather than only instructing workers to stop.

Mr. Rahul Singh, SSORP Coordinator in Alang, reinforced why this is essential:

**“Behavior–Based Safety works only when supervisors act at the moment the behaviour happens. When they step in early, workers understand that safety is part of the job, not an interruption to it.”**

This reflects a key BBS principle: unsafe behaviour is shaped by consequences. When supervisors respond consistently, the consequence becomes immediate and behaviour changes faster.

**“Behavior–Based Safety works only when supervisors act at the moment the behaviour happens.”**

Mr. Rahul Singh, SSORP Coordinator, Alang

## REDUCED ACCEPTANCE OF UNSAFE HABITS

Ship recycling is physically demanding work. Repetition and familiarity can create habits that slowly weaken safety discipline. BBS training focused strongly on identifying at-risk behaviour, including intentional rule-breaking, habitual unsafe practices, and unintentional unsafe acts caused by lack of awareness.

During follow-up observations, workers were seen questioning unsafe habits more openly. In particular, there was stronger awareness around high-risk behaviours such as standing too close to suspended loads, bypassing safe access routes, and entering spaces without confirming conditions.

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Mr. Amrish Pandey, SSORP Coordinator in Alang, explained the importance of challenging routine risk:

**“Unsafe habits do not look dangerous because people get used to them. Behavior-Based Safety forces those habits back into view so they can be corrected.”**

In ship recycling, this shift is critical. Habits create the largest exposure over time because they repeat daily and involve many workers.

## THE ABC MODEL IN SHIP RECYCLING WORK

BBS training reinforces the ABC model:

- A: Antecedent (trigger)
- B: Behaviour (action taken)
- C: Consequence (what happens next)

Example:

A supervisor warns about correct lifting sequence (A)

Workers maintain safe distance and follow procedure (B)

The lift is completed without injury or damage (C)

The ABC model helps workers and supervisors understand why unsafe habits continue, and how safe habits can be reinforced.

## STRONGER PEER-TO-PEER SAFETY INFLUENCE

Another encouraging sign of training effectiveness was increased peer-to-peer safety correction. Workers were observed reminding colleagues about PPE, safe distances, and job sequence without waiting for senior instruction. This type of peer influence is essential in environments where supervisors cannot monitor every action.

A worker in Chattogram described the impact of shared responsibility:

**“Earlier, if I told someone to be careful, they thought I was interfering. Now we talk about it openly. It feels normal.”**



Muhammad Usman, Coordinator in Pakistan, observed similar improvement across participating yards:

**“When workers start correcting each other without fear, it tells us the message is settling. That is when safety becomes shared, not enforced.”**

Peer-to-peer correction strengthens safety culture because it builds a daily support system. It also reduces the pressure on supervisors to be the only source of safety control.



**“When workers start correcting each other without fear, it tells us the message is settling.”**

**Muhammad Usman, Coordinator, Pakistan**



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# YARD PRACTICE IMPROVEMENTS SUPPORTING SAFER BEHAVIOUR

Behavior-Based Safety does not only change individual actions. It also influences how yards organise work and respond to hazards. When workers begin speaking up more consistently, managers and supervisors often gain clearer visibility of what must be strengthened. Across several yards, the following improvements were observed:

- Better housekeeping and reduced clutter around active work fronts
- Clearer demarcation of walkways and restricted areas
- Improved placement of safety equipment closer to work locations
- Increased emphasis on pre-task discussions before higher-risk work
- More consistent reinforcement of basic rules by frontline supervisors

In one Alang yard, supervisors adjusted material stacking near a cutting zone after workers raised concerns about congestion and restricted movement. The improvement reduced unnecessary crowding and improved access control, which supports both safety and operational flow.

A yard owner in Alang described the effect:

“When workers started pointing out hazards themselves, we realised the layout needed adjustment. Fixing it reduced arguments and delays.”

These examples demonstrate that BBS is strengthening communication and trust between workers, supervisors, and management. That trust is one of the most important conditions for long-term improvement.



## Relationship Impact in Practice

BBS creates measurable yard-level impact when:

- Workers speak up earlier
- Supervisors act faster and more consistently
- Yard management responds with practical fixes
- Safety corrections become routine, not personal



These are clear indicators of a strengthening working relationship between SSORP teams and yard leadership.

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# BEHAVIOURAL SIGNALS OF A STRENGTHENING SAFETY CULTURE

Safety culture cannot be built through training alone. It becomes visible through daily patterns that show how people respond when risk appears.

During observations and feedback discussions, several positive signals were noted:

- Workers showing greater willingness to pause work when unsure
- Reduced resistance when supervisors corrected unsafe behaviour
- Increased questioning before beginning tasks in changing ship conditions
- Better acceptance of stop-work decisions when conditions changed
- More frequent safety conversations occurring during work, not only after incidents

Mr. Zamil Uddin, SSORP Coordinator in Bangladesh, highlighted why these signals matter:

**“When people stop arguing about safety decisions, you know something has changed. It means they accept safety as part of the job, not a personal challenge.”**

A supervisor in Gadani shared a similar view:

**“Earlier, I was the only one stopping unsafe work. Now workers stop themselves. My role is to support, not chase.”**



**“When people stop arguing about safety decisions, you know something has changed.”**

**Mr. Zamil Uddin, SSORP Coordinator, Bangladesh**





## AREAS FOR CONTINUED STRENGTHENING

Progress in behaviour is real when it can be sustained across shifts, seasons, and workload changes. Ship recycling yards operate under demanding conditions, so safe behaviour requires ongoing reinforcement.

Areas where continued attention is needed include:

- Maintaining PPE discipline during high heat and physically exhausting tasks
- Reinforcing safe behaviour during night shifts and periods of reduced supervision
- Strengthening safety induction for new workers to ensure safe habits are adopted early.
- Ensuring safe practices remain consistent during high production periods
- Preventing minor shortcuts from re-emerging during routine tasks.
- Preventing overconfidence in routine tasks by reminding crew to pause and assess risks before starting work.

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These areas are common across industrial work environments. Addressing them consistently will support stronger long-term performance.

Dr. Anand highlighted the importance of reinforcement under pressure:

**“Behavior-Based Safety does not remove pressure from the job. It teaches people how to respond to pressure without increasing risk.”**



### Three Common At-Risk Behaviours in Yards

BBS training highlights three types of at-risk behaviour:

- Intentional: choosing to break a rule
- Habitual: repeating unsafe habits without thinking
- Unintentional: unsafe acts caused by lack of awareness

Each requires a different response. Training and observation help supervisors identify which type is occurring and respond correctly.



## HOW THESE AREAS WILL BE ADDRESSED

To sustain progress and build consistency, SSORP coordinators and trainers will continue reinforcing BBS principles through focused engagement. The aim is to strengthen safe behaviour until it becomes automatic.

Planned actions include:

- Short refresher sessions timed around peak risk periods
- Supervisor coaching focused on real-time observation and feedback
- Reinforcement of BBS language during toolbox talks and job planning
- Stronger orientation sessions for new workers to build safe habits early
- Continued yard-level follow-ups to support consistency across shifts
- Maintaining safe behaviour during simultaneous operations to prevent exposure to nearby high-risk activities.

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Mr. Rahul Singh summarised the approach in practical terms:

**“We are not starting again each month. We are strengthening what already exists and correcting where behaviour slips.”**

This approach supports continuous improvement without weakening worker engagement

## VOICES FROM THE YARD

Workers and supervisors across regions expressed that BBS training helped them rethink routine risk and strengthened confidence to speak up.

A cutter in Bangladesh shared his experience:

**“Now we think about what can go wrong before it happens. That saves time later.”**

A yard manager in India explained the operational benefit:

**“When behaviour improves, accidents reduce and work flows better. It is not slower. It is more controlled.”**

A worker in Chattogram described how communication has improved:

**“Now we can remind each other without fighting. It feels like teamwork.”**

These voices reflect that BBS is improving safety behaviour while also supporting more disciplined and predictable yard operations.

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## WHAT THIS MONTH'S PROGRESS SHOWS

This month demonstrated that Behavior-Based Safety training can create measurable improvement when it is reinforced through observation, supervisor action, and consistent communication. The outcomes seen across India, Bangladesh, and Pakistan reflect a shift toward stronger daily discipline, not a one-time learning event.

Key progress observed included:

- More consistent PPE discipline during routine work
- Stronger supervisor intervention and clearer feedback
- Reduced tolerance for unsafe habits
- Increased peer-to-peer safety correction
- Yard practice improvements supporting safer movement and decision-making

These outcomes also support broader goals linked to safety culture and environmental discipline. When workers pause to assess risk, follow sequence, and maintain housekeeping, the yard becomes more controlled in both occupational safety and pollution management performance.

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Dr. Anand summarised the long-term objective clearly:

**“Safety culture is built through daily choices. When people choose safer actions repeatedly, the yard changes. That is the outcome we are working toward.”**



### Practical BBS Actions Yards Can Reinforce This Month For Yard Managers

- Recognise supervisors who correct unsafe behaviour early
- Ensure safety expectations are clear before high-risk tasks
- Reinforce housekeeping discipline as part of operational performance

### For Supervisors and Mukadams

- Observe work continuously, not only at job start
- Correct unsafe acts immediately and explain the reason
- Reinforce positive behaviour publicly so safe actions spread

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### For Workers

- Pause before routine tasks and check basic controls
- Remind co-workers when unsafe behaviour is seen
- Report hazards early, before they become incidents

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**“Unsafe habits don’t announce themselves. Awareness and correction turn risk into routine control.”**

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## Round-up of monthly training activities - Emergency Preparedness and Response

Country	Training No.	Yard	Course Date	No. of Trainees
 <b>Bangladesh</b>	796	BOB Recyclers	03.01.2026	15
	799	Janata Steels Ltd.	10.01.2026	22
	800	Arefin Enterprise	11.01.2026	10
	805	S. H. Enterprise	15.01.2026	4
	806	MAK Corporation	20.01.2026	25
	807	Z. H. Steel Ltd.	24.01.2026	13
 <b>India</b>	797	R K Industries Unit II LLP.	06-01-2026	17
	798	Shree Ram Shipping Industries Pvt. Ltd.	08-01-2026	17
	801	Leela Greenship Recycling Pvt. Ltd.	12-01-2026	18
	802	Green Tara Recycler LLP	12-01-2026	10
	803	Inducto Steel Ltd.	13-01-2026	11
	804	Leela Ship Recycling Pvt. Ltd.	13-01-2026	19
 <b>Pakistan</b>	808	Jamaluddin & Co	24/01/2026	18
	809	Prime Ship Breakers	24/01/2026	17
	810	S.A Traders	24/01/2026	23

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