



# GREEN BRIEFING

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

Courtesy: GMS

Till Date

**839**

Training Sessions

**13,094**

Workers Trained

**70**

Topics Covered



# IMPORTANCE OF INDUCTION TRAINING IN SHIP RECYCLING

Ship recycling yards involve multiple activities taking place at the same time. Workers enter vessels, move through narrow passages, handle heavy steel sections, and work near cutting operations and moving equipment. Many of these conditions are unfamiliar to new workers, subcontractors, and visitors entering the yard for the first time.

Without proper preparation, individuals may not recognise restricted areas, hazard zones, or safe movement routes. This increases the likelihood of unsafe entry, incorrect use of protective equipment, and delayed response during emergencies.

Induction training addresses this gap at the entry stage itself. It provides essential information before any work begins, ensuring that individuals understand yard conditions, hazards, and expected safety behaviour from the moment they enter the facility.

Induction training also supports compliance with regulatory requirements and yard safety systems. It ensures that all personnel are aware of their responsibilities and follow consistent procedures during daily operations.

Dr. Anand Hiremath, CEO of the Sustainable Ship and Offshore Recycling Program (SSORP), explained this during recent training sessions:

“Induction training prepares workers before they enter the work environment. When awareness is built at the beginning, many risks can be controlled before exposure occurs.”

Training sessions conducted this month across India, Bangladesh, and Pakistan focused on strengthening entry-level safety awareness through structured induction programs. Workers, subcontractors, and visitors were guided through yard entry procedures, hazard recognition, emergency response, and movement control within operational areas.

These sessions emphasised real situations that occur during entry and early stages of work. Trainers used practical examples to explain how unsafe movement, lack of awareness, and incorrect assumptions can lead to incidents.

The observations and improvements from these sessions are described below.

## TRAINING REACH (INDIA, BANGLADESH, PAKISTAN)

Induction training sessions were delivered across major ship recycling clusters to ensure safe entry and controlled movement within yard premises.

### Coverage included:

India: Alang yards

Bangladesh: Chattogram yards

Pakistan: Gadani yards

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**Training focus:** Yard entry procedures, hazard awareness, emergency response, restricted area control, and safe movement practices

Participants included new workers, subcontract labour, transport personnel, supervisors, and visitors entering operational areas.

These sessions focused on actual yard entry conditions. Trainers demonstrated how workers move from gate entry to worksite and highlighted risks that arise when this process is not followed correctly.

## UNDERSTANDING INDUCTION TRAINING IN SHIP RECYCLING

Every individual entering a ship recycling yard is exposed to risks from the first step inside the facility. These risks are not always visible. Workers may encounter open edges, unstable structures, residual materials, or active work zones without prior warning.

Induction training ensures that individuals understand these conditions before they begin work. During sessions, trainers explained how risks are often highest during the initial stage when workers are unfamiliar with the yard environment. Workers discussed situations where a lack of awareness led to unsafe entry into active zones or incorrect handling of equipment.

Muhammad Usman, Coordinator in Pakistan, explained during sessions in Gadani:

“When workers enter the yard without understanding the environment, they depend on others to guide them. This increases risk. Induction training helps them recognise hazards on their own.” Workers who attended these sessions showed better awareness of their surroundings during follow-up visits.

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Induction training is not a one-time process. It should be refreshed for all employees whenever there are changes in yard conditions, layout, or work processes, as well as after long periods of work, to keep safety awareness strong.



### Common Risks During Initial Entry into Yard

- Entering active cutting zones unknowingly
- Walking under suspended loads
- Slipping on oily or uneven surfaces
- Entering confined or restricted spaces
- Not recognising hazard signage

Workers should pause and confirm before entering any unfamiliar area.



## SAFE ENTRY AND MOVEMENT WITHIN THE YARD

Induction training places strong emphasis on how workers enter and move within the yard. Workers are guided through each step:

- Registration at entry gate
- Identity verification
- Issue of ID card
- Collection of PPE
- Entry through authorised access points

Movement inside the yard is explained using real examples. Workers are shown safe routes and restricted areas to avoid.

Mr. Rahul Singh, SSORP Coordinator in Alang, highlighted this during training: “Movement inside the yard is one of the most overlooked risks. When workers understand where to walk and where not to go, many incidents can be prevented.”

Following training, coordinators observed improved discipline at entry points and reduced uncontrolled movement.

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## Safe Movement Practices in Ship Recycling Yards

- Follow designated walkways
- Maintain distance from lifting operations
- Do not cross active cutting areas
- Use marked access points for vessel entry
- Stay alert to warning signs and signals

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## HAZARD AWARENESS DURING INDUCTION

Induction training introduces hazards that workers will face during routine work. These include:

- Slip, trip, and fall hazards
- Falling objects and debris
- Fire hazards from hot work
- Hazardous materials onboard
- Confined space risks
- Mechanical hazards during lifting

Workers are encouraged to observe their surroundings continuously and not assume that any area is safe without confirmation.

During sessions in Bangladesh, workers shared that hazard awareness during induction helped them identify unsafe conditions earlier.

A worker in Chattogram said:

**“Earlier we entered areas without checking. Now we look around before starting work.”**



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### Simple Hazard Check Before Starting Work

- Is the area clear of falling objects
- Are there any ongoing lifting operations
- Is PPE appropriate for the task
- Is the surface stable and dry
- Are warning signs present



## SPECIFIC AWARENESS FOR DIFFERENT GROUPS

Induction training is adapted based on the role of the individual entering the yard.

### New Workers

Complete orientation on safety practices, hazards, and responsibilities

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## Subcontractors

Task-based awareness with emphasis on yard-specific risks

## Visitors

Basic safety instructions, movement restrictions, and emergency procedures

Mr. Rahul Singh noted:

**“Each group interacts differently with the yard. Induction training ensures that everyone understands their level of exposure and responsibility.”**

# SUPERVISOR ROLE IN ENFORCING INDUCTION

Supervisors ensure that induction training is applied during daily operations.

Training sessions emphasised that supervisors should:

- Verify induction completion before work
- Check PPE compliance at entry
- Guide new workers during initial tasks
- Prevent unauthorised entry into restricted areas.
- Ensure that new workers and subcontractors are not assigned to lone working tasks and are always supervised or paired until they are fully familiar with the work environment and associated hazards.

Mr. Amrish Pandey, SSORP Coordinator in Alang, explained:

“Induction training sets expectations. Supervisors ensure those expectations are followed during work.”

Across several yards, supervisors began checking entry compliance more closely after training sessions.



### Supervisor Checks at Entry Level

- Worker has completed induction
- PPE is worn correctly
- Work area is clearly assigned
- Restricted areas are understood
- Emergency instructions are known



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## EMERGENCY AWARENESS DURING INDUCTION

Emergency preparedness is introduced at the induction stage so that workers are ready before an actual situation occurs.

Workers are trained to:

- Recognise alarm signals
- Move to assembly points
- Follow instructions from safety teams

During drills conducted after training, workers who attended induction responded faster and followed organised evacuation routes.

## VISITOR SAFETY AND CONTROL

Visitors are exposed to the same risks as workers but may not have prior experience in ship recycling.

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Induction training ensures that visitors:

- Remain under escort
- Wear PPE at all times
- Avoid restricted areas
- Follow yard rules strictly

In multiple yards, coordinators observed improved compliance from visitors after structured induction.



### Visitor Restrictions in Ship Recycling Yards

- No entry into confined spaces
- No smoking outside designated areas
- No carrying prohibited items
- No unauthorised photography
- Follow escort instructions at all times

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## BEHAVIOUR CHANGE AFTER INDUCTION TRAINING

Follow-up observations showed clear behavioural improvements.  
Examples included:

- Workers waiting for PPE before entry
- Reduced instances of entering restricted zones
- Workers asking supervisors before starting tasks
- Improved response during emergency drills

A worker in Alang shared:

“Now we understand where we should go and where we should not. This helps us avoid mistakes.”

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# FIELD OBSERVATIONS FROM TRAINING SESSIONS

During site visits after induction training sessions, coordinators observed:

- Better control at yard entry points
- Improved PPE compliance
- Reduced unsafe movement
- Increased communication between workers and supervisors

These improvements reduced exposure during the initial stages of work.

## INDUSTRY PERSPECTIVE

Supervisors and yard representatives shared their views during training interactions.

A supervisor in Alang stated:

“Induction training helps workers settle into the yard quickly. They understand the system and follow it.”

A yard representative in Pakistan noted:

“Safe entry and movement improve overall control inside the yard.”

These perspectives show that induction training supports both safety and operational discipline.

## REGIONAL COORDINATOR INSIGHTS

SSORP coordinators across regions observed consistent improvements after induction training. Mr. Zamil Uddin, SSORP Coordinator in Bangladesh, reflected:

“When workers understand yard conditions from the beginning, they protect themselves and others during daily work.”

In Pakistan and India, similar improvements were observed in entry discipline and hazard awareness.

## PRACTICAL CHECKLIST FOR WORKERS

Before starting work inside the yard, workers should confirm:

- Induction training is completed
- PPE is worn correctly

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- Work area is identified
- Movement routes are understood
- Ensure awareness of emergency procedures and the designated assembly point
- Supervisor instructions are clear

These simple checks help to reduce risks during the early stages of work.

## SAFER YARDS THROUGH EFFECTIVE INDUCTION

Induction training is the first step in controlling risks in ship recycling yards. It prepares workers before exposure begins and ensures that they understand how to enter, move, and work safely.

When induction training is delivered effectively and reinforced through supervision, workers demonstrate better awareness, follow safe practices, and respond correctly to hazards.

Consistent induction practices across yards support safer operations, reduce confusion, and improve coordination among all personnel.



**“Safety begins before the first task. It starts with understanding the workplace”**


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## Round-up of monthly training activities - Importance of Induction Training in Ship Recycling

Country	Training No.	Yard	Course Date	No. of Trainees
 <b>Bangladesh</b>	826	Arefin Enterprise	01-03-2026	8
	827	Mak Corporation	04-03-2026	30
	828	Jamuna Ship Breakers	07-03-2026	22
	829	Z. H. Steel Ltd.	08-03-2026	15
	832	Janata Steels Ltd.	11-03-2026	16
	833	S. H. Enterprise	12-03-2026	10
 <b>India</b>	830	Green Tara Recycler LLP	10-03-2026	20
	831	Leela Ship Recycling Pvt. Ltd.	10-03-2026	25
	834	Shree Ram Shipping Industries Pvt. Ltd.	16-03-2026	15
	835	Leela Responsible Recycling LLP	18-03-2026	16
	836	Leela Greenship Recycling Pvt. Ltd.	18-03-2026	9
	837	J.K. Industries	20-03-2026	11
 <b>Pakistan</b>	838	Prime Green Recyclers	27-03-2026	16
	839	S. A. Traders	27-03-2026	10

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