

Date:08/12/2025

Ref. No. YPSA/ HO/3059/2025

Terms of Reference (TOR)

on

Trainer Recruitment for Shipbreaking Yard Safety Trainings

Project Title: Dealing Safely: Safety Enhancement to Deal with Hazardous Jobs for Vulnerable Workers in the Coastal Belt of Sitakund, Chattogram, Bangladesh.

Project Background:

Young Power in Social Action (YPSA) is a non-governmental social development organization based in Chattogram, Bangladesh. Since 1985, YPSA has been working to promote sustainable development, human rights, and social justice. Since 2000, YPSA has been a pioneer in advocating for the rights, safety, and well-being of shipbreaking workers in Sitakunda, home to one of the world's largest ship recycling zones.

Over the past two decades, YPSA has implemented a wide range of initiatives focused on improving occupational safety and health (OSH) conditions in the shipbreaking industry. These include:

- Conducting baseline studies and risk assessments on hazardous working conditions
- Advocating for the enforcement of the Bangladesh Ship Recycling Rules 2011 and international conventions
- Organizing awareness campaigns on asbestos hazards, fire safety, and the use of personal protective equipment (PPE)
- Delivering technical and hands-on training on safer cutting practices, emergency response, and hazardous material handling
- Collaborating with the Bangladesh Ship Breakers and Recyclers Association (BSBRA), Department of Inspection for Factories and Establishments (DIFE), and international partners to promote decent work and environmental compliance

YPSA's work aligns with global frameworks such as the ILO Guidelines on Safety and Health in Shipbreaking and the Hong Kong International Convention for the Safe and Environmentally Sound Recycling of Ships. This TOR is part of YPSA's ongoing commitment to build the capacity of shipbreaking workers through structured, practical training programs that reduce risks and promote a culture of safety.

Objective:

To recruit qualified and experienced trainers to conduct four types of safety trainings for shipbreaking workers, ensuring alignment with national regulations and international standards, and in coordination with BSBRA and respective yard authorities.



Scope of Work:

The selected trainers will conduct the following training sessions:

Training Type	No. of Batches	Participants per Batch	Total Participants
1. Asbestos Safety Training (2 days)	4	25	100
2. Safer Cutting Practice Training (2 days)	4	25	100
3. Fire Safety & Emergency Response (2 days)	2	25	50
4. Mock/Fire Drill Training	5	50	250

Each training must be organized in coordination with BSBRA and the respective shipbreaking yard. Trainers are responsible for:

- Preparing and delivering interactive training sessions with both theoretical and practical components
- Arranging training materials, tools, PPE, and demonstration equipment
- Maintaining attendance records and preparing a detailed training report including:
 - Training objectives and summary
 - Participant list
 - Photographs of training activities
 - Key outcomes and feedback
- Issuing certificates of participation endorsed by YPSA or the project authority
- Ensuring strict adherence to safety protocols during all sessions

Trainer Qualifications:**1. Asbestos Safety Training:**

- Bachelor's in Occupational Health & Safety, Environmental Science, Engineering, or related field
- Minimum 5 years' experience in OSH, asbestos handling, or ship recycling
- Prior experience in asbestos-related training preferred
- Knowledge of Bangladesh Ship Recycling Rules 2011, ILO guidelines, and Hong Kong Convention

2. Safer Cutting Practice Training

- Bachelor's in OSH, Mechanical Engineering, or related field
- Minimum 5 years' experience in ship recycling, gas cutting, or industrial safety
- Expertise in safe cutting operations, fire prevention, and emergency response



3. Fire Safety & Emergency Response Training

- Bachelor's in OSH, Fire Engineering, or related discipline
- Minimum 5 years' experience in fire safety and emergency coordination
- Proven skills in firefighting, evacuation planning, and safety management

4. Mock/Fire Drill Training:

- Bachelor's in Fire Engineering, OSH, or related field
- Minimum 5 years' experience in fire drills, rescue operations, and disaster preparedness
- Experience in conducting industrial emergency simulations

Deliverables:

- Training plan and schedule
- Attendance sheets
- Training report with photos and outcomes
- Certificate issuance records

Duration & Location:

- Trainings will be conducted at designated shipbreaking yards in Sitakunda, Chattogram
- Tentative timeline: [December-25 to February-26]

Submission Guidelines:

Interested trainers or institutions must submit:

- Technical proposal outlining methodology and experience
- Financial proposal (trainer fee per batch)
- CVs of proposed trainers
- Relevant certifications and references

Evaluation Criteria:

- Relevant qualifications and experience
- Training methodology and approach
- Cost-effectiveness
- Past performance and references

Submission Timeline:

Interested newspapers/news agencies are requested to submit their price quotation (Hardcopy) along with above-mentioned documents dated on or before **15.12.2025** for **Shipbreaking Yard Safety Trainings** or email to ypsaprocurement.org@gmail.com with all necessary documents. Please mention the subject of proposal on top of the envelope.

