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Status of the report: final

Train the trainer for the shipbreaking in Mumbai, India

Training dates: Monday 15th till Friday 19th 2013
Training time: daily from 9.30 till 17.00 hrs.
Trainers: Joop van Oord and Ruud van den Bergh
Interpreter: from English into Hindi Dr. S.M.F. Pasha

Summary: In Mumbai we gave a basic training in safety, for new trainers of the trade union, member of IndustriALL. They will pass on the acquired knowledge to other trade union members, in order to upgrade the safety in the various shipbreaking-yards at Alang and Mumbai and to make workers more safety conscious.

This training is a follow-up of the training given in March 2012, which was interactive and appeared for the participants to be understandable and applicable.

In this training in 2013 we could on the basis of our previous experience go further into the needs and wishes of the participants. By giving some additions and sometimes going deeper into various subjects this training appeared again to be very successful. In the last afternoon the participants themselves held four presentations, and told us what they had learned in the foregoing days. All groups were very positive about the subjects treated and showed that they were able to pass on the acquired knowledge.

In the same week there were discussions with representatives of the Indian Shipbreakers Association. Discussions which could turn out to give a whole new view upon this much talked about industry. New legislation for the delivery of clean ships in India makes it possible to look differently upon the hard demand of “off the beaches”. It is evident that also Pakistan and Bangla Desh play an important role in this. A very important job for the EU at Brussels.

After a short speech made by Ruud and the handing out of a certificate to each participant and several safety gadgets, the closing ceremony was finished by a speech made by Mr. V. Rane.

Problem definition: On the beaches of Mumbai and Alang in India polluted ships are scrapped in the most unsafe way thinkable. In this Indian shiprecycling industry 31% of all ships in the world destined to be broken down, are scrapped.

In Alang 60,000 people work in this type of industry and in Mumbai 6,000, not counting the people working down stream. Payment, living and working conditions are terrible for the workers and their families. Often the mediation between the principal employer and the workers is done not by one contractor, but by a chain of subcontractors. In this situation and the abominable safety conditions many people get hurt and hundreds of people have died over the last few years. The workers come from all parts of India, which brings about many extra problems such as: language differences, illiteracy, extortion and the absence of clean drinking water are only some of the problems these people have to face.

The trade unions ASSRGWA (Alang Sosiya Ship Recycling & General Workers Association) and SMEFI connected to IndustriALL, are trying by membership recruitment and training to improve the situation for the workers. In the last two years the unions went from 10,000 to 18,000 members. With this number of members the union is taken more seriously by government organisations, locally as well as nationally. The unions are trying to help the members to the best of their ability by providing clean drinking water at the yard and assistance to the families of casualties of deadly accidents, by arranging a decent compensation, while otherwise they will get nothing or almost nothing. Also the union has taken up training of their members to make them more skilful and improve safety at the yards.

For more complicated training on safety the union asked for international aid and advice.

Project definition: Via IndustriALL, FNV Mondial and FNV Bondgenoten received the request to assist in improving safety.

By earlier working visits to India and by observing the shiprecycling industry in 2010 and 2011 we could see how the work was done. By reviewing this experience we could develop a plan that could be linked to the situation and the level of knowledge.

As it had to work at once, the subjects were chosen to be as practical as possible and the program was continually communicated with the union. Some subjects were tested on groups of immigrants in the Netherlands to see if the items were clear and the program was sufficiently interactive.

To train every union member is impossible, but by training selected members who could pass on their knowledge, appeared to be a good solution.

All this led to a four day “Train the trainer” course which started successfully in March 2012, with a deal of a follow up to keep up this way of training.

Analysis:

We arrived in the early morning of Sunday April 14 at Mumbai airport and were picked up by the son of Mr. Vidyadhar Rane, Prathamesh. He took us to a fine hotel in the old centre of Mumbai “Dadar”. This Ramee hotel is within walking distance from the hotel where the training would take place. Last year we stayed at the same hotel from which we made a pleasant walk through the chaotic traffic and busy streets every day. In this way we made contact with the town, the tradesmen, shops, stalls and beggars.

Sunday April 14: This day was used to acclimatize in the Dadar quarter and to prepare ourselves for the training. In the afternoon and evening with discussed the training with Mr. Rane and the interpreter into Hindi, Dr. S.M.F. Pasha.

Also Ruud took the time to explain why the building of the planned training centre had to be postponed and to discuss a new possibility.

Monday April 15: A mixed group of 23 participants, of which one trainer, one staffmember, 8 participants from Mumbai and 13 from Alang. Only one or two of them had attended the training in 2012, most of them were new.

A traditional short opening ceremony is held where the 91-year old Dr. Shanti Patel does the opening, bids the participants welcome and shows his gratitude for the fact that union members from Alang and Mumbai can follow this important safety training together. Words about the importance of this training are spoken by V. Rane.

At the presentation of the participants we again added an extra question, next to the “who are you and what is your position”. The question is: which animal suits your character best and why? Just as last year this question loosened the tongues of the participants and made communication a lot simpler to accomplish.

After this came the announcement by Bro. Nalawade that participants of the former training had saved the lives of two workers thanks to the training they had had. This action gave the union an extra thousand new members.

The structure of the organisation at the yards in Alang was discussed extensively by using a matrix. This matrix was made after details assembled during the training last year. It now seems that working is done not in 7, but in 8 teams with a muccadam (leader) in every team. It appears also that 3 or 4 teams are working at Mumbai, with only one muccadam for all teams. This shows the difference in working between Mumbai and Alang.

Communication: With the knowledge about the organisation at Alang and Mumbai we discussed the communication within and between the various working teams. The communication within the team goes rather well, but between the various teams there is hardly any communication at all.

At Mumbai with the previous example of four teams, increasing work pressure and only one muccadam for four teams, communication is extremely bad. Workers are very much left to their own device, so that work surroundings have only become even more dangerous. I decide to give more attention to observation this week to enable participants to learn to handle this changed situation.

We discuss the possibility of miscommunication in a simple conversation between two people. To give an order does not necessarily mean that the receiver understands what you want. Asking questions is important to find out if you are understood. Personal safety depends on the fact that the worker has the correct information, e.g. if oxygen measuring was done, piping has been emptied, controls have been made etc.

To show how difficult communication can be a workshop was organised for all participants. Two by two, back to back, they had to perform a drawing order. One man had a piece of paper with a drawing, the other a blank piece of paper. The man with the drawing had to tell the other one what to draw on his sheet. After a quarter of an hour every pair had to have a drawing resembling the original. This workshop clearly shows how difficult it can be to communicate.

The simplicity of this test makes it easy for the new trainers to do this with their pupils.

Free topic: After discussion we decided to spend the last hour of the day to talk about the results of the Malmö conference on shiprecycling, one week earlier, with the selected members. Many health and safety issues were brought to the attention of the conference. The progress in this area was extensively discussed.

Tuesday April 16: This morning we start with a presentation on steel cables. The use and various compositions of cables is explained extensively. Recognizing bad cables with many broken threads and open strands was discussed. On photographs it was shown how you can make an inspection of threads and hoisting equipment, to make a better choice between using or rejecting. The reparation of broken cables by way of splitting was recognisable and is already widely done.

A vivid discussion arose as to the item of the sideways load on a cable under pressure and the extra forces brought onto such a cable. The message is: not bring the sideways force onto the cable, but onto the metal object that has to be moved!!

The hoisting angles under which hoisting is regularly done, in which the force increases as the hoisting angle increases in degrees, appeared to be an eye opener for most of the participants.

Uni colourcodes: After coffee the Uni colour codes on piping were discussed by showing various images. This code is valid for all ships sailing at this moment, but there is no guarantee that on a ship that is taken in for shipbreaking, this code is still being maintained or that the engineers did not introduce their own system. It is an indication of what could be in the piping system, but should always be carefully checked. The same thing applies to the bilge system, where next to water, there could be all kinds of dangerous fluids, from oil to chemicals.

Equipment: We gave a presentation on various kinds of equipment and their hidden dangers. Discussed were a.o. several types of accumulators, sewage units, coolers, N2 bottles and sliding doors. The chemicals used in some equipment were pointed out to the participants, so that in future they can recognize them better. The use of oxygen suppressing gasses in engine rooms and electrical spaces against fires appeared to be a whole new experience.

Fire fighting: After lunch fire fighting, N2 and halon were discussed. The removal of one of the three causes of fire, by showing the fire triangle, made fire fighting a lot more clear to the participants. The explosions caused by fire were explained and also how explosions can develop unnoticed.

Visit: After tea the free subject was filled in by a visit of representative Pratap Bohra, secretary of the Indian Shipbreakers Association. Ruud made the request to speak with the employers earlier, but it was a surprise that this man was prepared to visit the training itself.

V. Rane bid the secretary a hearty welcome and showed to be pleased that he could see the training with his own eyes.

In his speech Mr. Bohra showed his thoughts about the simplicity of safety. In our opinion it was too simply put, but that is no wonder if you always look at it from a distance. In Ruud's speech he made it clear that even if you have organised safety very well, as e.g. in the Netherlands, a fatal accident cannot be excluded. After this the secretary, V. Rane and Ruud left for their meeting.

Meeting with employers: The discussion that Ruud had with the secretary gave a better picture of how employers in the shipbreaking industry look at shipowners and cashbuyers.

The following morning, on Wednesday, there was a second meeting with another representative of the Indian Shipbreakers Association. This man was co-author of the new rules for shipbreaking in India.

Points of discussion with employers:

- safety
- social dialogue
- the role of the unions in organising a "level playing field" together with Bangladesh, Pakistan and India
- the role of the unions in implementing new legislation
- pre cleaning utility
- role and impotence of the European Union in the issue of shipbreaking and recycling

Wednesday April 17:

Noise: This morning started with the presentation "Noise" about the ear and hearing damage. By showing images it could be made clear what noise does to the hearing if it is sustained over a longer period. By way of sound fragments we showed the differences in sound level and duration. Not only did we show the increase of the number of decibels, but also the decrease and what that does to the hearing. The images of sound and damaged trembling hairs showed the consequences of hearing damage. This presentation was explained very well by Dr. Pasha and was followed breathlessly by the participants. We finished the presentation by showing the various hearing protection gadgets.

Observing: After coffee we showed that next to organisation and communication observing is an important instrument to be able to work safely. In the films shown the surroundings or clothing are

changing during an action or play. By counting the changes a common game started which was vividly played by everybody present.

First aid training: After lunch we started a short First Aid training. This training was given on request of the participants from the first group. In one afternoon it is only possible to give a very small part of a training which would normally take a few weeks.

By giving a presentation and demonstration we showed how a finger-, hand- and arm bandage should be placed. We also discussed the importance of sterile treatment of burning wounds to hand and arm. Everybody present was enthusiastic and practised on one another, because these wounds do not only occur at work but also at home. This training took the rest of the afternoon and we finished by showing a film about accidents that would be used the following day at the subject of cause and consequence.

Thursday April 18:

Cause and consequence: This last day started with the subject of cause and consequence after an accident. The instalment of a safety committee by the trade union at Alang shows the willingness to look better at the deeper cause of accidents. When monitoring, the difference between cause and consequence is most important.

By cutting in half English spoken accident films, we could explain what the difference is between cause and consequence.

The participants took part very actively, so that slowly the difference became clear.

Lifting: By demonstrating and doing the difference between good and bad lifting was explained. The aim was to show that lifting in the right way can save your back. A simple action which in the world of the participants can make the difference between work and no work.

Presentation: After coffee four groups of participants were made who on different locations were to answer five questions about their experiences and learning moments of this training. After lunch each group had to give a presentation on their answers given. This is very important for us, as we can conclude if the participants are able to teach what they learned and where more guiding is needed.

After lunch each group got fifteen minutes to give its presentation and ten minutes to answer questions. The given times were exceeded, which shows that participants made good use of the possibility to ask questions and some could present themselves as trainers for the first time.

All groups were very positive on the subjects handled and showed that they were able to teach what they had learned.

The details obtained will be used separately to incorporate them into a next course.

This was a good time to hand out to all participants the First Aid kits, safety glasses and hearing protection.

After this Ruud gave a clear summary of this training and the meetings that took place during the week. Meetings which could well give a whole new insight into this much talked about industry. Important work for the EU at Brussels. With these words Ruud closed the training and gave the microphone to V. Rane for the closing ceremony.

Closing ceremony: The participants received during this official ceremony a certificate of participation and a group photo.

After this V. Rane spoke the finishing words on behalf of the trade union and he thanked Dr. Pasha, Ruud and me for our efforts and the success of this training.

Conclusions & Recommendations:

On Friday April 19 we had discussions with the people who recorded during this week the whole training on film and photographs for the trade union.

The intention is to use this material to make an instruction film in Hindi which could help the trade union and the trainers to give these safety trainings.

In doing this our role could change into a controlling one and the subject matter (film) in Hindi makes it easier and could give better results.

- 1 - sound, protection devices
- 2 - various installations under pressure, colour codes piping
- 3 - chemicals, fire fighting, danger of N2 and Halon
- 4 - ways of lifting, eye protection, shoes, dresscode
- 5 - dangerous surroundings (working place), cause and consequence of accidents
- 6 - steel cables, hoisting gear
- 7 - First Aid

Many of these topics will show in this film to be made.

In the afternoon we also had a conversation with V. Rane about the newly developed view and possibly a shipcleaning company at Alang. A company which could remove the fluids to be recycled out of the ships to be scrapped. The discussion on who should do the cleaning and where it should be done could then stop. The Indian legislation demands that ships are to be delivered clean. If this really should happen the scrapping on the beaches could be looked at in a different way.

In this view it is important that Pakistan and Bangla Desh do not accept polluted ships and send them to a cleaning company first.

It became clear to us that the subjects for this training were rightly chosen. For the participants from the different working groups the most important and recognisable subjects were treated. Also all participants told us and showed us that they are able to teach what they had learned.

The information gained from the working groups will be separately evaluated to adjust them into the following training.

Next year with a possible new instruction film this training should get a follow up in which the self-motivation plays a bigger part and our role will be a more coaching and controlling one. After that we could discuss if the trade union could give the training by itself and our role could change into an advisory one.

In the night from Friday to Saturday Ruud and I flew home with a feeling of satisfaction.

14 mei 2013

Joop van Oord