



Terms of Reference (ToR)

Assessment of the Workers' Rights Situation in the Green Shipbreaking Industry and the Impact of Green Development on Employment

July 2026

1. Introduction:

This 'Terms of Reference' details the working modalities of the Study titled "Assessment of the Workers' Rights Situation in the Green Shipbreaking Industry and the Impact of Green Development on Employment". Bangladesh Institute of Labour Studies- BILS is the commissioning authority of this research. The research constitutes an essential part of a partnering project between BILS and DTDA.

2. Background and rationale:

Bangladesh is one of the world's leading ship recycling countries, supplying a substantial portion of the nation's steel demand and generating employment for thousands of workers for decades. Over the past decade, the industry has undergone significant transformation through the introduction of environmental and occupational safety regulations, implementation of the Ship Recycling Act 2018 and Hong Kong Convention (HKC). The Hong Kong Convention, ratified by Bangladesh, came into effect on 26 June 2025, significantly impacting Bangladesh shipbreaking sector. Bangladesh has already started working towards implementing the standards of HKC, the ministry of Industries already asked Bangladesh Ship Recycling Board (BSRB) to issue Document of Authorization for Ship Recycling-DASR in favour of compliant yards in line with the HKC standards. This means that only yards that meet the HKC's environmental and safety standards will be authorized to ship recycling. So far, about 23 shipbreaking yards achieved the certification of green shipyard and some others are in the process towards green yards. As a result, the industry's capacity to ship recycling has reduced significantly as well as the capacity to employ thousands of workers has also reduced remarkably. In the green shipyards, it shows an improvement in OSH situation though require further improvement, however workers' rights and welfare are very much neglected and the violation of workers' legal entitlement still is a common issue in the industry. Furthermore, job losses are a big concern in the transition process of the ship breaking industry.

The green transformation of Bangladesh's shipbreaking industry, driven by international environmental and safety standard and the Hong Kong Convention, has cost thousands of jobs.



The HKC compliances forced non-complained yards to close, leaving many unskilled and low-skilled workers unemployed.

Against this backdrop, BILS has taken initiative to conduct the proposed study to assess the current workers' rights situation in the green shipbreaking industry and assess the impacts of green development on employment in the industry.

3. Research Objectives:

The overall objective of the study is to explore the workers' rights situation in the green shipbreaking industry, Bangladesh and assess the impact of green development on employment.

The specific objectives are;

- Assess the current status of workers' rights in green ship recycling yards. (the status of legal entitlement of the workers like appointment letter, ID card, working hour & overtime, leave, wage, compensation etc.)
- Examine compliance with national labour laws in ensuring workers' rights.
- Assess workers' access to social protection, compensation, healthcare, and welfare services.
- Assess the impact of green transition on employment,
- Assess changes employment trends and workforce composition,
- Develop recommendations for promoting workers' rights and welfare in shipbreaking industry.

4. Scope of the study:

The study will focus on green shipbreaking yards in Shitakundu, Chattogram and will assess the following;

Assessment of Workers' Rights and Welfare:

Workers' Rights

- Compliance with Bangladesh Labour Act
- Appointment letter and ID card
- Working hours and overtime practices
- Wage levels and payment systems
- Leave entitlements and benefits



- Freedom of association and collective bargaining

Social Protection and Welfare

- Accident compensation systems
- Insurance coverage
- Access to healthcare services
- Worker welfare facilities
- Access to training and skills development

Impact of Green Development on Employment

- Impact of green development on employment, particularly job losses in the green development process and new job opportunities.
- Changes in employment levels before and after green certification
- Employment pattern in green shipbreaking industry; Permanent, temporary, casual, and subcontracted employment
- Recruitment and hiring practices
- Job security and workforce retention

4. Research methodology:

The study will employ a mixed method approach combining qualitative and quantitative method for data collection and analysis. Data will be collected from both primary and secondary sources. Quantitative data will be collected from workers and employers, unions and other relevant stakeholders. Focus Group Discussion (FGD), Key Informant Interview (KII), Case study, etc. are preferred methodologies for collecting qualitative information. However, The Consultant will be responsible to develop suitable methodology to achieve to objectives of the study.

5. Functional responsibilities of the Consultant:

- The consultant is required to develop a suitable methodology and prepare a work plan, with detailed description of actions to be executed.
- The consultant may, if required, form a research team, to successfully carry out the assignment within the prescribed timeframe.
- The consultant, with his/her team, shall review all relevant and available secondary data.



- The consultant, with his/her team, shall conduct survey, interview, FGD and KII with focal person of stakeholders.
- The consultant shall prepare draft report and with endorsement through consultation with trade unions and relevant stakeholders, and the consultant shall revise the draft report accordingly and submit the final report. (Consultation will be organized by BILS)
- The consultant shall prepare a TU recommendation in promoting workers' rights and in consultation with SBWTUF (Shipbreaking Workers' Trade Union Forum) (consultation will be organized by BILS)
- The consultant shall present the study finding with stakeholders (A dialogue with relevant stakeholders will be organized by BILS)

6. Working area of the study:

The study will be carried-out in the in the shipbreaking industries, Chattogram.

7. Time Frame:

Total study period shall be for 2 months, commencing from 01 August 2026 and is scheduled for completion by 30 September 2026. However, following work specifications of timeline should be maintained:

- Finalize the methodology and work plan by the 1st week of August 2026.
- Draft Report: Draft report should be submitted by 15 September 2026.
- Final report should be submitted by 30 September 2026.

8. Style and length of the report:

- The consultant need to prepare and submit both electronic version and signed hard copy. The report should be very precise, must answer each specific objective and would include an executive summary.
- The report will be written in English.

9. Users of the Study:

The TUs are the main users of the study and the project will use the findings of the study in implementing the activities. Besides, the academicians, policy makers, employers, researchers,



relevant government authorities (DIFE, MoLE, civil society organizations, relevant professionals, media etc. can use study findings.

10. Required competencies of the researcher:

- At least a Master's degree from an accredited college or university in Sociology, Social Work, Social Welfare, Anthropology, Development Studies, Law or any other relevant subjects.
- At least 5 years of experience of working in research/study, experience of research on labour issue will be added for the competencies.
- In-depth understating on labour sector of Bangladesh
- Knowledge on workers' legal entitlement and decent work.

11. Application Procedure:

Interested consultants/researchers are requested to submit proposals to **Executive Director, Bangladesh Institute of Labour Studies - BILS, Razzak Villa, (1st and 4th floor) House -8/A/Ka, Road-13 (new), Dhanmondi R/A, Dhaka-1209** or through email: bils@citech.net.

The consultant must submit the following documents along with the **Technical & Financial Proposal**:

- CV of the consultants/researchers who will undertake the assignment.
- A list of previous research experiences relevant to this assignment.
- Sample research/study relevant to this assignment.
- Budget (including applicable VAT & TAX)

12. Application Deadline:

On or before 17.30 hrs. 01 August 2026.