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giz Deutsche Gesellschaft
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In cooperation with



The National Occupational Safety and Health Training and Research Institute in Bangladesh





Empowering Digitalization through the National Occupational Safety and Health Training and Research Institute in Bangladesh

The Government of Bangladesh enacted the National Occupational Safety and Health (OSH) Policy (2013) and revised Labour Rules (2015). Safety Officers and Safety Committees are implemented in many compliant industries. The Government determined for itself to create a specialized OSH training and research institute.



Through a government-funded project, the Department of Inspection for Factories and Establishments (DIFE) under the Ministry of Labour and Employment has successfully built the premises of the nation's first National Occupational Safety and Health Training and Research Institute (NOSHTRI) in Rajshahi.

The GIZ, STILE Project (2020-2024) focused on three elements to support DIFE in preparing NOHSTRI: **(a) coordination amongst involved stakeholders** (DIFE, Denmark, ILO, GIZ), **(b) preparing the required capacities within NOSHTRI** (human resources, training of trainers, tools and learning materials) and **(c) attracting potential clients and learners for NOSHTRI by connecting with the Federation of Bangladeshi Chambers of Commerce and Industries (FBCCI).**

The cooperation between the German Development Cooperation and DIFE/MoLE is a long-standing one. Previous projects engaged with DIFE´ s idea of establishing an institution. Under the GIZ, STILE project, the main targets were to cooperate on:

Planning & Development:

Setting up NOSHTRI for long-term success (workshops, meetings, visits to German OSH institutions), including discussing a Business Plan and institutional strategies.

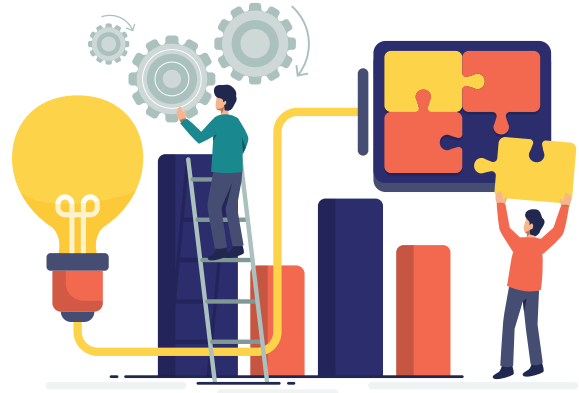
Training & Resources:

Developing diverse training programs (Government prepared 42 curriculums, Denmark focused on 8 learning areas, GIZ, STILE supported the preparation of 9 modules), facilities(classrooms furniture and equipment, laboratory equipment), and innovative methods (2 VR simulations games).



Capacity Building:

Providing training to various stakeholders like DIFE and NOSHTRI personnel, factory management, workers, safety officers, and safety committee in LIMA and OHS practices. More than 1500 participants received training in LIMA and OHS practices during the project period. Apart from that GIZ, STILE provided 3 training on First Aid, Workplace Safety and Occupational Disease Modules developed by GIZ where 60 people from DIFE Head and district office, NOSHTRI official, Factory Management, Factory Safety Officer and Committee attended.



Communication & Outreach:

Promoting NOSHTRI through campaigns and discussions to maximise its impact.

NOSHTRI's establishment holds the potential to further strengthen Bangladesh's OSH landscape by offering practice-oriented training experiences to a wide range of stakeholders – workers, employers, managers, supervisors, inspectors, trainers, researchers, and policymakers.



Challenges in the Quest for Long-term Success

While NOSHTRI's establishment is a positive step, some key challenges need to be addressed for long-term success:

Peripheral locations: The peripheral location of NOSHTRI presents a significant hurdle for many industries to train their staff in person.

Manpower: Understaffing can threaten the success of NOSHTRI.

Marketing & Branding: Due to establishments and factories off-centric locations aggressive promotion and brand building are crucial.

Accreditation: Secure accreditation from relevant bodies for certification course legitimacy.



Public-private partnership:

NOSHTRI should improve communication with public private training institutes to foster partnerships and collaboration for faster market penetration.

Mandatory Certification:

Ensuring all safety officers have NOSHTRI-approved training.

Financial Stability:

Establishing a sustainable funding model for long-term operation.

Measuring Impact:

Tracking training effectiveness and adapting programs based on data..

Accessibility:

Offering alternative training methods alongside VR technology for wider participation.



Here's a Glimpse of what We Achieved Together:

- Supported DIFE's digitalisation strategy.
- Strengthened DIFE's capacity with the Labor Inspection Management Application (LIMA) for better data-driven decision-making.
- Business plan guidelines of the NOSHTRI located in Rajshahi.
- Developed training modules on Basic First Aid, Workplace Safety Management, and Occupational Diseases Identification and Management for NOSHTRI.
- Developed fire & construction safety VR simulation games for a more immersive and contextualized training approach.
- Designed and developed layouts of classrooms and laboratories of NOSHTRI along with procurement of a significant amount of high-quality equipment and furniture for the laboratories and classrooms to ensure an optimal learning experience.



Voices:

Ole Rosenberg Justesen, Embassy of Denmark

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DIFE, GIZ, Denmark, and the ILO have been working closely together on many activities related to NOSHTRI. DIFE staff have been trained on OSH issues, inspection data has been digitalized (thanks to the support from GIZ and ILO), and training courses for the industries have been developed and tested. As a result, there is an extensive body of knowledge for NOSHTRI to build on and further develop.

Md. Mehedi Hasan, Deputy Inspector General, Training

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Several impeccable learning events and workshops were arranged under this project which assisted in generating ideas, and documents which are very important for NOSHTRI. The Business Plan for NOSHTRI, Lab layout, effective three modules for training in NOSHTRI, and lab equipment is the notable assistance which is going to contribute to make NOSHTRI an effective training and research Institute. Study tours organised under this project in different OSH institutes also helped to form different operational and policy level planning for NOSHTRI.





Maurice L. Brooks,
Labour Administration
and Working Conditions,
ILO-Dhaka, Bangladesh

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ILO and GIZ have a good history of coordination in support of the DIFE in its pursuit of LI Reform. Our complimentary support of GoB priorities in labour inspection and OSH has been instrumental in the remarkable achievements made in the past decade. Through collaboration with GIZ and other partners, a solid foundation is established to ensure constant improvements on working conditions. The ILO look forward to future engagement driven by the priorities of government and the needs of the workers.

Md. Abdur Rahim Khan,
Inspector General, DIFE

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GIZ is a serious development partner in terms of providing technical assistance to DIFE and NOSHTRI. NOSHTRI would provide quality training and research on occupational safety and health (OSH) issues for various sectors in Bangladesh as well as enhance the OSH awareness.



NOSHTRI has the potential to be a game-changer for OSH in Bangladesh. **Md. Ehsan-E-Elahi, former Secretary, MoLE**, who presided over the delegation that travelled to various OSH institutions (DASA Exposition on World of Work, OSH University of Applied Science (DGUV), BG BAU Haan – OSH Center for the Construction Center, Labour Ministry, (Research) Institute for Occupational Safety and Health) in Germany in November 2022, expressed his conviction that NOSHTRI could be shaped as a Centre of Excellence in Asia. That is a long way. But at least in September of 2024, it was officially inaugurated.



Handed over:

The ongoing projects from ILO and Denmark will support the consolidation of NOSHTRI – and GIZ’s Tannery project GoTAN is also promoting it.

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