



A SAFE AND HEALTHY ENVIRONMENT AT WORK PLACE

Commerce

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ABSTRACT

The importance of occupational safety and health serious is like profit in industrial establishments. Employees are treated as asset in the organization. Safety and security of this asset while working within the organization becomes very necessary. A accidental free plant have capacity to save the cost, to increase the productivity, to grasp the opportunities, identify the strength and to build morale to face threats from external environment. This research paper contains theoretical and practical aspect of safety measures in an organization. It will also discuss various strategies used to give safe and heal environment to human resources for their satisfied life of workers and also greater productivity and efficiently disposition of their duties.

Research methodology:- This research paper is based upon secondary data (online published research papers and books) and some other findings .All reference books and educational sites are mentioned below.

KEYWORDS

Major accidents in India**(A) Bhopal Gas Tragedy:-**

A gas leak from a Union Carbide plant, which spewed methyl isocyanate into the atmosphere and killed 20,000 people in Bhopal, the highly toxic substance made its way into and around the small towns located near the plant . The main causes of this disaster was negligence and weak attitude towards safety, an untrained workforce and absence of properly working safeguards.

(B) Dark Day:-

November 19, 1997 should go down in the history of corporate India as a dark day. On this fateful day. A 31-year-old executive jumped to death from the seventh floor of a high rise building in Mumbai. Work related stress consumed one more brilliant young man. 50% of total revenue contributed by his team started dipping because cheap imports hit the market. Reddy was the man to be blamed in every meeting.

Industrial safety

Industrial safety refers to the management of all operations and events within an industry in order to protect its employees and assets by minimizing hazards, risks, accidents, and near misses.

Industrial safety is overseen by federal, state, and local laws and regulations. The Occupational Safety and Health Association (OSHA) is the primary regulatory body in the United States dedicated to ensuring industrial safety.

Thousands of employees throughout the work lose their fingers , eyes and their lives , everyday. Much blood flows in the industrial establishments. The peril inherent in industrial work has made the life of workers very cheap . As we read in above two cases the life of workers is not taken seriously as it should. A well organized and systematised environment vis essential so that workers could be able to give their best in productivity.

All the industries do have safety risks but the management should devote their time to think and strategize the things that what safety precaution are required in their company to make sure that their workers are safe enough for all the time.

The mainly safety hazards in manufacturing industry-

1. Falls:- Falls are the leading cause for injury and death among American workers, especially in the construction sector. This prevalence of fall-related hazards in the workplace is also found in the manufacturing industry.As such, falls present a serious risk for those working at manufacturing facilities.

Employers must take steps to implement comprehensive fall protection measures at their companies. Safety leaders can help to reinforce fall protection procedures during regular toolbox talks.

2. Machine guarding :- As many workers operate heavy machinery everyday on the job, proper machine guarding is essential to keep workers safe.Workers have to operate heavy machinery every day on

the job, In India many workers get critical injuries due to poorly installed machinery safety guards.

3. Powered Industrial Trucks :- Injuries and deaths involving powered industrial trucks is another one of the top three hazards facing the manufacturing industry today. Managers has outlined proper training procedures for manufacturing or general industry employers whose workers operate fork lifts, motorized hand trucks, platform lift trucks and any other vehicle on the job.

4. Electrical:-While electrical hazards are a serious concern for those directly working with electricity, such as electricians and engineers, the manufacturing industry also has many electrical risks for its workers. Some of these electrical hazards may include improperly installed equipment, exposed wires, unlocked electrical panels and more. Managers requires electrical safety training to help the manufacturing industry mitigate these risks to employees.

5. Lockout/Tagout many energy sources in the workplace can be hazardous to manufacturing workers, such as electrical, mechanical or chemical machines and equipment. To learn more about how you can record, track, and prevent common hazards and violations in the manufacturing industry with safety management software, contact IndustrySafe today.

6. Chemicals Chemicals can be expensive, and workers in some industries may never know when they'll need to use a certain chemical again in the future. But according to Harrington, this kind of thinking can lead to serious hazards.When an organization purchases and uses chemicals, it needs to have a control system, Harrington said. It needs to know what the chemicals are for and why they were ordered.

7. Heat One of the most common and dangerous safety hazards is heat. Overheating can make people sick and can even kill a person. The heat can come from hot weather or from an industrial source such as a furnace. Heat stress, as it is called, is a severe problem in construction work.

8. Noise The most common hazard in workplaces around the world is loud, continuous noise. Noise levels usually go up and down, depending on what is being done in the workplace. The average level noise is most important over time in affecting hearing. However, bursts of very loud noise, enough to make your ears hurt or cause a ringing in your ears, affects hearing too.

Safety process:-**1. Strategic choices-** Managers can decide:-

- To determine the level of protection.
- Formal or informal safety programs.
- Proactive or reactive.
- To use safety of workers as a marketing tool.

2. Safety policy :-

A safety policy specify the company's goals and designation the

responsibilities and authority for their achievements. Specifically, a safety policy must contain a declaration of the organisation's intent means by which the intent is to be realised. As a part of the intent, the state-ment should emphasise four fundamental points: (i) the safety of employees and the public; (ii) safety will take precedence over expediency; (iii) every effort will be made to involve all managers, supervisors and employees in the development and implementation of safety procedures; and (iv) The means to realise the intent part of a policy refers to the organisation for safety legislation will be complied with, in the spirit as well as the letter of the law.

3. Organisation for safety:-

The third step in evolving a safety programme is to constitute an organisation for safety. Companies constitute safety committees which are, composed of employees, from across the organisation, Typically, safety committees serve in advisory capacities and are responsible for such tasks as reviewing safety procedures, recommendations for eliminating specific safety and health hazards, investigating accidents, field making safety-related complaints from employees and monitoring statutory compliance. SAIL (Steel Authority of India Limited) an exclusive safety organisation at Ranchi.

4. Causes, extent and remedies for Accidents:-

Causes-

- Lack of adequate inspection adds to the problems of industrial accidents.
- Working on moving or dangerous equipments.
- Unsafe loading, placing, mining.
- Making safety devices inoperative.
- Operating or working at an unsafe speed.

Extent-

Total Accidents in 2005.

Fatal injuries -1135

Non-fatal injuries –48145

Remedies-

- Safety should be driven internally, not externally.
- Do not count on common sense for safety improvements.
- Safety incentives programs should focus on processes rather than outcomes.
- The Foreman is the key person in the industrial accident prevention.
- The unsafe act of employees are responsible for a majority accidents.

5. Implementation of policy :-

- Procedures and instructions to workers for safe working methods and special rules for maintenance of equipments.

6. Programme evaluation:-

In programme evaluation manager seek to answer several questions.

- Is the programme effectively implemented?
- Have the safety attitude been improved ?
- Have injury producing physical conditions been corrected ?

Comparison- comparison is must. Compare the performance of a plant with another which is comparable.

HEALTH

The mental wellbeing of people at work is good for everyone and enhances personal and organisational resilience, and success. Everyone has a role to play, both in looking after their own mental health and creating a mentally healthy workplace. A healthy workplace supports and encourages healthy behaviours in its employees, making healthy choices the easy choices.

A healthy workplace is one where employers and employees work together to support and promote good health.

By creating a positive, safe and healthy environment for employees, you can increase morale, improve your employees' work-life balance and, in turn, positively impact your business. Proper attention to workers' health and safety has extensive benefits:

The protection of the advantages which flow from a healthy workers is a requirement too. Factory act 1948 **effluents.**-Effective arrangements shall be made in every factory for the treatment of wastes and effluents

due to the manufacturing process carried on therein, so as to render them innocuous, and for their disposal.

Section 13. Ventilation and temperature.-

Effect and suitable provisions shall be made in every factory for securing and maintaining in every workroom- adequate ventilation by the circulation of fresh air,

Section 14. Dust and fume.-

In every factory in which, by reason of the manufacturing process carried on, there is given off any dust or fume or other impurity of such a nature and to such an extent as is likely to be injurious or offensive to the workers employed therein, or any dust in substantial quantities, effective measures shall be taken to prevent its inhalation and accumulation in any workroom

Section 16. Overcrowding.-

No room in any factory shall be overcrowded to an extent injurious to the health of the workers employed therein.9.9 /14.2 cubic meters of space must be provided for each worker.

Section 17. Lighting.-

In every part of a factory where workers are working or passing, there shall be provided and maintained sufficient and suitable lighting, natural or artificial, or both.

Section 18. Drinking water.-

In every factory effective arrangements shall be made to provide and maintain at suitable points conveniently situated for all workers employed therein a sufficient supply of wholesome drinking water.

Section 19. Latrines and urinals.-In every factory-

- (a) sufficient latrine and urinal accommodation of prescribed types shall be provided conveniently situated and accessible to workers at all times while they are at the factory;
- (b) separate enclosed accommodation shall be provided for male and female workers;

Section 20. Spittoons.- In every factory there shall be provided a sufficient number of spittoons in convenient places and they shall be maintained in a clean and hygienic condition.

Summary:-

As we discuss above, thousands of people die every day, some get critical injuries while working in industrial establishments. Health is wealth for workers and managers too. A worker might only be a bread winner for his family. So the safety and health of a worker is a responsibility of establishments. The violence of workplace can be prevented by employee security measures. Managers should train the supervisor and inspector to control any accidents. Every organisation should develop a proper plan for safety of workers. It will increase the productivity and profitability of organization. In common law jurisdictions, employers have a common law duty to take reasonable care of the safety of their employees. Statute law may in addition impose other general duties, introduce specific duties, and create government bodies with power to regulate workplace safety issues.

Government should provide fair procedures for compensation. if any industrial accident occurs. In India many workers did not compensated by the companies. companies should be punishable for their negligence in safety of workers.

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