

ACTRAV/ITC-ILO Course (A152114)

**Training on Labour Inspection for Trade Union
Leaders of the East Africa Community**

4 – 8 April 2011, Kisumu

Promoting Safety and Health at Work

ACTRAV-Turin

Objectives of the Session

To try and understand:

- The terms safety, health and security
- Importance of safety and health in the workplace
- Accident, types and causes accidents, phases of accident investigation and who is involved with safety and health?
- OSH laws and administration
- Responsibilities and rights of employers
- Approaches to effective safety management
- Organisational responses to safety and health
- Key role for proactive approaches

Safety, Health and Security

The terms safety, health and security are closely related

Safety

- Condition in which the physical well-being of people is protected.

Health

- A general state of physical, mental and emotional well-being

Security

- Protection of employees and organisational facilities

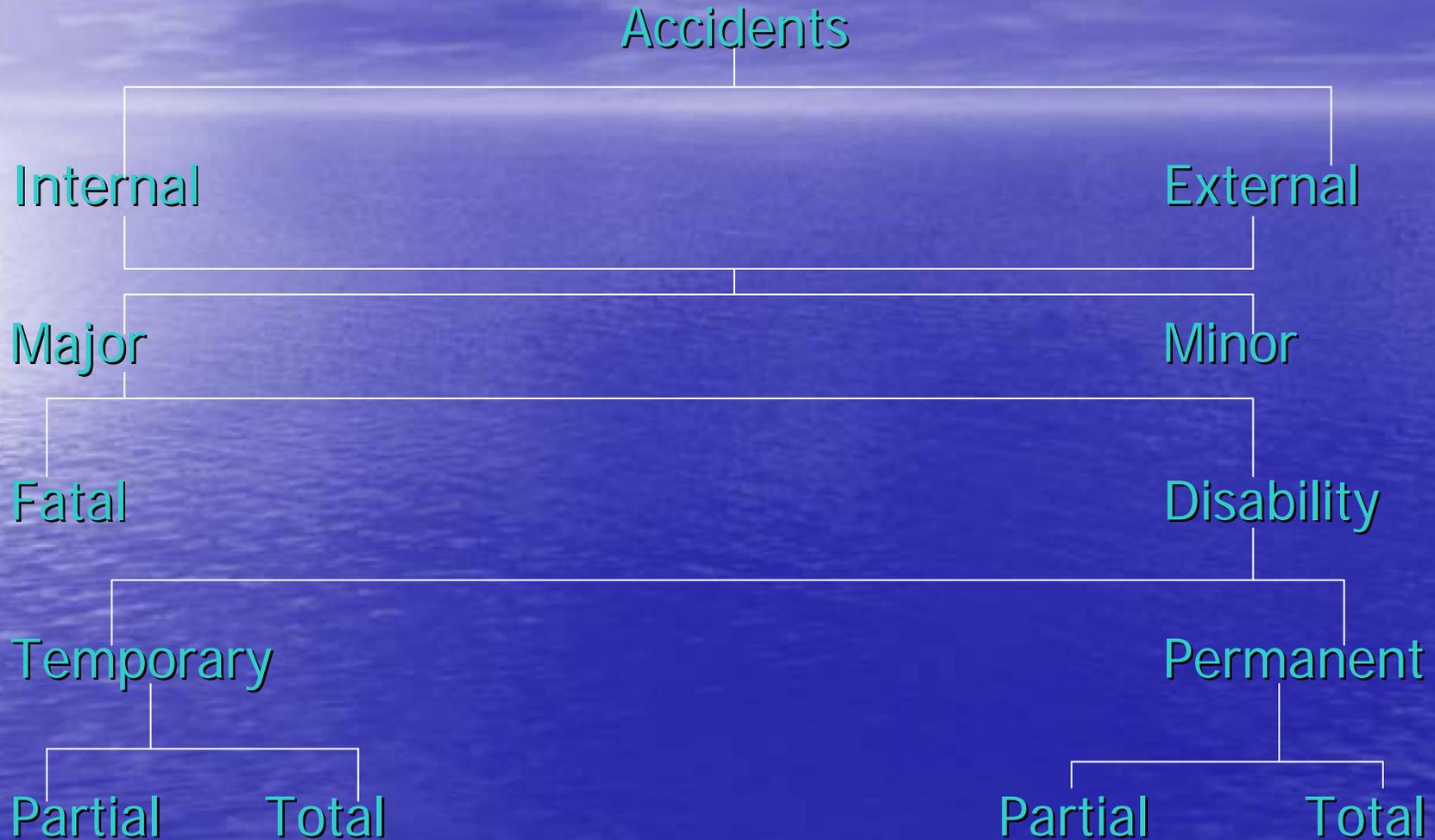
Importance of Safety and Health in the workplace

- The elimination, or at least minimization of safety and health hazards and risks is the moral and legal responsibility of employers.
- Ill-health and injuries inflicted or caused by the system of work or working conditions causes suffering and loss to individuals and their dependents.
- Accidents and absenteeism through ill-health or injuries result in losses and damage for the enterprise.
- The business reasons are very much less significant than the human reasons

Accident

- An accident is an unplanned and uncontrolled event in which an action or reaction occurs.
- Industrial safety or employee safety refers to the protection of workers from the danger of industrial accidents.
- Safety, in simple terms, means freedom from the occurrence or risk of injury or loss

Types of Accidents



Causes of Accidents

- Improperly guarded equipment
- Defective equipment
- Hazardous conditions
- Unsafe storage
- Improper illumination
- Improper ventilation

Hazard: a thing that is dangerous or can cause damage

Causes of Accidents continues

Work Environment Hazards:

- Working in cold temperatures and handling cold items
- Layout
- Floor space
- Noise
- Cables
- Working at heights
- House keeping
- Air circulation
- Spillages
- Humidity
- Dim light
- Shadow or glare which causes a worker to adopt an awkward position to see better

Causes of Accidents continues

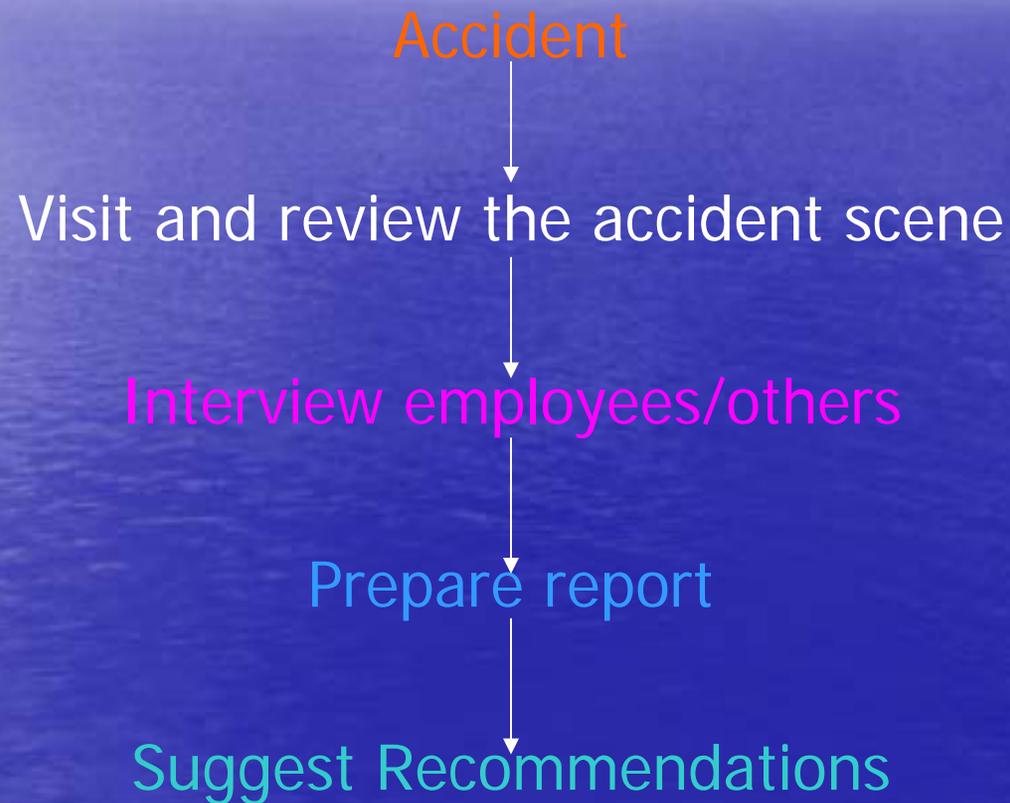
Electrical Hazards:

- Energized switch gear/equipment
- Energized lines
- Short circuits
- Loose connections
- Open wires

Fire and Explosive Hazards:

- Petrol, solvents, vanishes, paints and other inflammable items
- LPG
- Mist and fog
- Dust from milling and sanding operations

Phases of Accident Investigation



Accidents Prevention

The prevention of accidents is achieved by:

- Identifying the causes of accidents and the conditions under which they are most likely to occur.
- Taking account of safety factors at the design stage – building safety into the system.
- Designing safety equipment and protective devices and providing protective clothing.
- Carrying out regular risk assessments audits, inspections and checks and taking action to eliminate risks.

Accidents Prevention continues

- Investigating all accidents to establish the root causes and initiate corrective action.
- Maintaining good records and statistics in order to identify problem areas and unsatisfactory trends.
- Conducting a continuous programme of education and training on safe working habits and methods of avoiding accidents.
- Leadership and motivation – encouraging methods of leadership and motivation that do not place excessive demands on people

Who is involved with safety and health?

- A safe working environment does not just happen, it has to be created.
- Concern for safety should begin at the highest level within the enterprise.
- Human resource managers are often responsible for training supervisors and managers in the administration of workplace safety rules and policies.

Occupational Safety and Health Laws

- National OSH laws are often based on ILO standards and such laws impose three major obligations on employers:
 - To provide a safe and healthy work environment;
 - To comply with basic occupational safety and health standards;
 - To keep records of occupational injuries and illnesses.
- Occupational illness is any abnormal condition or disorder caused by exposure to environmental factors associated with employment.

The Occupational Safety and Health Administration

- The Labour Inspectorate has the primary responsibility for enforcing the OSH Laws – it:
 - Develops occupation standards;
 - Conduct workplace inspections;
 - Issues citations and penalties.
- Citation: summons informing the employer and employees of the regulations and standards that have been violated in the workplace.

Responsibilities and Rights of Employers

- Employers are responsible for meeting their duty to:
 - Provide “a workplace free from recognized hazards,”
 - Be familiar with mandatory OSH Laws standards;
 - Eliminating workplace conditions to make sure they conform to applicable standards.
- Employers and employees are responsible for complying with all applicable OSH Laws.
- Employers and employees have the right to seek advice and consultations from the Labour Inspectorate and related agencies.
- Employees have the right to demand safety and health on the job as well as to expose and report hazards and accidents without fear of punishment.

Approaches to Effective Safety Management



Organisational Response to safety and Health

- Two kinds of approaches that management pursues in maintaining safety and health:
 - Minimalist approach to safety and health by just complying with the legal requirements placed upon it by Law and Regulations.
 - Proactive approach to safety and health – the workers represent a valued asset of the enterprise and a significant source of the firm's competitive advantage. As a result, safety and health issues and programmes are designed to deal effectively with them.

The Key Roles for Proactive Approaches

- Leading from the front
- Involving employees
- Analyzing data
- Motivating safe behaviour
- Innovating

Leading from the front

- The employer must take the initiative in safety and health issues.
- Employees must see their employer as proactive rather than reactive.
- Employer must accept accountability for the results of safety and health programmes.

Involving Employees

- One of the most common and effective strategies for involving employees is the use of company safety committees consisting of employer and workers representatives.
- These committees identify safety hazards and attempt to find solutions to resolve a problem.
- They also arrange for training seminars and other activities to increase employee awareness of safety.

Analyzing Data

- A thorough analysis of the safety and health environment in the workplace is undertaken.
- Not doing this may lead a firm to “solve the wrong problem.”
- Negative results may occur from not analyzing the work environment and not encouraging employee participation early enough in the process.

Motivate Safe Behaviour

- Motivating safe work behaviour in employees is one of the key roles of management to develop effective safety and health programme. Five different approaches:
 - Programmes that reward results
 - Programmes that recognize results
 - Programmes that reward behaviour
 - Programmes that recognize behaviour
 - Programmes that focus on expecting behaviour

Innovating

- The employer and employees should be creative in their approaches to safety and health programmes.
- Such innovations is likely to be enhanced when management and employees work together on common problems

Any Questions?

