

# **EMPLOYEES' HEALTH & SAFETY**

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- [https://www.youtube.com/watch?v=Tkl6vKfTgDs&feature=emb\\_logo](https://www.youtube.com/watch?v=Tkl6vKfTgDs&feature=emb_logo)

# EMPLOYEES' HEALTH

- It involves promotion and maintenance of the highest degree of physical, mental and social well-being of workers in all occupations.
- Prevention among workers of ill-health caused by working conditions;
- Protection of workers in their employment from risk resulting from factors adverse to health; and
- Placing and maintenance of the worker in an occupational environment adapted to his physical and psychological equipment

# RATIONALE OF EMPLOYEES' HEALTH

- Improvement of Productivity
- Reduction of absenteeism and labour turnover
- Reduction of industrial accidents
- Better industrial relations
- Reduction in occupational diseases
- Reduction in wastes and spoilages
- Reduce cost of operations
- Improved employees' morale

# OCCUPATIONAL HAZARDS AND DISEASES

- Arises due to:
- Chemical Substances
- Biological hazards
- Environmental hazards
- Atmospheric conditions

# PROTECTION AGAINST HEALTH HAZARDS

- **Preventive Measures**
- Pre-employment and periodic medical examination
- Removal of health hazards to the maximum extent possible
- Workers exposed to special risk
- Training of first aid staff
- Educating workers in health and hygiene
- **Curative Measures**
- Treatment for the affected workers

# ROLE OF HR IN PROVIDING HEALTHY ENVIRONMENT

- <https://www.hrtechnologist.com/articles/workplace-wellness/the-role-of-hr-in-your-office-safety-and-wellbeing/>
- <https://www.msn.com/en-in/money/topstories/are-employees-physically-and-emotionally-ready-to-go-back-to-the-workplace-after-covid-19/ar-BB1a3VEV>

# EMPLOYEES' SAFETY

- Industrial workers are exposed to several types of hazards and accidents.
- Safety measures prevent accidents and ensure regular flow of work.



# INDUSTRIAL ACCIDENTS

- An unexpected occurrence in an industrial establishment causing bodily injury to one or more persons.
- Factories Act, 1948 defines industrial accident as “ an occurrence in an industrial establishment causing bodily injury to a person which makes him unfit to resume his duties in the next 48 hours.”
- <https://industrialsafetyguide.com/bhopal-gas-tragedy/>
- <https://www.youtube.com/watch?v=-9arOY9aOek>
- <https://www.youtube.com/watch?v=lwPSDMUtNmk>

# CAUSES OF INDUSTRIAL ACCIDENTS

- Unsafe conditions
  - (i) the job itself- inherent hazards
  - (ii) work schedules
  - (iii) psychological conditions
  - (iv) machinery and equipment
- Unsafe acts – collisions, failure to use safety devices, slip or fall on floors and stair cases etc.
- Miscellaneous causes

# MEASUREMENT AND RECORDS OF ACCIDENTS

- Accident Frequency Rate = 
$$\frac{\text{No.of Injuries} \times 10,00,000}{\text{Total no.of man hours worked}}$$
- The reason for calculating an accident frequency rate is to track the number of accidents which occur from project to project or year to year - or to compare safety performance across other companies and industries similar to your own.
- Accident Severity Rate = 
$$\frac{\text{No.of man day lost} \times 10,00,000}{\text{Total no.of man hours worked}}$$
- If the severity rate is low, then the average accident leads to a minimal disruption in production. When the severity rate is high, managers will see that an average safety incident can lead to major production losses.

# MEASURES TO ENSURE INDUSTRIAL SAFETY

- Safety Policy
- Safety Committee
- Safety Engineering
  - (a) Guarding of machines
  - (b) Material handling equipments
  - (c) Safety devices
  - (d) Ergonomics
  - (e) Plant Maintenance
  - (f) General House-keeping
  - (g) Regular Inspection
  - (h) Equipment Redesign
  - (i) Proper Clothing

# MEASURES TO ENSURE INDUSTRIAL SAFETY

- Safety education and training
- Role of Government

[National Safety Council](#)

[National Safety Awards](#)

# STATUTORY PROVISIONS CONCERNING HEALTH & SAFETY

- <https://labour.gov.in/industrial-safety-health>
- Legal provisions for health of workers in factories (Section 11 to 20 of the Factories Act, 1948)
- Legal provisions for safety of workers in factories (Section 21 to 41 of the Factories Act, 1948)
- [https://labour.gov.in/sites/default/files/Factories\\_Act\\_1948.pdf](https://labour.gov.in/sites/default/files/Factories_Act_1948.pdf) -

# **OCCUPATIONAL SAFETY, HEALTH AND WORKING CONDITIONS CODE, 2020**

- [OSHW Code](#)