


After studying this chapter, you should be able to:

1. Explain how to provide a safer environment for employees
2. Minimize unsafe acts by employees
3. Explain the supervisor's role in safety
4. Describe techniques for reducing accidents
5. Explain how to deal with important occupational health problems
6. Discuss safety and health issues in some Asian countries

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Purpose of this Chapter

- Knowledge to deal with safety and health problems at work
- Importance of supervisor and of top management commitment to health and safety
- Techniques to prevent accidents

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Safety and Health at Workplace

- *Employer's responsibilities*
 - Provide a safe and healthy workplace.
 - Familiar with safety and health standards.
 - Ensure workplace conditions conform to safety standards.
- *Employer's rights*
 - Seek advice from government agencies.
 - Receive advice on safety and health regulations.



Safety and Health at Workplace

- *Employee's responsibilities*
 - Follow all employer safety and health rules and regulations.
 - Report hazardous conditions to the supervisor.
- *Employee's rights*
 - Demand safety and health on the job without fear of punishment.



Management Commitment

- *Accidents can be prevented by reducing accident-causing conditions and accident-causing acts.*
- *Safety starts with management commitment.*
- *Management to be personally involved in safety activities.*



Management Commitment

- Give safety matters high priority.
- Provide safety training to all workers.
- Safety policy
- Analyze accidents and take corrective / preventive actions.

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What Causes Accidents?

Three basic causes of workplace accidents:

1. Chance occurrence
 - Beyond management control.
2. Unsafe conditions
3. Unsafe acts on the part of the employees

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What Causes Accidents?

- *Unsafe conditions*
 - Improperly guarded equipment
 - Defective equipment
 - Hazardous procedures in, on, or around machines or equipment
 - Unsafe storage—congestion, overloading
 - Improper illumination—glare, insufficient light
 - Improper ventilation—insufficient air change, impure air source

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What Causes Accidents?



➤ *Unsafe acts*

- Accidents caused with unsafe acts e.g. throwing materials



How to Prevent Accidents

1. *Reducing unsafe conditions*

- Safety engineers to design jobs to remove or reduce physical hazards
- Use of safety checklist
- Special safety gear e.g. cut resistant gloves
- Personal protective equipment to fit properly and trained on usage



Cut-Resistant Gloves Ad



How to Prevent Accidents

2a. Reducing unsafe acts by emphasizing safety

- Through screening, training and incentive programs
- Supervisors to show by example:
 - Praise employees if they show safe behavior
 - Listen when employees offer safety suggestions or complaints
 - Follow safety rules
 - Visit plants regularly
 - Tell employees about safety activities
 - Link bonus to safety improvements



Checklist of Mechanical or Physical Accident-Causing Conditions

I. GENERAL HOUSEKEEPING

Adopt and enforce rules—no materials protruding
 Materials
 Posts and laths should not be used—use lathing
 accessories, conditions that could cause them to fall
 Every small object has a place—use containers, bins or boxes
 that could cause falling or slipping accidents
 Write down each road path—clearly marked and
 properly used

Material piled in safe manner—not too high or too close to
 walkway
 Floors—clean and dry
 Protruding equipment—retract or shield
 Walk surfaces clearly
 Staircases and stairs clearly marked, not full to either or
 oversteps
 Stairs kept clear and properly marked, no-ice lanes or
 double ends across stairs

II. MATERIAL HANDLING EQUIPMENT AND CONTAINERS

On all conveyors, elevators or hoists, check the following items one off in normal working conditions:
 Belts—properly adjusted
 No loose parts
 Cables, hooks, or chains—no wear or obvious defects
 Suspended chains or hooks—no wear
 Safety interlocks
 Properly stored

III. LADDERS, SCAFFOLD, BENCHES, STEPS, ETC.

Use following items of major interest before descent:
 Write list on checklist
 Check for
 Hooks, not slippery
 No crooked, or rickety
 Properly stored
 Erected under appropriate ground conditions
 Etcetera



How to Prevent Accidents

2b. Reducing unsafe acts through selection

- Screening through recruitment and selection stage to isolate traits that may predict accidents on the job

2c. Reducing unsafe acts through training

- Multi-lingual Safety training

2d. Reducing unsafe acts through motivation

- Safety posters serve as constant reminders but not a substitute for a comprehensive safety program
- Incentive scheme reinforce positive attitude toward safety



How to Prevent Accidents

Behavior-Based Safety

- Identifying the worker behaviors that contribute to accidents and then training workers to avoid these behaviors

Use employee participation

- 2 reasons to get employees involved in designing safety program:
 - People doing the actual job knows best
 - Easier to get employees to accept safety program
- Appointing employees as members of safety teams



Employee Safety Responsibilities Checklist

- Employee Safety Responsibilities Checklist**
- Know what constitutes a safety hazard.
 - Be constantly on the lookout for safety hazards.
 - Correct or report safety hazards immediately.
 - Know and use safe work procedures.
 - Avoid unsafe acts.
 - Keep the work area clean and uncluttered.
 - Report accidents, injuries, illnesses, exposures to hazardous substances, and near misses immediately.
 - Report acts and conditions that don't seem right even if you aren't sure if they're hazards.
 - Cooperate with internal inspections and job hazard analyses.
 - Follow company safety rules.
 - Look for ways to make the job safer.
 - Participate actively in safety training.
 - Treat safety as one of your most important job responsibilities.



How to Prevent Accidents

Conduct safety inspections

- Routine inspection on all premises for safety and health problems, using checklists as aids.
- Involve employees in safety committees.



Job Stress

- *Job-related factors*
- *External environment factors*
- *Personal factors*
- *Non-job factors*
- *Affects both individual and company*



Reducing Job Stress

- *Build rewarding, pleasant, cooperative relationships*
- *Don't bite off more than you can chew.*
- *Build an effective and supportive relationship with your boss.*
- *Negotiate with your boss for realistic deadlines on projects.*



Reducing Job Stress

- *Learn as much as you can about upcoming events and get as much lead time as you can to prepare for them.*
- *Find time every day for detachment and relaxation.*
- *Take a walk to keep your body refreshed and alert.*
- *Find ways to reduce unnecessary noise.*



Reducing Job Stress

- *Reduce trivia in your job; delegate routine work.*
- *Limit interruptions.*
- *Don't put off dealing with distasteful problems.*
- *Make a "worry list" that includes solutions for each problem.*

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Burnout

- *Burnout*
 - The total depletion of physical and mental resources caused by excessive striving to reach an unrealistic work-related goal.

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Burnout

- *Recovering from burnout:*
 - Break the usual patterns to achieve a more well-rounded life.
 - Get away from it all periodically to think alone.
 - Reassess goals in terms of their intrinsic worth and attainability.
 - Think about work: could the job be done without being so intense.

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Other Workplace Safety and Health Issues

- *Computer-Related Health Problems*
 - Backaches, Neckaches, Cumulative motion disorders, etc.
- *AIDS and the Workplace*
 - Cannot single out employee for AIDS testing

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Safety and Health Issues In China

- *Under Labor Law, employers must*
 - Have a system for safety and hygiene
 - Comply with safety standards and procedures
 - Educate workers in safety and hygiene
 - Prevent workplace accidents
 - Reduce occupational hazards
 - Provide workers with protective devices

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Safety and Health Issues In Hong Kong

- *High accident rates at construction sites*
 - Despite strict enforcement by Labor Department and safety promotion by Occupational Safety and Health Council
 - Due to hectic schedules of projects

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Safety and Health Issues In Indonesia

- *By law, employers must provide*
 - Hygienic workplace
 - Health insurance for employees
 - Protective equipment
 - A policy on health and safety

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Safety and Health Issues In Japan

- *Workers' Accident Compensation Insurance Benefits*
 - Medical compensation benefit
 - Disability compensation benefit
 - Survivors compensation pension
 - Injury and disease compensation pension
 - Nursing care compensation
- *Ministry has criteria to acknowledge compensation for death from overwork.*

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Safety and Health Issues In Malaysia

- *Occupational Safety and Health Act (OSHA)*
 - Secure safe, health and welfare of persons at work
 - Protect persons at workplace
 - Promote safe environment
 - Maintain and improve standards
- *Tripartite Council*
 - Advise how to improve safety and health
- *Workmen's Compensation Act*
 - Employers to buy insurance to cover their liabilities

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Safety and Health Issues In Singapore

- *Workplace Safety and Health Act*
 - Replaces old Factories Act
 - Rights and duties of employers on safety and health
- *Work Injury Compensation Act*
 - Replaces old Workmen's Compensation Act
 - Compensates workers who are injured or dependants of a worker who dies from industrial accident

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Safety and Health Issues In South Korea

- *Industrial Accident Compensation Insurance Act*
 - Covers workplace with 5 or more employees
 - Insurance paid by employer (0.5% - 32% of payroll)
 - Medical, disability, survivors' benefits and funeral expenses

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Safety and Health Issues In Thailand

- *Compensation under Labor Protection Law*
 - Employees can claim compensation for work-related injury, illness or death
 - 50% of monthly wage if unable to work (up to 1 year)
 - Death: dependants claim 60% of monthly wage for 5 years

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