

INDOSHNEWS

Vol.17 No.2, April-June 2012

Published by

Directorate General Factory Advice Service & Labour
Institutes, N.S. Mankiker Marg. Sion, Mumbai 400 022.
INDIA

Editor-in-Chief

Dr. M.Rajaram

Executive Editor

Shri S.B.Mathur

Assistant Editors

Shri T.K. Biswas, Shri J. Sankar

Editorial Board Members

Dr.R.B. Raidas; Dr.A.Singh;
Shri P.B. Pal; Shri U.K. Das; Shri S. Bharathi;
Dr. R.K.Elangovan; Dr. S.K.Haldar;
Dr. Brij Mohan

Judgements made, opinions expressed by the authors in the Newsletter do not necessarily reflect the views of DGFASLI.

CONTENTS

ARTICLE: <i>Challenges in Occupational Safety & Health (OSH) in 21st Century – Strategies</i>	1
ARTICLE: <i>Accident Prevention & Role of Industrial Management</i>	4
DGFASLI MEGA EVENTS	7
INSTITUTE NEWS	9
ABSTRACTS	11
MATERIAL SAFETY DATA SHEET.....	13
TRAINING CALENDER: DGFASLI	15

Visit us at : www.dgfasli.nic.in

Telephone : PABX 91-22-24092203

Fax : 91-22-24071986

ANNUAL SUBSCRIPTION

Rs. 100 (India)

Rs. 200 (Foreign)

The electronic version of the **INDOSHNEWS** on the Internet can be accessed on www.dgfasli.nic.in



मेरी कलम से

इंडोशन्यूज का प्रत्येक अंक कार्यस्थल में सुरक्षा और स्वास्थ्य प्रबंधन से संबंधित व्यक्तियों के मन में उठ रही समस्याओं अथवा किसी विशेष समस्या पर मस्तिक मंथन के विचार से सृजन किया गया है।

भारतीय अर्थव्यवस्था के वैश्वीकरण और उदारिकरण के कारण औद्योगिक गतिविधियों की गति बढ़ गई है, जिससे नए जटिल तकनीक, नए खतरे/खतरनाक रसायनिक पदार्थ प्रक्रियाओं और उत्पादन के तरीकों में परिवर्तन आरंभ हुआ है। इन नए आगमनों के साथ बहुत सी जटिल समस्याएं जुड़ी हुई हैं, जिसके कारण देश के लाखों कामगारों का जीवन जोखिम में है। कार्यस्थल में व्यावसायिक सुरक्षा और स्वास्थ्य के वर्तमान स्तर में भरपूर सुधार की आवश्यकता है। जिस प्रकार कोई भी प्रबंधन गतिविधि, किसी प्रणाली के अनुसार कार्य करती है उसी प्रकार व्यावसायिक सुरक्षा और स्वास्थ्य प्रणाली में समस्या की पहचान, मानक स्थापित करना, मूल्यांकन निष्पादन तथा सुधारात्मक उपाय करना सबसे प्राथमिक प्रयत्न होना चाहिए। पहला लेख इन्हीं को उल्लिखित करता है। दूसरा लेख दुर्घटना रोकथाम से संबंधित है।

मैं आशा करता हूँ कि इंडोशन्यूज के इस अंक में दी गई जानकारी सुरक्षा वृत्तिकों और उन सभी के लिए जो व्यावसायिक सुरक्षा और स्वास्थ्य से संबद्ध हैं, के लिए लाभदायक सिद्ध होगी।

FROM THE DESK

Each issue of INDOSHNEWS is designed to give a thrust on a particular problem or an important issue, which at that point of time is agitating the mind of the people concerned with the management of safety and health at work place.

Globalisation and liberalization of Indian economy has accelerated the pace of Industrialisation activity which have introduced new complex technology, new hazardous/chemicals substances, processes, and change in production methods. Such influx of new things associates several problems, posing a serious threat to the lives of millions of working population in the country. The present level of Occupational safety and health at work place calls for substantial improvement. As in the procedure in any other management activity, the Occupational safety and health management should also have the basic steps of identification of the problems, setting standards, measuring performance and taking corrective measures. The first article highlights those challenges. The second article deals with the subject of accident prevention.

I hope the information carried by those articles and other features in this issue of INDOSHNEWS will be useful to safety professionals and all those who are concerned with Occupational safety & health.

Dr. M.Rajaram
Editor In-chief

CHALLENGES IN OCCUPATIONAL SAFETY & HEALTH (OSH) IN 21ST CENTURY – STRATEGIES

E. Laxminarayan

Abstracts

In an increasingly integrated and interdependent global village of today, the Safety, Health and Environmental (SHE) issues have emerged as transnational and global issues and are receiving the increased attention of the stake holders the world over. Rapid pace of industrialization, introduction of complex technologies, new materials, hazardous/chemical substances, processes, changes in the production methods, job content and work methods, have been posing a serious threat to the lives and limbs of millions of working population. Even though, the traditional hazards and risks have been addressed to a great extent, newer hazards and risks are emerging day by day thus, posing greater challenges on the Occupational Safety and Health (OSH) front. It is heartening to see that the SHE issues have merged as important dimensions of Corporate Social Responsibility (CSR) and human rights in the recent years. This paper provides a conceptual frame work on the challenges confronted on the Occupational Safety and Health (OSH) front and suggests suitable interventions and strategies to address the challenges.

INTRODUCTION

The present century is posing a number challenges and threats on Safety, Health and Environmental (SHE) front the world over. As John Donne, wrote that "no man is an island in himself, he is part of the main land" goes equally well for safety & health issues of today. In the increasingly integrated and interdependent global village of today, the SHE issues have emerged as transnational and global issues and important dimensions of Corporate Social Responsibility (CSR) and Human Rights. The market imperatives, competitive pressures, increased aspirations of the employees for decent & safe work, increased expectations of the customers, the regulatory agencies and the society at large have added new demands and challenges on the safety and health front. Rapid pace of industrialization, introduction of complex technologies, new materials, hazardous/chemical substances, processes, changes in the production methods, job content and work methods, have been posing a serious threat to the lives and limbs of millions of working population leading to catastrophic risks, increase in the incidence of injuries and occupational diseases. Even though, the traditional hazards & risks have been addressed to a great extent, newer hazards & risks are emerging thus, posing greater challenges on the Occupational Safety & Health (OSH) front. Hence, a greater responsibility is thrust upon, on the Government, the regulatory agencies, the safety professionals, the managements of industrial establishments, the trade unions, the NGO's and other stake holders to address these emerging challenges on SHE front with greater resolve and commitment.

A Country, aspiring to be a global economic and military power in the 21st century needs to demonstrate its firm commitment and resolve to the world community about its intentions to address the challenges and threats in the SHE front. It is heartening to note that the Government of India, has unveiled a National Policy on Safety, Health and Environment at Work Place, in the year 2009, to address the challenges on the OSH front. The Policy demonstrates a firm commitment of the Government at the highest level to promote safety and health in all the sectors of our economic activity (organized and unorganized) in the Country, in the true spirit of our Constitution. Therefore,

the OSH issues have emerged on the top of the agenda and priority concern of the Government in 21st Century. This article is an attempt to provide a conceptual frame work on the challenges confronted on the OSH front in the country and to suggest interventions and strategies to address the challenges.

OSH SCENARIO AT THE GLOBAL LEVEL

According to the Secretary General, International Social Security Association, each year, more people die in the world through accidents and diseases than die in wars as the fast changing and increasingly inter-related world economy bring new risks and new dangers to the workplace. Improving the safety and health of workers urgently requires concerted global efforts from political, social and business leaders (Konkolewsky, 2008). According to ILO estimates, over 2 million people die each year from occupational related diseases and injuries, another 160 million non-fatal diseases and 270 million non-fatal injuries occur annually. Occupational diseases and injuries account for a loss of about 4% of the global gross domestic product (Eijkemans, 2005). These statistics portray a grave situation on OSH front at the global level. Hence, promoting safety & health at work is the responsibility of the society as a whole, and all the members of the society must contribute to achieving this goal by ensuring that priority is given to OSH in the national agenda and by building & maintaining a national preventive safety & health culture (Sameera, 2008).

At the global level, the International Labour Organization (ILO) & World Health Organization (WHO) have been doing a pioneering work in the field of workers safety and health for the last several decades. The WHO Global Strategy on Occupational Health for all by 2001, WHO & ILO Joint initiative, and "Global Action on Silicosis Elimination", are some of the important initiatives pertaining to OHS at the global level. The ILO, a Tripartite, Non-Governmental and Non - Profit Organization has come into existence for the cause of social justice including promotion of safety and health of the working class, the world over. Since its inception in 1919, it has adopted around 188 Conventions and 199 Recommendations known as International Instruments. A majority of these Conventions pertain to OSH. The Decent

Work agenda of ILO has been the guiding force for many developed and developing nations to further their CSR agenda which encapsulates the SHE issues. Decent work includes right at work, employment, social protection (Occupational safety & health) and social dialogue. (Richard et al, 2009). The statement of Kofi Annan, the former Secretary General of the U.N.O, that 'All too often lives are shattered unnecessarily of poor working conditions and inadequate safety systems. Let me encourage everyone to join the ILO in promoting safety and health at work.' It is not only sound economic policy, it is a basic human right" (Mahadevan, 2008)". This aptly sums up the significant role the ILO have been playing in promotion of OSH, across the world. As a founder member of ILO, India ratified around 40 ILO Conventions & Recommendations and a number of them are in the area related to OSH. Recently, India has ratified Convention No: 174, Prevention of Major Industrial Accidents and Convention NO: 127: Concerning Maximum Weights. The Government is also contemplating ratification of Convention No: 155, OSH and Working Environment; Convention NO -170: Concerning Safety in the use of Chemicals and Convention No-162: Safety in the use of Asbestos.

THE OSH SCENARIO IN INDIA

In India, around 50,000 to 60,000 accidents occur annually in the manufacturing sector alone resulting in injuries of varied severity and death of around 1000 people (Saxena, 2005). If the accident statistics in other sectors such as ports, mining, construction and other un-organized sectors are also taken into account, this would represent a grim reality of this gigantic problem.

Occupational Safety & Health is accorded an important position in the Policy Frame work of the Indian Constitution. As a part of this Constitutional mandate, the Government of India, enacted several legislations such as the Factories Act, 1948, the Mines Act, 1952, the Dock workers (Safety, Health and Welfare Act), 1986, the Building & other Construction Workers Act, 1996, etc. for promotion of safety and health in the different sectors of economic activity in the country. The Ministry of Labour Government of India is responsible for the matters relating to the safety, health & welfare of the workers in the country. The Ministry also administers the relevant safety and health statutes. The Directorate General factory Advice Service and Labour institutes (DGFASLI) Mumbai, and the Directorate General of Mines Safety (DGMS), Dhanbad, under the administrative control of the Ministry of Labour and Employment have been striving hard to achieve the principles spelled out in the Constitution in the areas of OSH, during the last several decades. Due to the concerted efforts of the DGFASLI and DGMS, there has been a progressive reduction in the frequency and incidence rates of accidents in factories, ports and mines.

The Bhopal Gas tragedy, in 1984, has been a turning point towards comprehensive legislations pertaining to OSH in the Indian context. This led to enactment of several Legislations and Rules concerning OSH. Even though, satisfactory progress has been made on the safety and health front in the organized sectors of economic activity, a majority of the workforce (90 %) of the Country, is still not

covered by the OSH and other social security legislations. Hence, the challenges in the safety and health front are enormous and a great deal needs to be done to establish a preventative safety and health culture in the organized and unorganized sectors of economic activity in the country. A review of the annual reports of many progressive Indian companies reveal that apart from the regulatory compliance, many companies are increasingly adopting Integrated Management Systems of Environment, Safety and Quality as a policy of one product, one system concept. These companies have explicitly stated the philosophy of Zero accidents/ Zero harm/ Zero risk, Zero Emission/Zero discharge /Zero down time etc, as a bench mark to achieve in the years ahead. Many companies are also implementing Behavioral Based Safety (BBS) Systems, Process Safety Management (PMS) Systems to attain world class performance in OSH. These factories represent a miniscule percentage of the total number of registered and unregistered factories operating in the Country. This goes to say that a great deal needs to be done to improve our safety and health standards Vs-a-Vs the world class standards. Hence, this is a great challenge in 21st Century for those concerned with OSH.

OCCUPATIONAL SAFETY, HEALTH (OSH) CHALLENGES

Some of the important emerging and existing challenges on the OSH front at the national and organizational level are stated as under.

The Challenges of Liberalizations and Globalization: The Liberalization of trade and Globalization of the markets have led to outsourcing of manufacturing activities resulting in contractulisation and casualisation of the work force in the country during the last two decades. This has led to increased incidence of injuries, as the illiterate, untrained and seasonal workers are employed to carry out hazardous tasks. Besides this, the migration and cross border transition of work force is also leading to stress and strain in terms of cultural conflicts and psycho-social problems.

The Challenges of Technology Transfer at the National & Industry Level: Import of new technology, complex & hazardous processes into the county, from the developing world is adding new complexities, hazards and risks on the SHE front.

The Challenges of Modern Manufacturing Systems: Many world class manufacturing systems like flexible manufacturing systems, computer aided design (CAD), computer aided manufacturing, automation & introduction of robotics to handle hazardous manual operations have also added new challenges on the OSH front.

The Environmental & Societal Challenges: The society in general has become sensitive to the Environmental, Safety and Health issues. There is an increasing demand for a cleaner, greener and pollution free environment.

The Governmental Challenges: As the economy is expanding at a faster pace, the Government is forced to share some of its roles and responsibilities and obligations in certain areas with the industry by way of decontrolling and de-licensing of the policies. In the present context, self-regulation by the industry itself in some areas becomes more practical and realistic way of ensuring SHE at the work place, as is being done in most of the

developed Countries. The age old labour laws also need to undergo changes in consonance with the prevailing socio-economic and technological environment in the country. Hence, this is great challenge for the Policy Makers.

Challenges of Integration of SHE with Quality and Productivity: Today, the customers have become very demanding, discerning and discriminating. They not only demand high quality products at low cost but also a safe, energy efficient and environment friendly products. Hence, integration safety, health, quality and environmental issues and to establish a Positive Safety and Health Culture at the work place is a great challenge to the manufacturers.

STRATEGIES FOR PROMOTION OF OSH

OSH is a multidimensional, interdisciplinary and all-encompassing subject. It requires multipronged approach to address the emerging challenges. Some of the important macro and micro level, national and organizational level interventions & strategies are stated as under.

1. Implementation of the National Policy on Safety Health & Environment at workplace in different sectors of economic activity in the Country.
2. Ratification of Core Conventions ILO on Safety & Health by India.
3. International cooperation in the field of SHE.
4. Increased cooperation amongst the social partners concerned with OSH.
5. Encouragement of Research and Development in the area of OSH.
6. Use of Information Technology and the proactive role of the media for mass awareness & education in the area of OSH.
7. Strengthening of the enforcement machinery & competency building of the enforcement officials.
8. Development of National Network on SHE with linkages to specialized sub networks and International Networks.
9. Benchmarking of global standards and best safety & health management practices.
10. Development of appropriate HRD interventions for competence building of the work force and the safety professionals on OSH matters.
11. Integration of OSH Management Systems with Environmental and Quality Management Systems and establishment of preventative safety & health culture.
12. Increased emphasis on issues concerning ergonomic interventions and associated problems.
13. Integration of Occupational Health with Primary Health Care in the Country.

CONCLUSIONS

The SHE issues have emerged as important issues of Corporate Social Responsibility (CSR) and have become the major concern of stake holders in our country in the recent years. It is heartening to note that safety and health issues are being perceived as parameters of global competition and business survival in the Indian context. It is no denying fact that satisfactory progress has been achieved in the area of OSH, in the organized sectors of our economic activity due to the concerted efforts of the Government, the managements of the industrial

establishments and other social partners. However, a great deal needs to be done in this regard in the unorganized sectors our economy, which employs around 90% of the total workforce. This poses a greatest ever challenge on the OSH front and concerted efforts are needed by all those concerned with OSH to address this national challenge at a time India is emerging as a global economic power. It is also heartening to note that the President of India has declared the year 2010-2020, as the decade of Innovation (National Innovation Act, 2008). The Prime Minister of India approved the setting up of a National Innovation Council to prepare a road map for the 'Decade of Innovation 2011-2020', under the Chairmanship of Sam Pitroda, adviser to the Prime Minister. The Council has the mandate to evolve an Indian model of innovation focusing on inclusive growth and creating an appropriate ecosystem conducive to fostering inclusive innovation. The Ministry of Labour and Employment, Government of India is in the process of establishing a Sectoral Innovation Council on OSH matters in the office of the Ministry of Labour and Employment at New Delhi. This, initiative along with the National Policy on Safety and Health and ratification of core Conventions of ILO on OSH by India, may give a fillip to the safety and health movement in the Country in the coming decades.

REFERENCES

1. Eijkemans, Gerry (2005) Asian-Pacific News Letter on Occupational Health and Safety, Volume-11, Number-3, Nov.2005.
2. ILO Conventions on OSH: C- 155, C-161; C-162; C-170 & C- 187.
3. ILO- OSH-2001: International Labour Organisation Guidelines on Occupational Safety and Health Management Systems.
4. Konkolewsky, H.H (2008) Asian-Pacific News Letter on Occupational Health and Safety, Volume-15, Number-2 Sept, 2008.
5. Mahadevan, H (2008) Employee Participation in Achieving Industrial Safety & Health-Vision 2020: NDOSHNEWS, Vol-2, April - June Issue, DGFASLI, Mumbai.
6. The National Policy on Safety, Health and Environment at Work Place, Govt. of India, Document.
7. The National Innovation Act, 2008.
8. OHSAS-18001 (Occupational Health and Safety Assessment Series) Specification, 2007.
9. Robert, R and Roberto, O (2009) Innovations to improve OSH in the informal Economy. Asian-Pacific News Letter on Occupational Health and Safety, Volume-16, Number-1 Sept, 2009.
10. Sameera.N.AI. (2008) Asian-Pacific News Letter on Occupational Health and Safety, Volume-15, Number-2 Sept, 2008
11. Saxena, S.K. (2005) Perspectives on OSH of workers, at the national level; INDOSHNEWS, Vol-1, Jan - March issue, DGFASLI, Mumbai.
12. Standard reference Note DGFASLI, 2009
13. World Health Organization: Occupational Health - <http://www.who.int/occupationalhealth/en/>

Dr. E. Laxminarayan
Ex-Deputy Director (Staff Training)
Central Labour Institute
Mumbai

ACCIDENT PREVENTION & ROLE OF INDUSTRIAL MANAGEMENT

A.K.Chakraborty

Abstract

Safety is everybody's business, and safety requires the active participation of management, supervisors, and workers. No one group can do the job alone. If the employees don't hold up their end, then the company's safety procedures, equipment, and training don't get used and accidents happen. If employees don't stay alert to, and report, accidents, near misses, and unsafe acts and conditions that they experience or notice on the job, you may not know about them and won't be able to correct them and improve the prospects for everyone's safety. Turning workers into safety champions may seem like a challenge but it's well worth the effort to achieve a safer workplace and improved employee morale. Techniques you might try to encourage workers to take personal responsibility for safety, supported by individual recognition, include the following: Don't focus on the numbers; focus on individual performance. A manager who sees employees doing the right thing should personally inform them that the behavior is valued. The paper highlights various dimensions of accident prevention in industries.

INTRODUCTION

"Jobs that are widow-makers are to be thought and restructured" - Peter Drucker.

Nations are the citizens of humanity, as individuals are the citizens of the nation. Humanisation at work place in industry at the micro level is no different from the humanization of the nation. We come across millions of examples where the people have died /injured on account of accidents during the activities of construction-industrial-port etc. The basic question arises as to whether these accidents would have been avoided. Now a days, due to privatization - globalization - technological upgradation - competitive bidding creates a new scenario which ultimately leads a demand for Safety for Industrial activities.

PHILOSOPHICAL APPROACH TO ACCIDENT PREVENTION

The role of "Safety" in its widest context should concentrate on "Prevention" not "Cure". So we must first define Hazard, Accident & Safe.

Accident is an unplanned event, which has a probability of causing personal injury or property damage.

Safe a thing is provisionally categorized as safe if its risks are deemed known & in the light of that knowledge judged to be acceptable".

Thus a condition of "safety" is only reached by removing the risks or hazards which could result in an accident. This is the task of the Safety Specialist in association with the frequency. The safety philosophy developed because of the tremendous forces of production, which resulted in numerous injuries & death. It was also realized that a large portion of accidents could be prevented.

The five reasons to work hard to prevent accidents & occupational illness are;

- Needless destruction of life & health is a moral evil.
- Failure to take necessary precautions against predictable accidents & occupational illnesses involves moral responsibility for those accidents & occupational illnesses.
- Accidents & occupational illnesses severely limit efficiency & productivity.

- Accident & Occupational illnesses produce far reaching social harm.
- The safety movement has demonstrated that its techniques are effective in reducing accident rates & promoting efficiency.

The industrial activities in developing countries are labour intensive & as such many workers are exposed to risk. On humanitarian grounds alone, there is every justification to alleviate the human sufferings, which also tend to frustrate the efforts of the employees. It must be accepted that the legislation measures cannot solve all the problems but a sound human approach on the part of all concerned is bound to create better impact & result in a safer working environment.

Most of the accidents are occurred due to negligence, ignorance & complacency on the part of the worker or the management or both.

Safety is at the most a lip- service to the managers. They should feel that safety must be a basic component of management philosophy just as profit making, because the **cost of accident** itself may not only drain away the profits but may affect the very survival of the company. To bring awareness about serious repercussions of the lack of safety, it is required to have continuous & concerted publicity effort, special law enforcing safety regulation, legal binding in tender documents, in addition to the normal preventive measures taken at the site of work by following safety codes.

The primary aim of safety management is to provide a working environment within which industrial activities can proceed in a safe manner.

Now it is the need of the hour to realize the importance of safety aspects. The safety precautions are no longer dispensable luxury, nor a matter of charity. It can help reduction in cost of works & prevent a drain in the national production.

It is therefore, a dire need today for each one in the industry, to set out to make it a safe industry so that a good deal of injury, damage & tragedy, which results from unnecessary accidents, could be prevented. Every organization should have had therefore, to strive hard in this regard. "Labour" is a part & parcel of the Industry & its

safety & contentment greatly adds to the efficient working & strength of the Industry".

Cost of each accident is indisputable evidence of the need for recognizing accident prevention is an essential for sound business management. It is found that the Indirect Cost is 4 times greater than direct cost. (Compensation & liability, medical payment, Insurance premium, cost of lost time etc.). This 4 to 1 ratio should prove to be a powerful stimulus to preventive action. The factors for indirect /incidental/ hidden cost may be are (1) Cost of lost time of injured employee (2) Cost of time lost by other employees who stop work out of curiosity, sympathy, to assists injured employee. (3) Cost of time lost by foreman, supervisor or other executives while assisting injured employee, investigating the cause of accident, selection /training/placement of a new employee to replace the injured employee, preparing accident reports, attending hearing before court of law. (4) Cost of time spent on the case by First-aid attendant & hospital department staff (5) Cost due to damage to the machine tools, property or to the spoilage of material (6) Incidental costs due to interference with production, failure to fill orders on time (7) Cost of salary/wages paid during leave or when he has not fully recovered. (8) Loss of morale due to the accident etc. It is pointed out that lack of adequate safety measures can also have an economic repercussion on the contractor, as the cost of accidents can be pretty high.

So one way of making the industry aware of serious repercussions of the lack of safety is to have continuous & concerted publicity effort, in addition to the normal preventive measures taken at the site of work.

SAFETY SYSTEM

Safety Policy: All firms should evolve its own safety policy which should depict the intention of management towards safety. This will enhance the morale of the worker.

Risk Assessment: Risk Assessment in industrial activities should invariably be undertaken covering structural, construction, fire & health safety. The probability of risk arising out of unforeseen factors, including the vulnerability to natural disasters should also be considered. It is a specialized job & requires proper understanding of the technical intricacies of work as well as experience of practical considerations that are involved. It is one of the primary responsibilities of manager to avoid or minimize the anticipated or unforeseen problems.

Safety Audit: It is the evaluation of the strength & weaknesses of the existing safety system prevailing in the organisation & also a methodical assessment in terms of compliance with the statutory provisions, codes etc. in our country.

Accident investigation & reporting: Any accident in industry opens a window through which one should peep to look into the lacunas in the existing safety system of the organisation. Hence, accident investigation is the stepping-stone for deciding the course of actions in accident prevention work for the future.

Management should establish a clear way for employees to report job-related injuries, illnesses, near misses, or other incidents. Employees also need a way to report hazards or make safety suggestions. Sometimes workers are afraid to report what they perceive to be a minor injury for fear of punishment. They must be reassured that prompt reporting will not result in the blame game.

But due to illiteracy of workers, un-organized work, working at remote places, corruption, money power of contractors etc. leads to a situation that most of the fatal / injury accidents are not at all reported & investigated by client & contractor.

Purchase Control: All site purchase & supply orders must comply with safety provisions & relevant B.I.S. norms.

Recruitment, Training & Placement: Getting employees to take safety training seriously begins with management taking it seriously. If management's attitude toward training is that it's an expensive nuisance, something the company is just doing because of statutory requirement then; employees are going to get the impression that they don't have to pay attention. If management ignores employees' safety concerns, doesn't correct hazards, or fails to provide necessary safety equipment and controls, employees are going to think that management doesn't care about safety. And, if management doesn't care, why should they?

On the other hand, if management promotes a positive safety culture, one that makes employee safety and health a priority, and rewards safe behavior, employees may have a more positive attitude toward safety. When employees and management are on the same side, working toward the goal of a safer workplace is easier to attain. In other words, if safety training is important to you, it will be to your employees also.

Recruitment practice should recognize safety criteria in the screening & selection of employees. Every worker is to be given briefing on safety & he is to be employed only after he passes the safety proficiency test. Everybody should know how to do their job safely and this means training. Require employees to attend all training sessions and follow all safety instructions

The necessary Induction training for all new employees & workers is to be arranged & the trend of the workers in the industry to acquire skill through family tradition to be discouraged. Workers are totally ignorant about safety & health issues related to his work. Site personnel who carry out specialized task e.g. Crane driver, scaffold etc. must be trained & their competency to be regularly monitored. One of the methods for this, the industries may conduct "Danger prediction training system". It is a 10 to 15 minutes duration programme, where the workers they themselves predicted the danger & find out their solution. Such training can be conducted at the beginning of the day's work at the site office. Safety Office / labour officer at site should ensure that such trainings are being adopted as a routine task. Arrangement of on-the-job safety training & retraining for all levels of personnel involved in

Ergonomic Evaluation of the Work: Industrial workers are subjected to awkward postures resulting back pain & other job related physical stresses. Construction workers are using primitive tools, which are not at all scientifically designed & hence ergonomically designed hand tools & apparatus must be designed to reduce such stresses.

Practice Good Housekeeping: Maintaining good housekeeping is an important part of the overall job supervision. There are a number of advantages to having a clean and orderly workplace including: avoidance of accidents, better fire prevention, improved health of employees, and increased worker efficiency and morale. A responsible supervisor knows that good housekeeping cannot be maintained simply by an occasional large cleanup. It must be planned on a regular basis. It should also be a part of everyone's daily routine.

Avoidance of accidents is one of the major goals of any organization. An occasional piece of scrap or wet spot on the floor can cause slip, trip, and fall hazards. Cluttered aisles and congested work areas can add to the dangers. A thorough, regular, and successful program of good housekeeping that eliminates hazards makes good sense for everyone.

Client Contractor Safety System & PPE: This team must have their agreed safety plan regarding safety monitoring by contractor & safety monitoring by client. Client supervision must not relieve the contractor of his safety responsibilities. This team must demonstrate adequate management systems for the provisions & used of personnel protective equipment (PPE). It has severe limitations in that an operator must wear the PPE correctly all the time that he is exposed to the risk. However, the provision and use of any item of PPE must be viewed as the last resort, when all other strategies have failed, or an interim measure until some other form of control strategy can be applied. The limitations of PPE should be clearly established and Employers should ensure that PPE is 'suitable' & it is appropriate for the risks and conditions where exposure may occur, takes account of ergonomic requirements and the state of health of the wearer, is capable of fitting the wearer correctly. The industrial activities cannot run by the site manager alone. The success of any project depends on the co-operation of the site managers & their sub-ordinates. The role of line managers and safety professionals in preventing the safety-related incidences is quite important. Therefore, it is necessary that safety requirements are assured on regular basis by scrupulous field rounds and the deficiencies identified are attended to promptly. Further, the attributes and requirements to achieve effective management of safety right from the design stage to execution and operation must be identified and addressed appropriately through a structured program. To achieve this prime objective, it is imperative to recognize the important elements of the safety management system and strengthen the same at each stage.

A.K.Chakraborty
Assistant Director (Safety)
Regional Labour Institute
Kanpur

डीजीफासली की एक झलक

कारखाना सलाह सेवा और श्रम संस्थान महानिदेशालय (डीजीफासली) भारत सरकार के श्रम और रोजगार मंत्रालय का एक सम्बद्ध कार्यालय है। कारखानों और गोदियों में व्यावसायिक सुरक्षा और स्वास्थ्य से सम्बन्धित राष्ट्रीय नीतियां बनाने में एक तकनीकी पक्ष के रूप में मंत्रालय की सहायता करने के लिए तथा कार्यस्थल पर कामगारों की सुरक्षा, स्वास्थ्य, दक्षता और कल्याण संबंधी मामलों पर राज्य सरकारों और कारखानों को परामर्श देने के लिए भारत सरकार के श्रम मंत्रालय के अधीन डीजीफासली का गठन १९४५ में किया गया था। यह देश के प्रमुख पत्तनों पर सुरक्षा और स्वास्थ्य विधानों का प्रवर्तन भी करता है।

कारखाना सलाह सेवा और श्रम संस्थान महानिदेशालय (डीजीफासली) की संरचना में निम्नलिखित शामिल है:-

- मुंबई स्थित मुख्यालय
- मुंबई स्थित केंद्रीय श्रम संस्थान
- कोलकाता, चेन्नई, फरीदाबाद और कानपुर स्थित क्षेत्रीय श्रम संस्थान

डीजीफासली की संकल्पना:- सभी के लिए कारखानों और पत्तनों में कार्यस्थल पर सुरक्षा और स्वास्थ्य सुनिश्चित करने के लिए ज्ञान का सृजन, नीतियां बनाने, मानक और व्यवहार में उत्कृष्ट संगठन के रूप में स्थापित होना डीजीफासली की संकल्पना है।

डीजीफासली का उद्देश्य:- डीजीफासली का उद्देश्य भागीदारी, मार्गदर्शन, विशिष्ट क्षेत्रों में नियामक क्रियाकलापों के माध्यम से कारखानों और पत्तनों में सुरक्षित और स्वस्थ कार्यस्थल के लिए व्यावसायिक सुरक्षा और स्वास्थ्य में सुविज्ञता उपलब्ध कराना, और सूचनाओं का आदान-प्रदान करना डीजीफासली का उद्देश्य है।

डीजीफासली संगठन में मुंबई स्थित मुख्यालय, मुंबई स्थित केन्द्रीय श्रम संस्थान, चेन्नई, कानपुर, कोलकाता और फरीदाबाद स्थित चार क्षेत्रीय श्रम संस्थान तथा मुंबई, जवाहर लाल नेहरू पोर्ट, कांडला, मार्मुगांव, न्यू मैंगलोर, चेन्नई, तूतीकोरिन, कोच्चि, विशाखापट्टनम, कोलकाता और पारादीप स्थित ग्यारह गोदी सुरक्षा निरीक्षणालय हैं। डीजीफासली संगठन में लगभग १२९ अधिकारियों (इंजीनियर, फिजीशियन, औद्योगिक हाइजिनिस्ट, शरीर वैज्ञानिक, एर्गोनॉमिस्ट, औद्योगिक मनोचिकित्सक, कर्मशायल आर्टिस्ट आदि) और ८१ तकनीकी कर्मचारी सदस्यों का बहुआयामी दल है। डीजीफासली और केन्द्रीय श्रम संस्थान, मुंबई में विभिन्न विशिष्ट प्रभाग/स्कंध सम्मिलित हैं। यह संगठन आगे, विकास और बढ़ती मांग को पूरा करने के लिए तत्पर है। विकासशील देश में जहां विभिन्न और जटिल प्रक्रिया उद्योग बड़ी संख्या में विद्यमान है वहां कामगारों की सुरक्षा और संरक्षण एक कठिन कार्य है। तकनीक, औद्योगिक समाज की साख और समर्पित कर्मचारियों की शक्ति से सज्जित संगठन आने वाले कल की चुनौतियों को पूरा करने में सक्षम है। यह कार्यस्थल को सुरक्षित बनाने के लक्ष्य के लिए कृतसंकल्प है।

वेबसाइट : www.dgfasli.nic.in देखें।