

# **International Conference on Emerging Trends in Engineering, Science and Management**

**Sphoorthy Engineering College, Hyderabad, India**

**(ESM-17)**

**17th and 18th March 2017 , www.conferenceworld.in**

**ISBN: 978-93-86171-32-0**

## **A STUDY ON INDUSTRIAL SAFETY WITH REFERENCE TO HINDUSTAN UNILEVER LTD**

**Dr. V. Suryanarayana<sup>1</sup>, Mrs.S.Vidya Devi<sup>2</sup>**

<sup>1</sup>Assot. Prof, <sup>2</sup>Asst.Prof, Dept. of MBA

*Teegala Krishna Reddy Engineering Colleg, Medbowli, Meerpeta, Hyderabad*

### **ABSTRACT**

*The study is on industrial safety focused on how industries are functioning to prevent the accidents with some simple precautionary measures.. According to Du Pont all accidents are preventable, and have to be operated under the motto of “safety first safety always “ which has been functioning for more than 200 years with zero accidents to their credit to sustain to accomplish the different milestones in the modern world. This is a case study of Hindustan Unilever Tea industries safety how the systems are being implemented to avoid hazards and accidents, on and off the work place. The company has framed different norms, Health Environmental, Ecological Protection, Ergonomics, Risk analysis of Occupational Health and Industrial Hygiene so on. The efficiency of these safety functions was assessed and a few different approaches were carried in this evaluation, a conclusion was that the safety function concept worked out well in the practical analysis of the safety in the studied system. It was also clear that there is a need for perfect conceptual approach in different ways for further improvement and development of the theoretical framework, and a number of ideas have come up during this case study.*

**Keywords:** *Industrial Safety, Employee Safety, hazards and accidents, Health and Industrial Hygiene, Occupational Health*

### **I. INTRODUCTION**

An effective safety and health management plays a key role to reduce workplace injuries and illnesses, and eliminate hazards to protect plant and factory workers from the influences causing injuries and fatal. Industrial accident means a sudden and unexpected occurrence. The benchmark of safety is DuPont Company, founded in July 1802 as a gunpowder mill by French Éleuthère Irénée du Pont, which is world's No 1 Employee Safety & workplace safety Management

In HUL safety is committed to exhibit the highest standards of corporate level towards its consumers, employees, societies and the environment in which it operates and unforeseen event, attributable to any cause, which happens to a person, arising out of or in the course of his work and resulting in an employment injury .An Occupational accident is an unexpected and unplanned occurrence, including acts of violence, arising out of or in connection with work which results in one or more workers incurring a personal injury, disease or death. An employer should frame and review the safety standards from time to time according to the improved

# **International Conference on Emerging Trends in Engineering, Science and Management**

**Sphoorthy Engineering College, Hyderabad, India**

**(ESM-17)**

**17th and 18th March 2017 , www.conferenceworld.in**

**ISBN: 978-93-86171-32-0**

technological developments for the concerned. It is applicable to their individual situation which makes adjustments according to the specifications to their individual company.

The motto of industrial safety policies is to follow the rules and regulations and to avoid shortcuts in the work place and to have continuous improvement to protect not only employees but also to increase production and productivity by reducing cost and absenteeism through which the Company and country will develop financially .All the companies and any work places should frame the safety measures and make the workers aware about the impacts of hazards through the awareness workshop.

## **1.1 Objectives Of The Study**

The objective of the study is to know how and where the workers are experiencing the problems and how to eliminate the expected hazards.

- To study about the safety at Workplace in production area
- To study about safety of material handling, operations, transporting.
- To study about Occupational Safety and Health

## **1.2 Review of Literature**

This study was to carry out a broad analysis of relevant research articles about health and safety. A total of 75 research articles were examined extensively and 31 of these were found relevant and had sufficient quality to serve the purpose of this study. More recent research shows a clear interest for health, musculoskeletal injuries, physical workload, pains and occupational injuries.

Tompa, Emile PhD; Dolinschi, Roman MA; de Oliveira (2009), we reviewed the occupational health and safety intervention literature to synthesize evidence on financial merits of such interventions. A literature search included journal databases, existing systematic reviews, and studies identified by content experts. We found strong evidence that ergonomic and other musculoskeletal injury prevention intervention in manufacturing and warehousing are worth undertaking in terms of their financial merits. The economic evaluation of interventions in this literature warrants further expansion. The review also provided insights into how the methodological quality of economic evaluations in this literature could be improved.

A Baker; K Heiler; S A Ferguson (2002), The occupational health and safety implications associated with compressed and extended work periods have not been fully explored in the mining sector. Absenteeism and incident frequency rate data were collected over a 33 month period that covered three different roster schedules. The only significant change in absenteeism rates was an increase in the maintenance sector in the third data collection period. The current study did not find significant negative effects of a 12-hour pattern, when compared to an 8-hour system. However, when unregulated and excessive overtime was introduced as part of the 12-hour/5-day roster, absenteeism rates were increased in the maintenance sector.

Graves carol gevecker; Matanoski genevieve m; Tardiff robert g (2000), Carbonless copy paper (CCP), introduced in 1954. Its safety to workers who handle large amounts of CCP has been addressed in numerous studies and reports. This review encompasses the world's literature on CCP and provides a weight-of-evidence analysis of the safety of CCP to workers in the United States. Since 1987, has produced neither primary skin irritation nor skin sensitization under normal conditions of manufacture and use. Finally, very few published complaints have come from the manufacturing sector where the closest and most voluminous contact occurs.

# International Conference on Emerging Trends in Engineering, Science and Management

Sphoorthy Engineering College, Hyderabad, India

(ESM-17)

17th and 18th March 2017 , [www.conferenceworld.in](http://www.conferenceworld.in)

ISBN: 978-93-86171-32-0

Based on the weight of the evidence, NIOSH is anticipated to conclude that CCP is not a hazard to workers and has only a small possibility of producing mild and transient skin irritation.

## II. RESEARCH METHODOLOGY

This is my personal experience in HUL where I worked on shop floor for 23 years and handled different operations in production department; hence my exposure is explored as a case study. During my tenure in HUL I practically implemented the policies and followed the safety norms as per the directions of the Company. Workers were given practical training in various safety workshops through which the company reduced shortcut methods and reduced many near misses on floor is really boon for all employees .and for the Company too.

## III.A CASE STUDY ON HINDUSTAN UNILEVER LIMITED (HUL)

Hindustan Unilever Limited (HUL) is India's largest Fast Moving Consumer Goods Company with a heritage of over 80 years in India and touches the lives of two out of three Indians. With over 35 brands spanning 20 distinct categories such as soaps, detergents, shampoos, skin care, toothpastes, deodorants, cosmetics, tea, coffee, packaged foods, ice cream, and water purifiers, the Company is a part of the everyday life of millions of consumers across India. Its portfolio includes leading household brands such as Lux, Lifebuoy, Surf Excel, Rin, Wheel, Fair & Lovely, Pond's, Vaseline, Lakmé, Dove, Clinic Plus, Sunsilk, Pepsodent, Closeup, Axe, Brooke Bond, Bru, Knorr, Kissan, Kwality Wall's and Pureit.

The Company has over 18,000 employees and has an annual turnover of INR 31,425 crores (financial year 2015 – 16). HUL is a subsidiary of Unilever, one of the world's leading suppliers of fast moving consumer goods with strong local roots in more than 100 countries across the globe with annual sales of €53.3 billion in 2015. Unilever has 67.2% shareholding in HUL

## IV. MISSION

To bring safety on top of mind for all employees and will integrate it with all business processes. To realize our Vision through an Integrated Safety Management approach,

## V.COMMITMENT

To win consumers' confidence consistently to do things right first time, cut waste, reduce costs and drive profitability.

**Employees' personal commitment.** HUL Employees 'are accountable and responsible to report any incidents or anomalies that may witness.

**Management team's commitment.** Personal involvement should be supported by the entire company. All employees across all sites can use safety risk mapping systems to help improve prevention

**Stakeholders' commitment.** Safety is everyone's responsibility. It concerns both our employees and our partner companies,

# **International Conference on Emerging Trends in Engineering, Science and Management**

**Sphoorthy Engineering College, Hyderabad, India**

**17th and 18th March 2017 , www.conferenceworld.in**

**(ESM-17)**

**ISBN: 978-93-86171-32-0**

## **VI. THE POLICIES OF HUL**

- All injuries and occupational illnesses are preventable
- All operational exposures can be safeguarded
- Safety evaluation of all business processes is vital
- Working safely is a condition of employment
- Training all employees to work safely is essential
- Management audits are a must
- Employee involvement is essential
- All deficiencies must be reported and corrected promptly

## **VII. ENVIRONMENT POLICY**

The aim of the Policy is to do all that is reasonably practicable to prevent or minimize accidents.

## **VIII. QUALITY POLICY**

HUL trusted for integrity, the quality brands and products, and the high standards

## **IX. GLASS POLICY**

This cover provides compensation for breakage of fixed glass, Malicious damage Riots & Strikes Breakage from vehicles, animals, nature related.

## **X. SAFETY & HEALTH POLICY**

HUL is committed to exhibit the highest standards of corporate behavior towards its consumers, employees, the societies and the environment in which it operates.

## **XI. PPE (PERSONAL PROTECTIVE EQUIPMENTS)**



## **XII. FINDINGS**

HUL is strictly implementing the polices and avoiding short cuts methods to reach zero accident level with employee's commitment, responsibility and accountability.

# **International Conference on Emerging Trends in Engineering, Science and Management**

**Sphoorthy Engineering College, Hyderabad, India**

**(ESM-17)**

**17th and 18th March 2017 , www.conferenceworld.in**

**ISBN: 978-93-86171-32-0**

- Double-Check Your Work Area
- Be Vigilant with Electricity and Equipment
- Maintain Fencing and Prevent Fires
- Protective Apparel and PPE
- Keep First Aid Close
- Set performance goals.

## **XIII. CONCLUSION**

Hindustan Unilever strictly follows the safety policies to maintain zero accidents; similarly other companies also should follow safety measures to prevent the accidents. By providing safety measures every company can prevent injury and illness to employees at workplace. By protecting the employees' well-being, the company reduces the amount of money paid towards health insurance, workers' compensation and so on, Also benefit in saving the cost of lost-work hours, stress on the employees who are keeping absent regularly,. I suggest the employees of the organization should be given special incentive or Bonus who so ever is following safety measures at work place without any injury, in that particular quarter or year, should be given Bonus or Incentive as a motivational benefit, which will definitely reduce the accidents and company can reduce the cost and increase production and productivity..It should be in the form of suitable award with reward

## **REFERENCES**

- [1.] <https://ohsonline.com/blogs/the-ohs-wire/2014/04/5-safety-measures-every-construction-worker-must-take.aspx>
- [2.] Blake, K. (2012, March). Hazard material information management and regulatory compliance. *Occupational Health & Safety*, 81(3), 28-30.
- [3.] Campbell, J.M. (2008). Safety hazard and risk identification in infra-structure management (Doctoral dissertation). NDT and Construction Management Research Group.(1022038174).
- [4.] Literaure Review On Health & Safety Of Employees The M.S. University Of Baroda Faculty Of Law Post Graduate Diploma In Labour Laws & Practice Irshad Shaikh (B.Com, M.Com (Hr), PgDip, Cs (Cont.)
- [5.] Heinrich, H.W. (1950). Industrial accident prevention. New York, NY: McGraw-Hill.
- [6.] "Home care brands | Hindustan Unilever". Hindustan Unilever.
- [7.] "Unilever Leadership Executive (ULE) | Unilever Global". Unilever.com. 30 January 2012. Retrieved 10 February 2012.
- [8.] <https://www.nonprofitrisk.org/app/legacy/tools/workplace-safety/public-sector/foundation/wkplcsafety-ps.htm>
- [9.] [Bureau of Labor Statistics \(BLS\). \(2012a\). Census of fatal occupational injuries. Retrieved from http://www.bls.gov/iif/oshcfo1.htm](http://www.bls.gov/iif/oshcfo1.htm)
- [10.] <https://www.osha.gov/dcsp/products/topics/businesscase/benefits.html>