

Health and Safety at Work Place

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ABSTRACT

Health and safety issues have always been a major problem and concern in the Work Place. Wherever reliable records are available in work place is found to be one of the most dangerous on health and safety criteria, particularly in developing countries. Efforts have been made to address this problem, but the results have been far from satisfactory, as work place accidents continue to dominate the overall organisation. Despite the programs implemented by government authorities and measures introduced by companies themselves, the number of construction accidents still remains alarmingly high.

In developing countries, safety rules usually do not exist; if they do, the regulatory authority is usually very weak in implementing such rules effectively. India is one of developing countries that are currently enjoying a strong growth in manufacturing activities. Unfortunately, some sectors of work place suffer from poor safety and health conditions. Any framework of the existing occupational and health conditions is fragmented and inadequately enforced, making organisation sites more hazardous. It may even be argued that relevant regulations are outdated and irrelevant in day-to-day organisational operations. To reach this objective an overview of the published materials as well as the legislation has been undertaken. In addition, structured interviews were carried out with selected managers from a selection of organisation, medium and large size. This thesis specifically, it investigates the safety perceptions, attitudes, and behaviour of construction workers and management safety practices. Based upon the analysis of the results, this study has demonstrated that the majority of those questioned Indian companies have a poor degree of risk awareness and do not seem to take health and safety as an important issue.

Key words: *Health and safety, work place, Hazards, Accidents*

LINTRODUCTION

Health and safety management should be a straightforward part of managing workplace as a whole. It involves practical steps that protect people from harm and at the same time protect the future success and the growth of your business. Good practice in health and safety makes sound business sense.

It is aimed at those starting up or running a small to medium-sized business, those who have been appointed as a safety representative in a larger organisation, employees and those who want additional advice on how to control workplace hazards.

Health issues are often given less attention than occupational **safety** issues because the former are generally more difficult to confront. However, when health is addressed, so is safety, because a healthy workplace is by definition also a safe work place. The converse, though, may not be true - a so-called safe workplace is not necessarily also a healthy workplace. The important point is that issues of both health and safety must be addressed in every workplace.

Workplace safety is about putting a stop to injury and sickness to employees in the workplace. Therefore, it is about safeguarding assets and health and life of the employees. It also features in cutting down the cost of lost-work hours, time spent in putting short-term help and the schedule and services that may fall off due to less of service providers, pressure on those providers who are selecting the absent employees portion or poor case, having to shut out or shut down a program due to lack of providers.

II.NEED FOR WORKPLACE HEALTH AND SAFETY

Before analyzing various aspects of workplace Health and safety, it is pertinent to know the reasons for ensuring safety in life. We attach top priority to safety and security in places we live, stay, visit or work in.

- **To Say no to Accidents** – Accidents are fallouts of recklessness and lack of responsibility. When we don't follow required safety norms we end up in getting injured or even in ending our valuable lives. It is true with regard to our home and workplace alike.
- **To Stay Healthy and Energetic** – we should have a healthy food habit, which is itself a safety measure, to keep us healthy and lively for work at home and in workplaces.
- **To have Longevity in Life** – we should take care of ourselves everywhere we are and of others for leading a safe and meaningful life.
- **To create Public Awareness** – Promotion of safety norms everywhere creates public awareness and discipline. It is true of workplaces and motivates new employees to take up safety measures necessary for their safety.
- **To avoid loss of Property and Life** – the basic aim of safety measures is to prevent the occurrences of mishaps and hazards that sometimes cause heavy loss of life and property.
- **To Devise Planning for Safety** – Need for safety paves the way for devising an effective planning for all-round safety of employees in an organization.

III.OBJECTIVES

- explain that occupational health and safety is more than accident prevention that it encompasses all aspects of working conditions;
- explain why management's commitment to health and safety is crucial;
- explain why training is a critical component of any health and safety programme;

- recognize a number of occupational hazards and some of the types of work generally associated with those hazards;
- Discuss the range of hazards in their own workplaces.
- Preservation of and assistance for employees' or workers' health and well-being
- Enhancing workability of employees by ensuring a safe and congenial work environment
- Growth of the organization that remains free from prospective hazards and mishaps
- Encouraging a favourable social climate in the organization that motivates the employees to work efficiently towards organizational progress and prosperity

IV.SIGNIFICANCE OF THE STUDY

Hazards are considered to be potentially dangerous substances or behaviors that can cause harm or injury to an employee. There are several hazards employees can be exposed to in the workplace. Health hazards can range from infectious diseases spread from one worker to another to poisonous chemicals that are not properly stored and maintained. For example, some industries are exposed to dangerous gases such as carbon monoxide. These industries must follow specific safety procedures in the event of an emergency situation involving the substance. The importance of the research stems from the need to develop an understanding and investigate the problem of safety in work place and make a contribution to knowledge in this area where very little information exists. Addressing safety issues should not be seen as a regulatory burden as it offers significant opportunities and benefits to the work place.

V.SCOPE OF THE STUDY

To provide for the health and safety of persons at work and the protection of persons other than persons at work against the hazards to health and safety in connection with the activities of persons at work place.

Health and safety management system is a process put in place by an employer to minimize the risk and injuries, illness. Health and Safety management have a wide scope to implement international standards in Work place.

Recent past very few researches had been conducted and focused in this system to update health and safety standards to eliminate or reduce the risk in good working environment.

Workers should know about their rights in procuring a worker friendly environment that provides them hazard free life, healthy life styles and safe atmosphere.

Workers should be aware of their responsibilities and duties towards the utilization of the ergonomic facilities provided to them. This ensures a clean and safe work environment enabling occupational safety.

VI.LIMITATION

The study is limited to Work place .Data on work place safety and health provide information on the well being of workers beyond whether or not a person has work. They are also useful for planning preventive measure.

VII.CONCLUSION

The recommendations in this report are intended to improve health and safety in mines and ensure that all workers arrive home to their friends and family each day. The aim is to integrate occupational health and safety improvements while supporting innovation and fostering productivity in the sector.

The Review received support, input and advice from workers and employers, industry experts, and the academic community. Without this support, the report would not have been possible. Beyond the implementation of these recommendations is the need to maintain these relationships and open communication about emerging health and safety issues and potential solutions.

These efforts are important because the only way we will eliminate workplace injuries, illnesses and fatalities is if we stay on this path of continuous improvement. The publication of this report marks an important milestone along our journey of change and improvement. This is not the endpoint of the process put in place to improve mining health and safety; in fact there is a lot to do. Health and safety is not a static issue, it's constantly changing as workplaces and technologies evolve and only in partnership can we continue to improve health and safety outcomes.

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