

Prevention of Industrial Accidents: Measures and Challenges

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Abstract - The accidents are the hardship of every industry that causes a sudden and unexpected occurrence in the industry which interrupts the orderly progress of the work especially that leads to physical or mental injury to the employees. To avoid such incidents the industry undertakes several safety measures to prevent and initiate damage control over the accidents. Safety and preventive measures should focus on the workers attitudes, work environment, management concern for safety and conflict with the workers productivity and safety have a relation to the number of accidents at workplace. The industry undertakes preventive and safety measures by upholding legitimate and productive security conventions, appropriate choice of representatives, proper and regular checking of equipments, machinery and also the infrastructure facilities, implementation of incentives for accident free days and through providing proper training for the employees in wellbeing measures. In the present society, coronavirus is the major problem in the workplaces. In this context, the study shows the effect of coronavirus and various safety and preventive measures taken by the industry to protect and ensure safety to the employees and also the challenges faced by the management by implementing various measures.

Keywords: Accidents, preventive measures, precautions, safety protocols, damage control, challenges

I. INTRODUCTION

An Industrial Accident is a sudden and unexpected occurrence in the industry which interrupts the orderly progress of the work by causing bodily injury to a person who makes him unfit to resume his duties in the next 48 hours. In other words, accident is an unexpected event in the course of employment which is neither anticipated nor designed to occur. An industrial injury is defined as “a personal injury to an employee which has been caused by an accident or an occupational disease and which arises out of or in the course of employment and which could entitle such employee to compensation under Workers Compensation Act, 1923”.

Accidents are undesirable because of both humanitarian and economic reasons. Even a minor accident may bring down the morale of the workers. Whenever an accident occurs, it leads to wastage of time of the employees involved in the accident and that of the organization. If the accident is serious in nature, it might lead to dislocation of production in the organization. According to T.W. Harell, “Accidents are not only expensive, but they also lower the morale of the workers and in addition result in lower production.”

Due to rapid industrialization, electrical, chemical and radiation hazards have increased at the workplace and industrial workers are exposed to such hazards which result in accidents on and off. The problems of industrial accidents have drawn attention from such disciplines as sociology and psychology. The problems of accidents should be solved in terms of proper selection, training and education of workers and their socio-psychological factors that make prone to accidents. The safety and accident prevention is multi-dimensional issue and, therefore, requires comprehensive approach. Lapse of safety and its resultant impact accident may be defined as an unplanned and uncontrolled event which causes injury to a person. It implies that the event is unplanned and uncontrollable by the person immediately before the occurrence of the event.

The effects of Corona virus (Covid-19) in industries

It is to be noted that during Covid-19 preventive measures should also be taken in workplaces which are the common areas of use in order to limit the spread of the Corona virus and to combat the epidemic, working activities have been either completely stopped or restricted by many employers, or the method of working remotely or working from home has been applied by the employers in the private sector. Although it is possible to work

remotely or working from home in workplaces with technological infrastructure, occupational health and safety measures must be taken by employers in workplaces where the remote working model cannot be applied due to the nature of their job. In addition, if it is determined that the employee is caught with Corona virus epidemic due to the work being carried out by the employer, this situation will be accepted as a work accident and the employer's responsibility will also arise.

II. RESEARCH METHODOLOGY

In order to conduct a good research project, this study requires a proper methodology serving as general framework. Research is searching for and gathering information, usually to answer a particular question or problem. It refers to the systematic method consisting of explaining the problem, formulating a hypothesis, collecting the facts or data, analyzing the facts and reaching certain conclusion either in the form solutions towards the concerned problem.

In this Secondary Data was used. Secondary sources are the second hand collection of data. Secondary research involves searching for existing data that was originally collected by someone else. In this study, the secondary sources include many articles by some other people, through websites, journals.

III. OBJECTIVES OF THE STUDY

- To study about the industrial accident occurs in the organization and the reason for the industrial accidents.
- To understand the safety measures that is taken by the organization to prevent the industrial accidents.
- To know what are the challenges faced by the industries in implementing safety measures.

IV. FINDINGS OF THE STUDY

- A holistic framework for safety management in the industries would help to provide a conceptual clarity in understanding the issues and factors of safety management.
- Workers involvement in the safety measures should give high priority for the success of the company.
- The study found that all the safety climate factors among organizations should be followed by the workers.
- Safety factors reveal the underlying dimensions that are significant in influencing safety in workplace. It not only gives safety management practices and work place characteristics, but also the attitudes and beliefs of workers that influence safety.
- Management can design safety programs for improving or strengthening the safety measures, which will finally contribute for better safety performance.
- The organization should have significantly higher levels of safety management practices, determinants and components of safety performance for reducing the accident rate in organization. This will help the management initiatives for better safety management and a safer work environment.
- The three management practices such as 'management commitment', 'safety rules and procedures', 'safety promotion policies' are mostly supervised by the officer for the prevention of accident in the industry.
- According to the current situation, the measures such as informing workers about coronavirus and ways of protection, conducting disinfection exercises at workplaces, supplying protective materials to workers, informative printed posters and necessary information should be provided to employees at the workplace.

V. SUGGESTIONS

- Safety training for the employees on safety and health measures can be done monthly once.
- The management should look after the safety and health programs which were conducted in the organization. It will be more useful for the employees.
- The medical facilities are always provided to the employees. This is a good indicator for the safety and health department in the organization.
- Organizations can develop a supportive environment by training supervisors to be better leaders, emphasizing the importance of teamwork and social support, and establishing the value of safety.
- Recognize employees for identifying hazards and in any case, the incentive program needs to be part of a comprehensive safety program. Safety posters can increase safe behaviour; they are no substitute for a comprehensive safety program. Employers should combine them with other techniques (like screening and training) to reduce unsafe conditions and acts, and change the posters often.

- Ensure that employee are aware about heat related disorders like excessive sweating, rapid pulse, confusion etc. and implement cost effective equipments that keep the employees cool, use materials that absorb heat etc.
- The organization has to assign HR personnel who are qualified in counseling purposes thereby understanding employee's difficulties and problems.

VI. CONCLUSIONS

The study aims to know what are the challenges faced by the company to prevent the accidents with respect to the various health and safety programs, working conditions and social security schemes provided by the company.

This study has established the importance of understanding the factors that influence safety management so as to enable industrial units at lower levels to improve their performance. The company should take necessary steps to improve in the measures. So that the employee can do the job still more effectively. There are lots of measures that employers must take in their workplaces within the scope of occupational health and safety regulations against the coronavirus which shows its effect all over the world. The study concluded that the company functioning effectively towards safety and health on workforce. The findings of the study will be utilized to bring about the necessary changes in employee safety and health procedures in the company there by reduce the number of accident that have chances to occur.

The current outbreak COVID-19 has had severe economic consequences across the globe, and it also affected all over the society, which has led to many changes in the field of study and research.

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