



## **2.9 OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM (OHASMS)**

An occupational health and safety management system (OHASMS) is a fundamental part of an organization's risk management strategy. It enables an organization to protect its work force and others under its control.

### **Importance**

It reduces risk (or) accidents (or) injuries by identifying and mitigating hazards.

### **2.9.1 Case studies on OHASMS**

#### **1. A footwear manufacturing industry in Ambur, Tamil Nadu**

##### **Objective**

The main objective of this case study is to assess the status of occupational health and safety of a footwear manufacturing industry with respect to the social compliance.

##### **Observation**

We have visited Azim leather and footwear industries. Ambur, Tamil nadu. Overall occupational health and safety management practice in Azim leather and footwear industries was found to be good. **Production Process**

Production process of Azim industries starts after collecting the raw materials, cutting them, assembling, Joining the insole and outsole to the shoe, finishing and packing. Lots of people engaged during this production process. About 70% of total workers are female. In every section, Azim industries have employed experts to look after the work of the worker and improve the efficiency.

##### **Some of the encouraging approaches observed in Azim industry**

- (i) Positive attitude of owner towards welfare of the workers.
- (ii) Dedicated work force.
- (iii) Experienced and professional management team.      (iv)
- Good relationship between management and worke      (v)
- Disbursement of salary and wages to workers.
- (vi) First aid box is found in all floors according to requirements of Indian labour rules.
- (vii) Factory has own health centre to provide primary treatment.
- (viii) Certified physician and nurse were available during the visit.
- (ix) Factory has its child care centre.
- (x) Factory has well maintained hygienic canteen.
- (xi) Factory is conducting fire drill regularly.
- (xii) Regular testing of drinking water, etc., is carried out

##### **Deficiency observed in Azim Industry and solution**



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According to environmental conservation rule, labour rules of Indian Government and International guide lines, below findings are observed during factory visit and discussed the solutions with management.

1. Management should maintain cleanliness of the area.
2. Management should place temperature and humidity measuring device in workplace because excessive heat and humidity are injurious for workers health.
3. Management should monitor and maintain sufficient and suitable lightings.
4. Factory must display material safety data sheet at all chemical storage areas.
5. Factory should confirm risk assessment for entire work place, health and safety.

### **Report (or) Conclusion**

Overall occupational health and safety management practice in Azim industries was found good. Though some deficiency were found during this visit, but commitment of top management towards occupational health and safety was impressive.

### **2. Fire works industry in Sivakasi, Tamilnadu**

Safety and well-being is very essential for firework employees because in fireworks they are handling dangerous materials every day. So the safety measures are most important in the firework industry. They are handling chemicals which will affect their health too. According to the factories Act, safety and well-being is very necessary.

For well-being first aid kit, toilet facilities, cleanliness and medical camp are very essential.

### **Objectives of this study**

The main objective of this study is to analyze the industrial safety and well-being of firework employees in "Kumaran fireworks" in Sivakasi.

We have visited "Kumaran fireworks" and analyzed overall occupational health and safety management practices of 257 employees and selected 30 respondents and conducted survey question regarding safety measures of the employees.

### **Some of the encouraging approaches observed in "Kumaran fireworks"**

- (i) 100% of respondent feels that adequate safety measures are taken during fire accidents.
- (ii) 93.3% of respondent said limited safety materials are provided during the work.
- (iii) 100% of respondent said the air circulation is perfect in the industry.
- (iv) 90% of respondent said first aid box is available all the time.
- (v) 80.5% of respondent felt the work place is always clean and neat.
- (vi) 85% of respondent said the building and machines are maintained in proper way.

### **Deficiency observed in Kumaran fireworks and solution**

- (i) Management should conduct medical camp once in 6 months, in the industry.
- (ii) Management must provide separate toilet facilities for men and women.
- (iii) Proper rest room must be provided to the workers for taking rest in the break time.
- (iv) Enough safety materials like gloves, face mask must be provided while they are working near chemicals and machines in the factory.
- (v) More safety guards around the machines must be provided.

### **Report (or) Conclusion**



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Overall occupational health and safety management practice in "Kumaran fireworks" was found good. Though some deficiency were found during this visit, commitment of top management towards occupational health and safety was impressive.