COURSE CODE: SOCI 426

COURSE TITLE: INDUSTRIAL SOCIOLOGY II

SESSION TWELVE: OCCUPATIONAL HEALTH AND SAFETY IN WORK ORGANIZATIONS

LECTURER: DR. SAMSON OBED APPIAH
DEPARTMENT: SOCIOLOGY

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<td><strong>Course Code:</strong> Soci 426</td>
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<td><strong>Course Title:</strong> Industrial Sociology II</td>
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<td><strong>Session Number &amp; Session Title:</strong> Session 12 Occupational Health and Safety in Work Organizations</td>
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<td><strong>Semester/Year:</strong> Second Semester 2017/2018/2018/2019</td>
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<th>Lecture Period(s)</th>
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<td>Prerequisites</td>
<td><em>Soci 425: Industrial Sociology I</em></td>
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<td>Teaching Assistant</td>
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## Course Instructor’s Contact

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<tr>
<td><strong>Course Instructor(s) Name</strong></td>
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• Overview

• Workplace accidents and injuries one of the problems facing men at work.

• In the contemporary techno-bureaucratizing world, workplace accidents pose a special challenge to the safety of workers.

• This Session examines workplace accidents and measures taken to ensure the safety of workers.
Objective: At the end of this session, the student will be able to:

- Define Workplace Accidents;
- Identify the classification of Workplace Accidents;
- Identify the Cost and Causes of Workplace Accidents;
- Examine theories that explain the occurrence of Accidents;
- Examine ways to reduce Workplace Accidents;
The key topics to be covered in this session are as follows:

• Topic One: Definitions of Workplace Accidents
• Topic Two: Classifications of Workplace Accidents
• Topic Three: Cost of Workplace Accidents
• Topic Four: Causes of Workplace Accidents
• Topic Five: Theories Explaining the Occurrence of Workplace Accidents
• Topic Six: How to Reduce Workplace Accidents
Session Activities and Assignments

This week, complete the following tasks:

• **Log onto the UG Sakai LMS course site:**


• **Watch** the Videos for Session 12 – Occupational Health and Safety

• **Review** Lecture Slides: Session 12 – Occupational Health and Safety

• **Visit the Chat Room** and **discuss** the **Forum question** for Session 12

• **Complete** the **Individual Assignment** for Session 12
Reading List

• Refer to students to relevant text/chapter or reading materials you will make available on Sakai


The continuous occurrence of accidents and injuries makes safety at the workplace an important concern for all wage earners, employers, management and the society/state as a whole;

This is because accidents or workplace injuries affect not only the worker but also all social partners namely workers unions’;

And their families; employers and their associations; and the state and its agencies;

Safety at the workplace has many ramifications on the life of the individual worker because the worker is a social being and not a machine that could be used for production and dumped afterwards.
Workplace Accidents: Introduction and Definitions Cont.

- A narrower definition of Workplace Accidents states that it results from faulty equipment or the improper performance of an individual;
- According to Ghosh (2000), an accident is an event that takes place without foresight and expectation and results in some personal injury and damage to equipment or property;
- Accident frequencies varies greatly within industries with the transport and;
- The mining industries in Ghana like elsewhere being the most hazardous, having the highest number of accident.
Workplace Accidents: Definition Cont.

- Industrial studies have shown that all persons are not equally susceptible to accidents some have more accidents than others;
- When an individual is found consistently to experience accidents than the average employee, he or she may be called an “accident-prone employee”;
- Accidents proneness may be due to many factors namely:
  - Nervous instability;
  - Dislike for the job or occupation;
  - Poor muscular coordination and improper training.
Classification of Workplace Accidents

- Accidents can be classified into three categories according to severity of the accident:
- **Lost Time Accidents**: These are the ones in which the employee loses time from the industry in addition to the day in which the accident occurred;
- **Home Cases**: These are the ones in which the employee loses the remainder of the day the accident occurred in addition to subsequent days;
- **First Aid Cases**: These are the ones in which the employee receives first aid attention at the company’s hospital, clinic or first aid station and then returns to his job.
Topic Three: Costs of Workplace Accidents

- Accidents involve damage to person, equipment, and property; hence, they are expensive and its costs are:
- Industrial accidents are not only expensive in terms of lost production, man-days lost, or payment of compensation;
- But they are also tragic involving the loss of limbs and minor injuries;
- In addition to pain and possible crippling effects, an injured worker and his family often suffer a serious financial loss despite workman’s compensation payment.
• Since no payment is adequate compensation for a death or a permanent impairment of a worker;
• The social consequences of accidents include the fact that the hopes and happiness of other members of the family are affected;
• By the economic collapse that may result when the bread-winner meets a fatal accident.
Costs of Workplace Accidents Cont.

- Estimates from International Labour Organization (ILO, 2015) indicate that worldwide,
  - 270 million workplace accidents occur annually leading to three or more days absence from work;
  - 2.2 million people are estimated to die each year from work-related diseases;
  - 321,000 people die each year from occupational accidents;
  - 317 million non-fatal occupational accidents;
  - 160 million non-fatal work-related diseases per year;
  - 313 million accidents occur on the job annually, many of these resulting in extended absence from work;
• Heinrich estimates that 90% of industrial accidents are due to faulty inspection, poor discipline;
• lack of concentration, unsafe practices and mental and physical unfitness for the job;
• His finding indicates that human factor is the main contributor of workplace accidents and injury;
• Only 10% of industrial accidents are due to physical causes such as faulty equipment or bad working conditions.
According to Ghosh, Workplace Accidents are mainly caused by:

- Unsafe acts such as failure to follow procedure as well as failure to wear Personal Protective Equipment (PPE);
- Unsafe conditions such as mechanical and physical condition including defective equipment, improper lighting, ventilation;
- The job itself i.e. some jobs are more hazardous than others;
The work schedule also affects accident rates since accidents increase late in the day;

- This is due partly to fatigue and partly to the fact that accidents occur often during night shifts;

Psychological climate of the workplace also affect accident rates and these include high workplace temperature and congested workplace;
Topic Five: Theories that Explain Occurrence of Workplace Accidents

- Four theories have been advanced to account for individual differences in susceptibility to accident;

  - The Theory of Chance;
  - Unequal Differences in Susceptibility;
  - Decreased Susceptibility;
  - Increased Susceptibility;
The Theory of Chance:

• According to this theory, all persons are equally able to suffer accident and it is simply a matter of luck that it happens to;

• One person is just as likely as any other person to have a moment of carelessness resulting in an accident;
Theories Explaining Accidents Cont.

- **Unequal Differences in Susceptibility:**
  - This theory seeks to explain the distribution of accidents in terms of unequal liabilities;
  - It holds that some individuals are more likely to be involved in accidents that others;

- **Decreased Susceptibility:**
  - This theory argues that particularly in certain hazardous occupations, it is sometimes said that the best way to avoid future accidents is to have one;
  - This is based on the old notion that “a burnt child never plays with fire”;
Increased Susceptibility:

- This theory argues that at the beginning of a given job, all persons are equally susceptible to accidents;
- The first accident that happen is purely determined by chance;
- However, those who suffer them are thereby predisposed to have more accidents;
- It is suggested that an accident may make an individual more apprehensive and;
- Nervous and less sure of himself so that his later actions are not accurately controlled.
Proper Training:

- Since 90% of accidents are due to human factor, the human aspect of accidents must be emphasized in training with the view to eliminating human errors;
- Safety measures must be adopted which include training people to inculcate safety habits and reducing fatigue;

Safety Propaganda:

- Safety publicity is an important aspect of accident reduction programmes such as posters, slogans, magazines etc.
Safety Programmes:

• A sound safety programme must include the assumption of responsibility by top management and safety-minded supervisors;

Control of Unsafe Act:

• All unsafe acts and conditions must be controlled and removed;
According to Bittel, accident reduction and prevention depends on the three (Es’) namely:

- **Engineering:**
  - Jobs should be engineered for safety;

- **Education:**
  - Employees should be educated to follow the right safety procedures;

- **Enforcement:**
  - Safety rules should be enforced;
Maintaining Accident Records

• Records of accidents are essential to efficient and successful safety work;
• Records can be used to:
  ❖ Determine the principal accident sources so that effort can be made to reduce them;
  ❖ Provide the supervisory staff with information about hazardous conditions and unsafe act;
  ❖ Evaluate progress made to reduce accidents;
  ❖ Identify those who are prone to accident;
Assignment

- Workplace Accidents are a threat all in Industry. Discuss.
- What is the best way to reduce accidents at the workplace?
- Describe the personal protective devices in an industrial situation