

COURSE CODE: SOCI 426

COURSE TITLE: INDUSTRIAL SOCIOLOGY II

SESSION TWELVE: OCCUPATIONAL HEALTH AND SAFETY IN WORK ORGANIZATIONS

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UNIVERSITY OF GHANA

College of Education

School of Continuing and Distance Education

2017/2018 – 2018/2019 ACADEMIC YEAR

Course Information

Provide the following information:

Course Code:

Soci 426

Course Title:

Industrial Sociology II

Course Credit

3 Credits

**Session Number &
Session Title:**

Session 12
Occupational Health and Safety in Work
Organizations

Semester/Year:

Second Semester
2017/2018/2018/2019

Slide 2

Course Information (contd.)

Provide the following information:

Lecture Period(s)

Insert Lecture Period(s): *(Online how many online interactions per week)*

Prerequisites

Soci 425: Industrial Sociology I

Teaching Assistant

Insert Teaching Assistant's Information: *(where applicable, provide name and contact information)*



Course Instructor's Contact

Provide the following information:

**Course Instructor(s)
Name**

Dr. Samson Obed Appiah

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Office Hours

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Session Overview

- **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.

Session Learning Objectives

- ❑ **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;

Session Outline

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:**
 - <http://sakai.ug.edu.gh/XXXXXXXXXX>
- **Read Chapter 21** of Recommended Text Ghosh B (2000). **Human Resources Development and Management**. New Delhi, Vikas Publishing House Ltd.
- **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
- Ghosh B (2000). **Human Resources Development and Management**. New Delhi, Vikas Publishing House Ltd. (Chapter 21 pages 333-342)
- Appiah, Samson O. (2016). “Connecting Occupational Safety Awareness, Legislation, Implementation and Enforcement within the Ghanaian Industrial Economy”, *Journal of Environmental and Occupational Science*, 5(2):53-58.
- Appiah, Samson O. (2014). *Enforcement of Industrial Safety Laws in Ghana: A study of the Pioneer Food Cannery Tema*. Lambert Academic Publishing.

Topic One: Workplace Accidents: Introduction and Definitions

- 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.

Topic Two: Classification of Workplace Accidents .

□ 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 of production, man-days lost or payment of compensation;
- But they are also tragic involving lost of limbs and minor injuries;
- In addition to pain and possible crippling effect, an injured worker and his family often suffer a serious financial loss despite workman's compensation payment.

Costs of Workplace Accidents Cont.

- 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;

Topic Four: Causes of Workplace Accidents.

- 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.

Causes of Workplace Accidents Cont.

- 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;

Causes of Workplace Accidents Cont.

- 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 shift;
- Psychological climate of the workplace also affects 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;**

Theories Explaining Accidents Cont.

□ 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 than 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”;

Theories Explaining Accidents Cont.

❑ 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.

Topic Six: How to Reduce Workplace Accidents

➤ 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.

How to Reduce Accidents

Cont.

➤ 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;

How to Reduce Accidents Cont.

- 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;

How to Reduce Accidents Cont.

➤ **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