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A Workplace Health And Safety Study In Small Scale Industries

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ABSTRACT

Small-scale businesses (SSIs) are essential to job creation and economic expansion. Nonetheless, poor safety management, a lack of personal protective equipment (PPE), and a lack of regulatory compliance are the main causes of occupational health and safety (OHS) issues. According to studies, employees at SSIs are subjected to fire hazards, ergonomic risks, respiratory dangers, heat stress, and noise pollution. Research on the industrial, metalworking, foundry, and car repair sectors reveals safety flaws such inadequate illumination, a lack of emergency exits, and poor housekeeping. Mandatory PPE use, frequent safety audits, training programs for staff, risk assessment procedures, fire safety precautions, and better ventilation are some of the main suggestions for enhancing workplace safety. Strict adherence to safety laws, danger communication systems, and safety interlock adoption are crucial. In addition to improving worker productivity and well-being, addressing these safety issues will support long-term industrial growth.

Index Terms : Workplace safety, Occupational health, Small-scale industries, Personal Protective Equipment (PPE), Risk management, Fire hazards, Noise pollution, Ergonomic safety, Industrial hygiene, Regulatory compliance.

INTRODUCTION

There are several fields and applications within the field of work environment safety and health. The "whole person," or the social, emotional, and physical health of employees, is encompassed. Giving pupils an overview of the OSH and the range and diversity of safety and health concerns that exist worldwide is the aim of this lecture. It would be helpful to learn more about the biological, pharmacological, physical, ergonomic, social, psychological, and biological factors that affect workplace health and safety. Occupational health is a vast discipline that focuses on preventing, diagnosing, and treating diseases and injuries that arise from the job. The term "occupational safety" describes the procedures, guidelines, and rules put in place to guarantee that workers, subcontractors, and visitors can do their jobs in a secure and healthful environment. Identifying, assessing, and mitigating occupational risks and hazards is part of the process to prevent accidents, illnesses, and deaths.

The work that a somebody does has a big impact on their live. A large portion of a person's life is spent at work, where they must exhibit their sincerity and dedication in fulfilling a variety of obligations. In every aspect of their work, modern firms expect their staff to be highly skilled and knowledgeable. The workplace that a person works in is very important. An individual may experience positive or negative effects from their work environment. A safe and healthy work environment translates into having enough structures and processes that address the worker's well-being, which will enable the worker to perform better and have very high levels of productivity.

Occupational safety and health issues are relevant in today's environment. Establishing safe and healthy work environments is a concept that is gaining importance on a global scale. To reduce the number of accidents and health hazards that occur in both formal and informal workplaces, preventative measures must be used. The World Health Organization defines a healthy workplace as one in which management and staff collaborate to promote environmental sustainability, a process of continuous improvement, and the health, safety, and well-being of every employee by taking into consideration the following, in line with stated needs:

- Concerns regarding health, safety, and well-being in a psychosocial workplace, including the availability of resources for individual health at work;
- Strategies for community engagement to enhance everyone's health, including that of their families and other community members;
- Anxieties regarding workplace health and safety.

Manufacturing workers' safety, health, and welfare are given first priority in the **1948 Factories Act**. Keeping levels of dangerous substances below the threshold limit values (TLV), periodic medical examinations, employee health records, a safety committee with equal management and worker involvement, and regular health risk education are all recommended. The **Dock Workers (Safety, Health, and Welfare) Act of 1986** was created to protect the health, safety, and welfare of workers who load, unload, carry, or store commodities into or out of ships, ports, docks, and other locations.

Exposure to specific chemicals at work may have an impact on the onset or severity of occupational illnesses. These factors might consist of:

- Physical: heat, vibration, noise, cold, and radiation
- Chemicals: heavy metals, dust, pesticides, and solvents;
- Biological: the hepatitis B virus, TB, and HIV;
- Psychosocial pressures: include a lack of influence over one's job and personal support.
- Mechanical: reasons for workplace accidents and injuries

A distinct method is required to look at occupational health issues in developing countries. The "external-contextual domain" of occupational health research in developing countries should give way to the "internal domain" by addressing social and political issues before focusing on workplace features. In industrialized nations, occupational health research, as a separate profession, begins in the workplace before extending into broader social and political domains. **1918 (Nuwayhid 2004)**. This strategy bolsters collaborations with human rights, women's, union, non-governmental, economic, political, and social scientists in order to advance the occupational health areas.

LITERATURE REVIEW

Sr. No.	Author	Findings
1.	Aghera Nirmala (2013)	There is no sufficient data about occupational safety and health is available in India. This leads to poor OHS legislation and infrastructure. The laws of health and safety do not change the biggest enterprises with highest employed rate in India.
2.	Vidhya Venugopal et al. (2016)	Negative effects of heat stress on the working population would worsen as a result of climate change and rising temperatures. Cost-effective, practical, and long-lasting strategies are essential for managing heat stress at work.
3.	Joseph Net al. (2017)	Many workers reported not wearing protective gear and being unaware of the health risks related to their jobs. Therefore, the researchers believed that safety regulations and health education should be reinforced at welding locations.
4.	G.I.J.M. Zwetsloot (2017)	Zero Accident Vision serves as the foundation for creative and motivating methods to increase safety, and all organization members are highly committed to this goal.
5.	Serdar Korkmaz (2018)	Foreign workers' attitudes of safety should catch up to Korean workers', especially in terms of adhering to safety laws, performing well in safety education, and maintaining safety ideals.

RESEARCH METHODOLOGY**SIGNIFICANCE OF THE STUDY:**

The importance of this study is in its emphasis on enhancing workplace health and safety in small-scale companies, which employ a significant number of people yet frequently lack adequate safety precautions. Unsafe working environments can cause mishaps, injuries, and long-term health hazards, which can cost firms money and expose them to legal ramifications. The study underscores the need of establishing a safer and more efficient workplace by highlighting the main occupational dangers and stressing risk management, appropriate safety training, and regulatory compliance. Maintaining workplace safety improves productivity, job happiness, and the long-term viability of businesses in addition to protecting workers.

OBJECTIVES OF THE STUDY:

1. To examine the current health and safety practices in small-scale industries.
2. To identify the difficulties faced by small-scale industries in ensuring workplace safety.
3. To provide recommendations for improving health and safety standards.
4. To analyze the impact of workplace safety measures on employee productivity and well-being.
5. To assess the level of compliance of small-scale industries with national and international safety regulations.

RESEARCH DESIGN:

The research uses a descriptive design to study existing health & safety practices and explore areas for improvement. Quantitative research study which is concerned with describing the workplace safety and health in small scale industries in industrial sectors.

UNIVERSE, SAMPLE SIZE AND SAMPLE PROCEDURE

The study will focus on employees/workers working in small-scale industries from two industries of GIDC of Vadodara District. Sample of the study will consist 50 respondents of two industries of GIDC of Vadodara District. Sample for the study will be selected by using Stratified random sampling method.

RESULTS AND DISCUSSION

The researcher manually coded, tallied, and examined the gathered data.

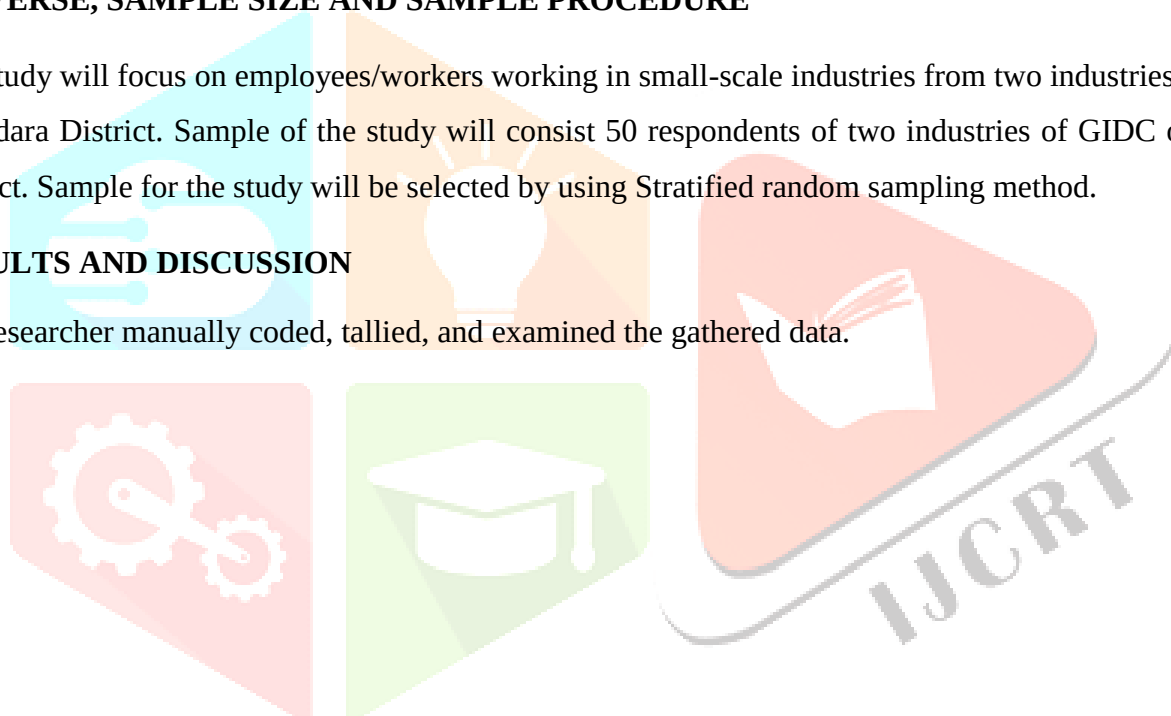
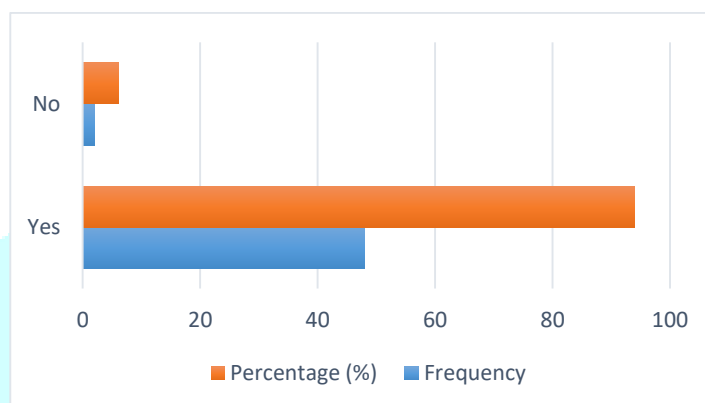


Table 1. The table displaying Health&Safety Policy Awareness Data

Sr.No.	Awareness Of H&S Policy	Frequency	Percentage
1	Yes	48	94
2	No	02	06
	Total	50	100

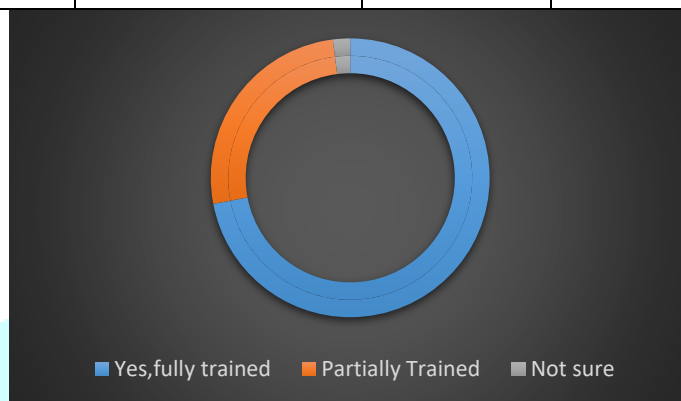
**Graph no.1**

The table highlights awareness of health and safety (H&S) policies among respondents in small-scale industries. A majority (94%) are aware of the policies, indicating a high level of awareness. However, 6% lack awareness, suggesting room for improvement in communication or training regarding these policies.

MF=94

Table 2. The table displaying data on Safety equipment usage training

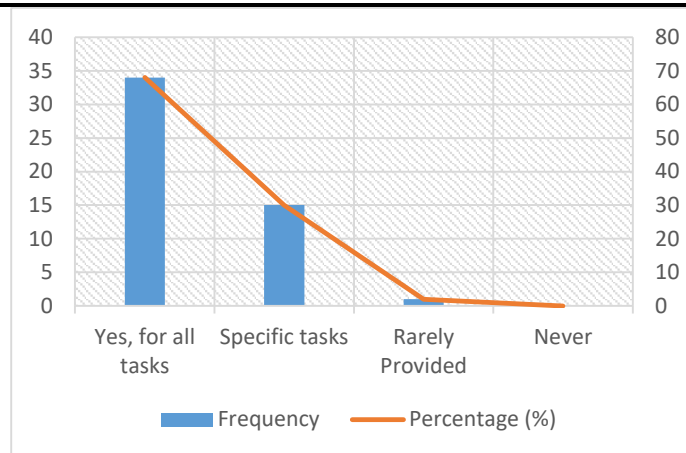
Sr. No.	Trained to use safety equipment	Frequency	Percentage (%)
1	Yes,fully trained	36	72
2	Partially Trained	13	26
3	Not sure	01	02
	Total	50	100

**Graph no.2**

The data reveals that the majority (72%) of respondents are fully trained to use safety equipment, indicating strong efforts toward workplace safety training. However, 26% are only partially trained, and 2% are unsure, highlighting the need for comprehensive training programs to ensure all employees are adequately prepared to use safety equipment effectively.

MF=72%**Table 3. The table highlighting information about the Protective gears offered**

Sr.No.	Protective gears	Frequency	Percentage (%)
1	Yes, for all tasks	34	68
2	Specific tasks	15	30
3	Rarely Provided	01	02
4	Never	00	00
	Total	50	100



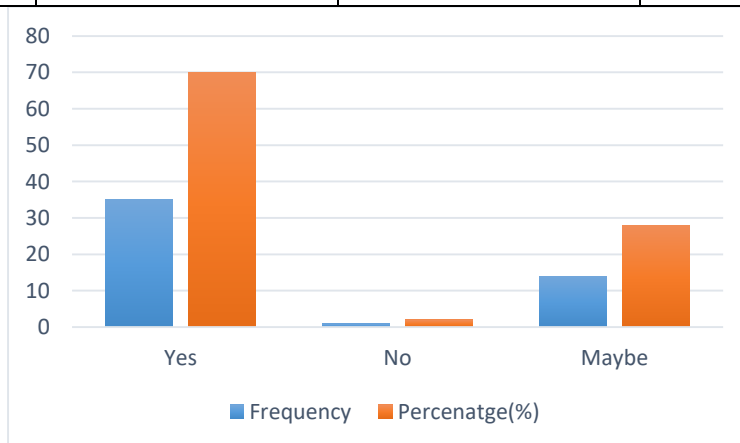
Graph no.3

The data indicates that the majority (68%) of respondents have access to protective gear for all tasks, reflecting a strong commitment to workplace safety. However, 30% reported receiving protective gear only for specific tasks, and 2% mentioned it is rarely provided. No respondents indicated a complete lack of protective gear. This highlights the need for small-scale industries to ensure consistent provision of protective gear for all tasks to maintain safety standards.

MF=68%

Table 4.The table displaying First-aid kit availability

Sr.No.	First-aid kit availability	Frequency	Percentage (%)
1	Yes	35	70
2	No	01	02
3	Maybe	14	28
	Total	50	100



Graph no.4

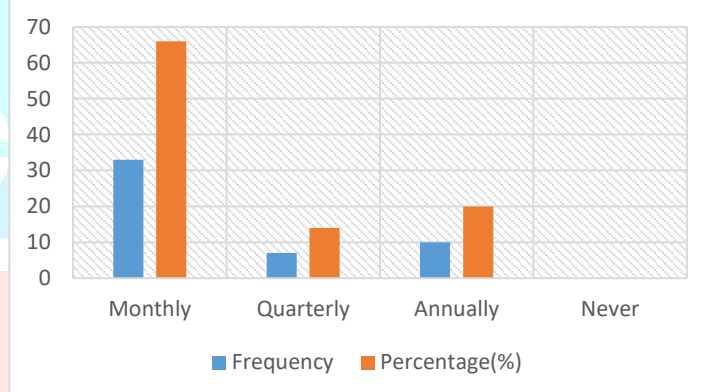
The data indicates that the majority (70%) of respondents confirmed the availability of first-aid kits, reflecting a good level of preparedness for workplace injuries. However, 28% were uncertain about their availability, and 2% reported no availability.

2% reported a lack of first-aid kits. This highlights the need for better awareness and accessibility of first-aid kits to ensure immediate response during emergencies.

MF=70%

Table 5. The table presenting information from Routine health checkups

Sr. No.	Regular Health check ups	Frequency	Percentage(%)
1	Monthly	33	66
2	Quarterly	07	14
3	Annually	10	20
4	Never	00	00
	Total	50	100



Graph no.5

The data shows that the majority (66%) of respondents undergo monthly health check-ups, indicating a proactive approach to employee health monitoring in many workplaces. 14% reported quarterly check-ups, and 20% stated annual check-ups. No respondents indicated the absence of regular health check-ups, reflecting an overall commitment to maintaining employees' health in small-scale industries.

MF=66%

FINDINGS

The survey results indicate a strong commitment to workplace safety and employee well-being. A vast majority (94%) of respondents are aware of workplace policies, demonstrating a high level of awareness. Additionally, 72% are fully trained to use safety equipment, reflecting significant efforts toward ensuring proper workplace safety training. Access to protective gear is also well-supported, with 68% of respondents confirming they have the necessary equipment for all tasks. Furthermore, 70% reported the availability of first-aid kits, highlighting good preparedness for workplace injuries. Employee health monitoring is also a priority, as 66% of respondents undergo monthly health check-ups, indicating a proactive approach to maintaining workforce health. These findings suggest that many workplaces are actively implementing and maintaining essential safety and health measures.

SUGGESTIONS

To enhance workplace safety and employee well-being, organizations can take additional steps based on the survey findings. Although awareness of workplace policies is high (94%), continuous reinforcement through refresher training and regular updates can ensure policies remain top of mind. While 72% of employees are fully trained to use safety equipment, expanding training programs to reach the remaining workforce can further minimize risks. Similarly, while 68% have access to protective gear for all tasks, ensuring 100% accessibility should be a priority to eliminate any gaps in safety. The availability of first-aid kits (70%) is a positive sign, but regular checks and restocking can further improve emergency preparedness. Lastly, since 66% of employees undergo monthly health check-ups, encouraging wider participation and offering additional health and wellness programs could enhance overall employee well-being. Strengthening these areas will reinforce a culture of safety and health in the workplace.

CONCLUSION

Small scale industries often lack the financial resources to recruit dedicated health and safety personnel. Workers without formal health and safety training are typically assigned to various workshop duties. Simple recommendations for low-cost implementation include improving cleanliness, layout, employing proper PPE, and increasing worker and owner safety awareness through training. Additionally, regulatory agencies should monitor the implementation of safety and occupational health legislation in these areas. This study highlights a significant obstacle for small-scale firms seeking to improve occupational health and safety.

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