



An Assessment of Health and Safety facilities of top level Industries in Sri Lanka

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Abstract

Improving job satisfaction in an organization may be demonstrate by way of escalating effort towards increasing output level and quality giving rewards, health and safety. To accomplish this goal means efforts of employees are required in task performance. Effective execution of such essential employee responsibility, to a great extent, depends on the level of safety in the workplace. Therefore, sixty employees were selected form Brandix Garment Industry & DM Lanka Garment industry. Management policy, especially in the developing economies is yet to properly address the issue of employee health and safety. This has resulted in frequent accidents and hazards, leading to high costs in the areas of hospital bills, salaries for hospitalized workers and compensations. Increased labor turnover, absenteeism, strained management labor relationships, operational inefficiency, and ultimately decreasing performance become noticeable in such organizations. To satisfy workers' safety needs and motivate them, ceteris paribus, management must maintain effective health and safety

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program, and be committed to its success in all ramifications are in 93% in top level industries in Sri Lanka..

Keywords: Health, Safety, Top level industries in Sri Lanka

Introduction

Formal organizations are deliberately directed toward attainment of set goals. Goal accomplishment is a function of the coordinated and interactive effort of organizational resources such as human, material,

financial, informational, etc. The realization of human resource as the most important of all the assets, in contemporary management, may be based on its inevitable role in the manipulation of all other organizational assets or resources for productivity.

Occupational health has been described as the promotion and maintenance of physical and mental well-being of all organization a description reinforced by the health and safety executive by concentrating of staff is a major factor. Target industries partnership program (TIPP) is the acronym for the targeted industries partnership program, which combines and coordinates resources from government and organizations to enforce labor laws and educate employers and employees about those laws. According to Cole (2002), employer has a common law duty to provide a safe place of work for his or her employees and is liable at common law for accidents encounter by his or her employees in the course of their employment.

TIPP currently targets the garment manufacturing and agricultural industries which have long histories of labor law employment tax health and safety violations. TIPP seeks to enhance fair business competition and improve workers' lives by eliminating the unfair competitive advantage noncompliant employers create for themselves by evading labor, health and safety laws. To accomplish these goals, TIPP seeks to achieve compliance with labor, employment tax, and health and safety laws by employers in the targeted industries by leveraging the remedies of each participating agency to maximize their effectiveness. Initially

hostile to TIPP, many employer groups now endorse the program, recognizing that Tipp's enforcement actions create competitive disadvantage for the recalcitrant employer who routinely violates labor, health and safety laws. TIPP also promotes educational programs for employers relating to labor, health and safety laws, and helping employers to avoid liability arising from unintentional violations.

Many businesses that violate the laws do so out of ignorance of their responsibilities as employers. As part of our educational effort, it is standard operating procedure that after each inspection all the TIPP partners participate in a closing conference with the employer to disclose the findings of the inspection and answer any questions that they may have regarding the laws that TIPP enforces. Also, in the course of the inspection, TIPP investigators routinely interview the workers to ascertain if the employer is complying with the wage, health and safety laws and to answer any questions that they may have. In general occupational health can be defined as: physical and mental well-being of employees inside and out said work place (International Labor Office 1996 p.1). Further, health is defined as the absence of physical and mental constrain affecting the day to day functions of man. Here the health means occupational health (Opatha,1995,p274).

This physical and mental well-being on employees inside and outside is called as occupational health. Also the working place is free from hazard accident and disease which may cause to personal endure are ill health to employees those companies could a maximum productivities from its employees. This freedom from danger and risk is called as occupational safety. If companies provide these facilities it is sure that there will not have any deficiency of skillful and clever employees and they can retain those excellent employees in the organization for ever or till their retirement. Therefore, this paper intends to assess the effective health and safety management policy and organizational performance in Sri Lanka.

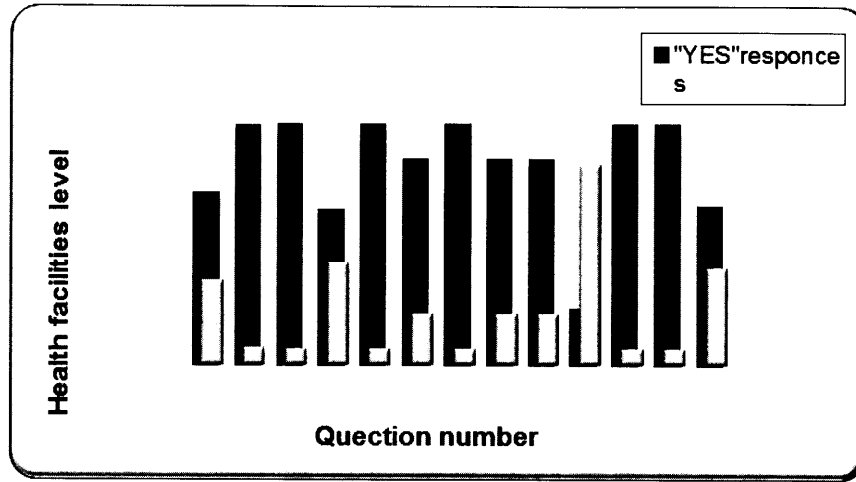
Research Methodology

Basically, Primary data were used to study the objective using questionnaire survey in top level garment industries in Sri Lanka. Interview method used to clarify the health and safety facilities of the industrial sector through the HRM Managers from selected garment industries. Sixty respondent were selected form Brandix Garment Industry & DM Lanka Garment industry in Sri Lanka given equal priorities.

Assessment of Level of Health and Safety facilities

Organizational health and safety in the context of this paper is concerned with the health and safety of workers, which Annah (2004) described as part and parcel of human security and as a basic human right. Health facilities are assessed through the "free air accept to bad smell, sufficient and suitable lights facilities, sufficient and good place for take a food, sufficient medical facilities programs, sufficient and good place for take a food and first aid boxes. Because these facilities was ecumenical to establish the welfare facilities for conducting any industries. High positive level (93.33%) was noted for establish to the health facilities in top organization in Sri Lanka. Most of employee's reported the highly level of negative responses (79 %) for continues standing of the working environment of garment sector.

Graph 01: Level of Health Facilities



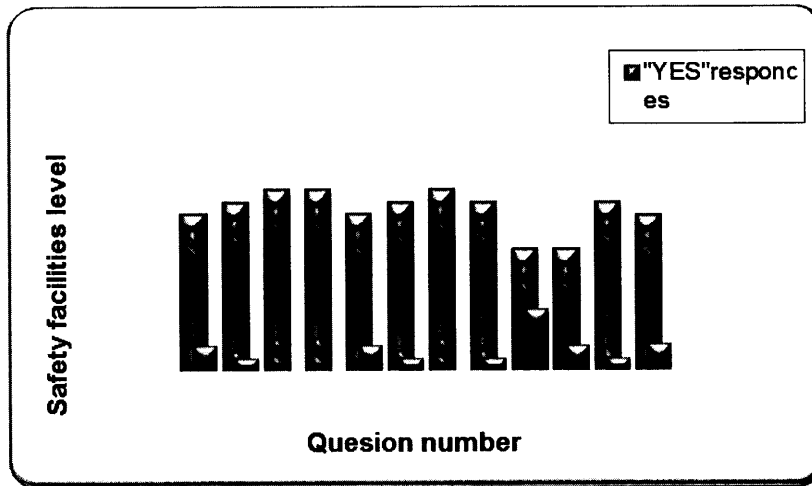
Felid survey data

Assessment of Level of Safety facilities

Denisi & Griffin (2005) admonished organizations to take several precautions in its effort to create a safer work environment, especially regarding accidents at work. According to them, one important approach is to employ the services of safety engineers to carefully study the workplace, identify and isolate dangerous situations, and recommend solutions for dealing with those situations. Other steps to minimize the rate of accidents at work may include the use of relevant protective clothing and devices such as helmets, ear protectors in environment with loud noise, eye goggles and face masks in welding rooms, hand gloves, boots and other safety shoes, waist support belts, wrist and elbow supports and screen filters, appropriate chairs and desks, etc. The safety facilities are in good level, because the employee’s responses were high positive level. More than 65% was reported for safety facilities and training and awareness programmed to face the fire accident in a company. If organizations promptly inform their workers about the risks and hazards associated with their jobs, on the basis of such information, workers themselves could be seeking periodic medical attentions and checks and choose to use appropriate equipment

and tools. Denisi & Griffin (2005) also prescribe the use of respiratory shields for breathing, pressurized or rubberized body suits, gloves and masks. The use of safety shoes where relevant can also protect employees from disease contraction. .

Graph 02: Level of Safety facilities



Felid survey

Discussion and Conclusion

Considering the organization structure and production process of selected companies we can see Brandix company used flat organization structure and production process for achieving high productivity or high job performance. According to his activities are expository around the production process. But tall organization structure is conducted by DM LANKA Company. This method is not useful for the increase productivity. Although there is a good safety and health policy. There are some shortcomings in the implementation of the various requirements as expected under the safety & health policy. A proper and regular, controlling and review, procedures to be implemented through the factory with responsible persons.

Employees are special factor of the production process, So that woman employees are valid production factor of garment sector. But garment

managers are not consideration about the some health and safety facilities of women.

It is also suggested for the management to fix all types of guard like pulley gourds, gourds etc. Also this is a basic requirement for many clothing buyers. Due to non-provision of these requirements the company may fail in the process of inspection. This will badly affect to for the financial stability of the industry. Therefore it is essential to provide & maintain good employee safety system which the company is achieving its own objectives the management has to check whether. It is also suggested to apply a proper and regular inspection committee or persons by whom old the areas and parts of the company, machines should inspected regularly. This should be the done via the safety and health committee. The safety and health should be assembled regally on fixed data. Both workers and management responsible should be in the committee.

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