

Occupational Safety & Health (OSH)

Make your business a safe and healthy working place to get the best out of your people for your business



Building Back
Business from
Crisis

MSME

An Initiative of the United Nations Industrial
Development Organisation

In partnership with



COVID-19: Wake Up Call

COVID-19 pushed emergency button for OSH and immediate actions are needed to improve infection prevention and preparedness

Lockdown and restart caused accidents that hurt and even killed people highlighting need for improvements in OSH at large



OSH in MSMEs

- OSH aims at highest degree of physical, mental health, safety and social well-being of workers in the workplace
- Legal obligation to employers under India's National Policy on Safety, Health and Environment at Work Place which provides Directive Principles
 - With international standards these provide comprehensive regulatory framework
- Improving OSH ensures good business, a better brand image and higher employee morale



healthy people are productive and useful in workplace, and a healthy workplace will attract good staff

OSH Pillars

Disease Prevention & Control

- Health monitoring
- Vaccine plan
- Post-Infection treatments
- Non-Pharmaceutical Measures.
- Emergency planning

Hazard & Risk

- Identify hazards with workplace risk assessment
- Determine how employees might be at risk
- Evaluate the risks
- Record and regularly (max yearly) review hazards

Work Environment

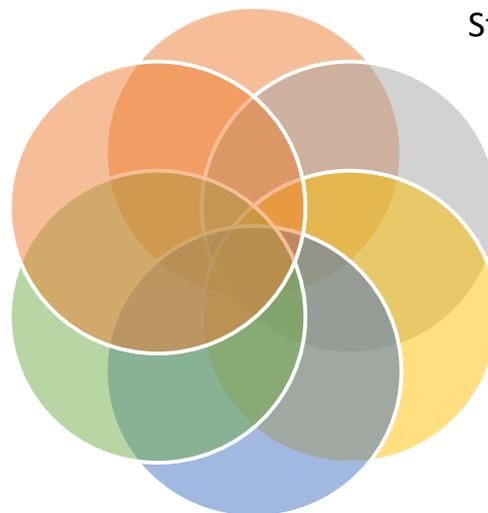
Healthy working environment protects people and business assets, and includes health, safety, security, ergonomics and working conditions

Reduce Workers' Risk of Infection

Develop an Infectious
Disease Preparedness
and Response Plan

Workers' individual
risk factors need
attention

Non-occupational risk
factors at home and in
community settings



Stay abreast of guidance from
government agencies, and
consider incorporating
recommendations

Plans should integrate
the level(s) of risk
associated with
worker and workspace

Such considerations
should include
exposure to
communicable diseases

Hazard and Risk

✓ Fire Safety

- ✓ Ensure that a team for emergencies, such as fire, explosion, natural disaster, accident or others are organized and that all its members are trained on required actions
- ✓ Ensure fire prevention groups are formed and fire drills are conducted once every six months
- ✓ Ensure access to medical treatment and communication devices such as mobile phone in case of an emergency
- ✓ Ensure that combustible and flammable materials are stored in a safe and systematic way

• Electrical Safety

- ✓ Ensure power tools, generators, and transformers are properly maintained
- ✓ All live electrical equipment must be insulated
- ✓ Ensure that only trained authorized employees are conducting electrical work. Check with the utility's electrical inspection department to know the trained professional in each factory
- ✓ Lock-out procedures or danger tags must be in place when conducting electrical maintenance.

HAZARD

A HAZARD is something that has the potential to harm you



RISK

RISK is the likelihood of a hazard causing harm



Hazard and Risk

• Machine Safety

- ✓ Ensure that operators are informed, instructed and trained on how to operate the machinery safely and correctly, including the checking of machinery prior to use
- ✓ Plant and machinery must be kept maintained
- ✓ Ensure that there is an adequate work space for the operators around the machinery
- ✓ Ensure that workers are empowered and are aware that they should inform supervisors if a machinery breaks down or guards become dislodged
- ✓ Ensure that emergency stops are easy to access and are visible in case of an emergency

• Chemical Safety

- ✓ Communicate on hazardous substances workers handle
- ✓ Inform employees on the exposure of chemical substances
- ✓ Make awareness on how to use chemical substances safely
- ✓ Safe storage and disposal of chemical

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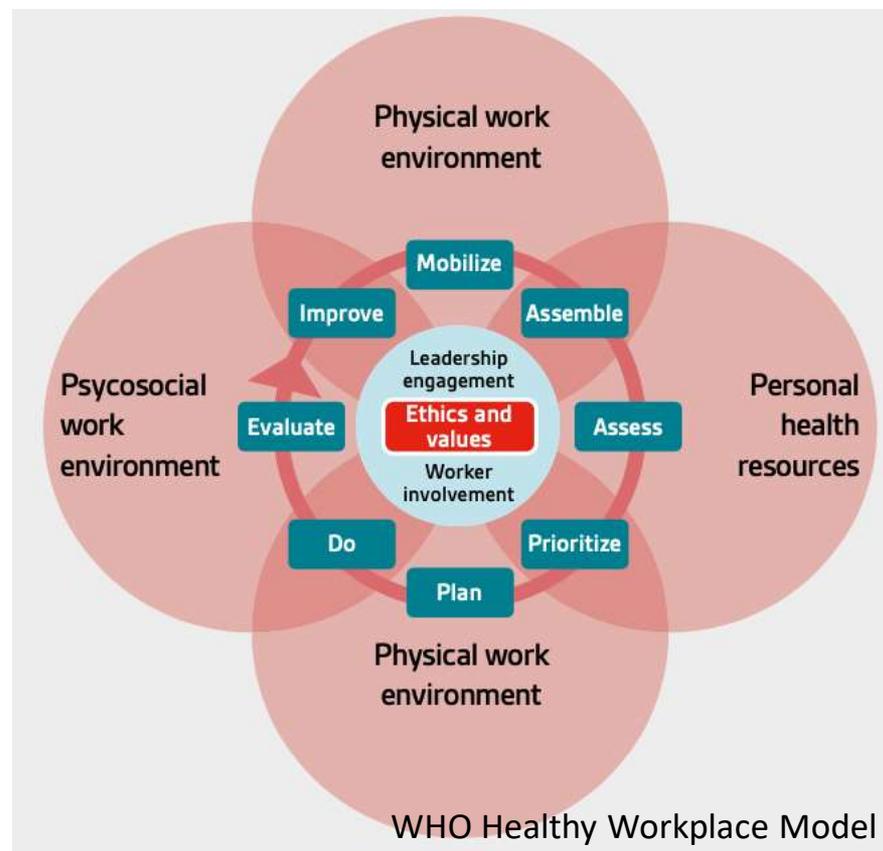
Working Conditions



- Temperature & Light
 - Ensure effective ventilation
 - Ensure sufficient light for assigned tasks
- Ergonomics
 - Passage routes clearly marked
 - Ensure mechanical lifting where possible
 - Ensure work stations are adjustable
 - Ensure ease of work
- Noise
 - Ensure safe noise level
 - Ensure length of exposure reduced
 - Ensure appropriate use of hearing protection
- Health and Welfare Facilities
 - Ensure adequate medical care for employees
 - Ensure clean drinking water and clean toilets
 - Ensure availability of first aid kit

OSH Strategy

- **Hazard identification/risk assessment:** identify **hazards** and **risk factors** that have the potential to cause harm
- **Prevention strategy:** determine appropriate ways to eliminate the **hazard**, or control the **risk** when the **hazard** cannot be eliminated
- **Monitoring & management:** regularly check that the implemented control measures are effective
- **OSH standards ISO: 45000:** specifies requirements for an occupational health and safety (OH&S) management system, to enable organizations to provide safe and healthy workplaces by proactively improving its OH&S performance



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