EMPLOYEE AND EMPLOYERS ROLE IN ENSURING SAFE WORKING ENVIRONMENT BY MAINTAINING HEALTH AND SAFETY AT WORKPLACE

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ABSTRACT: The area of occupational health and safety encompasses efforts to ensure the physical, mental, and emotional well-being of workers worldwide. Every human organization has genuine reasons to be concerned about its employees' health and safety. Management should place a high value on health and safety programs for workers since they have the potential to save lives, continue strengthening, and decreased costs. This article's purpose is to research and assess the company's safety procedures, strategies, and policies. The goal of an industry's safety management program is to create a workplace in which every employee can do their job without risk to their health or safety.

INTRODUCTION

The area of occupational health and safety is interdisciplinary because it investigate the health, safety, and well-being of employees and workers. Every attempt performed to improve workplace safety should ultimately lead to a more secure workplace. Others, including colleagues, family members, employers, customers, suppliers, communities, and the general public, might be protected as a consequence of this attempt (Lincy Joykutty, 2017)**.**

Health and safety should be a top priority for any human organization. Health and safety programs benefit the company in many ways, including employee lives saved, increased productivity, and decreased expenses, and hence should be given high attention by management. These safety and health programs must prioritize the well-being of all workers and emphasize their involvement in, and responsiveness to, constant monitoring. There must be no significant risk that workers may become unable to perform their duties in order to maintain a safe working environment. Thus, the purpose of health and safety in the workplace is to provide settings, training, and practices that let the worker and the business to successfully carry out the task at hand while avoiding any and all possible hazards (García-Herrero *et al*., 2012).

Accidents often occur because of a lack of planning and organization. This impacts worker health and safety as well as cost and productivity, and is caused by material spillage and conflicts between employees and machinery or equipment. Safety administration is crucial for each project because it provides an organized approach to identifying risks and mitigating hazards while sustaining the credibility of the claim that these risk controls are adequate. Workplace safety administration is the process of controlling tasks and workers in a standardized manner to reduce the likelihood of injuries on the workplace (Mbakaya *et al*., 1999).

There are different types of accidents that occurs in workplace like major accidents include those that cause permanent injury or death to the victims. Slight accidents, such as a scratch or cut that does not prevent him or her from functioning normally, are nonetheless accidents. An employee who suffers a severe scrape may or may not lose mobility right away, but may become disabled as a result of the injury. A worker's injury might leave them unable to perform their job duties for a few hours, a day, a month, a week, or even longer.If the person recovers, then the disability was just temporary. A person is considered permanently disabled if they suffer an injury from which there is no chance of a complete recovery**.** Due the all these risk of accident we need to addressed and aware about safety at workplace. The level of commitment of upper management is crucial in reducing the work - related accidents. Moreover, the focus and support provided to establish safety-related programs demonstrates the importance of managing safety-related problems (Lincy Joykutty, 2017).

The main objective of study to examining the steps taken to provide a safe working environment in industry. To provide different approaches for mitigating manufacturing-related workplace risks. To analyze how various strategic factors influence the health and safety of industrial workers. To investigate the role employers play in providing a secure workplace.

Literature Review: According to the National Safety Council, companies in the United States paid $111.9 billion on workers' compensation in 1993. In 1993, the average cost to an employer for injury claims per insured

worker was over $1,250. This amounts to around $0.62 per hour for each employee. Just to cover its medical costs, a company with a 10% net profit margin would need to generate $12,500 in annual sales per employee. When an employee is injured or becomes sick on the job, workers' compensation steps in to pay for their medical bills and replace lost wages (Ansari & Modarress, 1997).

The main focus of modern health and safety programs is on establishing a "safety atmosphere," whereby both workers and supervisors participate in making the workplace risk-free for everyone. Zohar (1980) established the notion of safety climate, which has been demonstrated to be a good predictor of safety behavior and workplace accidents across sectors and cultures, and which is still crucial to building and sustaining safe work environments 36 years previously.

According to Nevhage and Lindahl (2008), "safety performance" refers to the excellence of work related to safety; better organization may enhance the resistance or robustness of this activity, hence decreasing the likelihood of accidents.

Sawacha, Naoum, and Fong (1999) found that factors including the absence of a regulated workplace environment and the presence of a large variety of different types of organizations may have a negative impact on safety performance. High safety performance and high productivity are interdependent and should not be achieved individually.

Research indicates that implementing safety management practices is crucial to enhancing an organization's capacity to effectively manage safety.

Methodology: For efficient safety management, six essential factors are examined. We are using these factors to promote a healthy and risk-free work environment.

Jobsite safety: A safety management system is required at every workplace and be responsible for a organize way to detect hazards and

control risks while sustaining the declaration that these risk. First of all, we check the working strategy of jobsite safety management. We check out the balance of repeated procedure of development, organizing, implementing and reviewing, control of work and manpower to reduce the accidents. And also checkout the major isssues about electricity and fire safety.

Promotion program of safety: We implement a safety program to ensure that all project workers work in a safe and healthy environment. We have provided safety awareness and introduced the importance of safety to all employees in various safety promotion programs. As a result, the organization makes every effort to ensure that each construction site has a strong and positive "safety culture."

Safety meeting and campaigns: We organize safety seminars, conferences, and campaigns. We can be used to increase safety awareness and promote good practices and safety morals. Meetings promoting safety include orientation meetings for newcomers, training, and toolbox meetings. These are the most high- profile ways to promote safety.

Competency of workers and training: Through the safety officers, we imparted complete knowledge of safety equipment to the employees to avoid accidents and taught them how to use it. So that in case of emergency, it can be controlled immediately by workers. The security officer ensures that all workers know their health and safety risks and how to protect themselves and their coworkers.

Emergency Action Plan: After taking a look at the situation, we came up with an emergency action plan. Every day of the week, we trained our employees on something new so they could handle any emergency. We made emergency plan for training of safety rules and regulation and implements every day and week.

Personnel protective equipment (PPE): We make sure that all workers always wear the right PEE to keep a good safety culture. When engineering and administrative controls aren't enough to keep employees from being exposed to risks, we make it a priority for all workers to use PEE to make the workplace safer.

After implementation of these safety element we need to survey the workplace and analyze the affectiveness of our study on organization and workers awareness. The methodology of this study includes both qualitative and conceptual design. A questionnaire were used to collect the primary data. The method we will use in this paper is to contact different people within the organization to collect data from people of different ages. The average age of the respondents is 50 years, with a minimum age of 20 years.

Data collection: Data for this study were collected using a survey that asked participants about their organization's safety performance and awareness of workplace safety policy and practices. The questionnaire consists of 12 questions related to safety regulation and worker self-awareness. A 5-point Likert scale with options ranging from Strongly Disagree to Strongly Agree was used to rate the survey results.

Participants: We use WhatsApp and in-person meeting to contact workers, supervisors, and organizational in-charges to complete this form. Information was collected from 102 respondents. However, only 100of the respondents answered the questionnaires. Data from these individuals was entered into SPSS sheets, and any missing values across responses were averaged and filled in. The main goal of focusing on the middle is to ensure

that the questionnaire and content make it easy to   understand the primary goal of the research.

Improper Fire detection installation

Earthing issues

Figure 1: Safety development and implementation

Figure 2: Safety promotion program

Figure 3: Safety meeting and campaigns

Conductor barrier in front of electrical DB

Figure 4: Fire safety training equipment

Figure 5: Safety Training

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Monthly Training Calendar (Jan-2023)

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
Chemical Handling & Spill Control	Safey Performance (Use of PPE's, machine safety/SOPS	Complaince Standerd, Ocupational Safety	Kaizan	Grievance Handling and Role of worker Council	Fire Fighting & First Aid	
						1
2	3	4	5	6	7	8
	Weaving	Spining	Processing & MPPL	Spining	Weaving	
9	10	11	12	13	14	15
Spinning	Processing & MPPL	Weaving	Weaving	Processing & MPPL	Spining	
16	17	18	19	20	21	22
Garments	Spinning	Garments	Spinning	Garments	Processing & MPPL	
23	24	25	26	27	28	29
Processing & MPPL	Garments	Processing & MPPL	Garments	Weaving	Garments	
30	31					
Weaving	Complaints Box Opening					

Note: For Fire Fighting and First Aid atleast 50 participants are required covering all departments

For Garments 30 partidpants, 20 partidparts required from all other units for all trainings

Training Topic	Trainer
Company Polices, Compliance Standards	Mr. Haseeb, Mr. Zohaib & Hr Unit Head
Kaizan	Mr. Waqas
Grievance Handling, Complaint procedure	Mr. Waseem Arshad & Hr Unit Head
Use Of PPE,s	Mr. Haseeb, Zohaib & Mr. Tayyab Jawad
OHS,First Aid & Fire Fighting	Mr. Tayyab Jawad
Chemical Care Handling	Syed Muhammad Saddique, Mr Waseem

Orientation Training for Newly Hired Employees	Schedule	Trainers
Spinning	Twice Weekly	Miss Amna, Fire Safety Supervisor, HR
Processing & Power House	Twice Weekly	Miss Amna, Fire Safety Supervisor, HR
Weaving	Twice Weekly	Miss Amna, Fire Safety Supervisor, HR
Garments	5 times a week	Miss Amna, Fire Safety Supervisor, HR

Prepaired By: Approved By:

Figure 6: Emergancy action plan

Figure 7: Personal protective equipmemts.

RESULTS

Demographic summary

Age of respondents: Respondents range in age from 20 to 50 years. People aged less than 25 respond with a maximum of 38.2%. The people with age 26-35 and 36-45 give 30.4%, and 20.6% responses, respectively. People with age 40-50 give minimum response of 8.8%. 98% of the total respondent give positive response to our questions

Table Showing the age of respondents

Age of respondent		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Less than 25	39	38.2	39.0	39.0
	26-35	31	30.4	31.0	70.0
	36-45	21	20.6	21.0	91.0
	46-50	9	8.8	9.0	100.0
	Total	100	98.0	100.0	
Missing	System	2	2.0		
Total		102	100.0		

Age of respondent

Legend:
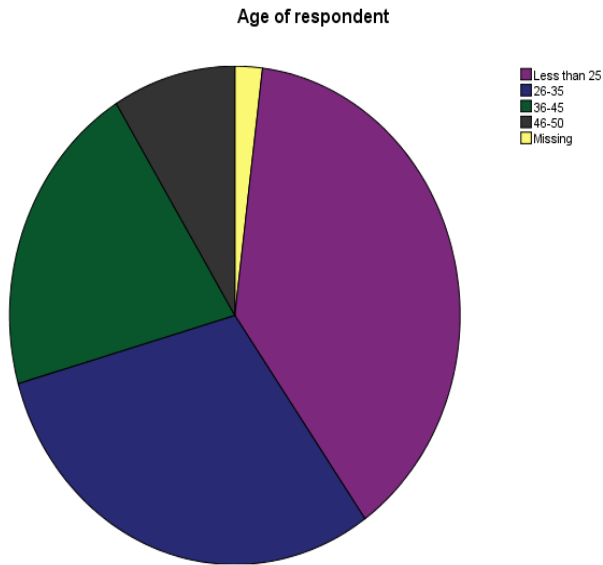- Less than 25
- 26-35
- 36-45
- 46-50
- Missing

Figure 5: Age of respondent

Job status of respondent: Job status of respondent is important factor which give us information about the respondent which are working in organization as workers, supervisors, and in-charges. There are 45% workers, 41%

supervisors and 11% in-charge which give responses to our questionnaire.

The core idea of this study is to determine the performance and satisfaction of organization in-charges and workers regarding safety rules and regulations. An analysis of the information shows safety is an essential element of every organization and give security to workers, and supervisor about their life and organizational performance.

Job Status of respondent: This graph shows employee and employer satisfaction with safety implementation and self-awareness. Almost 40-50% of employees and employers are strongly agree and satisfied with the organization's safety implementation. All employess are aware of the safety rules and organization safety performance. Majority of respondents have rated the safety procedures and policy to be good and satisfied. 10% of employees are neutral about this fact. Furthermore, 20-30% of employees agreed and were satisfied with implementing safety rules and regulations within the workplace. Only a few people 7- 8% disagree with these facts.

Table Showing the job status of respondents

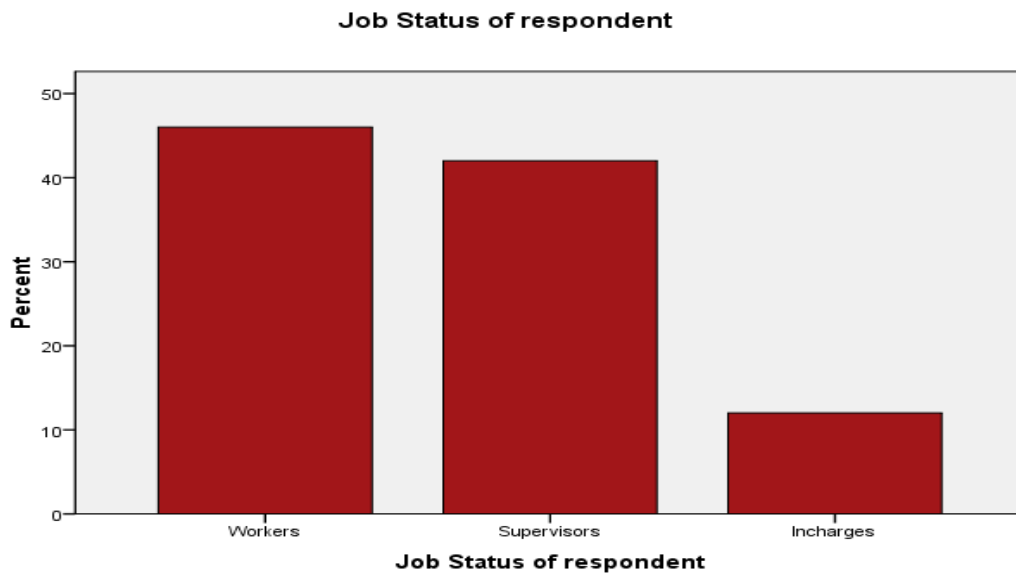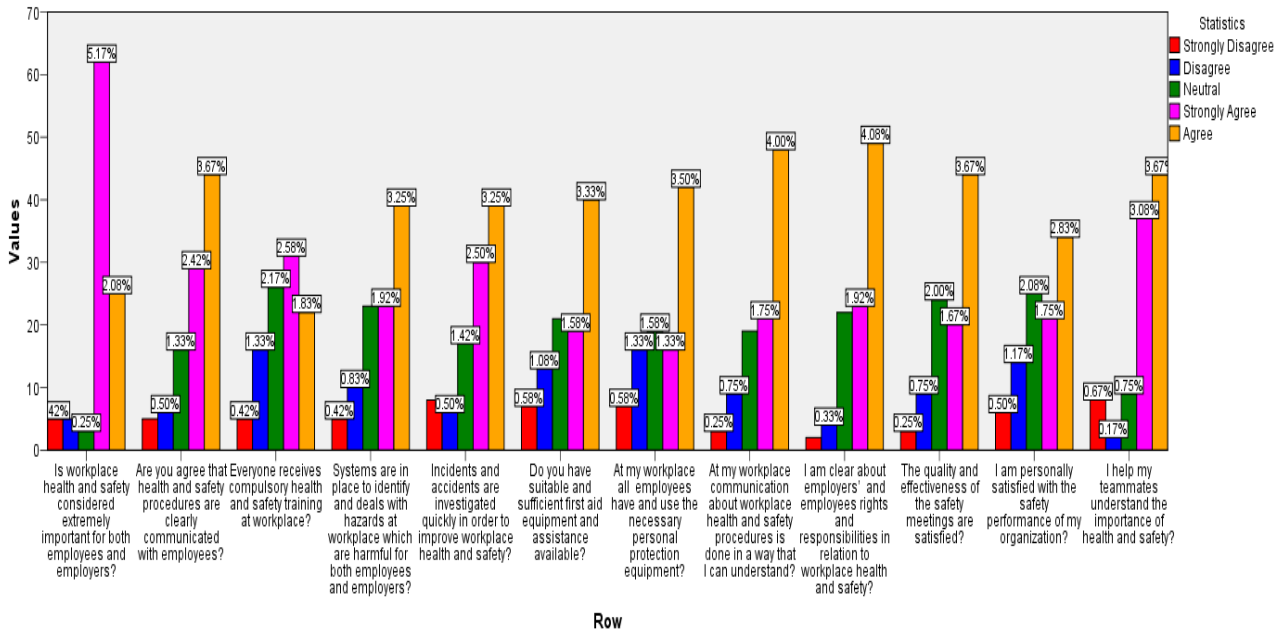|	Frequency	Percent	Valid Percent	Cumulative Percent
Workers	46	45.1	46.0	46.0
Supervisors	42	41.2	42.0	88.0
Incharges	12	11.8	12.0	100.0
Total	100	98.0	100.0	
System	2	2.0		
Total	102	100.0		
Total				

Figure 6: Job status of respondents

Table 1

Conclusion: This paper includes a lot of topics that are relevant to the management of workplace safety, including safety culture, employee behavior, employer attitudes, and more. Some of the characteristics of safety management we analyze include safety policies and values, a safety programs, team orientation, inspection of potentially hazardous areas, preventative measures, a personal protection program, and management conduct. Every person should always make safety their first priority. To ensure there are no incidents on the job, we will provide the necessary training and equipment to the individual. Management should teach their staff and implement safety procedures to reduce the likelihood of injuries on the job.

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