

Role of Organization Labour

Objectives

- Introduction
- The fellow servant rule
- Assumption of risk rule
- Role of specific workplace health problems
- Development of accident prevention program
- Three E's of safety
- Integrated approach to safety & health
- New material, New process & New problems
- Development of safety organization

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Introduction

- Organized labour has played a crucial role in the development of the safety movement in the world.
- Particularly important was the work of the unions to turn anti-labour laws inhabiting safety in the work place (safer conditions, compensation for injured workersetc).
- there are two rules concerning the role of organization labour: the fellow servant and the assumption of risk

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the fellow servant rule:

-Before workers compensation laws were instituted, the fellow servant rule was used as a defence.

-This common law principle said that if a worker was hurt because of another worker's negligence, the co-worker was to blame instead of the employer.

This means that employer was not liable for workplace injuries that resulted from the negligence of other employee.

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Assumption of risk rule:

- The voluntary acceptance of the potential hazards associated with a particular form of treatment by a patient.
- voluntarily(**acting or done of one own free will**) employees should accept the risk of the work.

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- **Role of specific workplace health problems**
- Workplace health and safety hazards can be costly (to lives and the bottom line), but the good news is that they are largely preventable if you take the right precautions.
- Specific health problems associated with the workplace have contributed to the development of the modern safety and health movement (awareness of dangerous, unhealthy working conditions).

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- **Role of specific workplace health problems**

- These problems include lung diseases in miners, mercury poisoning, and lung cancer tied to asbestos,

This can be solved by

- health measures example ventilation
- decreased work hours .
- The use of good ergonomics .
- The development of accident prevention program
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- **Development of accident prevention program**
- **Widely used accident prevention techniques include**
 - failure minimization,
 - fail safe designs,
 - isolation,
 - lockouts,
 - screening(evaluation or investigation)
 - personal protective equipment's, .

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- **Development of accident prevention program**
- **Industry began to realize the following:**
 - Prevent accidents by improving Engineering.
 - Employees are willing to learn and accept safety rules.
 - Safety movement can save the finance.

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Three E's of Safety

Early safety programs were based on the three E's of safety:

- 1- **ENGINEERING:** design improvement to both product and process.
- 2- **EDUCATION:** to ensure how to work safely, why to do so i.e. what, where, when, why and how.
- 3- **ENFORCEMENT:** making sure employees take by safety policies, practices, rules, regulations and procedures.

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Integrated Approach to Safety & Health

Safety and health can be approached by

- working together in the areas of expertise(**expert skill or knowledge**),
 - safety and health professionals are better to identify,
 - predict(**say or estimate that something will happen in the future**),
 - control,
- and correct safety and health problems.

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Integrated Approach to Safety & Health

Occupational Safety and Health Administration (OSHA) reinforces the integrated approach for doing at least the following:

- Medical treatment for injured or ill workers.
- Regularly examining worker who exposed to toxics.
- Having a qualified first aid person available during all working hours.

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New material, New process & New problems

-The job of safety and health professionals is more complex because of new products become complex and exotic (**originated from a foreign country**).

-Engineering metals now include carbon steel, alloy steel, high strength low alloy steel, stainless steel, managing steel, cast lead steel, tin, powdered metals etc... each has its own process.

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- **New material, New process & New problems**
- Non-metal are numerous and more complex like plastic, plastic alloys and blends, advanced composites, activated carbon etc. used in modern industries
- More complex materials, modern industries, and new safety and health concerns associated with them become more complex.
- Automated process brings potential hazards like computers, lasers, robots, welding, photo chemicals, laser beam machining, water jet cutting introduced new safety and health problems in the workplace.

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Development of Safety Organization

-The safety and health movement today is characterized by professionalization and integration.

-New materials and processes are introducing new safety and health problems, making the integrated approach a practical necessity and promoting growth in the profession.

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Development of Safety Organization

- The safety and health team of a large company might include an industrial chemist or engineer,
 - radiation control specialist,
 - industrial safety engineer or manager,
 - occupational nurse,
 - counselor,
 - psychologist
 - and dietician