

An Awareness Program on
“National Policy on Safety, Health & Environment at Work Place”

Jointly Organized by
Directorate, Industrial Safety & Health, Gujarat State,
Directorate General Factory Advice Service & Labour Institutes
(DGFASLI), Mumbai &
National Safety Council-Gujarat Chapter



“Community Hall” Kribhco Colony, Hazira Road, Kawas, Surat



Date: 9th September, 2011

National Policy on Safety, Health & Environment at Workplace

An awareness program on the “National Policy on Safety, Health & Environment at Workplace” jointly organized by the Directorate of Industrial Safety & Health (DISH), Gujarat state, Directorate of Factory Advisory Service & Labour Institutes (DGFASLI) Mumbai, Govt. of India and the Gujarat Chapter of National Safety council was held at Hazira on 9th September, 2011.

The venue was the Central auditorium at the residential township of

M/S. Krishak Bharati Co-operative (KRIBHCO) Limited.

Around 500 delegates representing various industries/service organizations/ all over Gujarat and few other states besides DISH officials from different regions of Gujarat participated.

- In his inaugural address, Shri. S. Jaggia, Operations director and Occupier of KRIBHCO underlined the significance of a strong and effective Health, Safety and Environment Governance which is duly integrated to the overall management system of any type of industrial set up. A National level policy at workplace shall definitely facilitate to institutionalize such a mission by providing appropriate guidelines. He touched upon the importance of selecting inherently safe processes and designs especially when a number of options are being offered by the licensors during technology transfer.



Emphasis must be given to behavioural correction with reference to the empowerment of safety culture among employees. Organizations must also demonstrate their empathy towards employees who are physically challenged when it comes to Safety and Occupational health.

- During the thematic address Shri. D. C. Chaudhari, Director of Industrial Safety & Health (DISH), Gujarat dwelt upon the challenges being faced



in the field of Occupational Safety, Health/ Hygiene and Environmental preservation/ protection especially when the industrial development is at its peak in states like Gujarat. He urged upon the establishments to follow all

the guidelines of different ILO conventions where India is an active stake holder.

He assured about the active involvement of his directorate (2010 was its golden jubilee year) dedicated to safety and loss prevention to all industrial establishments in the state taking full benefit of the National Policy under reference.

- Mr. S. P. Mathur Dy. Director General (DGFASLI) gave a detailed account on the long but successful journey of the safety movement in our country in his keynote address. He lucidly covered the nuances of a National Level Policy which can be considered as another effective tool in this direction. The involvement of DGFASLI at various stages (2001 to 2009) - starting with the drafting of policy statement, continued through deliberations/ discussions with all stake holders/ final approval and notification by the ministry followed by its lead role in organizing such awareness programs all over the country - was also explained.



- Mr. H. Vishwanathan Director (Safety), DGFASLI gave a program profile highlighting the chronological steps which culminated in the formulation and notification of the National Policy. All relevant cross references with respect to the basic ILO guidelines and prevalent legislations in the county which can accelerate the process of translating the policy statements into reality through appraisal, motivation, continual improvement and enforcement strategy were nicely brought out.



- Mr. K. K. Patel, Joint director (Rajkot region) of DISH gave the welcome address



- Mr. B. C. Zinzala, Joint director (Surat region) of DISH proposed vote of thanks.



Eminent faculties representing DGFASLI and industries respectively conducted topic wise sessions as detailed below.

Sr. No.	Topic	Faculty
1	Introduction on National Policy on Safety, Health and Environment at Workplace	H. Viswanathan, Director (Safety), DGFASLI
2	Vision, Mission, Objectives and Goals	K. N. K. Murthy, Sr. Manager (Retired), IPCL, Baroda
3	Element wise coverage, Action Plan and Enforcement Strategy	Anil Chaumal Sr. General Manager (HSE) Gujarat Flourochemicals Ltd, Dahej
4	Specific Aspects on Occupational Health	Dr.H. G. Sadhu, Director, National Institute of Occupational Health (NIOH), Ahmedabad
5	Road map for implementation	H. Viswanathan, Director (Safety), DGFASLI
6	Enhancement of Awareness , Skill development techniques and Continual improvement	S. G. Patel, Vice President, Reliance Industries Limited (RIL), Hazira, Surat

The program concluded with an open house question-answer session chaired by Mr. D. C. Chaudhari, DISH (Gujarat) and attended by Mr. S.P. Mathur,

Dy DG (DGFASLI), all faculty members and participants. The overall feedback has been quite encouraging. It is earnestly hoped that those who could attend the training shall share their views/ experience with others at respective organizations, carry forward the noble task on sustainable basis and help implement the policy at their work areas.

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Session wise coverage

I: Introduction on National Policy on Safety, Health and Environment at Workplace: H. Vishwanathan

The presentation covered the following significant aspects:-

(i). Conceptual evolution for a National level policy in the year 2001 which was motivated by ILO convention No. 155 culminating in the formulation and notification of the same by 2009.

(ii) Elaboration of elementary coverage such as:-

- (a) Preamble
- (b) Awareness/ Enforcement
- (c) National standards
- (d) Awareness
- (e) Research and development
- (f) Skill development/ Review



II: Vision, Mission, Objectives and Goals: K. N. K. Murthy

(i) The presentation focussed upon the significance of developing a missionary approach on short term and easily achievable goals/ objectives. Once this task has been successfully executed, a holistic visionary planning to reach more difficult targets by setting long term visionary goals must be established and both should become significant constituents of the policy statements. This must be followed by short term and easily achievable mission goals



- (ii) Stress was given on demonstrating the sincerity and commitment on translating the policy in to action by providing the key action plans, specific organization setup and responsibility matrix (individual and group wise) in the statement.

III: Element wise coverage, Action Plan and Enforcement Strategy:

Anil Chaumal

1. Consideration of following significant aspects was emphasized

1. Economic Status of the country
2. Cost realization of product – Profits
3. Market competition
4. Commitment towards safety
5. Consequences of loss
6. Business Continuity



2. **Conventional and inherent hazards** by the very nature of the industries
3. **Cascading effects** on Safety applicable to migrant labour who are in “purely temporary and seasonal category” but being exposed high hazard work environment.
4. **Increased use of hazardous materials** in less organized agricultural and domestic sector which includes a large cross section of consumers.
5. **Conventional health related problems** like occupational diseases
6. **New ones being introduced due to the work culture** Socio economic aspect (especially the scenario of both husband and wife working and being employed in service)
7. **Invention of new diseases** based on advance medical research.
8. **Environmental concerns** and related challenges from society.

9. Effectively enforcement of all applicable laws and regulations concerning safety, health and environment at workplaces in all economic activities through an adequate and effective labour inspection system
10. By establishing suitable schemes for subsidy and provisions of loans to enable effective implementation of the policy;
11. Ensuring that employers, employees and others have separate but complementary responsibilities and rights with respect to achieving safe and healthy working conditions;
12. by amending expeditiously existing laws relating to safety, health and environment and bring them in line with the relevant international instruments;
13. Monitoring the adoption of National standards by regulatory bodies
14. Sharing best practices among all industries
15. Developing new and innovative enforcement methods including financial incentives that encourage and ensure improved workplace performance
16. Making an enabling legislation on Safety, Health and Environment at Workplaces
17. Setting up safety and health committees wherever deemed appropriate

IV: Specific aspects on Occupational Health surveillance:

Dr. H. G. Sadhu

A good number of available data on loss of lives and serious diseases related to occupational health hazards were presented to sensitize the participants. This was followed by other important aspects such as:-



- (a) Specific areas of concerns on OH
- (b) Lessons of the past incidents
- (c) Present scenario in the country
- (d) Changing concepts with reference to:-
 - (i) Industrial health
 - (ii) Occupational health
 - (iii) Occupational and environmental health
 - (iv) Listing of notified diseases
 - (v) Changing pattern of work culture
 - (vi) National and international health standards including WHO guidelines
 - (vii) R & D work
 - (viii) Certified, approved and updated data collection, review and appraisal

The presentation also included examples of the field research works already undertaken by NIOH and improvement achieved in terms of prevention, reduction, control.

Treatment of occupational illnesses

V: Road Map for Implementation: H. Vishwanathan

The presentation started highlighting certain specific benefits which can be attributed to the policy such as coverage of all types of activities, business entrepreneurs including unorganized sectors, construction work etc.,

Appraisal of road mapping elements such as:-

- (i) Ratification of relevant ISO conventions.
- (ii) Establishment of effective enforcement strategy
- (iii) Adoption of left out aspects like service/ construction/ agriculture sectors
- (iv) Capacity building measures
- (v) Building a National Health and Disease profile

- (vi) Establishment of Accreditation methodology of basic school/ college and professional qualification and higher education having safety as part of curriculum.
- (vii) Incentive / recognition schemes
- (viii) Strengthening of enforcement mechanism
- (ix) Incorporation of HSE empowerment strategy in country' Five year plan (already mooted).

VI: Enhancement of Awareness, Skill development techniques and Continual improvement: S. G. Patel

Due coverage was provided in the presentation on various modules starting with a clearer definition of awareness which goes much beyond the ambit of training, motivation. The salient aspects covered were:-



- (i) Execution of need based and well-suited awareness programs
- (ii) Effective use of print and electronic media
- (iii) Vocation programs
- (iv) Empowerment of focus groups like school children, local administration, NGO's etc.,
- (v) Skill development with the help of supervisors, HSE professionals, accreditation by external agencies, standardization etc., and other potential methodologies,
- (vi) Continual improvement, involvement of professional bodies/ trade associations etc.,
- (vii) Adoption of cooperative movements in Safety related functions considering the benefits attributed to cooperative work strategy in many other fields.

- (viii) Staying ahead of time; predicting future requirements and formulating action plan
- (ix) Raising the competency levels of safety professionals
- (x) Sensing and monitoring the efficacy of existing system through periodical audit and preparation of action plan for improvement.

All presentations were punctuated with good case studies, visuals and video shows as applicable to produce the desired results.

VII: Few general and specific aspects as mentioned below were raised by some participants during the concluding open house session. Most of them were satisfactorily addressed by the panel officials consisting of DISH (Gujarat), Dy. Director General (DGFASLI) and concerned faculty members.

- Cross reference/ linkage between existing company specific Safety policies (as per statutory provisions) and the newly introduced National Policy
- Role/ responsibility of Safety officers with respect to Permit-to-work system in respective work areas
- Appraisal/ Training/ Motivation/ Enforcement methodologies with respect to improved compliance of PPE's.
- Reliability factor/ Maintenance/ testing/ certification of heavy material handling equipments like cranes, earth movers and other construction equipments.
- Need for further improvement of road access facility between Surat city and Hazira industrial area especially to combat off-site emergency situations