TOWARDS AN EXPERT CONSENSUS ON THE DEVELOPMENT OF OCCUPATIONAL SAFETY AND HEALTH IN INDIA

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Introduction There is an existing knowledge gap in occupational health and safety practice in India. The scarcity of comprehensive research on health and safety and emerging trends in the field evidences this gap. Lack of awareness of health and safety issues has posed a major challenge in the management of health and safety at work. As a result, some organisations have adopted a culture that does not necessarily prioritise occupational health and safety. The purpose of this research is to explore workplace health and safety practitioners’ views on future priorities regarding the development of occupational health and safety in India. Specifically, the research objectives are to: identify priorities for improving occupational safety and health, identify strategies to prevent or minimise the hazard exposure, and identify initiatives that will support and create awareness of occupational safety and health in India.

Method This study adopted a qualitative design. Twelve participants were recruited for this study. These individuals were identified as occupational safety and health experts on the basis of a listing on the register of national occupational safety and health advisers. The sample was limited to the states of Tamil Nadu and West Bengal. An interview schedule was designed to be delivered online was constructed in order to explore health and safety practitioners’ views on current occupational health and safety challenges and future priorities in India. Data were analysed using thematic analysis.

Results The thematic analysis of the interviews resulted in the identification of four main themes;

i. Disease and accident control,
ii. Health and safety promotion,
iii. Leadership and management role,
iv. Future of occupational safety and health.

Discussion There are challenges facing workplace health and safety in India that need to be addressed. Identification of key priorities in addressing the challenges may contribute to improving the management and practice of health and safety in the workplace.

INTRODUCTION TO THE OCCUPATIONAL SAFETY & HEALTH (OSH) IN INDIA: THE CURRENT SCENARIO

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Introduction Occupational Safety and Health (OSH) is an important for the health and well-being of the workers to ensure the hazard free workplace, reduces absenteeism and enhancing the productivity by properly addressing the safety and health issues of the employees. Though India has reached to high rate of growth due to industrialization over the period, the challenge continues to ensure the OSH culture at workplace.

Method This is an analysis of all Government documents related to Labour Act of India. Total 51 documents were retrieved from the Ministry of Labour and Employment (India) website with a search strategy. All documents were classified into 7 themes: industrial relations; wages; working