

Promoting a culture of health and safety at work in cement plants

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Abstract:

Safety is a priority of any industrial activity. It is a positive cultural element that allows other improvements in the factory. An administration that does not attain to manage safety is not in a position to manage other functions. However, as work accidents and occupational diseases have an enormous impact on the health of workers and considerable economic and social impacts. In addition, with the increasing complexity of industrial tissue and with the rapidity that the techniques develop in the big factories, risks assessment becomes a crucial and strategic answer to preserve workers health and safety on the one hand and to maintaining a qualified labour on the other hand. These are data, among others, that have triggered the alarm signal and impose the necessity of an increased safety in the factories. Therefore, a priori assessment of these risks and the implementation of a prevention approach within a factory is required to become one of the main drivers of progress. Hence, for some employers, employees and their representatives, health and safety at work do not mean so much. In addition, with the permanent evolution of work, even its risks, it becomes increasingly insufficient to establish general safety rules of, relying solely upon standards and regulations to comply [1], but move to awareness, information, training and motivation of staff on the role of health and safety at work, steps previously required for the implementation of a prevention, even to a mitigation measures relevant and effective. That allows to define a general policy of prevention and to bring to successful management of industrial risk within the entity. Hence, it has become essential to give all staff a real sense of safety that will predict and act in very affective way; objective of this work.

This article presents a technique of analysis to better understand the dynamic of the policy in terms of health and safety at work established in the cement plants.

Keywords: health and safety at work, promote health, evaluation, accidents, prevention, sensitization.

1. Introduction

The policy in terms of health and safety at work is not only a matter of laws and regulations. These are essential and must be strictly applied at each company, even at each workplace. However, with labour market rapidly changing, all the work accidents cannot be avoided. Henceforth, with the intensity of human activity, its ever-increasing pace and the permanent intervention of man, the risk is always present. Moreover, there are health and security at work that do not mean so much. But to get a measurable improvement in working conditions and reduction of occupational accidents and occupational diseases, it is necessary to unite them at a range of other instruments such as information, sensitization, training, social dialogue, good practices, social responsibility of companies, economical incitements and integration into a process of continuous improvement at the HSW. The daily drama of work accidents calls an energetic reaction of all the concerned actors, as much as level of factories state and workers. Today, the programs are more focused on the emergence of new risks related to changes in the world of work and society. Now, the safety and health at work took the community strategies form. Despite the progress in this field, the current community strategy aims to reduce by 25% work accidents across the UE union by 2012. To attain this objective, all actors are invited to take action at all levels-European, national, local and workplace.

Therefore, taking into account health and security at work becomes a national objective to achieve in order to preserve industrial performance. However, an industrial company needs to rely upon all its strength to not only improve performance, but to be the best in its field, keeping in that any change in culture takes time and must consider the particularity of the factory [2]. Thus, achieving to a continuous reduction, sustainable and homogeneous work accidents and occupational diseases is an imposed necessity. That is why it is urgent to deal with the problem from all sides in relation with the HSW. Thus, everything has to be done to avoid any accident that breaks or handicaps a human life; objective of this work

2. Causes of accidents at work

The development and implementation of coherent national strategies are a major concept and a fundamental pillar of the community strategy objectives. The passage to new strategies based on the information is a global phenomenon. In 2006, the ILO adopted its promotional framework for safety and health at work and the WHO adopted a global action plan 2008-2017 on health workers.

In addition, many countries do not belong to the UE have developed SHW strategies more clear and comprehensive efforts and set priorities for safety and health at work, case of our country. However, it is very difficult to convince the employers and the decision makers that improving working conditions can be profitable [3] and that the improvement of health and safety at work can generate an enormous economical benefits, not only for the factories, but also for society as a whole [3,4].

That is why, to engage in a process of a continuous improvement in a subject of health and safety at work, the evaluation is required [5]. Causes of accidents recorded in 07 cement plants are presented as follows and often linked to:

- Lack of experience and motivation;
- The high turnover of workers at the workplace;
- Ephemeral labor relationships;
- Complex situation on workplace;
- Lack of communication, information and awareness;
- Insufficient practices;
- Insufficient safety of a machine;
- Some careless;
- High pace of work;
- Stress;
- Total absence of preventive safety strategy;
- Lack of clear strategy on health and safety at work;
- Lack of awareness of responsibilities;
- Lack of means and resources to deploy and to support solutions in health and safety at work;
- Insufficient involvement of employees and of general direction;
- Questioning of the existing organizational processes;
- An underestimation of the consequences less-evaluation of occupational injury (WA and OD);
- Weak awareness of the perspectives offered of health and safety at work;
- Lack of human resources, financial resources and information to manage health and safety at work;
- Burn-in presence or interior resignation [6], in all sectors: body be present at work, but absent mentally or physically ill;
- Some people insist on working even if they are not alright and even when a doctor recommends a few days off;
- Lack of hygiene, organization and work atmosphere;
- Potential benefits of better management of health and safety at work are often unrecognized.

3. The work objective

Conscious of the importance of industrial safety control for the future of the cement industry in our country and to promote a culture of health and safety at work, it is hoped to initiate a deep collective reflection on the entire issues raised by technological risks. The majority of our cement plants have very limited human resources, financial resources and information to manage health security in their community. In addition, they are often difficult to join by organizations that may offer support on the one hand and taking awareness of the problem of ill-being at work by the public opinion across mediated cases on the other hand. These catastrophes have emerged the ill-being at work as a society fact and a stake of public debate. Now, the best way to save is to avoid accidents. How? By supporting health and safety at work in the factory with workers concert. And if there are accidents, the best way to minimize expenses is to ensure that workers can quickly return and in a sustainable way to work. For that, the factory should identify and assess all potential risks associated with the occupation [7]. This is why our goal is to promote a culture of health and safety at work, even to energize a policy to attain as quickly as possible a remarkable decrease and a measurable improvement in working conditions (reduction of occupational accidents and occupational diseases), primarily in the sectors most exposed: the trend towards zero accident and thus empower and establish a policy health and safety at each cement plant. The problem is primarily cultural: a collective awareness that too often depends on crisis situations is needed. Therefore, this paper orients the reader to progressively implementing a policy of prevention, based mainly on awareness, information, motivation and regulation. It should allow factories managers, employees and their representatives [8] to:

- Attain the better control of occupational risks;
- Respect the physical integrity of each, with a proper evaluation and implementation of preventive measures, taking into accounts the work organization and its technical and human components;
- Help respecting the legislation in effect;
- Improve working conditions and the employee's welfare;
- Engage in a process of continuous improvement in health and safety at work;
- Widely, improve work conditions in a continuous and sustainable development and a sustainable culture of prevention at the entity.

The reasons of this ambition are multiples:

- ✓ The well-being of employees, health and security at work are foremost priorities to protect workers. This objective goes beyond all others and explain alone the urgency of mobilization;
- ✓ The life and health of workers and their welfare at work also bring more value to society as a whole and at each factory in particular;
- ✓ Indeed, in a secondary way, economically it is also a matter of economic justice, equality and fair lawful competition.

A healthy workplace can improve public health in general as well as productivity and competitiveness of factories.

Finally, issues of health and safety at work cost very expensive to workers, to factories and to society as a whole. More good practical working conditions enhance workers productivity and improve the quality of goods and services..

4. Methodology

The analysis of event data can be extremely useful for understanding where, how, and when workplace accidents occur. It can also help the factory employees to determine priority actions and the best time to intervene. In other words, it contributes to the process of building a strategy for managing performance in health and safety at work. Performance required in this area and economic issues associated will lead safety services to be interested in work accidents, their consequences all stakes bring security services to become interested in works accidents, and organizations they result. These concerns are expressed and treated through the envisaged concepts and methods. This article presents an analysis technique to better understand the dynamics of health policy and safety at work established within cement plants. This is a census of the different causes of work accidents listed in 07 cement plants. These causes have been formulated over a questionnaire form filled up at least by 100 workers and their representatives in each cement plant. An initial study at the Elma Labiod cement plant gave the following results, table 1.

Table 1. Personal reactions on the accidents causes in the entity.

Number of causes	Yes	No
1	96	4
2	83	17
3	56	44
4	68	32
5	85	15
6	68	32
7	70	30
8	96	4
9	70	30
10	94	6
11	80	20
12	67	33
13	73	27
14	84	16
15	68	32
16	51	49
17	41	59
18	62	38
19	79	21
20	78	22
21	81	19
22	72	28
23	70	30
24	14	86

Notice: According to the result of survey carried out at the cement factory of Elma Labiod, it can be noticed that the factory is far from the regulations and standards in health and safety at work and that much remains to be done to develop a risk culture for all and ensure a level of acceptable safety. Now, well-being at work is everyone's business. Health and safety at work should not be restricted to a few companies at the forefront of willing social progress or whose leaders are particularly sensitive to the issue. In close collaboration; the public authority and all field players must perform the daily work of information and explanation of risk prevention measures.

These can only be successful if everyone is widely and continuously involved. Therefore, it has become essential to give all staff a real sense of safety that will anticipate and act very effectively. To carry out this campaign, a methodology of work consists of 7 stages is proposed, namely:

1. Consciousness and sensitization of the industrial safety concept;
2. Return of experience;
3. Draw up a map of accidents;

4. Release priority actions of the appropriate prevention;
5. Seek appropriate solutions by using the Ishikawa diagram (7M);
6. Establish an action plan for implementation;
7. Evaluation of recommended results.

5. Conclusion

Safety is a priority of any industrial activity. It is a positive cultural element that allows further improvements in the factory. Hence, the well-being at work is everyone's business [9]. That is why, if a better protection of employees is to be attained, a change of perspective is needed, who should know what is happening and can happen to organize their lives and have good reflexes in case of emergency. Once, the responsibilities are clarified and understood by all, many improvements would be so easier to achieve. In fact, it is to increase transparency and develop a common language and common vocabulary for professionals and their representatives on matters relating to risk all partners and establish and disseminate this communication tools. As a result, many university officials, teachers and industrial representatives have understood the need necessity and the opportunity to teach general safety issues and with its specific rules.

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Annexes

Relative questionnaire of work accidents in a cement plant: Elma Labiod cement plant, Tebessa, Algeria.

- 1- Lack of experience and motivation ;
- 2- Important rotation of workers and work ;
- 3- Ephemeral work relationships;
- 4- Complex situation on work site ;
- 5- Lack of communication, information and sensitization ;
- 6- Insufficient practices;
- 7- Insufficient safety of machine ;
- 8- Certain rashness ;
- 9- Well work pace;
- 10- au stress,
- 11- Total absence of safety prevention strategy ;
- 12- Lack of clear strategy in a subject of health and security at work;
- 13- Lack of responsibility conscience ;
- 14- Insufficient means and resources to display and live the solutions of health and security at work;
- 15- Insufficient implication of workers and general direction ;
- 16- A discount in question of existing organizational processes;
- 17- Consequences less-evaluation of d'une lésion Professionnal injury (AT and MP) ;
- 18- Weak conscience of given perspectives of health and security at work;
- 19- Few human resources, financial means and information to manage health and security at work;
- 20- Burn-in Presence or interior resignation at level of all activity sectors : be body present at work, but absent minded or be sick physically ;
- 21- Some people insist to work even when it does not work, even when a doctor recommended some rest days ;
- 22- Lack of hygiene, organization and work atmosphere;
- 23- Potential advantages often unrecognized of better management of health and security at work ;
- 24- Other causes.

Note: This questionnaire has to be filled up at least by 70% of workers in each cement plant.