

Occupational Safety and Health Project

Shainbu, Bhaisepati,

lalitpur, Nepal

Annual Progress Report

Fiscal Year 067/68

Prepared by

Mr. Madhav Raj Bista,

Health officer

Table of Contents

Abbreviation.....	4
Acknowledgement.....	5
Chapter I.....	6
Occupational Safety and Health Project.....	6
Introduction.....	6
Vision.....	6
Mission.....	6
Objectives.....	7
Occupational Health and safety.....	7
Occupational Safety and Health Situation.....	8
Infrastructure.....	9
Physical Infra structure.....	9
Organogram.....	10
Programmes and activities.....	11
Training/Seminar Programme.....	11
Basic Awareness on OSH.....	11
Training manual preparation & Distribution.....	11
Workplace monitoring and advisory services.....	11
National Occupational Safety and Health Week.....	12
OSH Intervention program.....	12
Workers Health Promotion Program.....	13
OSH documentary & Video Preparation.....	13
Chapter II.....	14
Annual program -FY 067/068.....	14
1. Four days training on general OSH.....	14
2. Seven days Training on OSH.....	16
3. Advance Training course on OSH.....	16
4. Emergency preparedness and First aid Training:.....	17
5. OSH Training for Government officials.....	18
6. Impact Evaluation Program.....	19
7. OSH Promotion Seminar for Stakeholders.....	20
8. Industry Monitoring and Measurement.....	21
9. OSH Assessment Program (Intervention).....	24
10. Review program on occupational safety & Health inspection check list.....	26
11. National Occupational Safety and Health Week.....	26
12. Workers Health Promotion Program.....	27
13. Boiler safety & Operation Management Training.....	29
14. Printing of OSH Books.....	29
Chapter III.....	30
Observation & Feedback.....	30
Outcome.....	30
Limitation.....	30
Recommendation.....	30
Future Plan & Strategy.....	31
Chapter IV.....	32
Sector wise Analysis.....	32
Strength.....	32

Weakness.....	32
Opportunity.....	32
Threats.....	32

Abbreviation

CCI:	Chamber of Commerce & Industry
DG:	Director General
DoL:	Department of Labour
Er :	Engineer
MoLT:	Ministry of labour & Transport Management
OHSMS:	Occupational Safety & Health Management system (
OSH:	Occupational Safety & Health
OSHP:	Occupational Safety & Health Project
SP:	Social Partners
TU:	Trade Union
VDC:	Village Development Committee

Acknowledgement

This annual report is one of the outcomes of the annual performance program conducted in various areas. It provides the summary of performance of each health and safety program in terms of target and achievements for the fiscal year 2067/68. .Despite several problems and constraints it has been prepared as a significant outcome of the OSHP. The objectives of annual report is to give track the progress of the current year program with necessary assessment of the activities completed through basic process of identification of the problems and opportunities related to health by its' effective implementation. It also provides opportunity to share experiences and best practices done by OSHP in successfully implementing the health and safety program.

I as a coordinator would like to acknowledge OSHP and the entire family for their high effort made available for the success of highly important task given to me. I would like to express my sincere gratitude to Dr. Man Bdr. BK, DG, DOL and Er. Barun Kr. Jha, Project Chief, OSHP for their high degree of cooperation, support and their moral inspiration directly or indirectly made available since very beginning of the preparation of entire annual report.

Lastly I would like to acknowledge my entire team of OSHP especially to Mr. Youb Raj Bhatta, Chemist for their high effort, cooperation, and support during preparation of annual report. Likewise, I would like to acknowledge Mr. Yaggeshwor Gharti, Mr. Depak Prasad Lekhak, Mr. Md. Montasir Alam and Mr. Firoj Akhatar for their assistance and help made available at every moment of materializing and giving such annual report to this shape. Likewise, all the staffs of the office are equally unforgettable for their valuable inputs during entire report preparation.

Madhav Raj Bista

Health Officer

Chapter I

Occupational Safety and Health Project

Introduction

Today, industrialization has become a global phenomenon and is considered an economic activity. Industrialization is a common indicator of development. Industrial development generates employment opportunities and brings prosperity in the country by reducing imports substantially. However, we cannot completely overlook other aspects of industrialization such as Occupational hazards and environmental deterioration. Environmental degradation could upset the entire Eco-system for which the country has to pay at the macro level. But even at the micro level due to prominent presence of sources of occupational hazards the health and safety of the entire workforce or part of it may be adversely affected. To cope up with the occupational adversities both at the micro and macro level there is an urgent need to improve the existing working conditions in the industrial set-ups. It is also important to bring about awareness to the management, trade unions and the government machinery to ensure better conditions at workplaces for the workers' safety. Some measure should be adopted to create safe and healthy working environment that can prevent and control the inherent occupational hazards.

Government of Nepal is committed to promoting Occupational Safety & Health at workplaces by enhancing the improvement of working conditions. In this regard Government of Nepal established the Occupational Safety and Health Project under the Ministry of Labour and Transport Management in 1996 (2052 B.S.) with the prime objective of creating awareness on occupational safety and health among industrial employers, employees and the concerned officials of the government and thereby improving the condition of work at work place.

Vision

To develop the culture of promotion and protection of the physical, mental and social health and well-being and physical safety of the workers in any occupation and for which to develop the project as a center capable with human resources and equipment to enable the industries to utilize all possible options for potential improvement of their workplace.

Mission

To develop policy, tripartite institutional mechanism and operational infrastructure for the protection and promotion of safety and health of the workers and prevention, control and/or minimization two

main issues at workplace – occupational accidents and diseases which adversely affecting production and productivity, directly as well as indirectly and to establish tripartite cooperation and coordination for the protection and promotion of safety and health of the workers and prevention, control and/or minimization of occupational accidents and diseases.

Objectives

- To work towards identifying hazardous industries and prominent sources of hazards in these industrial establishments in the country.
- To work towards creating awareness among employers and employees on identification of sources of hazards in the workplace and the concept of Occupational Safety and Health to promote the working conditions and environment.
- Provide advisory services to the industrial establishments for potential workplace hazard prevention and workplace improvements and at the same time assist and facilitate the OSH management in these establishments.
- To develop the Center as an Occupational Safety and Health Training Institute.
- Establish the Center as a National Occupational Safety and Health Database and Information Center.
- To formulate acts, laws, code of practice, guides, instructions and standards for the promotion of the safety and health of the workers at work and workplace.

Occupational Health and safety

Work is essential for life, development and personal fulfillment. Unfortunately, indispensable activities such as food production, extraction of raw materials, manufacturing of goods, energy production and services involve processes, operations and materials which can, to a greater or lesser extent, create hazards to the health of workers and those nearby communities, as well as to the general environment.

However, the generation and release of harmful agents in the work environment as well as mechanical, chemical, physiological, psychosocial, physical and biological hazards can be prevented through adequate hazard control interventions, which not only protect workers health but also limit the damage to the environment often associated with industrialization .if harmful chemical is eliminated from a work process, it will neither affect the workers nor go beyond, to pollute the environment.

The profession that aims especially at the prevention and control of hazards arising from work processes is occupational safety and health .the goals of occupational safety and health include the protection and promotion of workers health, the protection of the environment and contribution towards safe and sustainable development.

Occupational safety and health is the science of the anticipation, recognition, evaluation and control of hazards arising in or from the workplace, and which could impair the health and wellbeing of workers, also taking into account the possible impact on surrounding communities and general environment.

Definition of occupational safety and health may be presented in different ways; however they all have the same meaning and aim at the same fundamental goal of protecting and promoting the health and wellbeing of workers as well as protecting the general environment, through preventive actions in the workplace. The concept of the occupational safety and health is still new to the people of Nepal.

Occupational Safety and Health Situation

Industrial development and occupation enhances the economic prosperity of the people and country by generating broader employment opportunities. But at the same time these industrial establishments may create unsafe work and work environment because of inherent sources of hazards present in the material, process, technologies or products. These inherent sources of hazards in one hand may pose the risk of accidents and diseases to the people within the industrial premises whereas in the other to the general public in the vicinity and the environment in large.

Total 3 billion workers in the world over 80% work and live without having access to occupational health services. Each year, work-related injuries and diseases kill more than two million people worldwide (Average 5000 people die/ Day). Of this figure, there are about 350,000 fatal accidents and between 1.7 and 2 million fatal disease. Every year, workers suffer from app.270 million occupational accidents. In agriculture it is estimated that 2 million people annually are poisoned by pesticides of whom some 40,000 die. The figure is no good in our context as well .it is estimated that each year approximately thousands of workers meet accidents at workplace and because of which hundred lives are lost .These losses due to these accidents and diseases at workplace are not a loss merely to the industries but physical and economic loss to the society and the nation in broad as well.

Similarly in Nepal, approximately thousands of workers meet accidents and hundreds lose their lives annually at workplace. The losses due to workplace accidents and occupational diseases are not merely a loss to the victim and the respective industries but also a physical and economic loss to the society and the nation in broad. Considering several factors OSH is found a major cause of recession though it has decided “OSH Management system, A continual tool for improvement ” (ILO slogan for 2011) where many of its’ constituents recognize that safety at work is not only an ethical imperative, but that it makes “dollars and sense”.

In the most of the industrial establishments adequate attention is not paid to making the work and the workplace safe and healthy. In this respect it is essential to take proper measures to control the chemical hazards, air borne contaminants, adverse level of noise at workplace, make necessary arrangements for adequate ventilation, light, guarding of machine and moving parts, safe sign and symbols and provide with adequate drinking water, personnel protective equipment rest rooms etc at work and workplace.

There are risks of accidents and diseases in any production process where men, machines and materials are involved. The causes of accidents pertain to unsafe work, machine, equipment, materials and/or unsafe acts. The causes of accidents and diseases present at the work and workplace may develop fear, physical and mental stress in workers and reduce production and productivity as well. Majority of these occupational accidents and diseases can be controlled or minimized if appropriate counter measures or safe guards are in place. Those counter measures not only minimize workplace accidents and diseases also quite advantageous for the promotion and protection of safety and health of the workers at workplace as well as in controlling and minimizing direct and indirect adverse effect/cost on production and productivity.

The Occupational Safety and Health Project with due regard to the extent and depth of the OSH concept, has been working at the national level for managing and improving the works being accomplished/going to be accomplished in the field of occupational safety and health. The project is working in developing the concept of promotion and protection of workers’ safety and health at work and workplace countrywide.

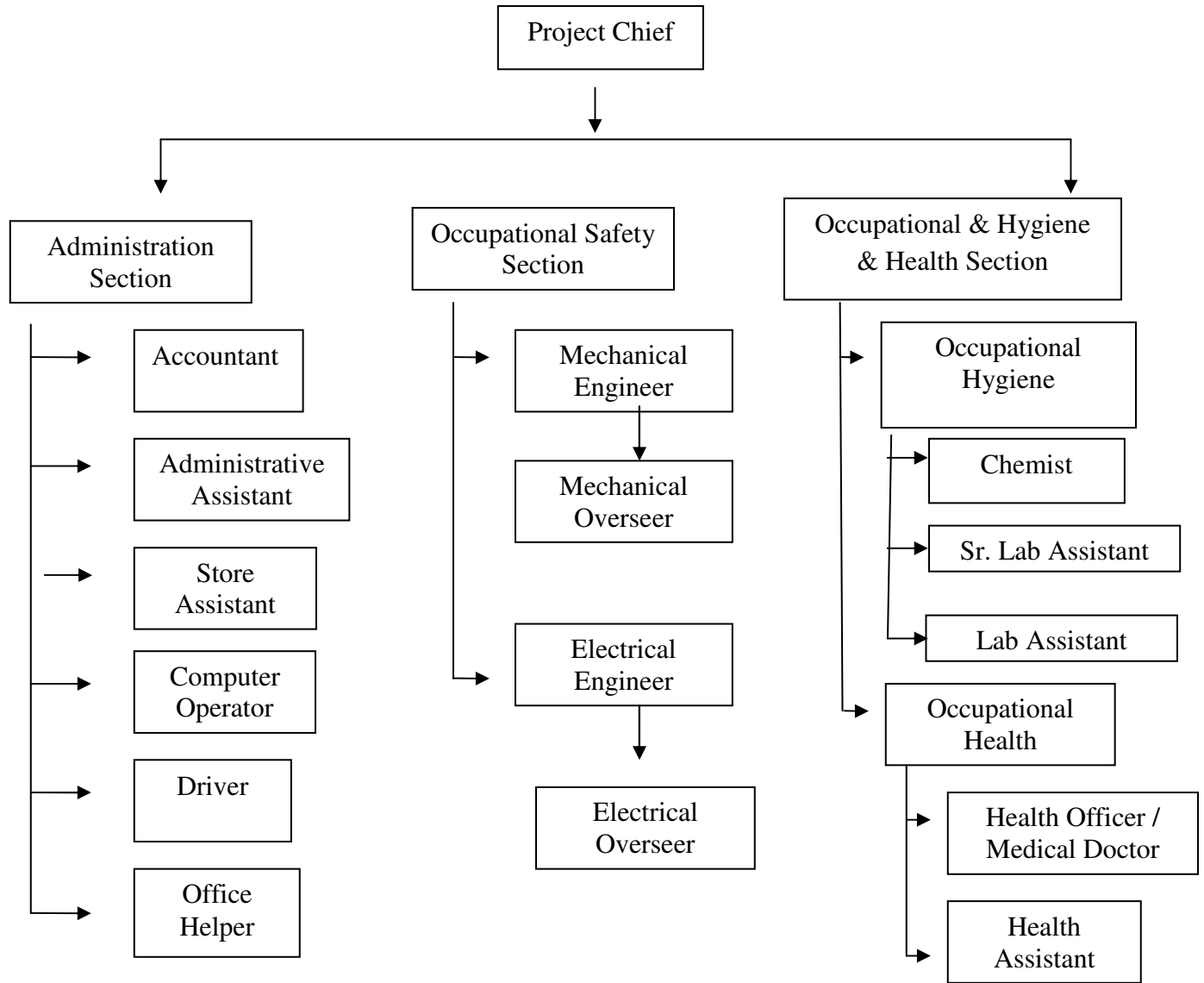
Infrastructure

Physical Infra structure

The Project has an office building with a library, a training hall, a conference hall, a well equipped health laboratory, a well-equipped chemical analysis laboratory and a mechanical

exhibition laboratory. The library contains basic training, information and reference resources on occupational safety and health. The project is capable of collecting samples of most of the hazardous chemical prevalent in industries in Nepal and analyzing them in laboratory it possesses. The Project is also well equipped with all the training accessories.

Organogram



Programmes and activities

The project has been conducting various programmes to achieve the objective of identifying workplace hazards prevalent in the industrial establishments in Nepal and providing advisory services to the entrepreneurs on appropriate options to control and minimize the possible adverse effects of these hazards on the workers as well as on environment.

Training/Seminar Programme

The project has been conducting training as well as seminar programme on occupational safety and health with the objective of creating basic awareness on OSH. Each one every such programme is conducted in each Labour office. The participants are comprised of representatives from employers and employees of industrial establishments and concerned government agencies on occupational safety and health.

Basic Awareness on OSH

One of the major activities of the project has been to raise awareness on basic occupational safety and health. The project has been developing posters and stickers with basic information on occupational safety and health and distributing free of cost of the employers, employees and their organizations for further distribution. The project has also been developing audio-visual materials-video which are used during various programs.

Training manual preparation & Distribution

With the objective of enabling any trainer working in the field of occupational safety and health to conduct these basic training on OSH independently and to get multiplier effect the project has developed training manuals for training of workers as well as managers and a reference book on occupational safety and health which are widely distributed to the social partners.

Workplace monitoring and advisory services

Workplace monitoring has been another important activity the project has been carrying out since its establishment. The promotion of workplace improvement for the promotion and protection of safety and health of the workers and developing baseline data to set standards and exposure limits on hazardous substances and sources of hazards prevalent in the workplace in industries in Nepal are two objectives of workplace monitoring. The monitoring is carried out for workplace hazards-Noise, Light, Heat, dust, gas and other airborne contaminants in the workplaces of identified industries. A condensed report with necessary recommendations for workplace improvement based on the result

obtained from monitoring is prepared and is forwarded to the respective industry and labour office for necessary action.

National Occupational Safety and Health Week

A National level program, National occupational safety and health week has been conducting since 2000 with coordination with all the organizations (Employers organizations, Trade unions, Government organizations) and concerned organization working in the field of occupational safety and health. The prime objective is to create awareness on OSH on a nation wide scale calling participation and commitment from all the organizations and agencies.

OSH Intervention program

Throughout the world, there is growing acceptance that accidents and ill health at work impacts not merely to the lives of individual workers but also to their families, productivity and profitability of their enterprises and ultimately the welfare of the society where they live. Occupational health and safety is the art of preventing workplace accidents and diseases because those can be avoided with sufficient motivation and knowledge. The first & foremost victim of the workplace issues are workers so called major stakeholders in maintaining their own health and the rests are the facilitator to encourage them. The implementation of the program was designed so as to avoid it being consultant driven and provide a 'learning by doing' experience to the industry task group. The modality for implementation was participatory approach where the industry task group performed the main assessment tasks and the consultants took their role of facilitator provided periodic guidance through training and critical review. It was principally based on the fact of PLAN, DO, CHECK and ACT. The main objectives of this program are:

- To make the general employees and the management aware of the concepts and approaches of OSH and impart knowledge on such principles.
- To orient the management and employees towards taking a holistic approach to improvement of environment and work environment with possibility of integrating Occupational health and safety along with Cleaners Production, Energy efficiency and quality improvement.
- To impart necessary skill on OSH application techniques to task force of companies.
- To make the company task group competent in developing OSH policies and documentation procedures & guidelines for OSH improvement. To increase the level of

competence of industries on future application of occupational health and safety approach independently

Workers Health Promotion Program

Health promotion is the process of enabling people to increase control over and to improve their health. To reach a state of complete physical, mental and spiritual wellbeing an individual or a group must be able to identify and realize aspirations to satisfy needs and to change or cope with the workplace environment. Health is therefore seen as a resource of every day's life not the objective of live. It is not directed against any particular disease but is intended to strengthen the host through a variety of approaches.

- Occupational health education
- Nutrition intervention
- Environmental modification
- Life style and behavioral change
- Health examination and screening
- Immunization

The important aim of the program is to promote and maintain highest degree of physical. Mental and social wellbeing of workers reduces avoidable expenses/costs; improve quality of work utilizing committed people from respective workplace. Creating safe, healthy and accident free work environment would be the important aspects of works towards team among the groups of industries.

OSH documentary & Video Preparation

Visual demonstration of the fact of the real situation is the important part of raising awareness to the concern group. It is the process of visualizing the comparative aspect of the worst situation with the improved one. Considering those things into mind video documentary was developed focusing the situation of OSH in public offices and how the officials are in the risks during work.

Chapter II

Annual program -FY 067/068

Since the establishment of OSHP it has believed the work on tripartite nature because of the effective promotion of all aspects of OSH activities. The current fiscal year 067/068 total of ten million one hundred seventy one thousand rupees was allocated for routine functioning of office. Based on the allocated budget various activities on OSH were successfully completed through participatory approach of the work practices to make the programme more effective. Based on the fact OSHP has set a consultative meeting at the beginning of the launching of the approved programme with social partners regarding programme schedule, target group, timeframe, venue, number of participant, logistics and coordination mechanism. It is also found as the most applicable and practical tool for getting high result of the planned activities. Discussion on each and every activity were discussed and fixed into annual work plan prior to launching. Final set of action plan was circulated to all the stakeholders made request to share such plan at the target level from respective side. programmes with major outcomes are presented herewith.

1. Four days training on general OSH

The OSH Project accomplished four days long training in general OSH. Seven numbers of trainings were approved for the current year. Accordingly, seven trainings were successfully completed in different locations like Hetauda, Janakpur, Itahari, Bhairhawa, Rautahat, Jhapa, and Birjung mostly focusing on the development regions of country. Details of each training like programme schedule, content and others is separately attached. The major objectives of the set programme

Objectives

- To impart knowledge on the basic concepts of OSH to the participants.
- To make the participants competent on identification and assessing the risk prevalent in the workplace. Also make competent on improvement of workplace through applicable hazards prevention measures.
- To enable participants develop capability for training need analysis on OSH and conduct such training at their respective organization.
- To enable the participants to relate occupational safety and health with productivity.

Place and date of training Conducted

All the series of training were conducted for four days.

- i. **Hetauda:** The training was conducted at Hetauda with the participation of 25 participants from 06/7/17 to 8/20. The participants were called from employers' organization, Trade unions and the concerned government offices. Total of eighty four thousands budget was allocated. Labour office Hetauda has taken role for the local correspondence and arrangements.
- ii. **Janakpur:** The training was conducted at Janakpur with the participation of 25 participants from 2067/9/20 to 9/23. The participants were called from employers' organization, Trade unions and the concerned government offices. Labour office Janakpur has taken role for the local correspondence and arrangements.
- iii. **Itahari:** The training was conducted at Itahari with the participation of 25 participants from 06/7/10/19 to 10/22. The participants were called from employers' organization, Trade unions and the concerned government offices. Labour office Biratnagar has taken role for the local correspondence and arrangements.
- iv. **Bhairahawa:** The training was conducted at Bhairahawa with the participation of 25 participants from 06/7/10/28 to 11/2. The participants were called from employers' organization, Trade unions and the concerned government offices. Labour office Butwal has taken role for the local correspondence and arrangements.
- v. **Rautahat:** The training was conducted at Rautahat with the participation of 25 participants from 06/7/11/20 to 11/23. The participants were called from employers' organization, Trade unions and the concerned government offices. Labour office Birjung has taken role for the local correspondence and arrangements. Apart of this local trade unions also played significant role in local arrangements.
- vi. **Jhapa:** The training was conducted at Jhapa with the participation of 25 participants from 06/8/2/10 to 2/13. The participants were called from employers' organization, Trade unions and the concerned government offices. Labour office Jhapa has taken role for the local correspondence and arrangements
- vii. **Birjung:** The training was conducted at Birjung with the participation of 25 participants from 06/8/2/10 to 2/13. The participants were called from employers'

organization, Trade unions and the concerned government offices. Labour office Birjung has taken role for the local correspondence and arrangements

2. Seven days Training on OSH

OSH is the major concern at present context. Considering its' overall aspect one week long trainings were approved for the current year. Institutional strengthening and the proper management of OSH at workplace is the major concern of the set programme. The training was successfully conducted with the participation of twenty five persons from different concerned organizations like trade unions, employer, industries and government at OSHP building. It has set improved criteria for selection of participants. Both local and out stationed participants took part in the training. Total one lakh fifty thousand budget was allocated for entire training. The training was completed on 2068/2/30 to 068/3/5.

Objectives

- To impart knowledge and make participants competent on all aspects of occupational safety and health.
- To make the participants more competent on identifying, assessing & prioritizing work related hazards & risk simultaneously towards selection of best improvement measures.
- To impart knowledge on the practical aspects of OHSMS.
- To make the participants more competent on training need analysis and facilitation.
- To encourage organization on formation of separate OSH department for overall functioning of related activities.

3. Advance Training course on OSH

OSH is the major concern at present context. Considering its' overall aspect two weeks long trainings were approved for the current year. Institutional strengthening and the proper management of OSH at workplace is the major concern of the set programme. Two trainings were successfully conducted at consecutive time of interval with the participation of twenty five persons from different concerned organizations like trade unions, employer, industries and government at OSHP building. It has set improved criteria for selection of participants. Both local and out stationed participants took part in the training. Total two lakh fifty thousand budget was allocated for entire training. The first batch of training was completed on 2067/11/15 to 067/11/30 where as second from 2068/3/2 to 068/3/16.

Objectives

- To impart knowledge and make participants competent on all aspects of occupational safety and health.
- To make the participants more competent on identifying, assessing & prioritizing work related hazards & risk simultaneously towards selection of best improvement measures.
- To impart knowledge on the practical aspects of OHSMS.
- To make the participants more competent on training need analysis and facilitation.
- To encourage organization on formation of separate OSH department for overall functioning of related activities.

4. Emergency preparedness and First aid Training:

A new intervention was carried out with through raising awareness and make workplace safe, a model training on emergency preparedness and first aid was introduced at four different industrial locations like. Pokhara, Biratnagar, Nepaljung and Hetauda. Total four trainings were approved where all have been successfully completed. Three days long training was conducted with particular focus on following major objectives. Details of each training like programme schedule, content and others is separately attached.

Objectives:

- To impart knowledge on Emergency preparedness and first aid principles.
- To make participant competent on fire fighting and first aid rescue.
- To aware the participant on identifying, assessing and selection of appropriate control measures for each types of emergency prevalent in the workplace,
- To Build up the institutional capacity of participating industries working towards the improvement of emergency plan and procedure and first aid facilities through establishing permanent working team and maximizing participation and involvement,
- To encourage respective organization towards setting up emergency rescue team at workplace with basic required facilities.

Place and date of training Conducted

All the series of training were conducted for four days.

- i. **Pokhara:** The training was conducted at Pokhara with the participation of 25 participants from 06/7/30 to 8/2. The participants were called from employers'

organization, Trade unions and the concerned government offices. Pokhara has taken entire role for correspondence and arrangements

- ii. **Biratnagar:** The training was conducted at Biratnagar with the participation of 25 participants from 06/9/22 to 9/24. The participants were called from employers' organization, Trade unions and the concerned government offices. Labour office Biratnagar has taken role for the local correspondence and arrangements
- iii. **Nepaljung:** The training was conducted at Nepaljung with the participation of 25 participants from 06/11/13 to 11/15. The participants were called from employers' organization, Trade unions and the concerned government offices. Labour office Nepaljung has taken role for the local correspondence and arrangements
- iv. **Hetauda:** The training was conducted at Hetauda with the participation of 25 participants from 06/12/27 to 12/29. The participants were called from employers' organization, Trade unions and the concerned government offices. Labour office Hetauda has taken role for the local correspondence and arrangements

5. OSH Training for Government officials

A new intervention as a model for strengthening OSH through concerning ministries is the prime concern of the training. Apart of the institutional strengthening maintaining high degree of health condition for the government employee is also the major concern. This is because of the aspect of delivering quality service that could only be achieved through healthy employees. Four trainings of three days duration were approved for the current year with the budget allocation of eighty seven thousand each. Four trainings were successfully completed in Dhangadi, Kathmandu Bhaktpur and Hetauda. The training was conducted setting following objectives.

Objectives

- To impart knowledge of the basic concepts of occupational safety and health to the participants.
- To impart knowledge on identification of the occupational health hazards and their practical preventive measures.
- To provide knowledge on the strategic planning of the OSH improvements and simultaneously improve the quality of service.

- To enable participants develop capability for training need analysis on OSH and conduct such training at their respective sites.
- To encourage the respective organization for identifying and allocating OSH focal cell and responsible person for execution of OSH related activities.

Place and date of training Conducted

All the series of training were conducted for three days.

- Dhangadi:** First batch of training was conducted from 2067/8/27 to 8/29 at Dhangadi with twenty five participants from different concerned government offices holding different position at respective organization. Labour office Dhangadi has taken entire role for correspondence and arrangements.
- Kathmandu:** The training was conducted from 067/9/26 to 067/9/28 at Kathmandu with twenty five participants from different concerned government offices holding different position at respective organization. OSHP, Lalitpur has taken the role for entire local correspondence and arrangements.
- Bhaktpur:** The training was conducted from 067/11/9 to 067/11/12 at Bhaktpur with twenty five participants from different concerned government offices holding different position at respective organization. OSHP, Lalitpur has taken the role for entire local correspondence and arrangements.
- Hetauda:** The training was conducted from 068/2/6 to 068/2/8 at Hetauda with twenty five participants from different concerned government offices holding different position at respective organization. Labour office Hetauda has taken the role for entire local correspondence and arrangements.

6. Impact Evaluation Program

“Impact” means long term effects – positive and negative, intended and unintended. An impact evaluation measures the program's effects and the extent to which its goals were attained. Evaluation is the process of assessing what has been achieved (whether the specified goals, objectives and targets have been met) and how it has been achieved. Although evaluation designs may produce useful information about a program's effectiveness, some may produce more useful information than others. A properly designed impact evaluation can answer the question of whether the program is working or not and hence assist in decisions about scaling

up. However, care must be taken about generalizing from a specific context. A well-designed impact evaluation can also answer questions about program design: which bits work and which bits don't, and so provide policy-relevant information for redesign and the design of future programs. Two Impact evaluation Programs were approved for the current year with the budget allocation of one lakh each. Impact evaluation program were successfully completed in Butwal and Kathmandu .

7. OSH Promotion Seminar for Stakeholders

Since the establishment information dissemination seminars were conducted with the major aim of imparting basic concept of OSH to the concerned official of social partners as well as acquire their needful remarks for effective functioning of OSHP. Five seminars with the budget allocation of thirty thousand each were approved. Accordingly, one day long five seminars were successfully completed at different locations like Kathmandu, Pokhara, Narayanghat, Banepa and Udaypur. The following are the major objectives of the set programme.

Objectives

- To share information on OSH activities previously conducted by the OSHP and the mechanism for more effectiveness on the programme at enterprise level.
- To raise the level of awareness on OSH among concerned group of social partners so that they can be able to make plan of conducting such activities at respective place.
- To encourage participating organization towards formation of OSH department at local level.
- To establish tripartite body at local level for exclusively work on OSH promotion and implementation.
- To establish effective communication mechanism and strategy at all concerned level.

Place and Date of seminar conducted

All the series of seminar were conducted for one day.

- i. **Kathmandu:** The seminar was conducted at Kathmandu with the participation of 25 participants in 06/7/6. The participants were called from employers' organization, Trade unions and the concerned government offices. OSHP,Lalitpur has taken role for the local correspondence and arrangement

- ii. **Pokhara:** The seminar was conducted at Pokhara with the participation of 25 participants in 067/7/29. The participants were called from employers' organization, Trade unions and the concerned government offices. Labour office Pokhara has taken role for the local correspondence and arrangement.
- iii. **Narayanghat:** The seminar was conducted at Narayanghat with the participation of 25 participants in 066/10/27. The participants were called from employers' organization, Trade unions and the concerned government offices. Labour office, Hetauda has taken role for the local correspondence and arrangement.
- iv. **Banepa:** The seminar was conducted at Banepa with the participation of 25 participants in 067/11/4. The participants were called from employers' organization, Trade unions and the concerned government offices. OSHP, Lalitpur has taken role for the local correspondence and arrangement.
- v. **Udaypur:** The seminar was conducted at Banepa with the participation of 25 participants in 068/2/25. The participants were called from employers' organization, Trade unions and the concerned government offices. Labour office, Janakpur has taken role for the local correspondence and arrangement.

8. Industry Monitoring and Measurement

Since the establishment of the OSHP advisory services on various aspects of workplace improvement were carried out as a major concern. Monitoring of workplace to identify hazards/risks prevalent was conducted at various enterprises throughout Nepal. The basic concerns of such activity is to identify and assess hazards as well as recommend applicable improvement measures for each issues through use of measurement equipment and observation method. Fifty thousand budget was allocated for fifty number of industrial workplace monitoring for current year. Sample collection of noise, light, dust, machine condition, work practices, maintenance practices, welfare facilities, emergency preparedness, electrical condition of work and so many other issues were highlighted during the course. A detail report of each industry is separately attached. Respective local labour offices have taken initiatives and necessary arrangement for the proper functioning of the activities.

Objectives

- To collect samples on, analyze and measure various sources of occupational safety & health hazard specifically on noise, light, dust and give practical suggestions for their improvements.
- To observe the workplace situations with respect to the non measurable hazards based on the physical observation.
- To make a base line survey of workers health (Audiometric and Spiro metric) for identification of occupational health effects.
- To develop a baseline towards setting national standards on the exposure limit of various sources of occupational health hazards based on the analysis and measurement accomplished as above.

Description

Altogether 50 industrial establishments were visited and relevant samples collected and measurement taken in the FY 067/68 .Monitored industries are listed below.

S. N.	Name of Industries	Location
1.	Bhaktpur Hastakala Udhog	Bhaktpur
2.	Binod & Bijaya Metal Industries	Nepaljung
3.	Bigee Iron Steel Ind. Pvt.Ltd.	Patan
4.	Berger Genson & Nichloson	Bhaktpur
5.	Aakash Plastic Ind. Pvt.Ltd	Patan
6.	Vijaya deep Pharma.Ind	Bhaisepati
7.	Mankamana Metal Workshop	Bhaisepati
8.	Tripura Metal workshop	Pepsicola
9.	Tripura Carpet	Bhaisepati
10.	Superplast Industries Pvt.Ltd	Nepaljung
11.	Sujal Plastic Pvt.Ltd.	Patan
12.	Shiv Shakti Bottle Pvt. Ltd.	Patan
13.	Shakya Industries	Patan
14.	RK Brick Industries Pvt. Ltd.	Lalitpur
15.	Sanghai Plastic Industries Pvt. Ltd.	Patan
16.	Satya Narayan Brick Industries	Lalitpur

17.	Roof top Industries Pvt. Ltd.	Patan
18.	Jai Hanuman Brick Ind. Pvt.Ltd	Bhaktpur
19.	Deurali Pharmaceutical Industry	Kathmandu
20.	Ratna Rolling Mills Pvt. Ltd.	Patan
21.	Rabi Christian Metal Workshop	Bhaisepati
22.	Patan Iron & Steel Ind.Pvt.Ltd.	Patan
23.	Nebico Biscuit Ind. Pvt.Ltd.	Balaju
24.	Modern Door and Plywood ind.Pvt.Ltd.	Nepaljung
25.	Mark formulation Ind.	Kathmandu
26.	Lomus Pharma. Ind.	Kathmandu
27.	Lazimpat Metal Eng.Workshop	Kathmandu
28.	Kriti Textile Pvt.Ltd.	Bhaktpur
29.	Gyan Food Ind. Pvt.Ltd.(Flour)	Nepaljung
30.	Gyan Food Ind. Pvt.Ltd.(Daal)	Nepaljung
31.	New Metal Ganesh Workshop	Lalitpur
32.	DDC	Balaju
33.	CLT Pharma.Ind. Pvt.Ltd	Bhaktpur
34.	Chemi Drug Pharma.Ind	Kathmandu
35.	CG foods Pvt.Ltd	Bhaisepati
36.	Barun Beverage Pvt. Ltd.	Kathmandu
37.	Surya Nepal Pvt.Ltd.	Bara
38.	CSI Nepal Pvt.Ltd.	Hetauda
39.	Sidhartha Grill Ind	Dhangadi
40.	Radiant gas Udhog	Dhangadi
41.	KK Food Ind.	Dhangadi
42.	Godawari Flour Mills Pvt.Ltd.	Dhangadi
43.	Awasthi Ind Pvt. Ltd.	Dhangadi
44.	Dugad Mills	Dhangadi
45.	Sarabagi Plywood Ind.Pvt.Ltd.	Dhangadi
46.	Bottlers Nepal pvt.Ltd.	Kathmandu
47.	Asian Paints Pvt.Ltd.	Hetauda
48.	Berger paints	Hetauda

49.	Santanneshwor Brick Ind.	Lalitpur
50.	Surya Nepal Pvt.Ltd	Biratnagar

Silent feature observed in inspection

- High level of noise accumulated in the workplace
- Poor lighting condition
- Poor ventilation
- High level of dust generated and accumulated in the workplace
- High heat and uncomfortable humidity
- Unsystematic work station design and layout
- Improper Manual handling of materials
- Poor housekeeping and storage system
- Inadequate emergency preparedness plan and Procedure
- Poor sanitation and hygienic condition
- Inadequate welfare, cleaning and other essential facilities at workplace.
- Lack of knowledge, education and skill regarding OSH
- Unwanted exposure with workplace risks and hazards

9. OSH Assessment Program (Intervention)

Improvement without the participation of the target group is impossible and not sustainable as well, an experience of developed countries. The implementation of all OSH improvement at each enterprise through active effort & participation of the concerned people means employer and employee has been approved since few years. The modality of work was to select group of similar nature of industries and intervene required activities at regular interval of time through identification, assessing, recommending applicable improvement measures. In this issue there was the comparison between situation at prior stage and the post stage at the completion of intervene work was done and visualize the benefits of the implementation. Four interventions for three months duration were approved with the budget allocation of Eighty thousand out of which three OSH interventions were successfully completed in Kathmandu (Automobile sector) Pokhara (Food & Beverage sector) and Ithari (Grill Sector).

Objectives

- To establish group of industry a model with respect to OSH for particular sector.
- To make employees more participatory to implement all OSH improvement through raise in aware of the concepts and approaches of OSH and impart knowledge on such principles.
- To orient the management and employees towards taking a holistic approach to improvement of environment and work environment with possibility of integrating OSH along with Cleaners Production, Energy efficiency and quality improvement.
- To impart necessary skill on OSH application techniques to task force of companies.
- To make the company task group competent in developing OSH policies and documentation procedures & guidelines for OSH improvement.
- To increase the level of competence of industries on future application of occupational health and safety approach independently.

Description

Based on the guidelines given, first intervention program was held at Kathmandu in Automobile sector, from 068/1/2 to 068/3/28. Five automobile industries have joined for intervention of OSH activities. Likewise, another intervention program was conducted in Pokhara in food & Beverage sector, from 068/1/31 to 068/3/13 and third intervention program was conducted in Itahari from 068/1/31 to 068/3/16.

Basically, Occupational Hygiene survey, OHS classroom Training, onsite orientation, OHS/QC committee, critical review at different interval were carried out. The concern with the nature of industry several issues potential to cause work related accidents and occupational diseases contributed by numerous factors thus it is very important to familiarize with the real scenario of workplace and aware concerned employees on such situation at first stage of work. Also, identify all foreseeable risks and impact to human health, physical assets, process and environment. According to the work plan set earlier, several visits were conducted at particular workplace with the aim of improving workplace and make it safe and healthy. Practice of preventive and corrective actions were followed with demonstration at each step. Numbers of hazards and risks those directly related to the health of the workers, industrial productivity and environment were observed during visit even the industry was found proactive towards OHS improvements which is a prime concern as well

During assessment several options have been identified for the improvement of workplace. Those were categorized into three such as implemented, continue on progress and put into plan depending upon their progress. Most of the options were implemented without cost.

10. Review program on occupational safety & Health inspection check list

Occupational health and safety is the important factor for the workplace improvement where in depth workplace assessment has the high significance. The check list is that kind of inspection tool to reflect the real scenario of workplace within a short period. Last few years OSHP have developed comprehensive standard workplace checklist by assistance of international labour organization (ILO) and since it is in practice. As the system and context has been changed occupational safety and health project has proposed to review the existing checklist and modify according to the need of the context. Based on the facts OSHP has conducted a two day long workshop on review of checklist from 30th falgun to 1st Chaitra 2067 at Lalitpur. Total of 23 participants from different organization took part in the workshop program. The budget was allocated of one lakh fifty thousand.

Objectives

- To make the participants aware on all kinds of workplace inspection checklist.
- To get aware on all the participants on the use of checklist and processing of the findings.

11. National Occupational Safety and Health Week

National occupational safety and Health Week, a week long festival is one the most important and continuous activity of the OSHP, which was for the first time declared by the prime minister in 2000. This activity is usually conducted with the coordination and cooperation of social partners (Governments, Employers' and workers including Trade Unions) and also with the other concerning governmental and non governmental organizations. The current campaign was the Eleventh National Occupational Safety and Health week, 2068 conducted from 15-21 Baisakha, 2068 throughout the country.

The major aim of celebration of the week festival is to sensitize ass concern as well as the civil society on importance and the advantage of adoption of OSH measures to their organizations. Various activities had been conducted during week. A central organizing committee was formed including the members from ministry, Departments, Employers

organizations ,Trade Unions and other concerning organizations. The central organizing committee had proposed various activities for central level and local level.

Objectives

- To aware Individuals, Industry and other general people on OSH
- To sensitize to all stakeholders on OSH.
- To encourage industry and individuals to work towards setting up new safety and health culture.
- To work towards strengthening cooperation and coordination among concern organization.

Description

The OSH Project accomplished the 11th National Safety and Health Week through out the country. It is conducted from 15 -21 Bhaishakh,2068 at central and Local level .Different activities had been accomplished in several locations in and around the wings of ten Labour offices located throughout Nepal. The program was materialized by cooperation and coordination of the respective labour offices and all social partners. The central level organizing committee decided to organize different types of activities namely Rally, OSH documentary show from NTV, Workers health examination, Emergency preparedness and controlling measures, poster distribution and posturing on industries, OSH interaction program, awareness on Industrial accident mitigation program. where as the local levels were encouraged to organize Awareness Rally and one day interaction program as directed by the central working committee .

12. Workers Health Promotion Program

A new intervention for improving workers health and setting up an adequate facility for health services at workplace is the prime concern of the OSHP. Considering the need of the present context workers health promotion programme was introduced as a pilot activity for the current year. The programme was designed for one month intervention at each enterprise with several amalgamated activities. Three programmes were approved for the current year as a model allocating budget of seventy five thousand each. Accordingly, all three programmes were conducted successfully in Butwal, Bara and Narayanghat. The important aim of the program is to promote and maintain highest degree of physical. Mental

and social wellbeing of workers reduces avoidable expenses/costs; improve quality of work utilizing committed people from respective workplace. Creating safe, healthy and accident free work environment would be the important aspects of works towards team among the groups of industries. To fulfill the aim of the program altogether five industries were selected for this program.

Objectives:

- Promote and maintain highest degree of physical, mental and social wellbeing of worker in all occupations.
- To improve productivity through less absenteeism, less accidents, minimize insurance and worker compensation.
- To improve workers health and encourage access to the health centre to reduce medical care and disability costs, increase healthy behaviors and reduce staff turnover.
- To work towards improvement of attitudes of workers and high morality.
- Lower costs related to recruitment, training and orientation
- A more receptive climate for, and the ability to cope with, workplace changes

Place and Date of workers health promotion program conducted

- i. **Butwal:** The first workers health promotion program was held at Butwal from 06/7/8/14 to 06/7/9/3. Basically, Selection of industries, training and health unit set up activities were carried out initially through labour office. Industries like Lumbini Bidhut Udhog Pvt.Ltd., Gautam Energy Engineering Pvt. Ltd. Kohinoor metal Ind. Ltd, Lumbini Cable Pvt. Ltd. and Agro Engineering were selected for the receiving participants. Labour office, Butwal has taken role for the local correspondence.
- ii. **Bara:** Second workers health promotion program was held at Bara from 06/7/9/ 28 to 06/7/10/4. Basically, Selection of industries, training and health unit set up activities were carried out. Industries like Hulas Metal Ind. Pvt. Ltd, Jagdamba steel Pvt. Ltd, Tribeni Textile Pvt. Ltd, Shiva shakti Ghee ind. Pvt. Ltd, Himal distillery Pvt Ltd were selected for the purpose. Labour Office, Birjung has taken role for the local correspondence .
- iii. **Narayanghat:** Second workers health promotion program was held at Bara from 06/7/11/ 26 to 06/7/12/23. Basically, Selection of industries, training and health unit set up activities were carried out. Industries like Bottlers Nepal (Terai) Pvt. Ltd, Mount

Brewery Pvt. Ltd, Smart food and Snacks Pvt. Ltd, Time Pharmaceutical ind. Pvt. Ltd, Gorkha Brewery Pvt Ltd were selected for the purpose. Labour Office, Hetauda has taken role for the local correspondence .

13. Boiler safety & Operation Management Training

Boiler is the important source of energy to carry out industrial process through generating steam energy. Throughout Nepal, big numbers of boilers are in operation but their found lacking of competent manpower working particularly in this business. The consequence of which various kinds of boiler related accident and injuries have faced in previous days. This realized and knocked government to prepare competent person for carrying out safety and smooth operation of boiler.

So far the concerns boiler operation is the challenging job for the industry and concerned people due to associated risks and trouble. In Nepal, it is also in very difficult situation very few have the operating license and rest are working without having it. Realizing the need for certifying individuals particularly have optimal level of knowledge and skill in respective field, a legal requirement of boiler inspection department of labour has proposed a separate seven days long training course on Boiler Safety & Operation Management. Single batch of especial model training on boiler safety & operational management was conducted from 23–29 Jeshtha 2068 in OSHP training hall with the participation from department of labour, different industries throughout Nepal. Twenty three participants took part in training programme.

Objective:

- To make the participants aware on work related hazards and risks and their consequences prevalent in the particular workplaces particularly in boiler operation.
- To make the participants skillful and competent on safe operation and management of boiler independently in the respective organization.
- To make the participant more competent in effective inspection system for boiler certification

14. Printing of OSH Books

Reprinting of book developed previously was done at the current year for the purpose of free distribution to the concerned people. The major objective of the set activity is to use of tailor made standard types of training materials by local trainers so that uniformity on the training has been maintained. Total of one lakh was allocated for this purpose.

Chapter III

Observation & Feedback

Outcome

- More than four hundred personnel from different organization were trained on OSH so as to conduct similar training at local level.
- Good cooperation among social partners for OSH promotion was established.
- Workplace safety & health committee formed at participatory organizations after having training.
- Separate OSH department at various enterprise were formed and others in the process of being form.
- OSH promotional materials like video, book and posters were developed.
- Cooperation with BP Koirala Institute of Health Science (BPKIHS) was initiated for joint activities.
- OSH study on various sectors were conducted a part of the routine activities.
- Work related accidents were reported.
- Roster for training related personnel like participant, resource person and trainers was developed.
- Encouragement for implementation of OSHMS at enterprise has been initiated.

Limitation

- Short time for preparation.
- Inadequate resource like staff, computer and other facilities for preparation of report
- Difficulty in receiving the item wise expenditure.
- Unavailability of incentives for preparing report.
- Poor reporting from the labour offices with respect to the activity independently conducted.
- Visualizing the situation is the difficult situation.
- Inadequacy of legal framework OSH council hasn't been completed.

Recommendation

- Continuation of tripartite consultation at the beginning of launching of the activities.
- Review of each activity should be practiced among staffs and social partners. Also, regular consultation among staffs at planning stage of programme should be practiced.

- Separate cell for consultation on OSH activities should be established at OSHP and should be promoted to other ministries through MoLTM.
- Facilities regarding sampling, laboratory analysis and training should be strengthened.
- Certification system first at office should be functioning.
- Budget guideline for training is very low so it is necessary to be improved through approval from executive authority.
- Working days in the field for training required more than seven days as per the nature of training which is difficult to manage according to financial guideline given by finance ministry so it is required to needful action on it.
- Programme event description for each activity should be prepared and approved.
- Reporting with all necessary documentation for each activity should be properly maintained after completion of programme and should not be more than the week long.
- Documentation for trainings like correspondence, photos, qualification and other information should be kept properly.
- Qualification for training participants should be set according to the nature of the training. It is recommended at least SLC for four days and Intermediate for fourteen days.
- Distribution of OSH promotional material at each organization should be implemented.
- It is recommended to optimize resources like participants, resource person, computer, multimedia, camera and other essential materials.

Future Plan & Strategy

- Establish Project as a permanent centre for conducting entire OSH activities such as training, education, research and development and information (resource centre) etc.
- Establishment and proper functioning of national OSH council.
- Effective implementation of OSH management system in all enterprises
- Set up an effective mechanism for incidents (accident and diseases) recording and reporting.
- Collaborative researches with academic institutions
- Formation of National law and standards on OSH, MoLTM has to be played active role.
- Sector wise interventions on OSH also for informal sectors such as construction, transport, agriculture and hospital.
- Cooperation with concern organization for the promotion of OSH at central & local level.

Chapter IV

Sector wise Analysis

Strength

- OSH in Nepal is recently introduced practices and system.
- It has coverage to all working sectors merely not limited to manufacturing one.
- It has multidisciplinary concern such as health of the workers, productivity of the industry, social relation and the global environment.
- Concern groups are willing to do best for OSH.

Weakness

- Low priority has been given from concerned organization and even from the government prospective, the indication of P2 programme.
- Number of qualified human resources and facilities at all level is inadequate.
- Working conditions and situation in the workplace is below satisfactory level.
- No separate law and standard on OSH.
- Lack of data recording and reporting system

Opportunity

- The activity could be intervene in all sector of work means multi sector of work.
- It is particularly concerned with the human health and social aspect so maintaining deterioration came under ethical norms of OSH professional.
- Work towards minimizing all kinds of workplace accident and diseases.
- Address regarding institutional capacity build up, coordination & cooperation.
- It has the ultimate relation with productivity and quality of service.

Threats

- Inadequate attention, efforts & commitment from all stakeholder because of newly introduced concept and given low priority
- Poor institutionalization & coordination mechanism for OHS promotion.
- Information and documentation system is inadequate and improperly maintained.
- OSH management & its practices in the enterprise is not mandatory.
- Lack/inadequate qualified and skilled manpower working in the field