

A Review Paper on Hazards and Challenges among Occupational Workers and the Effects on their Work-life.

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Abstract: Well-being and better health of workers in the workplace are significant concerns that should continue to receive attention in any organization. Occupational hazards happened during work is a severe problem in many developing countries as well as it adversely effects on the worker health. Nowadays, occupational hazards are common in workplaces. In the absence of training, unawareness, safety measures, workers faced lots of challenges during their work-life. Workers faced physiological, psychological and other problems in job sites. As per the ILO appraises, each year over, 2.3 million men or women die at work place from the occupational injury or other severe disease. Around 350,000 deaths are occurred due to a fatal accident, or around two million deaths are recorded which happened due to deadly work-related diseases.

Key Words: Occupational workers, challenges, health and Injuries.

1. INTRODUCTION-

Security and Safety in the process industries are critical for those employees who work with hazardous substances. Significant factors which play a role in occupational accidents in the chemical, construction, and agricultural sectors. The main aim of this paper is to aware the industrial workers related to injuries and health hazards. Industrial workers face many challenges such as Harassment, Problem with job dissatisfaction, safety and security, gender discrimination, or damages due to lack of protection measures. PPE kit and other ergonomically designed protection measures protect industrial workers from serious workplace injuries. PPE kit and other ergonomically designed protection measures protect the industrial workers from serious workplace injuries. But in some industries, it has seemed that no protection wears and safety measures provided to workers during work by companies. Apart from this, there are many reasons due to which the Worker has to face problems.

2. OCCUPATIONAL STRESS AND HEALTH HAZARDS-

World Health Organization's (WHO) definition:

Occupational or work-related stress “is the response people may have when presented with work demands and pressures that are not matched to their knowledge and abilities and which challenge their ability to cope.”

Very harmful, stress can seriously have conflicting demands on the body, thereby disturbing the balance or regular flow of daily activities. **Qureshi et al. (2013)** found in study that representative turnover goals are decidedly related with work stressors and workload. With the expansion in work pressure, worker's turnover intentions increase. Due to some prone activities workers suffers and faced from lots of hazards and some other reason, i.e., lack of training, safety training, regular safety meetings, reckless operations and unhygienic condition. **Yoga raj G. et al. (2013)** studied the socio-demographic of 230 workers, and their health scores were recorded based on the general and physical examination. The impact of the workplace environment, on the wellbeing status of laborers requires satisfactory measures to improve the working facilities and the wellbeing status of labourers. **Senthil et al. (2015)** studied that (HCWs) are presented to health-related wellbeing problems. A cross-sectional plan with a delineated arbitrary examining of HCWs from various degrees of wellbeing facilities and classifications in a haphazardly chosen area in Southern India. A sum of 482 HCW partook. 39% didn't perceive work related wellbeing problems, however detailed openings to no less than one danger, upon further testing. HCWs reported direct skin contact with infectious materials and needle stick injuries. The Results indicated the need for training oriented towards behavioral change and provision of occupational health service. Occupational hazards are such a big issue for which workers faced severe injuries and hazards. **Ndejjo et al. (2015)** reported an occupational or industrial health issues faced by healthcare labourers. A cross-sectional investigation using subjective information assortment strategies among 200 respondents

who worked in eight significant wellbeing offices in Kampala. Generally speaking, 50% of respondents announced an occupational health issues or hazards.

It is observed from few studies that workers suffer from Physiological hazards, i.e. sprain, strain, or any type of injuries to bones, muscles, tendons, ligaments, soft tissue, cancer, asthma. **Hasan et al. (2016)** reported the majority of health hazards and safety risks in tannery workers in Dhaka, Bangladesh. The sickness pervasiveness was tracked down a gastrointestinal issue 71.7%, Diarrhea 71.7, B.P. 52.2%, Asthma 49.9%, Vision problem or Eye issue 46.7% skin illness won in the accompanying request: Scabies 73.9%. Nail staining 69.6%. The Prevalence of infection among the tannery laborers are exceptionally high and is tremendously connected with various working spaces of calfskin preparing and the lack of proper PPE using Workers faced eye allergies, and disease due to unhygienic conditions.

Some chemical hazards and problems workers are faced in medicine factories due to excess of asbestos, lead, methyl chloride and glutaraldehyde. After long hours of work, workers felt stress or psychological hazards which creates a chronic illness. Biological hazards and skin diseases are also effects worker health badly. Construction work is still one of the most physically demanding occupations, hence the health implications for workers.

Work dissatisfaction and job insecurity- Occupation weakness or job insecurity is characterized as that a representative's view of a likely danger to progression in their present place of employment ought to be differential from real employment cutback and joblessness. **Gilin (2009)** revealed in a study that burnout and empowerment workplace incivility explained significant variance in all three retentions factors like job satisfaction, turnover intentions, organizational commitments. It was also seen that supervisor, or negativity most emphatically anticipated occupation disappointment and low responsibility whereas cynicism and exhaustion most strongly predicted turnover intentions. Unrealistic expectations, particularly within the time of corporate reorganizations, which sometimes puts unreasonable and unhealthy pressure on the worker, can be a tremendous source of stress and suffering. **Chittenden & Ritchie (2011)** documented that there are many unfortunate results for work-life awkwardness, for working guardians' adverse consequences, includes less family communication, clashes in a relationship, less cooperation with kids' encounters, sorrow, and an abatement in their personal satisfaction. When increased work pressure more and long work hours and intense pressure to perform at peak levels all the time for the similar pay, can actually leave an employee physically and emotionally drained. Due to excessive travel and too much time away from family also contribute to an employee's stressors.

Lack of protection and Safety Measures and awareness-

- **National Safety Council (NSC)** "characterizes security as 'the control perceived perils to accomplish an acceptable degree of hazard".

The Safety estimates an extremely fundamental thought in the implementation of mechanical security work or a building site.

From the few studies, it was found that majority of incidents occurred due to unawareness. **Caraballo- Arias (2015)** reviewed the current status and challenges on relevant aspects of Occupational health and safety in Venezuela. It may be considered a privileged country in terms of oil, minerals, water, diamonds, gold and other natural resources, but the paradox is that at least 48% of its population lives in extremely poor conditions.

The worker should be a skill that they have little idea to react in an emergency situation. Sometimes people felt unsafe due to inadequate safety programs. **Mrema et al. (2015)** describe the situation with occupational health and security in Tanzania and layout the difficulties in the arrangement of occupational health administrations under the condition of an extending economy. It was found in an examination that Tanzania; s economy is developing consistently, with development being driven by correspondence, transport, monetary intermediation, development, mining, farming, and assembling. The study reported that most Tanzanians are not covered by the occupational health and safety law and do not have access to occupational health services. An occupational hazard contributes to serious health problems among workers due to unhygienic conditions and lack of safety at the workplace. **Deb et al (2018)** presented that the adverse health effect among the participants were frequent headache (41.5%), stomachache (18.5%), eye problem (11%) and pain in joints (9.5%) were the major problem reported by respondents. The absence of a set of safety measures and regulations adversely affect the enforcement of safety on the working or job sites.

Sexual Tortured in Workplaces- It is very embarrassing that our law protectors are violating the modesty of women. Women works in many handlooms and other factories like cold-storages where they are faced by many sexual

tortures. It is very difficult conditions for women worker if senior heads demand for sexual favours. **Hershcovis and Barling (2010)** clarified those victims of sexual harassment experience weaker adverse outcomes than victims of workplace aggression. In a society where we are living, there are lots of case related to sexual abuse are not filed because of the mental trauma attached to it. There are few private and public workplaces where female workers suffered from physical harassment. In modern times, almost all female and male workers are prone to sexual harassment, irrespective of their status, personal characteristics and the type of their employment. Primarily, working women face lots of challenges related to tortures in every field of workplace such as agricultural industry, at construction place, brick kiln industry, at transport, hospitals.

Gender inequality and discrimination in Workplace- Even, in this present time workers faced gender discrimination challenge openly at the workplace. Generally, female workers are also doing their work during the night shift which is more vulnerable to such incidents. Sexual orientation disparity is reflected in India's low positioning on the World Economic Forum's Gender Gap Index (GGI), 2014, with scores less than ideal on boundaries like wellbeing, survival, workplaces, and economic participation. **Dave (2012)** made a study on female workers in organized sectors. The research focused on women construction workers, rural workers, or domestic workers. It was found in the survey that workers faced lots of challenges like disparity in wages where female workers were paid less. Working hours were not fixed, and harassment at workplace was familiar. Due to gender inequality, employees suffered from severe stress, demotivated. Women in the development business additionally face hindrances, for example, sex separation, inappropriate behavior and generalized suspicion on the ladies' capacities (National Women's Law Center, 2014). It was found from studies that females are discriminated against more males in private sectors than the public sector.

3. CONCLUSION:

Number of workers faced hazards in the workplace due to lack of safety measures, and unawareness. The Occupational area is known for a vast range of dangerous as well as hazardous activities. It requires particular types of safety and attention towards health and safety to increase, workers performance. Occupational hazards affect workers presenteeism and commitment to work. Due to unhealthy and unsafe environments workers feels demoralized, which reduce their performance and skill level.

4. RECOMMENDATION-

Here, the following recommendation have been outlined which will be helpful in assisting to any type of industry and occupational workplace.

- Hazards are not good for occupational workers and must be minimized be to improve workers performance.
- Worker's health contributes to performance level and should be improve health system in the workplace to improve workers performance.
- Managers should preference towards the safety tool for safety of workers as well as protective gadgets must be provided by organizations.
- Legislative occupational safety or health program.

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