

A Critical Insights On The Occupational Health And Safety Related Practices For The Administrators And Workers Of Selected Mining Industries

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Abstract- In India, mining is a major source of income for Indian traders and extra manpower is equipped in this job as India is very rich in minerals and mostly the southern parts of India mainly in Rajasthan and various parts in and outskirts of Rajasthan. Labour forces get employment easily in mining regions and due to very low skill's, safety rules and regulations for working in these high-risk areas surroundings should be inspected by the safety officers employed by the industries and proper training should be provided to employees. Occupational Health and Safety act as the main pillar's of the industry, through which it runs and attain its goal's with minimum accidents and by creating safe working surroundings. OHSAS 18001 is the only ultimate solution to day-to-day increasing challenges suffered by the organizations due to high injury and illness, lost work days, increasing occupational health and safety regulations, large penalties paid by the contractors and the one under whom the manpower is working with and for, rising worker's compensation costs, costly medical claims, worker retention and employee satisfaction.

The scope of study shall be confined to selected mining companies of Southern Rajasthan where, Administrative will be asked for the existing policy for the health and safety of workers and the process used for extracting minerals. Workers will be asked for the safety measurement used in mines, compensation, insurance, and periodic medical examination.

The objective of the present study is to analyze the impact of Occupational health and safety in various organizations of southern Rajasthan. It investigates

the opinion of the administrative about the practices of Occupational Health Safety (OHS). Occupational Health and Safety plays an important role in the working of organizational goals. In order that this study will be directed towards its objectives and claim on the impact of health and safety, there is a need to underline the problems which are significant. Hence, this study seeks to answer the problem statements raised is here.

This study is intended to examine the relevancy of Occupational Health which is a disciplinary matter concerned with health and safety of administrative and workers in various organizations of southern Rajasthan. This part of Research describes about the composition of the process, tools, methodology adapted to carrying out the objectives of the study undertaken.

Indexed Terms- Mining in India and Rajasthan, Occupational Health and Safety and Administrative and Workers in Mining Industries.

I. INTRODUCTION

Mining in India is a major source of income for Indian traders and extra manpower is equipped in this job as India is very rich in minerals and mostly the southern parts of India mainly in Rajasthan and various parts in and outskirts of Rajasthan. Labour forces get employment easily in mining regions and due to very low skill's, safety rules and regulations for working in these high-risk areas surroundings should be inspected by the safety officers employed by the industries and proper training should be provided to employees. The employee/labour will only take interest in such safety

training if there is something that will give them psychological benefit and things they work for, so the company may arrange some supper or eatables for workers at the time of training and it is human tendency to gain interest it may be anyway. The major occupational diseases/morbidity of concern in India is silicosis, musculoskeletal injuries, coal workers' pneumoconiosis, chronic obstructive lung diseases, asbestosis, byssinosis, pesticide poisoning, and noise-induced hearing loss the impact of all these diseases may be decreased by using proper PPE's.

A catastrophic breakdown can be the result of the disruption, claims for damages, loss of goodwill, and loss of confidence in management in the business. Occupational accidents, particularly in small mining companies, can have a major financial impact. In the past few years, the complexities of occupational health related issues boomed up because of globalization and rapid industrial growth which is about 7.2% annual economic growth as recorded in 2017. However, with stress being laid with the increase in profits at the workplace, safety aspects have generally been ignored. This problem came into limelight when many people were killed and injured.

The study was confined to analyzing the OHS and various factors related to the OHS in mining industries that will result in their success in the workplace. The present study intended to find out the effectiveness of the OHS quotient profile of Selected Mining Industries of Southern Rajasthan. Thus now it can conclude that the Occupational Health and Safety quotient is the most important to all the mining industries.

Occupational Health and Safety (OHS) also referred to as Workplace Health and Safety (WHS) is the area of concern to protect the safety, health, and welfare of people engaged in work or employment. Occupational Health and Safety act as the main pillar's of the industry, through which it runs and attain its goal's with minimum accidents and by creating safe working surroundings. OHSAS 18001 is the only ultimate solution to day-to-day increasing challenges suffered by the organizations due to high injury and illness, lost work days, increasing occupational health and safety regulations, large penalties paid by the contractors and the one under whom the manpower is working with and

for , rising workers compensation costs, costly medical claims, worker retention and employee satisfaction.

Thus, the Occupational Health and Safety related practices play a vital role in the overall well being and safety of the employees resulting in greater motivation and increase the morale of the employees. Safety measures in mines increase the productivity and the efficiency of the organization and maintain goodwill and survival chances for a longer period in the mining industry. Health hazards in mining reduce the economic lifespan of workers and early deaths.

A research is a systematic examination of certain issues under observation which is governed to discuss and share the generated outcome for the purpose of social, economic, technological and political benefits or developments. This particular research is intended to examine occupational health is highly neglected in the developing countries due to competing for social, economic and political challenges. The scope of study shall be confined to selected mining companies of Southern Rajasthan where, Administrative will be asked about the general introduction of occupational health and safety practices among the administrative. Such as the extent of awareness about OHS, awareness about the major diseases, accidents/incidents investigation happening, challenges/changes in the environment and their causes and free medical checkups, measures of responding for any mishappening and preventive measures to minimize the environmental loses by the organization and all other information related to health and safety which is required for the study.

Workers will be asked for the safety measurement used in mines, compensation, insurance, and periodic medical examination, which also covers the general introduction to occupational health and safety practices among the workers. Such as the aware about the Health, Safety and Environment, fundamental role of OH&S, awareness about the Systematic Operating Procedures (SOP) and Personal Protective Equipment (PPE), awareness about the causes that affect Health during Mining, effects of mining exposure in terms of Health, the effects of mining exposure in terms of Environment, awareness about the companies written safety program, OHS Manual or Safety Management System, know about the available of safety manuals,

know about the formal system for the reporting, recording and investigation of incidents, injuries and illnesses at their workplace, awareness about the work site safety inspections at their mining places and all other information related to health and safety which is required for the study.

The proposed research paper is focused on the relevancy of Occupational Health and Safety, which is a disciplinary matter concerned with health and safety of workers at their place of employment. The Occupational Health and Safety (OHS) is a prominent operational research.

II. OBJECTIVES OF THE PROPOSED STUDY

Occupational Health and Safety plays an important role in the working of organizational goals. In order that this study will be directed towards its objectives and claim on the impact of health and safety, there is a need to underline the problems which are significant. Hence, this study seeks to answer the problem statements raised is here.

Objectives for proposed research works is as follows: - To study the occupational health and safety related practices for the administrators and workers of selected mining industries of Southern Rajasthan.

III. REVIEW OF RELATED LITERATURE

Minerals are scarce and are raw materials for a number of basic and important industries. According to Mehta (2002), Mining affects the wildlife, water balance, local climate & rainfall, sedimentation and depletion of forests. Safety of mine workers is the most serious problem faced by the Indian mining industries. The miners in mines are facing the health hazards arising out of pollution due to dust, gases, noise and polluted water. In India, numerous big industries have adopted the eco-friendly procedures. The implementation of environmental legislation in India, particularly at the state level, has proven to be difficult due to political intervention.

According to Agnihotram (2005), though labour oriented markets are changing to automation the general awareness about the occupational safety and environmental hazards are not spread in the society.

Workers are more likely to be affected by the danger of the high technology. There are very few professional agencies like NIOH and ITRC researching on asbestosis and asbestos-related disease. Due to poor surveillance, it is impossible to assess the occupational exposure. There is some awareness or implementation of safety after The Bhopal Gas Tragedy. Most of the industrial laws in India are only in papers not in reality. Silicosis has been detected in Karauli District and found Silicosis most occupational disease for the mine workers. Though reliable statistics of prevalence are not available in mines, it is estimated that a significant proportion of the labours may be suffering from silicosis more in small-scale and unorganized mines. Sishodiya, Nandi, Dhatri (2011) said that there should be an urgent need for devising an intervention program for providing medical services and rehabilitation of mineworkers including compensation for the occurrence of silicosis as a compensable disease under Workmen Compensation Act.

Kishangarh, Rajasthan is the biggest market for marble cutting and selling. Mining and over exploration and exploitation of water has deteriorated the quality and quantity of the water level. The Aravalli province constitutes the most important metallogenic province for base-metal deposits in India. According to Jha, Panwar, Khandelwal (2012), Mining of minerals by surface method disturbs the land from which it is mined and causes the land degradation and leaving the land infertile. Unplanned dumping of solid wastes from mines, indiscriminate disposal of mineral based industries, are also potential sources of land and landscape pollution. The stability of waste dumps is a burning issue because it threatens the working of the mine, degrades land and destroys the soil fertility.

Verma, Chaudhari (2017) focused on the mining business is known worldwide for its exceptionally unsafe and perilous workplace. Mechanical headway in mineral extraction procedures for expansion of creation levels has brought on additional worry for wellbeing in this industry. Exploration so far in the region of security has uncovered that most of episodes in dangerous industry happen due to human mistake, the control of which would improve wellbeing levels in working locales to an impressive degree. The current work centers upon the examination of human factors, for example, perilous acts, preconditions for risky acts,

hazardous initiative, and authoritative impacts. A changed human factor examination and order framework (HFACS) was embraced and a mishap prescient fluffy thinking approach (FRA)- based framework was created to anticipate the probability of mishaps for manganese mines in India, utilizing investigation of components, for example, age, understanding of laborer, move of work, and so on. The result of the examination demonstrated that aptitude based mistakes are generally basic and require quick consideration for relief. The FRA-based mishap forecast framework created gives a result as a demonstrative hazard score related with the distinguished clumsy circumstance, in light of which an appropriate arrangement for relief can be created. Risky demonstrations of the laborer are the most basic human variables distinguished to be controlled on need premise. A critical relationship of elements (in particular age, understanding of the laborer, and move of work) with perilous acts performed by the administrator is recognized dependent on which the FRA-based mishap expectation model is proposed.

Abbasi (2018) stated that there are by and large risks related with working in numerous enterprises. Mining industry has been constantly positioned among the ones that have the most perilous workplaces. Underground mining is a profoundly perilous and unfriendly condition and there are a few components with respect to this issue. It is, subsequently, essential to make a protected work environment that lessens these difficulties with the goal that mining can continue. In this paper, the wellbeing issues identified with mining industry is examined. At that point, a hazard lattice is created to characterize the significance of these components and their effect on the business. At long last, the most significant components are disclosed and a few answers for comprehend them are introduced.

According to Stewart (2019), mining keeps on being a hazardous action, regardless of whether huge scope modern mining or little scope distinctive mining. Not exclusively are there mishaps, yet introduction to residue and poisons, alongside worry from the workplace or administrative weights, offer ascent to a scope of ailments that influence excavators. I take a gander at mining and wellbeing from different individual viewpoints: that of the conventional man

(quite a bit of life relies upon mined components in the house, vehicle and telephone); as an individual from the Society for Environmental Geochemistry and Health (ecological tainting and corruption prompts sick wellbeing in close by networks); as a general wellbeing specialist (mining wellbeing is influenced by numerous elements, normally acting in a blend, extending from singular legacy—hereditary cosmetics, sex, age; individual decisions—diet, way of life; day to day environments—business, war; social help—family, neighborhood network; ecological conditions—instruction, work; to national and universal limitations—exchange, economy, characteristic world); as a volunteer (mining wellbeing costs are not confined to diggers or industry however borne by each and every individual who participates in mining benefits—we all); and as a lay minister (the current worldwide economy focuses on benefit to the detriment of the soundness of excavators). Organization working by scholastics with networks, government and industry ought to create proof based arrangements. Business, wellbeing, monetary solidness and natural insurance need not be fundamentally unrelated. We as a whole need to act.

IV. RESEARCH METHDOLOGY

The present research study is confined to study the prevalent practices of occupational health and safety as well as administrative and worker's perceptions about the effectiveness of occupational health and safety related practices being implemented. For the data collection purpose through questionnaire respondents (administrative and workers) were selected from selected mining companies of Southern Rajasthan State of India.

In this section, there are twelve different parameters which have been designed with their options so that it can easily be understand the opinions of the administrative on different parameters related to OHS practices within the mining industries of Rajasthan.

This section of the questionnaire based on prevalent parameters related to the health and safety practices for which twelve questions have been asked from the Administrative'. These questions are:-the extent of awareness about OHS, awareness about the major diseases, accidents/incidents investigation happening,

challenges/changes in the environment and their causes and free medical checkups, measures of responding for any mishappening and preventive measures to minimize the environmental loses by the organization and all other information related to health and safety which is required for the study.

Table I

Research Methodology	
Scope of the Study	Mining Industries
Area of the Study	The Southern Rajasthan
Secondary Data Used	The use of internet was also of great help to the researcher as various search engines namely, ask.com, google.com, yahoo.com, exp.com, respond.com, www.eiconsortium.org, eq.org altavista.com and others. Websites like bnet.com and ssrn.com also proved very helpful where researcher found a good repository of international research papers.
Primary Data Collection Tool	Self administered questionnaires- Administration of Mining Industries
Research Design	Exploratory and Causal research Design
Sample Size	120 Administration and 180 Workers in Mining Industries
Sampling Method	Convenient sampling, a non random techniques

A list of selected mining industries is given in table II.

Table II: Names of mining industries Chosen for the Study Purpose

S.No.	Name of the Mining Industries
1.	RSMM (Rajasthan State Mines and Minerals)

2.	Hindustan Zinc
3.	R.K Marbles
4.	Golcha Mines
5.	Jindal Saw Limited
6.	S.K Khetan Group of Industries
7.	Charbhuj Minerals

Source: Author's Compilation

• RELIABILITY FOR DATA COLLECTED

The reliability coefficient tested by using Cronbach's alpha (α) analysis in order to measure the reliability for a set of two or more constructs, Cronbach's alpha is a commonly used method where alpha coefficient values range between 0 and 1 with higher values indicating higher reliability among the indicators.

• RELIABILITY ANALYSIS- SCALE (ALPHA)

For Administrative in Mining Industries

Number of Cases – 120

Cronbach Alpha - .728

For Workers in Mining Industries

Number of Cases – 180

Cronbach Alpha - .783

A. PERSUASION AND AWARENESS OF PREVALENT PRACTICES OF OCCUPATIONAL HEALTH AND SAFETY (OHS) OF ADMINISTRATIVES'

To analyze the prevalent parameters practices related to OHS in mining organizations. These questions are designed to find out the opinion of the administrative about the practices of OHS in mining by the mining companies. For this purpose, following hypothesis has been formulated on the basis of;

H₀B₁: There is no significant use of OHS practices in mining organizations.

H₁B₁: There is a significant use of OHS practices in mining organizations.

Table- III

S.No	OHS Related Practices	Freq.	%	Valid %	Cumulative %	Total
1	Awareness of OHS	116	96.7	96.7	96.7	120
2	Source of getting information (An Intranet page)	50	41.7	41.7	41.7	120
3	Awareness about the major diseases and their causes during working in mining	111	92.5	92.5	92.5	120
4	Immediate causes responsible for Mining (Hazardous dust, fumes, smoke, gases)	76	63.3	63.3	63.3	120
5	Priority measure of responding for any mishappening	92	76.7	76.7	76.7	120
6	Awareness about the challenges/changes in the environment while extensive working in mining	117	97.5	97.5	97.5	120
7	Root cause analysis and preventive measures to minimize the environmental loses	84	74.0	74.0	74.0	120

Source: -Primary Data

From the above table III, it has been observed from the questionnaire that there are major general parameters related to OHS practices that the administrative are highly aware of the 116 (96.7%), the source of getting OHS information is an intranet page 50 (41.7%). According to the observation, it has been analyzed that administrative are highly aware of the major diseases which cause during working in mining is 111 (92.5%) and also about the medical checkups which they got generally in half-yearly's. The major immediate causes are responsible for mining is hazardous dust, fumes, smoke, and gas 76 (63.3%) has been analyzed from the administrative. The priority measures are also very high in responding to any mishappening i.e. accidents/incidents are 92 (76.7%). It is also been observed that the administrative are highly aware about the environmental challenges/ changes while extensive working in mining are 117 (97.5%) and also using preventive measures to minimize the environmental loss at large number by doing parallel plantation is 84 (70.0%).

Thus it could be illustrated that a maximum number of administrative agrees with the above mentioned facts which means that that there is no significant use of OHS practices in mining organizations. Therefore, this hypothesis has been accepted.

Status of Hypothesis established for analyze the opinion of the administrative about the practices of OHS in mining industries.

Table IV

S.NO	HYPOTHESIS	DIFFERENC E	STATU S
1.	H ₀ B ₁	Non-Significant	Accepted

B. PERSUASION AND AWARENESS OF PREVALENT PRACTICES OF OCCUPATIONAL HEALTH AND SAFETY (OHS) INWORKERS

In this section, there are thirty different parameters which have been designed with their options so that it can easily be understand the opinions of the workers on different parameters related to OHS practices within the mining industries of Rajasthan.

This section of the questionnaire based on prevalent parameters related to the health and safety practices for which thirty questions have been asked from the Workers. These questions are: - aware about the Health, Safety and Environment, fundamental role of OH&S, awareness about the Systematic Operating Procedures (SOP) and Personal Protective Equipment (PPE), awareness about the causes that affect Health during Mining, effects of mining exposure in terms of

Health, the effects of mining exposure in terms of Environment, awareness about the companies written safety program, OHS Manual or Safety Management System, know about the available of safety manuals, know about the formal system for the reporting, recording and investigation of incidents, injuries and illnesses at their workplace, awareness about the work site safety inspections at their mining places and all other information related to health and safety which is required for the study.

To analyze the parameters prevalent practices related to OHS in mining organizations. These questions are designed to find out the opinion of the workers about the practices of OHS in mining by the mining companies. For this purpose following hypothesis has been formulated on the basis of;

H₀B₂: There is no significant use of OHS practices in mining organizations.

H₁B₂: There is a significant use of OHS practices in mining organizations.

Table V

S.No	OHS Related Practices	Freq.	%	Valid %	Cumulative %	Total
1.	Awareness about the Health, Safety, and Environment at your Workplace	173	96.1	96.1	96.1	180
2.	The fundamental role of OH&S in your Organization/ System (Prevent incidents and ill health at the workplace)	172	95.6	95.6	95.6	180
3.	The role of safety in the Organization- (i) It is an organizational culture that we are following	89	49.4	49.4	49.4	180
	(ii) It gives you freedom from the hazard, risk, and an accident which may cause injury, damage, and loss of material or property damage and even death.	82	45.6	45.6	96.1	
4.	Follow up of Systematic Operating Procedures (SOP)	168	93.3	93.3	93.3	180
5.	Awareness about Personal Protective Equipment (PPE)	171	95.0	95.0	98.9	180
6.	Personal Protective Equipment (PPE) your organization provide for field work/ while working on site (Foot Protection, Eye Protection, Hand Protection, Hearing Protection, and Respiratory Protection)	120	66.7	66.7	100.0	180
7.	A relevant factor in the event of an emergency (Completing an experiment)	113	62.8	62.8	81.1	180
8.	Awareness about the causes that affect your Health during Mining	178	98.9	98.9	98.9	180
9.	Frequently facing of health checkups/ camps	102	56.7	56.7	99.4	180
10.	Organizations is taking steps to reduce sickness/ illnesses (Timely Health checkup)	129	71.7	71.7	71.7	180
11.	Effects of mining exposure in terms of Health (Silicosis, Tuberculosis & Silicotuberculosis)	55	30.6	30.6	30.6	180
12.	Effects of mining exposure in terms of Environment (Dust, Heat, Noise, and Vibration)	49	27.2	27.2	76.7	180
13.	Awareness about deadly disease “Silicosis”	175	97.2	97.2	97.2	180

14.	Preventive measures to minimize the effects of such diseases i.e. Silicosis, Silicotuberculosis, Asbestosis, Scleroderma, etc.	137	76.1	76.1	76.1	180
15.	A written safety program, OHS Manual or Safety Management System	179	99.4	99.4	99.4	180
16.	A formal system for the reporting, recording, and investigation of incidents, injuries, and illnesses	166	92.2	92.2	92.2	180
17.	Holding of regular site safety meetings in Organization	178	98.9	98.9	98.9	180
18.	often are inspections/ audits conducted (Once in a Year)	74	41.1	41.1	100	180

Source: -Primary Data

From the above table V, it has been observed that the workers are aware of the health, safety, and environment at their workplace are 173 (96.1%) and also about the fundamental roles of OH&S in their organization which is to prevent incidents and ill health at the workplace 172 (95.6%). It has been analyzed that the workers are aware of the role of safety and it is their organization culture that they are following is 89 (49.4%) and also it gives them freedom from hazard, risk, accidents which may cause injury, damage, and loss of material or property damage and even death 82 (45.6%). It is been observed that the organization is following up the Systematic Operating Procedures (SOP) at high extent is 168 (93.3%). The workers are also aware of the Personal Protective Equipment (PPE) and according to the observation, PPE's are equipment that must wear to protect themselves from hazards they face in doing their jobs is 171 (95.0%). The PPE's which has been provided by their organizations for field work/while working on site is a foot, eye, hand, hearing and respiratory protection is 120 (66.7%). According to The workers, the irrelevant factors in the event of an emergency is completing an experiment 113 (62.8%) workers disagree.

It has been analyzed that the workers are highly aware of the causes that affect their health during mining is 178 (98.9%) and for this, the organization provides health checkups/camps once in a year agreed by the workers is 102 (56.7%). It has been found that the

organizations are also taking steps to reduce sickness/illness by providing timely health checkups is 129 (71.7%). It has been showed that the Silicosis, Tuberculosis & Silicotuberculosis, Hypertension &

Musculoskeletal morbidity, Skin diseases, and Diabetes are the deadliest major effects of mining in terms of health is 55 (30.6%) and, mining exposure in terms of environment is Dust, Heat, Noise, Vibration, Poor illumination and Radiation is 49 (27.2%) are the most dangerous effects on The environment.

It has been observed that the workers are very much aware of the deadly disease "Silicosis" is 175 (97.2%) and the preventive measures to minimize the effects of such diseases i.e. Silicosis, Silicotuberculosis, Asbestosis, Scleroderma etc by their organizations by the use of PPE such as mask, hand gloves, eyeglasses 137 (76.1%).

It is been observed that the workers are aware of the written safety programs; OHS Manuals of Safety Management System is 179 (99.4%). The formal system for the reporting, recording, and investigation of incidents; injuries and illnesses by their organizations are 166 (92.2%). The research shows that the workers are aware of the regular meetings held by the organization is 178 (98.9%). And lastly, it is been observed that the inspection/audits are often conducted once in a year 74 (41.1%).

Thus it could be illustrated that a maximum number of workers agrees with the above mentioned facts which means that that there is no significant use of OHS practices in mining organizations. Therefore, this hypothesis has been accepted.

Status of Hypothesis established for analyze the opinion of the administrative about the practices of OHS in mining industries.

Table VI

S.NO	HYPOTHESES	DIFFERENCE	STATUS
1.	H ₀ B ₂	Non-Significant	Accepted

CONCLUSION

The awareness of Occupational Health and Safety (OHS) in administrative in selected mining industries on the general introduction of OHS-related parameters were identified and analyzed. The result signifies that most of the companies know about the Occupational Health and Safety at a high extent from the sources like visible information such as posters, flyers, etc., regular staff meetings, and email staff. Also, it is identified by the awareness among the administrative regarding the major diseases and their causes and also the free frequently medical check-ups for the staff. Also analyzed the awareness about the mishappening at workplaces through accidents/ incidents among the administrative, awareness about the immediate causes and measures of responding of any mishappening. Lastly but not least awareness about the challenges/changes facing by the environment through extensive working in mining to the administrative, awareness about the root cause analysis and preventive measures are to be taken to minimize the environmental loses. The results have been identified that the mining companies taking all preventive measures to avoid all above-mentioned recurrence of any type of mishappening whether is about the diseases, accidents/incidents or about the environmental loses and also provide all information on the company employee portals.

It has been examined from the questionnaire that the awareness of Occupational Health and Safety (OHS) in workers in selected mining industries is on the general introduction of OHS-related parameters such as the awareness about the Health, Safety and Environment, fundamental role of OH&S, awareness about the Systematic Operating Procedures (SOP) and Personal Protective Equipment (PPE), awareness about the causes that affect Health during Mining, effects of mining exposure in terms of Health, the effects of mining exposure in terms of Environment, awareness about the companies written safety program, OHS Manual or Safety Management System, know about the

available of safety manuals, know about the formal system for the reporting, recording and investigation of incidents, injuries and illnesses at their workplace, awareness about the work site safety inspections at their mining places and all other information related to health and safety which is required for the study.

Hence all the mining industries are allowing all the means to accept this very important standard OHSAS as a challenge and make effective changes at the workplaces among administrative and workers of the mining industries of Southern Rajasthan area.

Furthermore it can now conclude that the study deals with the analysis and interpretation of the collected data for Administrative and workers, this study clearly implies that there is no significant use of the Occupational Health and Safety in Selected Mining Industries of Southern Rajasthan.

SUGGESTIONS

A. SUGGESTIONS FOR THE ADMINISTRATIVES'

- i. Administrative should provide training to all the workers and should provide a certificate of training to the workers.
- ii. Administrative should provide necessary or essential information regarding an emergency to the workers and also ensures the workers for any misfortune or risk at their workplace.
- iii. Administrative should remain cautious regarding mechanical equipment and also ensures the position of equipment should be well maintained.
- iv. Administrative should adapt the each and every critical situation critical by themselves.
- v. Administrative should take care of cleanliness and others safety measures at their workplace.

B. SUGGESTIONS FOR THE WORKERS

- i. Workers should be properly trained and should know how to lift any heavy material and carry out jobs which are done at rare chances and properly trained and the skilled worker should only do these jobs so that the material is being shifted to the desired place with perfection and minimal damage.
- ii. Workers should wear proper safeguards to avoid serious injuries which may become a big reason for their life.

- iii. Workers should store all the combustible materials and acid at the proper place where the material is most likely to be safe and out of reach of common workers, e.g., the acid cans should be punctured and kept in the disposable area as the common worker doesn't know that the can was filled with acid and may fill water in it for drinking and may get a disease or harm himself.
- iv. Workers should give priority to their health and should not work if not well and should take rest as if an accident happens due to not being well it would not be a good option for worker as if he may meet an accident, if such things happen then it is not good for the company's reputation that the company is forcing the workers to work even when they are not well.
- v. Each and every worker should coordinate with all the workers equally and have a good bonding as they are supposed to work as a gang in the field together to give the best output and safe working.
- vi. The worker should know and understand the risk before doing any heavy job and once discuss the way they are going to carry out the job by discussing it with Safety Inspector and work in the safe working zone.
- vii. Workers should be given proper first aid training so that if there is any mishappening they may not wait for the doctor to come.
- viii. Workers should be that much educated that he is able to read all the safety signs and understand what the other person or signboard is saying.
- ix. Workers should rotate themselves to avoid working in the same posture and stay active all time.

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