

Sometimes employees themselves fear or refuse to use safety gadgets such as helmets, masks, goggles, shoes, full uniform etc not realizing that accidents are uncertain and can occur any time in any form.

6) Lack of breaks to refresh:

Overproduction leads to continuous work without break. If there are no proper tea breaks, lunch break, washroom break, relax mind-legs etc the tired body will make mistakes and accidents.

7) Personal problems & stress:

Workers may have some personal health problem, family problem or financial stress causing distraction in work triggering accidents.

Effects of Industrial Accidents

A) Effects on Employer:

1) Heavy Expenditure on the medical treatment of injured worker:

Entire cost of treatment & medicines is required be borne by the company till complete recovery, as it is on duty accident. Required funds to be provided from company's reserves. In case of death, it pays compensation to the deceased worker's family.

2) Additional expenses towards repair of damaged machines:

Machines get largely damaged during accident/ fire. Company has to bear the expenses to repair and replace the damaged parts of the machines.

3) Experts visit charges for periodical inspection of machines & tools:

Periodical inspection on status of machine is mandatory for safety purposes. Technological expert's Indian/foreign charge high fees for every visit. Their work and renewal is very important.

4) Additional costs need to be incurred to select and train new workers in replacement of injured/dead worker.

5) More wages to normal need to be paid on overtime, in case production work is held up during accident recovery set up phase.

B) Effects on Workers:

1) Frequent accidents create stress among the workers:

Every worker fears for risk/injury to their life, for pain and for family. Hence, they remain under constant stress, lowering their morale, performance and hence their salary.

2) It results in labor absenteeism and labor turnover:

Workers try to skip the risky job duties and frequently remain absent during important tasks. Some workers permanently leave job and join other less risky jobs.

3) A worker may suffer temporary or permanent disability:

Major accidents can cause permanent disability of losing vision/ hand/ leg/ lungs / mental disorder etc. Injured worker becomes lifetime burden on family.

4) Workers family loses source of income and support:

Middle class family workers are lone bread earner to the whole family of 5-7 members. Loss of job may lose regular stable income needed to bear daily costs and weaken financial support in long run.

C) Effects on Society:

1) Accidents increase unemployment rate in society:

Massive fire or chemical accidents may completely destroy entire factory. So, all/most workers may lose job at once. Many may leave high risky jobs. All such accidents add to unemployed crowd