

**OCCUPATIONAL SAFETY AND HEALTH MANAGEMENT
IN SMALL AND MEDIUM SCALE RUBBER
MANUFACTURING ENTERPRISES IN SRI LANKA**

Kaluthantrige Piumi Ayeshika Perera

(169408K)

Masters of Occupational Safety and Health Management

Department of Building Economics

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Thesis submitted in partial fulfilment of the requirements for the Masters of
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DECLARATION OF THE CANDIDATE & SUPERVISOR

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ABSTRACT

An emerging need has been identified in effective implementation of Occupational Safety and Health Management (OSHM) Practices in rubber manufacturing small and medium scale enterprises in Sri Lanka due to their importance as a valuable economic source for the country. Further, these industries provide a significant number of job opportunities, yet the risk is persistent in a noteworthy amount for the health and safety of the employees. Therefore, it is essential to find the current OSHM practices in such industries as well as the existing barriers and to determine the possible solutions for key barriers. The population consisted of 40 OSH experts from different SMEs in the industry located in Western province. The data were gathered using questionnaire, and personal interviews. The personal interviews were conducted among 10 OSH experts. The data analysis was done using SPSS (Version 21). The key findings of the study revealed that there are essential practices which were accepted to be high in importance level, but lower in performance level than expected. More concentrate was found to be needed for the practices including OSHM manuals and procedures are formulated and followed, OSH aspects are considered in the process designs and layout designs, a system is established and followed for hazardous waste management and OSH aspects are considered in the change management system. The key barriers found were poor monitoring system of safety performance, inadequate budget allocation, production based culture, inadequate information flow within the organization, lack of training and awareness, lack of senior management commitment, inadequate support and influence from other organizational members and inadequate legislation. Lastly, solutions were developed through expert perspectives. The key findings can be used as a tool to ensure the effective implementation of the OSHM practices in rubber manufacturing SMEs and the study can be expanded to other industry types as well to get a more broaden idea on the industry inherited practices.

Keywords: Occupational safety and health management, small and medium scale industries, rubber manufacturing, Sri Lanka

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TABLE OF CONTENTS

Declaration of the Candidate & Supervisor	i
Abstract	ii
Acknowledgement.....	iii
Table of Contents	iv
List of Figures	vii
List of Tables.....	viii
List of Abbreviations.....	ix
List of Appendices	x
CHAPTER 1.....	1
INTRODUCTION.....	1
1.1 Background.....	1
1.2 Problem Statement.....	6
1.3 Aim	7
1.4 Research objectives	7
1.5 Scope & Limitations.....	7
1.6 Methodology.....	9
1.7 Limitations of the Study	9
1.8 Organization of the Study.....	10
CHAPTER 2.....	11
Literature synthesis	11
2.1 Introduction	11
2.2 Small and Medium scale Enterprises (SMEs)	11
2.3 Rubber product manufacturing SMEs	14
2.4 Rubber production process and Occupational Exposures in Rubber Manufacturing Industry	15
2.5 Occupational Safety and Health Management System (OSHMS)	16
2.5.1 Initiation	18
2.5.2 Formulation	19
2.5.3 Implementation	20
2.5.4 Evaluation	22
2.5.5 Improvement	22

2.6 Barriers	22
2.6.1 Inadequate legislation.....	23
2.6.2 Lack of Resources and low bureaucracy.....	24
2.6.3 Informal management Structure and adverse working conditions.....	25
2.6.4 Lack of management commitment and employer’s perception	26
2.6.5 Inadequacy of information flow within the organization.....	27
2.6.6 Lack of safety management practices to evaluate OSH compliance	28
2.6.7 Behaviour of trade unions, inadequate partnerships and supporting parties	28
2.6.8 Inadequacy of OHS policy	29
2.6.9 Lack of training and awareness.....	29
2.7 Summery.....	29
CHAPTER 03.....	31
RESEARCH METHODOLOGY	31
3.1 Introduction	31
3.2 Study Framework	31
3.2 Data Collection.....	32
3.2.1 Sampling Population	32
3.2.2. Data collection methods and instruments	33
3.2.3 Data Collection Procedure.....	37
3.7 Data Analysis Method	37
3.8 Summary.....	39
CHAPTER 4.....	40
DATA ANALYSIS AND DISCUSSION.....	40
4.1 Introduction	40
4.2 Respondent rate and the sample characteristics	40
4.2.2 Sample Characteristics of participants responded for the interviews	42
4.3 Reliability of the instrument	44
4.4 Mean values comparison within sample characteristics.....	46
4.5 Frequency table for responses	47
4.5.1 Performance level of Initiation practices	52
4.5.2 Performance level of Formulation practices	52
4.5.3 Performance level of Implementation practices.....	52

4.5.4 Performance level of Evaluation practices.....	53
4.5.5 Performance level of Improvement practices	53
4.5.6 Other practices	53
4.6 Importance of practices	53
4.7 Importance Performance Index (IPA)	53
4.8 Barriers	57
4.9 Solutions to minimise key barriers	59
4.10 Chapter Summery	64
CHAPTER 5.....	66
CONCLUSIONS, RECOMMENDATIONS AND FURTHER RESEARCH AREAS	
.....	66
5.1 Introduction	66
5.2 Conclusions	66
5.3 Implications	68
5.4 Recommendations	68
5.5 Limitations and Further Research	69
5.6 Chapter Summary	70
REFERENCES.....	72
APPENDICES.....	81
Appendix A: Questionnaire.....	81
Appendix B: Interview Guideline	88

LIST OF FIGURES

Figure 2.1 Rubber production process	15
Figure 2.2 : OHS management systems elements	17
.....	31
Figure 3.1 : Study Framework	31
Figure 4.1 Work Experience	41
Figure 4.2 Organization Age	41
Figure 4.3 Market Type.....	42
Figure 4.4 Work Experience in regards with interviewed respondents	43
Figure 4.5 Educational Level in regards with interviewed respondents	43
Figure 4.6 Mean values of average performance for organizational age categories..	47
Figure 4.7 Mean values of average performance Market type categories	47
Figure 4.8 : Importance Performance Index Overview	55
Figure 4.9 Response rate of barriers	58
Figure 4.10 Impact of barriers on the performance level of practices	60

LIST OF TABLES

Table 2.1 : Definition of SMEs in Sri Lanka	13
Table 2.2: Characteristics of a SME	14
Table 4.1 Mean values and standard deviations for the current performance levels of the practices.....	44
Table 4.2 Cronbach's Alpha	46
Table 4.3 Sample characteristics and mean values of the practices average performance level comparison	46
Table 4.4 Frequency response of importance and performance level of practices ...	49
Table 4.5 : Coding for practices	54
Table 4.6 Coding for barriers	57
Table 4.7 Proposed Safety Performance Indicators	60

LIST OF ABBREVIATIONS

ADB	Asian Development Bank
GDP	Gross Domestic Product
ILO	International Labour Organization
IPA	Importance Performance Analysis
KPI	Key Performance Indicator
NR	Natural Rubber
OHSAS	Occupational Health and Safety Assessment Series
OSH	Occupational Safety and Health
OSHM	Occupational Safety and Health Practices
OSHMS	Occupational Health and Safety Management Systems
SME	Small and Medium Scale Enterprise
SR	Synthetic Rubber
UK	United Kingdom
USA	United States of America
USD	United Status Dollars
WHO	World Health Organization

LIST OF APPENDICES

Appendix A: Questionnaire.....	81
Appendix B: Interview Guideline	88