

## Strategies and Mechanisms for Preventing Occupational Accidents

### إستراتيجيات وآليات الوقاية من الحوادث المهنية

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#### Abstract:

Human capital is considered one of the most important resources and pillars in the organization and that is why labor organizations have paid attention to it and ensure that it is protected from occupational hazards and accidents that it encounters at work sites and threatens its safety and security. Through the application of preventive and remedial measures and the adoption of various strategies and mechanisms to address and control them, even relatively.

**Keywords:** Occupational accidents; Occupational safety; Strategies; Precautions; workers.

#### ملخص:

يعتبر الرأسمال البشري من أهم موارد وركائز المنظمة ولهذا أولت منظمات العمل الاهتمام به والسهر على حمايته من المخاطر والحوادث المهنية التي تصادفه في مواقع العمل والمهددة لسلامته وأمنه، وعليه تتضافر الجهود الحثيثة لتوفير بيئة عمل آمنة وصحية خالية من المخاطر من خلال تطبيق الإجراءات الوقائية والعلاجية وتبني مختلف الاستراتيجيات والآليات لمعالجتها والسيطرة عليها ولو نسبيا. **كلمات مفتاحية:** الحوادث المهنية، السلامة المهنية، الإجراءات الوقائية، الاستراتيجيات، العاملين.

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## 1. INTRODUCTION

The high rates of risk and injuries to employees of organizations, which result in negative physical and psychological harm to the worker, or direct and indirect financial and material burdens incurred by the organization as a result of the decline in the productive process, such as work stoppages and absenteeism, not to mention its negative impact on society and the economy as a whole. This is how the problem of our study is that **what are the most important strategies and mechanisms taken to control and reduce occupational accidents?**

Our study aims to preserve the manpower and protect it from accidents and occupational injuries by controlling its causes and trying to eliminate its risks in the workplace, ensuring industrial security, improving the physical and psychological working environment, and ensuring occupational safety in both health and professional aspects.

The importance of providing an important safe and healthy environment for more than one reason is evident, most notably: the direct impact of accidents on the performance and productivity of the individual, which leads to his or her permanent injury or even death, the impact on the satisfaction of workers, the loss of qualified human resources by the Organization, the decline in productivity and financial and material losses (Naif Barnoti, 2007, p,468-469).

Therefore, our study deals with highlighting the conceptual framework of professional accidents, reviewing the most important causes of occupational accidents and their effects on the individual, organization, and society, identifying the most important methods, foundations, and ways to address this phenomenon and work to reduce it.

## 2. Causes and effects of occupational accidents

### 2.1 The concept of occupational accidents:

The incident is defined as "an incident that occurs during the course of work and which results in physical or mental harm involving severe injuries or cases of intentional harm that are medically recognized and are the result of professional work or the circumstances in which the individual engages in work, and is therefore unexpected to injure individuals and means (Al-Skafi, 2015, p,335). When Mkodid Fateh defined it as unplanned and Strategies and Mechanisms for Preventing Occupational Accidents acts that occur during or because of the work, leading to a work stoppage, as sudden situations arising from the worker's contact with his work environment and in which psychological, social, and environmental factors overlap, resulting

in disproportionate harm to material and human elements of production (Mujahdeen, 2012, p,24).

It is noted that occupational accidents are an unexpected sudden accident occurring in the workplace, which is due to reasons related to the organization and the nature of work or the individual, and results in negative effects on the individual, which causes injuries, disabilities, and disabilities as a partial or total disability, which cannot complete his work, perform or die, in addition to causing damage to machinery and facilities, costing the organization financial losses as a result of work interruptions, lack of productivity, maintenance and compensation.

Therefore, before reviewing the methods and means of preventing professional accidents and preventing their recurrence, it is necessary to identify the factors contributing to their occurrence and to identify their effects and implications for the individual, the organization, and society as a whole, because the search and investigation of the causes of accidents is an essential and effective factor contributing to the success of the prevention program, and therefore we will address the various causes behind these accidents.

### **2.2 Sources of occupational accidents:**

There are many main reasons contributing to accidents due to the serious conditions in the working environment and dangerous acts. (Hariri, 2014, p,287) Factors have been classified into four factors:

#### **2.2.1 Personal factors:**

These are the causes associated with the human specificity of the working individuals, including visual and age defects, limited experience, the promise of responsibility, their misjudgment of risks and their handling of equipment (Matali, 2018, p,162).

The lack of abilities of the individual in his training, rehabilitation, and poor intelligence, or the inappropriateness of the work assigned to him to his physiological and mental potential (Zweiti, 2017, p,93)

Personality traits, emotional and emotional personality and susceptibility to accidents (Ashouri, 2019, p,143).

#### **2.2.2 Technical factors:**

These are causes associated with machines and machinery, such as damage or negligence, failure to maintain them periodically and systematically, sudden fall of objects and the explosion of certain hazardous materials (Mataly, 2018, p,163) Regulatory reasons are reflected in the weak culture of safety and preventive health, poor management systems

responsible for occupational safety and health, poor supervision, oversight and support by government agencies, lack of a clear and effective management system that includes instructions and rules on industrial security and the lack of inclusion of training curricula, lack of evacuation and emergency plan at industrial facilities (Scaffi, 2015, p,336-337). In addition to the weakness and confusion of organizational communication, resulting in a lack of information amid the communication process between different levels of management, and the worker's sense of marginalization not being involved in decision-making (Bahri, 2016, p,145).

### **2.2.3 Physical factors:**

Causes related to the physical environment and working conditions such as lighting, heat, humidity, ventilation, dust, dust and noise level include (Hariri, 2014, p,281-282) The design of the workplace as a work ground and the spaces allocated to the machines, in addition to the chemical and biological factors and the nature of the work, which often create straining and pressure on workers and make them more vulnerable to accidents (Rusan, 2014, p,32-33).

### **2.2.4 Social factors:**

It is represented by the social situation and family problems of the worker, where the deplorable social situation and the difficult economic and living situation such as the lack of transportation, housing and well-being, as well as family problems such as bickering, incompatibility and understanding among family members, which result in stress and psychological disorders of the worker, such as mental distress and anxiety in the course of work, are causing accidents (Ayib, 2013, p,53).

## **2.3 The effects of occupational accidents:**

Professional accidents cast a shadow over one side, and their negative effects are shown by: (Aqili, 2009, p,574-576).

### **2.3.1 Economic dimension:**

This dimension is reflected in:

**-Organization:** The impact of this dimension is evident:First: Through the cost to the foundation in order to cover: treatment of accidents and injuries of work and compensation for permanent disability Deaths, salaries and wages of injured people during their treatment, and productivity losses resulting from work interruptions and the search for alternative labour.Secondly, on their profitability, as the total previous costs affect the final cost and therefore the profit margin, which may be detrimental to their position and competitiveness.

**-National economy:** the effects of this dimension are shown: firstly through the decline in national output as a result of what the various economic units pay to bear the costs of professional accidents, where in Britain, for example, in 1999 it amounted to approximately 15 billion pounds, and secondly through its impact on the workforce of the state, which causes the deterioration of its productive capacity.

### **2.3.2 Social dimension:**

Occupational accidents and the resulting health effects such as disabilities, chronic diseases and deaths have a profound and negative impact on social and family life, as they place heavy burdens on society, whether psychological or economic.

### **2.3.3 Psychological dimension:**

The increase in occupational accident rates affects the morale of the team within the organization as a result of the concerns and tensions that affect workers' mental and physical health. This dimension translates into low levels of job satisfaction and an atmosphere of tension and aggression.

### **2.3.4 Legal and trade union dimension:**

Safety in the working environment is the second point on the list of trade union concerns after the pay file, and today it is pushing harder than ever to improve the working environment. This position is reinforced by various laws and legislation stresses safety at work.

## **3. Strategies and stages of prevention of occupational accidents and mechanisms to mitigate their severity**

**3.1 Strategies for preventing occupational accidents:** Among the most important include:

### **3.1.1 Strategy for studying the causes of accidents:**

In order to take precautionary measures to prevent them, experts advise that the causes of the accident sought in terms of the time of the accident and the personal characteristics of the perpetrator in terms of age, experience, psychological circumstances surrounding him, the time of the accident, whether the incident was due to negligence or negligence in the design of the machine or a deficiency in industrial security procedures (Issawi, 2017, p,165-166).

### **3.1.2 Work environment design strategy:**

This is done by creating a healthy working environment in terms of moderate temperature, adequate lighting and clean working environment that can pose risks to workers. The maintenance of machinery on a regular basis maintains its efficiency, as well as the provision of protective

equipment such as fire extinguishers, which must be placed in known and easily accessible locations, as time wasted in the search for a fire extinguisher can cause disaster. (Dubach, 2009, p,56)

### **3.1.3 The Organizational Atmosphere Strategy:**

The regulatory atmosphere has a significant psychological impact on workers in terms of accident involvement, and Schultz cites numerous studies that emphasize the relationship between the safe psychological atmosphere of the industry and the rates of involvement in accidents. (Shehata, 2010, p, 216)

### **3.1.4 Industrial safety training strategy:**

Some experts in industrial security believe that training workers in methods of prevention and industrial security is one of the most important methods of reducing accident involvement, and this type of training in industrial security is critical, because it knows workers the potential dangers of work and how to avoid these risks as much as possible, as well as the quality of accidents and causes, and the program includes how to use tools and first aid, and the method of evacuating the injured in the event of accidents and moving them quickly to specialized treatment places (Dubach, 2009, P,55).However, Fawzia Ghimis adds another strategy:

### **3.1.5 Incentive strategy:**

Schultz refers to a system used by a car carrier that has suffered from high accident rates, whereby it has introduced an incentive system whereby drivers who are not involved in accidents or have fewer traffic violation rates are given a rewarding financial incentive, which has reduced the accident rate by 65%. (Ghamis, 2019, p,183).

### **3.1.6 Working to reduce unsafe business through preventive awareness:**

So that the regulations and legislation related to occupational safety and health rules are among the most effective procedures and rules that protect workers from occupational hazards, accidents and injuries, which are summarized in brief phrases, written on a board or wall magazine, or published in the form of a book or bulletins, revolving around how to use the tools and operate Devices, the protection of body parts, lifting and moving things, informing the worker of danger places and the causes of fires and explosions and making warning signals. Workers are educated using a set of means, including:

**Posters:** Where advertising methods such as security posters help keep unsafe works, in one study their use has increased clearly, increasing safe

behavior by more than 20%, and stickers must be changed continuously (Issawi, 2017, p,166).

**Lectures and printed publications:** An easy and quick way to provide a large number of people with a great deal of information, and the success of the lecture depends on the ability of the lecturer to attract the attention of the staff, when publications motivate the staff to read it.

**Films and illustrations:** One of the good awareness methods in the field of occupational health and safety, it facilitates industrial safety officials to inform workers of occupational hazards, to show the dangers of work without the use of protective equipment, to rationalize workers with the risks of work and the consequences of neglecting to follow these guidelines, and to teach them a lot of industrial skills such as the process of production, sequencing and linking the link between their parts (Ashour, 2019, p,132).

**Competitions:** Valuable rewards, grants and gifts are paid to employees who are committed to occupational health and safety systems and contribute to reducing occupational accidents and injuries within the workplace. Holding discussions, seminars and conferences: a means of exchanging ideas and information and destinations by addressing several topics related to the prevention of accidents and occupational injuries and achieving industrial security, identifying future action plans and implementing decisions on the problem at hand (Mohammed, 2010, p,265).

**Committee:** A small group of individuals who are appointed and elected to carry out the preventive awareness mission and appoint a chairman to the Committee. Sometimes a delegation is decided by members. The committee aims to plan the activity or evaluate industrial security programmes, to do executive work, or to prepare a specific report. The Committee has a small membership, providing opportunities for success for its participants. (Salama, 2018, p,79).

**Guidelines:** Provided by the direct or technical supervisor to workers prior to starting work, when they have done work that they have not done before, or when using materials or tools they do not know the dangers of (Dubach, 2009, p,31)

### **3.1.7 Training on industrial security:**

All efforts to provide the worker with the knowledge, information, trends and skills required by the achievement of industrial security means that it aims to increase the ability of workers to achieve industrial security in the professional reality in which they are present, and the training of workers in industrial security goes through a number of stages:



1- The stage of identifying the needs to know what information, skills and trends required by achieving security at work.

2- The stage of choosing the method of training in which the method that suits the worker is chosen to give him the requirements of achieving industrial security.

3- The training phase in which the individual is trained to acquire the knowledge, skills and directions he needs to develop his level of industrial security.

4- The training evaluation phase in which what has been done is assessed to determine whether the training program has achieved its objectives, and whether the individual has acquired the requirements of industrial security (Mekdad, 2010, p,5).

### **3.2 Stages of occupational accident prevention programs:**

The prevention programme aims to increase the effectiveness of the physical or humanitarian foundations of the prevention system. It is confirmed by the recording and in-depth analysis of previous incidents as the source of a large proportion of accidents in the productive environment. Any program is represented by a set of objectives, policies, procedures and rules, which aim to mobilize energies and resources to implement a specific plan according to a specific schedule, and the accident prevention program goes through the following stages:(Salama, 2018, p,82-83).

#### **3.2.1 Preparation stage:**

The objectives of the program are determined at this stage, where this step is very important, and depends on the success or failure of this program and these objectives are determined based on an in-depth analysis of previous professional incidents, allowing this to be assessed in the value of the actions taken previously, in addition to directing efforts towards the objectives to be achieved and the means to be used. After setting the targets to be reached, the second plan is to regulate the work and the timing of the means, namely, to provide the various physical, human and financial means necessary to achieve those goals, as well as to take all appropriate regulatory measures associated with the contribution of the various prevention actors involved in the institution.

#### **3.2.2 Implementation stage**

The implementation of the prevention program is initiated according to the planned plan, where a supervisor or technician protects the prevention of the institution's prevention department in the practical translation of the program, which embodies the good implementation



depending on the realism of its objectives and the extent to which the necessary means for its success.

### **3.2.3 Program evaluation stage:**

After the programmes have been implemented according to the proposed time plan, a comprehensive multifaceted assessment of the impact of the events in the organization is required, and sufficient time should be given until the final results are monitored.

### **3.3 Accident prevention and reduction measures:**

Designing working conditions in a way that protects and maintains their health is one of the best ways to prevent and prevent accidents, and one of the most important measures that greatly helps in the prevention of accidents.

#### **3.3.1 Improving working conditions:**

Working conditions are one of the most important sources of occupational accidents, so taking care to improve them to reduce their risks helps to mitigate them and limit their effects by:

##### **3.3.1.1 Job modification and its environment:**

Partial improvements that do not affect the organization and methods of work, but in turn, have tangible implications and consequences (Ajila, 2018, p,93) This is what the scientific organization of the department adopted by studying movement and time, which focused on the principle of accumulating knowledge and skill in the incumbent and exploiting this in the processes of mission design, selection of means, machines and production systems, in order to achieve the highest possible performance by achieving the harmony between the worker and the machine, so in the case of the inability of this factor to keep up with the pattern and requirements of the position we resort to reducing these burdens and requirements in order to take it with the occupant through Improving working conditions by ensuring the cleanliness and arrangement of the workplace, providing proper lighting and ventilation, and good building design.

##### **3.3.1.2 Modify tasks:**

In a radical way affects the work and its performance by rotating positions that require the transfer of workers between positions in a way that breaks the deadlock and boredom resulting from the exercise of the same functional functions, which is an effective way to raise the morale of workers and enhance their confidence in their abilities, and improve their performance.

##### **3.3.1.3 Adjusting the time and format of work:**

Considering that the performance and friendliness of the institution is not limited only by the time of the work practice, the issue of reducing its duration should be supported by various legislation and trade unions seeking to redistribute the duration of work over hours, days and years, greater than the length of work per se. (Salhawi, 2008, p,95-96).

#### **3.3.1.4 Quality of life in the workplace:**

It targets the overall framework of workers' lives within the organization in order to achieve psychological and functional stability and integrate occupational safety into employment tests: by conducting tests such as psychological stability, muscular stability, visual skills and employee credibility testing (Ajila, 2018, p,93) This contributes to reducing the risk of professional accidents by:

- Strengthening the position of the working individual in the workplace in accordance with continuous communication and constant training on security and prevention methods, which shows the institution's interest in the physical and psychological safety of its employees, studying hidden risks and establishing a preventive culture to improve practical procedures.
- Encouraging individual responsibility by establishing individual awareness, enhancing responsibility for security in workplaces, and integrating the security aspect into the preparation and implementation of tasks.
- Improving the social climate by alleviating the anxiety and disruption of workers' risks, which often translate into stop-work and strikes. If risk analysis is not accurate, it is impossible for any preventive policy to succeed in achieving its objectives, and in order to improve this climate should be to improve social relations within the organization, to provide a participatory leadership that listens to workers' problems and concerns, and to make appropriate decisions on issues such as training to achieve the prevention of occupational risks to maintain the safety of workers (Salhawi, 2008, p,96-97).

#### **3.3.1.5 Interest in human engineering programs:**

One organization has discovered that the cost of equipping private offices for individuals according to their characteristics was much lower than the costs of developing vertebrae diseases in the back, neck and visual impairment. (Archived, 2010, p,382).

#### **3.3.1.6 Determining who is responsible for occupational safety and health programs and imposing tight control**

An official must be assigned to be committed to monitoring and emphasizing the application of occupational safety and health programs, it is not necessary to be a full-time person to work in occupational safety and health programs but it is possible to entrust these responsibilities to a part-time person such as the director of the production department, the human resources manager or other managers, in addition to monitoring the safety situation. (Hariri, 2014, p,288-290).

On the other hand, attention is paid to improving the conditions in which the job is exercised by working on: (Aqili, 2009, p, 588-590).

**Providing appropriate lighting:** Where experts are responsible for designing a lighting system that corresponds to the nature of each activity, there are works that require strong lighting and focus on limited spaces such as microworks, and the issue of light cover must be taken care of.

**Providing appropriate temperatures:** Their importance is highlighted in industries with very high temperatures such as mining industries, where the nature of their work severely affects temperature levels, or those dealing with heat-sensitive or rapidly occurring chemicals.

**Ensuring the cleanliness and order of the workplace:** The cleanliness of the workplace and its absence from the remnants of the productive process and the availability of the necessary spaces to work freely significantly reduce the risk of professional accidents, and the availability of alarms helps to ensure the security of workers.

**Noise treatment:** Due to the risks involved, officials must address it by: good design of buildings and workshops using modern construction technology involving effective insulation, and modification of machines that emit high levels of noise or insulation in special locations.

**Internal air purification:** By increasing the openings of ventilation inside the workshops, combating and preventing smoking, providing workshops with air purifiers, organizing working hours and giving the worker breaks down to rest and renew his mental and muscular activity in order to avoid fatigue and fatigue that makes him more vulnerable to professional accidents and injuries.

### **3.3.2 Accuracy in determining the specifications and qualifications of workers:**

The organization can reduce accidents by accurately identifying the specifications and qualifications of employees, and confirm this in the job description, which ensures the optimal selection of employees and their qualification with appropriate training in order to achieve full compatibility

and compatibility with the possibility of optimal implementation of the works in order to avoid injuries and accidents caused by personal factors (Naif Bernoti, 2007, p,470).

Therefore, the need for a more effective and effective system of governance is to ensure that the international system is not in a state of disrepair.

**The contents of the change in the life of the working person:** linking the events to which individuals are exposed in their lives, called life-changing units, include: the death of a relative, problems with bosses at work, changes in social life and their impact on the likelihood of accidents and injuries.

**The level of units of change in the life of the individual:** seeking to predict the sources of accidents, identifying the factors related to them at the level of the characteristics of the workforce itself such as age, social life and length of service to be utilized when developing selection and appointment policies, it is a study of changes in the life of the individual and an attempt to quantify those factors leading to accidents and occupational injuries by classifying their levels (Tamutali, 2018, p,165-166).

### **3.3.3 Analysis and measurement of accidents and work injuries:**

The study and analysis of accidents in the organization allows the identification of the causes of accidents and how they are distributed among workers based on:

#### **3.3.3.1 Accident Reports and Investigations:**

Prepared by the organization's occupational safety officials, which are prepared through the work accident form and includes the following elements: the victim's date and place of action, the classification of the work and the preparation of its units by giving qualitative information on the nature of the work caused the accident and indicating the possibility of damage from certain actions and operations, describing the accident by identifying the direct cause of the accident and its consequences by describing the injuries and material losses and clarifying the amount of experience required to perform the work, psychological data by applying preparation tests and personality tests. Figures show the monthly and annual costs of the accident and casualties and subsequent analysis to avoid future accidents and to include them in occupational safety programmes.

#### **3.3.3.2 Accident Measurement Rates:**

Saeed Salem's supporter classifies common use of rates in accident measurement to:

**Incident frequency:** The number of accidents during a certain period in the enterprise as a whole or in a particular section of the organization divided by the total actual working hours of the institution as a whole or the department concerned during the same period multiplied by one million.

**Accident severity:** A measure of the rate of accidents in a given period, calculating the time lost in days due to injury on the total actual working hours multiplied by one million (Ashouri, 2019, p,147).

### **3.3.4 Formation and development of sound performance habits to achieve occupational safety:**

The department should train employees to do business in the best way to ensure that they are maintained and avoid risks, so that workers get used to a certain, stable and stable method that automatically gains them and enables them to acquire qualifications to work skillfully without mistakes, this achieves emotional balance and reduces the likelihood of accidents. (Caffe, 2014, p,287).

### **3.3.5 Forming a permanent team to deal with accidents:**

It is necessary to form a permanent team in advance at the beginning of the year in order to deal with any incident, crisis or calamity that passes through the organization as soon as it occurs. (Mahfouz, 2010, p,381).

### **3.3.6 Control over workload and pressure:**

One study found that unsafe behaviors are associated with inadequate time and inappropriate resources, which increases workload and stress, thus making them more vulnerable to occupational accidents and injuries(Hariri, 2014, p.290.), and addressing the psychological stress of workers such as stress, work stress and occupational combustion, which affects his attention to work and his commitment to instructions, which may cause accidents and injuries, and therefore the administration should work to alleviate these pressures in order to prevent their negative effects.

### **3.3.7 Following the preventive approach:**

This portal encourages workers to make lifestyle changes through healthy nutrition, regular exercise programs, abstinence, alcohol consumption, etc. (Mahfouz, 2010, p,383).

### **3.3.8 Granting incentives:**

There are many ways to motivate employees, there are managers who have linked incentives and improvements in the field of safety, Koble said that incentive programs in which managers are a good role model for

subordinates in following safety procedures and taking care of them, resulting in a decrease in accidents and work injuries. The government's policy of "re-establishing" the State is a "right" and a "right" to the right to life. (Mahfouz, 2010, p,384).

### **3.3.9 Use of personal protective equipment and means:**

The Department must prepare all equipment and means for occupational safety, which ensure the prevention of injuries to workers such as hats, glasses and work clothes, as well as provide fire extinguishers and maintenance of equipment and machinery to reduce the likelihood of accidents and damage to individuals, equipment and buildings, and work to modify the abnormal behaviors of workers that are an essential source of professional accidents. (Caffe, 2014, p,285-286)

### **3.3.10 Regular maintenance of machines:**

These are the procedures and actions of the technician to detect defects and damage to the machine and to attempt to renew or repair damaged objects. The periodic maintenance of machinery is mandatory due to the physical or psychological damage to workers. (Ashouri, 2019, p,146)

When Mohamed Ahmed Abdel Nabi classifies these programs into preventive and therapeutic programmes, care programmes and social services in various economic, social and health fields, the organization should take care of the following programs: (Mohammed, 2010, p264-272)

- **Health programmes and services:** include pre- and post-traumatic examinations, vaccination, vaccination against various diseases, accreditation of a doctor, the allocation of a doctor, the placement of a small pharmacy inside it, the care of providing a healthy environment in offices and buildings. Productivity this helps to reduce accidents. The government's policy of reducing the number of women in the labour force has been reduced.

- **Security programme:** Includes the provision of protective clothing for workers and protective equipment from injuries such as helmets, gloves, shoes, masks and all that prevents contamination, poisoning, wounds, fires and falls, with early warning devices and measurement of smoke, heat and radiation.

- **Environmental programmes** include protecting the internal and external environment from the damage and effects of natural and climatic conditions, ensuring the safety of air, water and food from pollution, proper waste treatment and reducing the effects of gases.

#### **4. Challenges facing the application of strategies and mechanisms for preventing occupational accidents:**

These challenges are:

- Occupational safety and health programmes are opposed to available resources, which often show multiple priorities, affecting the degree of safety and industrial security in the facilities, but the high costs of injuries, illness and mortality require cost and return considerations, which means that safety and industrial security need to be agreed and prioritized.
- The lack of enforcement of laws and legislation to establish sanctions for workers who have not complied with the instructions and occupational health and safety programmes, the use of preventive measures to protect and preserve them, and the increasing need for occupational safety and health officials and departments to keep pace with technological changes and their flexibility with the psychology of workers.
- The lack of oversight and supervision and the attribution of unqualified, inexperienced individuals and their failure to ensure the implementation and implementation of industrial security principles and instructions to achieve the desired goals.
- The absence of a preventive and security culture for workers and the lack of use of security and occupational safety and security means and equipment.

#### **5. CONCLUSION**

We conclude from our study that occupational accidents are important topics that have occupied the minds of economists, psychologists and social workers, where the management of organizations has paid attention to the study of accidents and identifying their risks to the health and safety of workers, such as partial disability or death, which negatively affects the productivity of the organization following work interruptions, absenteeism or turnover, and increased financial burdens as a result of insurance, compensation for injuries and maintenance of machinery, all of which are the result of several factors caused by the person working due to lack of experience and training and poor physical conditions. Such as lighting, ventilation and building design, or a social regulatory climate such as poor relationships and lack of communication, there is an authoritarian leadership pattern that prevents the involvement of workers in the implementation of occupational safety programmes, or for technical reasons such as the technical complexity of the equipment and because of the different causes and diversity of the organizations, organizations have



adopted many strategies and mechanisms, which varied between preventive, awareness and therapeutic methods.

Accordingly, we propose to provide safety and prevent accidents to take measures to protect and maintain their human resources by studying the risks of future work and preparing to avoid them and making the working environment healthy and safe following the following: to be a healthy working environment for work and workers, to improve the physical conditions of work sites and to ensure the safety of devices before use, use noise and light prevention methods such as ear protectors and glasses, periodic medical detection on workers, and take rapid measures to treat work injuries, in addition to the formation of a committee consisting of department heads, doctors, engineers headed by The director is interested in researching and studying the working conditions and the causes of accidents and injuries and studying and analysis, and developing precautions to prevent them are: periodic inspection of workplaces, ensuring the availability of prevention methods and their use, correcting the unsafe situation, and constantly monitoring and recording of accidents and injuries, including means and precautions to avoid recurrence. The government's decision to suspend the work of the Ministry of The Treasury is a major concern for the government.

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