



## Opinion

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## Book Review 'Occupational Safety and Health in Small Businesses' (Malaysia Version)

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## Opinion

In Malaysia, 75% of the total business entities are small businesses. This development shows that many workers are working in the small business sector. Indirectly, accidents often happen to workers in this small business sector. Thus, the issue of Occupational Safety and Health is always discussed among employees, employers, professionals, trade unions, politicians as well as in the print and electronic media because it has a direct impact on organizations, especially companies and productivity. In order to ensure that the safety and health aspects of employees are given due attention, employers need to implement safety and health programs in the workplace towards creating a safe work culture. The Occupational Safety and Health Program needs to be managed. Among the programs that can be implemented are security risk management and prevention, emergency management at workplaces and programs that promote occupational safety and health. This can be done in various ways such as holding workshops, lectures and so on. However, there are several obstacles in promoting aspects of Occupational Safety and Health in the workplace.

Today, most Small Businesses do not have a comprehensive occupational health and safety management system. Considering the safety and health issues that have been mentioned, employers need to be concerned about the safety and health aspects of employees when working in the company. Based on the Occupational Safety and Health issues discussed, this book highlights several aspects that can help Small Businesses to create a safe and healthy work environment. An employee works at least eight hours per day. This means, an employee spends one third of his daily time working. After finishing work, he will go home to rest and is very comfortable with the situation in his house. Thus, similar or similar conditions should also exist in the

workplace. The safety and health of workers in the workplace is a matter that needs to be emphasized by employers in addition to the quality and quantity of products produced. All activities carried out in the workplace are the result of decisions made by the employer. Therefore, employers are responsible for ensuring the safety and health of their employees at work. This is in line with the provisions of the Occupational Safety and Health Act 1994.

The provisions of the Occupational Safety and Health Act 1994 are based on a self-regulatory approach which is responsible for ensuring Occupational Safety and Health rests with those who create risks and work in risk conditions. In order to ensure that employees are aware of this act, employers can hold programs to ensure the safety and health of their employees at work. The effectiveness of these programs can reduce the financial burden and add value to the organization. When an organization's employees are healthy and safe, productivity will also increase, the amount of damage to production products will decrease, accident compensation payments will also decrease, and medical expenses will also decrease. Apart from these aspects, employees and their families will also be able to enjoy various other benefits such as uninterrupted employee income. The history of occupational health and safety legislation in Malaysia dates back 120 years. The focus of the legislation is focused on boiler safety aspects followed by machinery safety aspects, industrial safety, industrial safety and health and finally covering occupational safety and health aspects.

The organization that is directly involved in the aspect of creating industrial relations as well as the safety, health and welfare of workers is the Ministry of Human Resources. However, under the Ministry of Human Resources there are several specialized departments and agencies that are also involved in

aspects of Occupational Safety and Health. These agencies and departments are the Social Security Organization, the Human Resource Development Fund, the Industrial Court and the Occupational Safety and Health Department. The Occupational Safety and Health Department is a department that is specifically involved in determining aspects of occupational safety and health in the workplace. In order to ensure that the safety and health aspects of employees are given due attention, employers need to implement a safety and health program in the workplace towards creating a safe work culture. The Occupational Safety and Health Program needs to be well managed. Among the programs that can be implemented are safety risk management and prevention, emergency management in the workplace as well as programs to cultivate occupational safety and health.

This can be done in various ways such as workshops, lectures and so on. Considering the safety and health issues that have been

mentioned, employers need to be concerned about the safety and health aspects of employees when working in the company. It is one of the employer's responsibilities under the Occupational Safety and Health Act 1994. Employers or owners of business entities are those who create hazards in the workplace. Therefore, this hazard is necessarily controlled so that it does not cause harm to its employees. This can be done through safety and health programs in the workplace. To determine the effectiveness of the planned safety and health programs, it needs to be managed and requires a systematic method. Occupational health and safety management system models can be implemented or applied to manage the implementation of occupational health and safety programs in the workplace [1].

## References

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