

# Safety and Health Promotion Level of Occupational In Czech Family Manufacturing

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## Abstract

This article's goal is to assess the degree of workplace safety and health promotion in micro, small, and medium-sized businesses, an issue that is now in the news due to the coronavirus epidemic. SMEs in the Czech Republic are frequently run by families. The study's objective to learn how Czech family manufacturing businesses approach OSH promotion was carried out on a sample of respondents. Data was analysed utilising statistical techniques and empirical research approaches. The OSH principles or procedures and the size of the firm were compared using the Chi square test to find the specifics in manufacturing companies. Regarding their KPIs in the area of OSH, the surveyed firms were examined. To Wilcoxon signed rank test was used to analyse changes in the KPIs' significance before and after the COVID-19 epidemic. To determine if the importance of each KPI is connected to the size of the organisation, all of the KPIs were put to the test using an ANOVA study. The most significant conclusion is that, despite the fact that the surveyed firms' application of OSH promotion concepts is not good, they nonetheless succeed in doing so. The research can assist establish initiatives to promote OSH promotion and also offer suggestions on how to evaluate the degree of OSH promotion in such SMEs. The report can be useful for professionals working in different manufacturing SMEs and OSH promotion.

**Keywords:** Occupational safety and health; Promotion; Family manufacturing enterprise; Level; Research

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## Introduction

Employees, or human resources, are the most crucial component for every business, even family businesses, to operate successfully. Businesses that employ people and have an annual balance sheet total under million dollars as well as a turnover of fewer than million dollars are considered SMEs. Small businesses that fall under the umbrella of SME are defined as those that employ people and have annual revenues and/or balance sheet totals fewer than million. Microbusinesses are those that employ people but have annual revenues and/or balance sheet totals fewer than million. The most important factor is not money, cutting-edge technology, or a well-developed plan, but rather people. Effective personnel are a key component. In ensuring the performance and stability of any organisation. More and more businesses nowadays are discovering the advantages of caring for this crucial resource for their operation. Undoubtedly, having

a motivated and fit staff is a significant competitive advantage. Implementing occupational safety and health into activities that promote and maintain employees' physical and mental wellness is one approach to do this. The creation of a healthy and safe workplace enhances employee health and safety, which reduces short- and long-term sickness absence, increases well-being, enhances relationships at work, improves the atmosphere, enhances the working environment, decreases work-related illnesses, and enhances productivity. Amount of accidents at work all of this helps the business as a whole operate better. Republic is described as a collection of initiatives and practises that not only work to avoid diseases and accidents but also to enhance both individual and organisational health and safety. The employer completes the required system of preventive care for OSH through these coordinated and extensive operations. Currently, OSH promotion in the Czech Republic is a volunteer activity without legal protection or tax advantages. However, a lot

of Czech companies already understand how important it is and either actively carries out these activities or is preparing to do so.

## Discussion

Additionally, the covid virus pandemic has demonstrably demonstrated that health is the ultimate worth of a human life and the factor that affects an enterprise's success. Managing the pandemic was difficult from the perspective of HR departments, and it undoubtedly improved OSH promotion [1]. Managers in every company increased their focus on management strategies for worker safety during the epidemic [2]. The Covid-19 epidemic has accelerated efforts to address problems with workplace safety, health, and wellbeing [3]. According to the authors' prior study, it is well known that in the Czech Republic, larger businesses with foreign ownership participation are the leading providers of OSH services [4]. But what about Czech SMEs, which are frequently run by families? The article's writers are aware of how troublesome, beyond Law's many duties in the area of occupational safety and health does not get as much emphasis [5]. ILO reports that SMEs often have higher incidence of occupational illnesses and accidents [6]. This is mostly caused by a lack of resources, inadequate focus on OSH concerns, and challenges in obtaining outside assistance and training [7]. They are frequently distinguished by having poorer OSH symptoms. In the Czech Republic, where family enterprises account for almost all of the GDP produced by business entities, the issue of family enterprises is very significant for the development of the business environment and GDP production [8]. As a result, the purpose of this article is to learn how Czech family enterprises are doing [9]. Industrial businesses approach OSH promotion using a survey created by the authors, ensuring a safe and healthy workplace is therefore a hot concern [10]. There are many hits when we search the keyword "healthy workplace" in Google. If we visit one of these links, we will learn that there are several ways to interpret this statement and that there are various models, techniques, and resources available for learning about healthy living [11]. People from the workplace and specialists in this field of study [12]. The article's writers agree with the WHO definition of a safe and healthy workplace [13]. A safe and healthy workplace is one where employees and management work together to apply a process of continuous improvement to safeguard and promote employees' health, safety, and welfare [14]. the sustainability of the workplace by taking into account the following, based on identified needs: personal health and safety resources in the workplace, health, safety, and well-being concerns in the psychosocial work environment, including work organisation and workplace culture, and ways to get involved in the community to improve the health and safety of employees, their families, and other members of the community "For the majority of individuals, health comes first in importance [15]. For various reasons, a variety of definitions of health have emerged.

## Conclusion

The World Health Organization defines health as having complete physical, mental, and social well-being; the absence of sickness or infirmity alone is insufficient, according to the authors see Preamble to the Since then, this definition has not been altered.

Our work environment, which accounts for a third of our waking hours, can have a significant influence on our health. A safe and healthy workplace reduces the likelihood of disease and injury and offers enough circumstances that are healthy-promoting. OSH may be promoted in a variety of ways, such as by encouraging the decrease of dangerous and unhealthful activities and the promotion of activities that improve health and safety. The following are some of the major variables that affect people's health and safety: money, social standing, education, physical and social surroundings, and especially working circumstances. One of the fundamental responsibilities of employers is to promote the development of a safe and healthy workplace, or OSH. What then goes into OSH promotion? We can locate several different descriptions of OSH promotion. One of the definitions given earlier is that it is a list of measures taken with the intention of not only preventing diseases and accidents but also enhancing the health of both people and the entire organisation. One of the reasons why OSH promotion is so crucial is the fact that 270 million occupational accidents and million occupational illnesses are believed to occur worldwide each year, resulting in the deaths of nearly two million women and men. Injury, death, and disease result in a loss of 4% of global GDP through lost productivity, medical expenses, disability payments, and survivor benefits. The International Labour Organization and WHO collected this data, which only reflects accidents and illnesses that take place in recognised, registered establishments. The bulk of workers are employed informally in many nations, and their illnesses or accidents at work are not documented. Solving the effects of illnesses, such as financial expenses and long-term loss of human resources in the workplace, is crucial for all nations, including the Czech Republic. A proactive approach to OSH has been proven to be advantageous for employees, companies, and governments alike. And this is also the cause for looking for efficient preventative methods that would aid in preventing occupational illnesses and workplace accidents. Examining one of these connections will we shall discover that there are several ways to interpret this word, as well as various models, resources, and details regarding healthy workplaces, as well as representatives of researchers that specialise in this area. The article's writers agree with the WHO definition of a safe and healthy workplace. „A healthy and safe workplace is one where employees and managers work together to use a continuous improvement process to protect and promote the health, safety, and wellbeing of workers and the sustainability of the workplace by taking into account the following, based on identified needs: health and safety concerns in the physical work environment; health, safety, and well-being concerns in the psychosocial work environment, including organisation of work and workplace culture To promote the health and safety of employees, their families, and other community members, there are tools available at the workplace and methods to become involved in the community.

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## Conflict of Interest

None

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