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Occupational Safety Practices In Industries Of Nepal-Review

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Abstract

Occupational safety and health promotion play a pivotal role in safeguarding the physical, mental, and social well-being of workers in diverse occupations. Unfortunately, the manufacturing industries in Nepal grapple with significant challenges pertaining to occupational safety. These challenges manifest in various forms, such as lack of sufficient safety equipment and training, unfavourable working conditions, precarious machinery and equipment, exposure to harmful chemicals, and inadequate fire safety measures. Consequently, this paper sets out to meticulously examine the occupational safety practices within Nepalese industries, focusing on safety measures, safety awareness, injury trends spanning a decade, and a comparative analysis with other nations. Through an extensive review of scholarly articles and research papers, a disquieting reality emerges – occupational safety practices in Nepal's industries have become an increasingly pressing concern, triggered by a surge in workplace accidents and illnesses. When compared with the practices of other countries, it becomes evident that Nepal lags behind many developed nations in the implementation of comprehensive safety measures and regulations within work environments. Indeed, Nepal's manufacturing industries face a multitude of occupational safety challenges, encompassing inadequate safety equipment and training, subpar working conditions, hazardous machinery, chemical exposure, and a lack of fire safety measures. Insights gleaned from various studies, focusing on safety measures, safety awareness, injury trends, and international comparisons, underscore the urgent need to

address the escalating number of workplace accidents and illnesses. In conclusion, this study underscores the critical nature of occupational safety challenges confronting Nepal's manufacturing industries, emphasizing the imperatives of rectifying inadequacies in safety equipment, training, working conditions, machinery safety, chemical handling, and fire prevention measures.

Keywords: Management Commitment, Organizational Behaviour, Occupational Safety Practice, Safety Awareness, Safety Measure

1. Introduction

According to reports, the manufacturing sector in Nepal contributes to the country's economy by creating jobs, increasing economic growth, and generating foreign exchange through exports. The industry serves to diversify the economy and lessen reliance on agricultural production, which is the primary source of income for a significant number of people, while also creating employment possibilities, particularly in rural areas. Development of the manufacturing sector is very much important for alleviating the problems like poverty, unemployment, and national growth. Additionally, this sector promotes international trade and boosts national economic growth. (Subedi & Banamala, 2015)

But, due to the employment of outmoded technology, which has long been a weakness in their efforts, the industrial sector in Nepal has been witnessing growth that is not even over time. The adoption of new technology is due to constraints in geography as a land locked country, poor infrastructure, competition, and a downturn in the global economy, and these difficulties bring manufacturing industries down in the present trading conditions in the country and manufacturing industry in Nepal faces several challenges.

Additionally, most Nepal's manufacturing companies rely on labour-intensive indigenous raw material sources. The Nepali government has adopted a variety of legislative actions and policy efforts throughout the years to bolster the state's industries.

Overall, there is crucial role of manufacturing industries for boosting Nepal's economy, and its growth is essential for country's long-term prosperity and sustainability.

1.1 Manufacturing Industries in Nepal

Manufacturing industries in Nepal are a crucial sector of the country's economy, here are some key manufacturing industries in Nepal include:

- **Textile and clothing:** Nepal have a long history of weaving and spinning, and the textile and clothing industry is one of the largest employers in the country.
- **Food and beverages:** Nepal have a strong tradition of agriculture, and the food and beverage industry is a key contributor to the country's economy.
- **Pharmaceuticals:** Nepal has a growing pharmaceutical industry, with a number of companies producing a range of products, including generic drugs, vaccines, and herbal remedies.
- **Construction materials:** Nepal's construction industry is growing, and the production of construction materials, such as cement, bricks, and iron rods, is an important part of the manufacturing sector.
- **Plastic products:** The plastic industry in Nepal is growing, with a number of companies producing a range of plastic products, including bags, bottles, and pipes.

As, occupational safety is important and necessary at workplace to avoid risk, here are some safety points in brief below:

- **Protects workers:** The primary reason for prioritizing safety in manufacturing industries is to protect workers from accidents, injuries, and illnesses that can result from working in an industrial environment.
- **Prevents accidents and injuries:** Implementing proper safety measures can help prevent accidents and injuries from occurring in the workplace, reducing the risk of harm to workers and ensuring a safer working environment.
- **Increases productivity:** A safe working environment can improve worker morale and increase productivity

by reducing absenteeism and turnover and creating a more positive work culture.

- **Compliance with regulations:** Many countries have strict safety regulations in place for manufacturing industries, and compliance with these regulations is important for avoiding fines and legal penalties.
- **Maintains reputation:** A strong commitment to safety can help maintain a positive reputation for a company and demonstrate its commitment to the wellbeing of its workers.

Overall, prioritizing safety in manufacturing industries is essential for protecting workers, improving productivity, complying with regulations, and maintaining a positive reputation.

1.2 Safety practices in industries of Nepal

Occupational safety and health are major concerns in Nepal, which have a high incidence of workplace accidents and illnesses, particularly in industries such as construction, agriculture, and manufacturing.

Poor working conditions, inadequate worker safety training, and non-enforcement of safety standards are some of the factors associated with high occupational hazards in Nepal. All governments, companies and employees benefit from improving occupational health and safety. Thus, it is crucial that the “ILO’s” members discuss and concur on the best ways to get there. Effective health and safety management is built on cooperation, goodwill, and incorporating the perspectives of those affected.

One of the increasing priority health issues in Nepal is occupational health, according to the country’s second long-term health strategy (1997-2017). The “Occupational Safety and Health (OSH)” practices in industries are governed by the Labor Act of 2074 and its regulations. According to the law, companies must give their workers a healthy and safe work environment and take the required precautions to prevent workplace accidents and injuries (Subedi & Banamala, 2015). Some common OSH practices in Nepal are as follows:

- **Risk assessments:** Employers must assess potential hazards at work and take the necessary measures to eliminate or control them.

- **Personal protective equipment (PPE) Provision:** To safeguard their workers from industrial risks, employers must supply them with the proper PPE.
- **Training and education:** Employers must provide training and education to their employees on OSH and the proper use of PPE.
- **Emergency response planning:** Employers must have emergency response plans in place to deal with workplace accidents and injuries.
- **Record-keeping:** Employers must keep records of workplace accidents and injuries and regularly review them to identify trends and areas for improvement.

Overall, the implementation and enforcement of OSH practices in Nepal can be improved, and employers are encouraged to adopt best practices to maintain the wellbeing and safety of their staff (Joshi, 2021)

2. Literature Review

(Paudyal, et al., 2011) studied workers who prepare textiles and are exposed to dust and endotoxins, with the goal of calculating individual exposure to inhalable dust and endotoxin. The study was carried out in Kathmandu's four textile manufacturing sectors. According to the author, while worker contact with cotton dust was usually below the United Kingdom exposure limit for roughly 18% of the workers examined, the textile and apparel industry had the lowest exposure levels. The study also highlighted that endotoxin exposures are higher in overall sectors. It was concluded that all assessed respirable dust in the textile, carpet and clothing sectors was below the 'UK WEL' for cotton dust. A significant number of readings from the recycled cotton industry were higher than the UK WEL. According to the authors, better sanitation control methods are needed to reduce the concentration of endotoxin in the air in all industries.

(Joshi, et al., 2011) reviewed Nepal's safety and health records in order to study workplace safety and health there. The author emphasizes the introduction and maintaining a strong case for health and safety to have satisfactory status. The study was carried out by reviewing research papers on occupational safety and health with a different form of work. According to the survey, there is a general lack of safety and health in the workplace, particularly in physical

labour. There is a lack of understanding and awareness of hazards and measures which can easily minimize safety issues in occupation. To maintain the quality of work, the authors also recommended using standard work conditions and criteria for routine monitoring. They also recommended immediate and forceful involvement at all levels, including the government, employees, and employers.

(Budhathoki, et al., 2014) conducted a case study in the eastern part of Nepal to investigate welders' perceptions of occupational hazards and their use of safety measures. The authors conducted a study to increase awareness of these hazards and demonstrated the use of PPE, and attempted to determine whether there is a correlation between awareness and use of PPE. The study analyzed variables through cross-sectional analysis using random sampling from the eastern sector of Nepal and data collected using a semi-structured questionnaire. The authors reported that 90.7% of welders were aware of at least one hazard and one PPE. The survey also found that 47.7% of welders use one or more PPE. The study ultimately concluded that there is a gap between hazard awareness and PPE use among hazard-aware welders.

(Acharya, 2014) analysed personal protection equipment use patterns among “Industrial Workers of Nawalparasi, Nepal,” with a view to learning more about how industrial workers in the “Chaudhary Group Industrial Estate of Nawalparasi” use equipment. The study was carried out in a descriptive, Cross-sectional among the 187 workers of 5 industries of “Chaudhary Group Industrial Estate, Nawalparasi,” and revealed that the workers’ mean age involved was 34.09 and nine out of ten workers were using PPE while working in sites. The study concluded that the workers were using PPE, and the author suggested that industry workers need to be informed of how to utilise PPE to protect themselves from any negative health risks present in the workplace.

(Koirala, 2018) With the goal of identifying the risk due to a lack of safety and health measures, ranking the potential risks in development construction projects and safety engineering practices in Nepal, and responding to them to minimise the risk as soon as feasible. The author collected the data from a questionnaire for the identification of risks and analysis studying safety engineering. The study revealed that safety is a big risk factor among other factors

in the construction industry. Due to unhealthy, unsafe, and improper environments, construction industries are losing many numbers of skilled workers while executing the work. The author concludes that the 'Labour Act, 1991' is not sufficient to address worker safety in the sector and the 'National Building Code' is not sufficient to address construction safety.

(Shrestha, et al., 2020) The study looked at occupational health hazards and personal protective equipment (PPE) used to examine knowledge of health hazards and use of PPE for fabrication workers. Kathmandu area in Nepal. A cross-sectional survey was conducted among 394 fabrication workers in Kathmandu district using multistage sampling and data was collected using a semi-structured questionnaire. The authors found that, even though fabrication workers are aware of occupational hazards and the use of PPE during work, the practice does not protect them.

(Joshi, et al., 2021) in their study, a qualitative analysis was conducted on the perception of household's injury risk as well as the workplace injury risk in Nepal with the intention of creating an environment specifically for injury prevention. This analysis revealed facilitators and obstacles to injury prevention by examining a wide range of perspectives and attitudes about injuries in various contexts. The study was carried out with qualitative data collected from interviews with focus groups. Participants highlighted the importance and responsibility of the government in developing future injury prevention programs in various settings when the author developed six themes that explored the lack of awareness of preventive measures as a barrier to the risk of injury. As a result, injuries at home and in the workplace are found to be complex and multifaceted, and the lack of knowledge about industrial risk factors makes it difficult to apply preventive measures.

(Leso, et al., 2018)**,** In their study on "Industry 4.0" with flexible manufacturing system can enable a safe interface between operators and machines should have an opportunity for improving Occupational Health and safety system. It has other benefits like cloud data integration, digitalisation, automated control apart from safe and healthier workplaces also this will enhance the productivity and employees well beings. Industry 4.0 expected to have major reform in Europe and United states,

3. Research Methodology

All valid research on workplace health and safety in Nepal is compiled in this review. There very limited publications available on Occupational safety in the context of Nepal and out of the initial 25 research articles from which one project report, one letter to the editor and one editorial, and two papers from service industries were excluded. To ensure the articles' relevance, the reference lists of those 20 articles—which sum up all the original research publications on workplace safety and health in Nepal that had previously been published during the years 2010–2021 in international and national scientific journals—were meticulously examined. The review's major goal was to have a comprehensive understanding of occupational health and safety in Nepal. In this assessment, only articles based on original research were used; project reports, reviews, comments, editorials, and letters were not included.

4. Objectives:

- To expose the safety issues in the manufacturing industries of Nepal.
- To assess welders' knowledge of risks and safe practices.
- To analyze the current trend of occupational injuries in Nepal.
- To highlight the scenario of the Occupational safety practices in Nepal and other countries.

5. Presentation and Analysis

5.1 Safety issues in Manufacturing Industries in Nepal

In Nepal's manufacturing industries, some of the main occupational safety issues include:

- **Inadequate training and equipment for safety:** Many workers are not provided with proper safety gear, such as helmets, gloves, and safety glasses, which increases the risk of accidents and injury. (Acharya, 2014)
- **Poor working conditions:** Manufacturing industries in Nepal often lack proper ventilation, lighting, and sanitation facilities, which can lead to health issues and accidents. (Subedi & Banamala, 2015)

- **Unsafe machinery and equipment:** Many factories in Nepal use outdated or poorly maintained machinery and equipment, which can pose a serious threat to worker safety. (Joshi, 2021)
- **Chemical exposure:** Workers in the manufacturing industry are often exposed to hazardous chemicals and materials, which can lead to serious health issues if proper safety measures are not in place. (Budhathoki, et al., 2014)
- **Lack of fire safety measures:** Many factories in Nepal do not have proper fire safety measures in place, increasing the risk of fire-related accidents and injuries. (Subedi & Banamala, 2015)

  Overall, improving occupational safety in Nepal's manufacturing industry will require a combination of investment in proper safety equipment and training, improvements in working conditions, and better enforcement of safety regulations. (Joshi, 2021)

5.2 Awareness of safety hazards and safety practices

However, workplace safety is a critical issue for all industries, employers must ensure that their staff members have a healthy and safe workplace. This involves identifying and assessing workplace hazards, implementing appropriate controls to mitigate those hazards, and regularly monitoring the effectiveness of these controls.
Therefore, to better understand the need for safety and practice, welding workers are considered the most dangerous profession because of many factors that can harm the health of welders, such as welding, burns, heat, radiation. ultraviolet and infrared), smoke,] noise, electricity, gas; uncomfortable workplace; The extent of chemical changes in welding fumes varies depending on the work material, the technique used, the environment and the route by which this harmful substance enters the body (International Labour Organization (ILO), 2011). Watery eyes, photodermatitis, metal fume fever, decreased lung function, asthma, pneumoconiosis, and immune problems are some of the health consequences of welding. (Zakhari & Anderson, 1981)

Table 1. Safety Awareness and Safety Practices

S.no	Particulars	Number of Welders	
		Awareness	**Practices**
1	Minimum one	270	143
2	Welding eye protection/goggles	260	54
3	Safeguarding Gloves	255	70
4	Robust footwear	244	122
5	Helmet/face shield for welding	162	19
6	Apron	161	50
7	Masks	156	0
8	Ear defenders	59	16
Total		**1567**	**474**

(Source: Adapted from (Budhathoki, et al., 2014))

The aforementioned table is a first attempt to close the knowledge gap between "personal protective equipment (PPE)" safety awareness and practises among welders in this region of the world.

Table 1 above shows how workers are aware of hazards and how to avoid them. 90% of welders knew of at least one type of "PPE"; however, only 47.7% utilise it while they are working. While welding, eye shields (86.7%) were the most frequently used PPE, safety shoes (40.7%) were the most frequently used PPE. Among the 260 welders who identified welding goggles as PPE, daily goggles were seen as protection and used by 74.3%. None of the welders' wear welding masks. However, 45% of the 300 welders who acknowledged knowing about welding masks used cotton masks. However, since these items are not advised "PPE" for welding, they are not listed in the table. (Budhathoki, et al., 2014)

5.3 The current trend of occupational injuries

In the section below, statistics provided by the "Department of Labour and Occupational Safety" provide information on occupational injuries in relevant companies. Data collected from businesses such as manufacturing, and construction show that the manufacturing sector accounts for most of the accidents reported to Labour and Employment officials.

Table 2. Occupational Injuries: 2010-11 to 2019-20

S.no	Fiscal Year	Injuries (nos.)			
		Minor	Major	Fatal	Total
1	2010-11	53	11	5	69
2	2011-12	37	0	2	39
3	2012-13	25	5	3	33
4	2013-14	20	10	6	36
5	2014-15	22	5	6	33
6	2015-16	25	0	3	28
7	2016-17	21	5	6	32
8	2017-18	36	11	4	51
9	2018-19	14	3	3	20
10	2019-20	38	7	8	53

(Source: Reprinted from (Joshi, 2021))

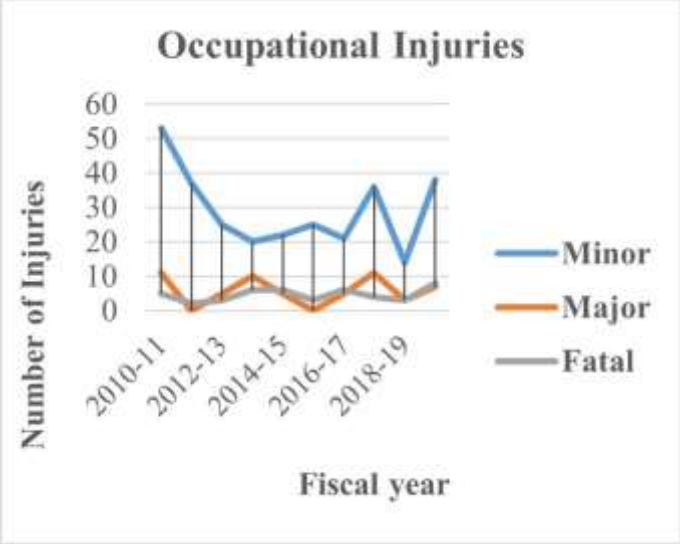

Figure 1. Occupational Injuries: 2010-11 to 2019-20
(Source: Adapted from (Joshi, 2021))

The above table has shown injuries in two categories major and minor, and in comparing them researcher found that there were more minor injuries as compared to major injuries and reflects the downward shift in injuries year by year, and in some years, there is fluctuation in injuries that occurred.

Although there are several reasons for the occurrence of accidents, non-compliance with company manuals and instructions, improper workplace layout/design, and lack of safety policies are some of the major contributors to injuries in Nepal along with improper use of chemicals, unprotected or insufficiently protected machinery, unsafe use of machinery (equipment's unsafe design and

construction), inadequate maintenance of machinery, inadequate workplace ventilation, unsafe electrical connections, incorrect/wrong lighting system , lack of supervision, use of tools or equipment that is outdated or outdated, rough housekeeping, improper handling of materials, lack of training for workers, neglect or failure to use safety equipment and personal protective equipment, excessive working hours, personal health and hygiene lack of awareness, lack of inspection and violation of safety regulations. (Joshi, 2021)

5.4 Occupational safety practices: Nepal Vs. other countries

It is difficult to compare the best practices of safety in Nepal with other countries as every country has its own set of safety regulations. However, some of the best practices for improving occupational safety in Nepal includes:

- **Awareness and training:** Raising awareness about the importance of occupational safety and providing workers with proper training can help reduce the risk of accidents and injuries in the workplace.
- **Proper equipment and resources:** Providing workers with proper safety equipment and resources, such as helmets, gloves, and safety glasses, can help reduce the risk of accidents and injuries.
- **Regular inspections and maintenance:** Regular inspections and maintenance of machinery and equipment can help ensure that they are in good working condition and reduce the risk of accidents.
- **Implementation of safety regulations:** Proper implementation of safety regulations, such as fire safety measures and control of hazardous chemicals, can help reduce the risk of accidents and injuries in the workplace.
- **Employee involvement:** Encouraging employee involvement in safety initiatives, such as regular safety meetings and training programs, can help create a culture of safety in the workplace.

  It is important to note that these best practices should be adapted to the specific context and conditions of Nepal's manufacturing industry to ensure their effective implementation.

Comparing occupational safety practices in Nepal with other countries, it can be seen that Nepal lags behind many developed countries in terms of implementing proper safety measures and regulations in the workplace. Some of the key differences include the following:

- **Enforcement of safety regulations:** In many developed countries, workplace safety regulations are strictly enforced, and companies face significant penalties for non-compliance. In Nepal, however, enforcement of safety regulations is often lax, and companies may not take proper safety measures due to a lack of enforcement and penalties.
- **Investment in safety equipment and training:** Developed countries typically invest more in providing workers with proper safety equipment and training. This is not the case in Nepal, where many workers are not provided with the necessary safety gear and training, increasing the risk of accidents and injuries.
- **Availability of resources:** Developed countries often have more resources and infrastructure to implement proper safety measures in the workplace, such as proper ventilation, lighting, and sanitation facilities. In Nepal, however, these resources are often lacking, and working conditions can be poor and unsafe.

In developed countries, OSH laws and regulations are enforced strictly by the government, and non-compliance can lead to severe penalties. (Walters & Wadsworth, 2020) discussed the OSH management system in several countries of European Union which drew the attention that a strict regulation on OSH led to improved safety outcomes for workers. However, in Nepal, enforcement of OSH laws and regulation is weak, and the government lacks the necessary resources and political will to enforce them effectively.

There is lack of emphasis on safety culture in Nepal. Safety culture refers to the shared values, beliefs and attitudes that shape an organization's approach to safety. Developing a positive safety culture has shown to be an important factor in improving OSH outcomes. For example, a study by (Adle, et al., 2011) found that a positive safety culture was associated with improved OSH outcomes in the Iranian construction industry.

Overall, while some developed countries have made significant progress in improving occupational safety, in safeguarding the security and welfare of its employees in the manufacturing sector, Nepal still has a long road ahead to go. (Joshi, 2021)

5.5 Hypothesis: Verification and Justification

5.5.1 Hypothesis:

H01: Safety practises, and knowledge of occupational safety do not significantly correlate with one another.
Ha1: Workplace safety practises and awareness of occupational safety are significantly correlated.
H02: The occupational safety practises in Nepal, and those in other nations are virtually identical.
Ha2: The methods used to ensure workplace safety in Nepal and other nations vary significantly.

5.5.2 Correlation between safety Awareness and Safety Practices

Table 3. Descriptive statistics: Safety awareness and practices

Particulars	Mean	Standard deviation	N
Safety Awareness	195.87	73.78	8
Safety Practices	59.25	50.96	8

(Source: Adapted from (Budhathoki, et al., 2014))

Table 4. Correlation between Safety awareness and practices

Particulars		Safety Awareness	Safety Practices
Safety Awareness	Pearson Correlation (Sig.)(2-tailed)	**1.00**	**0.7406**
	N	**8**	**8**
Safety Practices	Pearson Correlation (Sig.)(2-tailed)	**0.7406**	**1.00**
	N	**8**	**8**

(Source: Adapted from (Budhathoki, et al., 2014))

The r value is 0.7406, which is more than -1, and between O and +1, this demonstrates the favourable relationship between safety consciousness and safety procedures in the Nepalese industry. Here, an attempt has been made to find the dependency level of safety practices on safety awareness. After applying regression mode, R-square (r^2), which is the coefficient of determination, stands at 0.54856055, which turns to 54.85%, which shows a little high dependency of safety practices on safety awareness.
Therefore, the correlation indicates that there is a significant large positive relationship between safety awareness and practices.
Hence, the Alternate hypothesis that both safety awareness and practices are dependent on each other is accepted.

5.5.3 Association between safety Awareness and PPE and Practices of PPE

Table 5. Relationship between PPE Practices and Awareness of Hazards and PPE

	PPE Usage			Unadjusted OR	
Awareness	**Yes**	**NO**	**P. Value***	**OR**	**95% CI**
Awareness of Hazards					
No awareness	18	10		1	
Awareness	223	49	0.046	2.52	1.09 to 5.81
Awareness of PPE					
Not aware	15	15		1	
Aware	226	44	<0.001	5.13	2.34 to 11.26

(Source: Reprinted from (Budhathoki, et al., 2014))

Note: "*Calculated using χ2 at df=2."

According to the data above, welders are twice as likely (OR = 2.52, 95% CI 1.09 - 5.81) to experience health hazards related to welding than those who do not use personal protective equipment (PPE). Additionally, welders who were aware of PPE were found to be five times more likely to use PPE than those who were not (OR = 5.13, 95% CI 2.34 to 11.26). All welders have their welding experience while working as apprentices to experienced welders. No formal training in welding, health or safety. Use of PPE and knowledge gained only through self-study on the job. (Budhathoki, et al., 2014)

5.5.4 Occupational safety hazards in Nepal and other countries

In comparison, with developed countries such as the United States, the European Union, and Australia, Nepal has a higher incidence of workplace accidents and a lower rate of compliance with occupational safety regulations. These countries have well-established safety regulations, comprehensive training programs, and strong enforcement mechanisms to ensure that workers are protected.

A study in Turkey (Korkusuz, et al., 2018)shows that significant improvement in OHS practices is visible after enforcement of occupation Health and safety Law in 2012. The law is empowering for the measurement of the system through the necessary KPIs. The survey conducted through the AHP method prioritizing KPIs needed for the OHS performance. Among the list of 15 KPIs for the OHS performance “Fatal Accident Frequency Rate” rated as top, and “Property Damage Frequency Rate” is at bottom based on priority. Such kind of study never conducted in Nepal.

(Mohammadfam, et al., 2017) , Reveals in their study conducted at Iran that Occupational Health and Safety Management system certified companies having a better safety performance than non-certified companies. It is estimated to have 190,000 organisations around the world have adapted ISO 45001 by 2020, but whereas in Nepal only 12 companies have certified ISO 45001:2018 (Joshi, 2021)

Nepal has limited resources and a weak enforcement mechanism, which results in poor compliance with occupational safety regulations and a high rate of workplace accidents. The lack of access to basic safety equipment and training, coupled with a lack of awareness about the high rate of workplace accidents in the nation, is partly a result of the significance of safety procedures. (Joshi, 2021)

While some countries have made significant progress in improving workplace safety, Nepal still faces many challenges in this area. The comparison of occupational safety practices in Nepal and other countries reveals that there are significant differences, so the Alternative hypothesis is justified and accepted.

6. Conclusion

In conclusion, there has been some improvement in the understanding of workplace safety in Nepali enterprises, which is reflected through the practices after providing awareness of hazards among workers. But much more needs to be done to bring the country up to par with developed countries in terms of workplace safety. According to the scant literature that is now in existence, workplace health and safety in Nepal does not currently enjoy a suitable overall state. Most businesses lack adequate safety and preventative measures, especially those that require greater physical labour and employment. The workers' knowledge of hazards and precautions to take to reduce exposure is also lacking. In such circumstances, immediate and forceful interventions should be made at all levels, including by the authorities, businesses, and workers.

Finally, the decreasing statistics in injuries highlight that efforts are continuously made to balance the safety practices and minimize injuries, but also analyze that there is a need for improvement in occupational safety practices in industries in Nepal. The government and industries must work together to implement effective safety measures, provide proper training, and raise awareness about the importance of workplace safety. Only by doing so can we ensure that workers in Nepal are protected and that industries can thrive in a secure and healthy setting.

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