A context based model for improved implementation of occupational safety and health management systems in Mutare manufacturing industry, Zimbabwe

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Abstract

Securing Occupational Safety and Health (OSH) sustainability in the future of work is highly threatened by a host of occupational safety and health management problems. Without adoption of pragmatic and systematic interventions to address these problems, attainment of sustainable development in line with Agenda 2030 will remain a pipedream. The study aimed at developing a model for improved implementation of OSH management systems (OSHMSs) in the manufacturing industry of Mutare. A descriptive cross-sectional study design was utilized. Collection of primary data was done through administration of guestionnaires, interviews and the OSHMS assessment matrix whilst secondary data sources included targeted companies' OSH records and documents, past OSH research papers and internet-based OSH databases. Results show that provision of personal protective clothing and equipment is the most implemented element of an OSHMS in the manufacturing industry of Mutare. The designed Model for improved OSHMSs implementation in the manufacturing industry of Mutare is a major output of this study. The model demonstrates the inter-dependability of various stakeholders at national, strategic, and operational levels in the equation for improved implementation of OSHMSs. It can be deduced from the model that improved OHSMS implementation cannot be achieved by a simple mono-causal intervention hence an ecosystem of intervention is needed to attain sustainability in OSHMSs implementation. Total commitment of Government and its social partners and other OSH stakeholders, the participation and involvement of workers and the continual adaptation to changing circumstances are paramount for the realization of the ambition to improve implementation of OSHMSs at workplaces.