

Abstract

A Study on Special Education to Inspire of Employers Safety Consciousness

Objectives : Employers, supervisors and workers play an important role for prevention of occupational injury. These organizations are called the three pillars of occupational safety and health organization. The government is making efforts through safety activities and legislation including occupational safety and health education in order to improve the safety awareness of employers, supervisors and workers. The current Occupational Safety and Health Act is included safety and health education of supervisors and workers. The safety and health education for employers in the law is not included. And even if recent major injuries and major occupational accidents that have become social problems, there is no chance of safety and health education to improve the safety awareness against the employers.

Method : In this study, we conducted investigation of the necessity and legitimacy of the education for the employer through such as survey, interview and literature review. The aim of this study is to investigate the special education alternation to improve the safety awareness of employer.

The contents of this study were included as follows; 1) The case study of special education for employer in germany, japan and korea, 2) The necessity analysis of special education for employer, 3) The design of special education for employer, 4) The educational outcomes and feedback, 5) The regulatory impact analysis about the introduction of special education system for employer, 6) The plan to increase employer participation. In study methods, the total 5,655 cases of occupational injury during the last three years(2010~2012) were analyzed. The data was offered by Korean Occupational Safety and Health Agency(KOSHA). Also safety and health managers(182 persons) were surveyed. Safety and health managers(22 persons), workers of labor union(20 persons), employer(23 persons) and the worker of employers' organization were interviewed.

Results : The results of this study have been developed as follows;

1) The cases of special education for employer such as education case for employers in Germany, Japan and Korea were investigated. 2) The necessity analysis of special education for employer was investigated. The total 5,655 cases of occupational injury during the last three years(2010~2012) offered by Korean Occupational Safety and Health Agency(KOSHA). And we conducted a meeting by inviting safety and health experts from all walks of life for effective education alternation. 3) We recommended special education designs for employer. The important contents of special education designs were as follows; ① Education subjects are employer(including contractor employer) that occurred the death disaster in workplace and employer that occurred the

major occupational accident in workplace, ② Education contents include safety and health responsibilities of the employer, improvement of safety and health awareness, safety and health in business management, prevention of occupational injury and improvement of work environment, ③ Education time is 4 hours, ④ Education methods are lecture(1 hour), occupational injury case(2 hours) and experience of safety(1 hour), ⑤ The time of Education is within first quarter after death, ⑥ Education person is about 20 persons, ⑦ Education institution is local headquarters of KOSHA. ⑧ Education lecturers are professional engineer and professor related to occupational safety and health, ⑨ Educational expense is free and ⑩ Penalty of education absent is 5 million won. Methods for increasing employers participation are strengthening the compliance with Occupational Safety and Health Act and external publication when the employers absent in education . 4) An evaluation and feedback model of education outcomes of special education for employer by using the four-level evaluation model of Kirkpatrick was developed. 5) Regulatory impact analysis for the introduction of the special education for employer was investigated. The major contents of Regulatory impact analysis were the necessity of regulation, the cost/benefit analysis and effectiveness of the regulatory content.

Conclusions : The results of this study may be help to be able to operate effectively the special education for employer and to decrease occupational injury.

Keyword : Employer Education, occupational Injury, Death Disaster,
Contractor Employer, Major occupational Accident