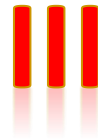


# OCCUPATIONAL HEALTH



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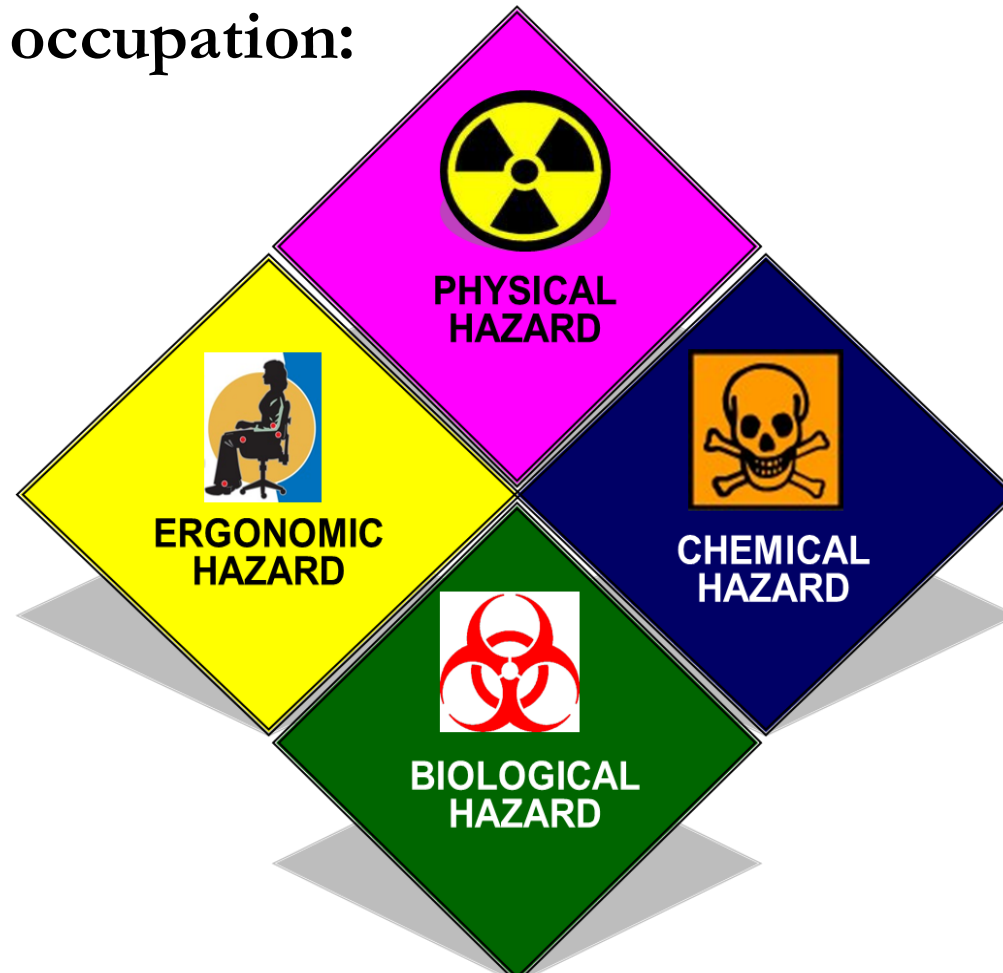
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RAMADAN MUBARAK

# OCCUPATIONAL HAZARDS

An industrial worker may be exposed to five types of hazards, depending upon his occupation:

- (a) Physical hazards
- (b) Chemical hazards
- (c) Biological hazards
- (d) Mechanical hazards
- (e) Psychosocial hazards.





# Psycho-social hazards

1

# Psychosocial hazards



The psychosocial hazards, arise from the workers' failure to adapt to an alien psychosocial environment.

- Frustration,
- lack of job satisfaction,
- insecurity,
- poor human relationships,
- emotional tension

are some of **the psychosocial factors** which may undermine both **physical** and **mental** health of the workers.

❑ The **capacity** to **adapt to different working** environments is ***influenced by many factors*** such as;

- **Education,**
- **Cultural background,**
- **Family Life, Social habits, and**
- **what the worker expects from employment.**



- ❑ Reports from various parts of the world indicate that;
  - ❖ **physical factors** (*heat, noise, poor lighting*) also **play a major role** in adding to or **precipitating** mental disorders among workers.
  - ❖ The **increasing stress on automation, electronic operations** and **nuclear energy** may introduce **newer psychosocial health** problems in industry.
- ❑ **Psychosocial hazards are therefore**, assuming, **more importance** than physical or chemical
- ❑ **For some decades**, there has been growing **concern** about the **causes and health consequences of psychosocial risks**, particularly **in industrialized** countries
- ❖ **Psychosocial risks** are being increasingly recognized as
- ❖ **major public health concerns in industrialized countries.**



❖ However, due to processes of globalization and changes in the nature of work,

**these risks** are **not limited** to the developed world,

only recently in developing countries

Along with existing **difficulties** in controlling

➤ **a lack** of awareness of psychosocial risks and

➤ **shortage** of resources to deal with them



in  
developing  
countries.

❑ The health effects can be classified in Two Main categories:

(a) **Psychological and behavioural** changes :

including ; *hostility, aggressiveness, anxiety, depression, tardiness, alcoholism, drug abuse, sickness, absenteeism;*

(b) **Psychosomatic ill health** :

including : *fatigue, headache; pain in the shoulders, neck & back;*

*propensity to peptic ulcer, hypertension, heart disease and rapid aging*



# Psycho-social hazards at workplace



## Definition:

defined in terms of **interactions** among **job content**, **work organization** and **management**, and **other environmental and organizational conditions**, **on the one hand**, and the **employees' competencies and needs on the other**.

As such, they refer to those **interactions** that prove to have a **hazardous influence** over **employees' health** through their **perceptions and experience**.

- job content,
- work organization,
- management,
- other environmental. & organizational conditions

**Interaction**

**employees'  
Competencies  
and needs**

## Psycho-social hazards at workplace Cont.

- ❑ **Psychosocial** risks at the workplace have been identified as **significant emerging risks**.
- ❑ **Linked to psychosocial risks, issues as:**
  - **Work-related stress**
  - **Workplace violence**
- ❑ Both issues are **widely recognized as major** challenges to occupational health and safety



Psychosocial risks go hand in hand with the experience of **work-related stress**.



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# Work related stress

# Work related stress

## *Introduction:*



- ❖ **Workplace stress** is an **epidemic** that has hit the workplace in the current era of **high technology**.
- ❖ **Managers must prevent stress** from affecting their workers as it is **very costly** to **correct the situation later**
- ❖ It is capable of **reducing productivity** resulting in the  
✓ **decline of the performance** of their workers.
- ❑ **Implementing an effective strategy**
  - ✓ will prevent organizations from bearing ,losses and
  - ✓ will enable **workers to enjoy** a healthy, harmonious and
  - ✓ quality life.
  - ✓ Furthermore it will **enhance the productivity** of **the workers and organizations**

- ❖ **As health** is not merely the absence of disease or infirmity but a positive state of complete physical, mental and social well-being (WHO, 1948),
- ❖ **A healthy** working environment is one in which there is **not** only an absence of harmful conditions but an abundance of **health-promoting** ones.
- ❖ **Stress occurs in a wide range of work circumstances**
- ❖ but is **often made worse when employees feel:**
  - They **have little support** from supervisors and colleagues,
  - **Little control** over work processes.
- ❑ **There is often confusion between**
  - ❖ **pressure** or challenge and
  - ❖ **stress**



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- ❑ **Pressure** at the workplace is **unavoidable** due to the demands of the modern work environment.
- ❖ **Pressure** perceived as **acceptable** by an individual, may
  - even **keep workers alert,**
  - **motivated**
  - **able to work and learn,**

depending on the available resources and personal characteristics
- ❑ when that **pressure becomes excessive** or otherwise
- ❖ **unmanageable** it leads to stress.

So there is also a

- ❑ **POSITIVE type of stress** that encourages workers to be more aggressive so as to increase their **productivity; eustress.**

- ❖ **Eustress** is experienced **moderately** and is capable of motivating people to achieve their goals and succeed in completing their task.

After the optimum level, more stress will have a **NEGATIVE**

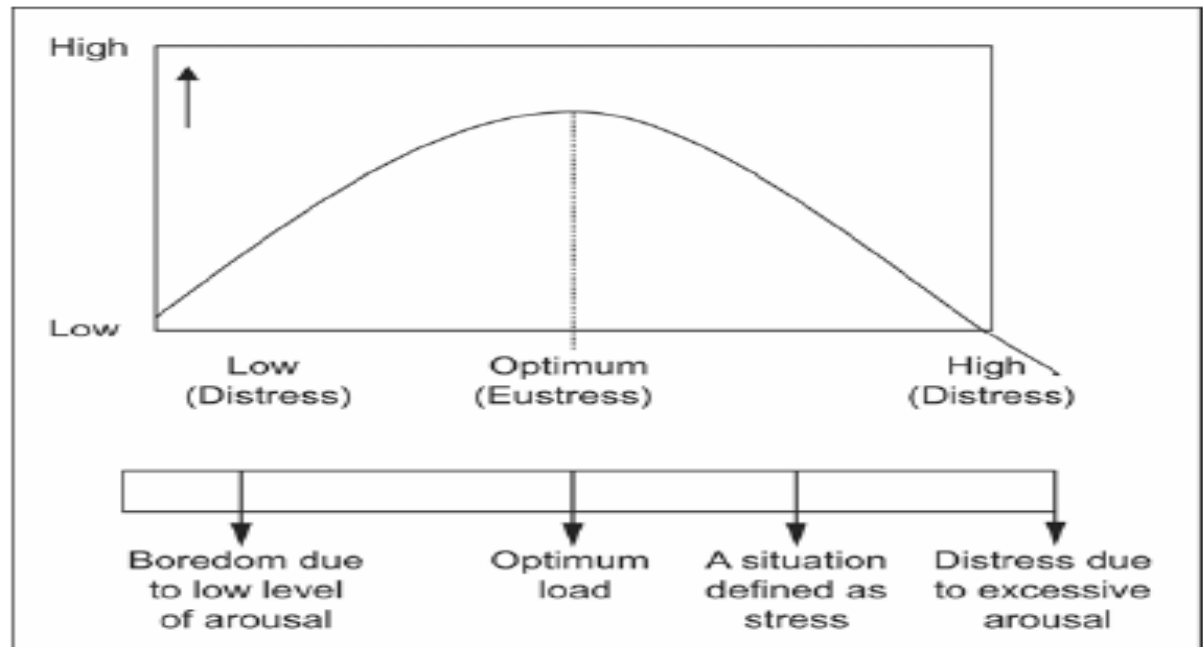
- ❖ After the optimum level, more stress will have a
- ❖ negative effect on the performance of workers.

❑ A low level of arousal will also cause workers to experience Distress.

❑ Therefore, workers must be motivated so that they can achieve the optimum level of arousal or stimulation in order to improve their performance.



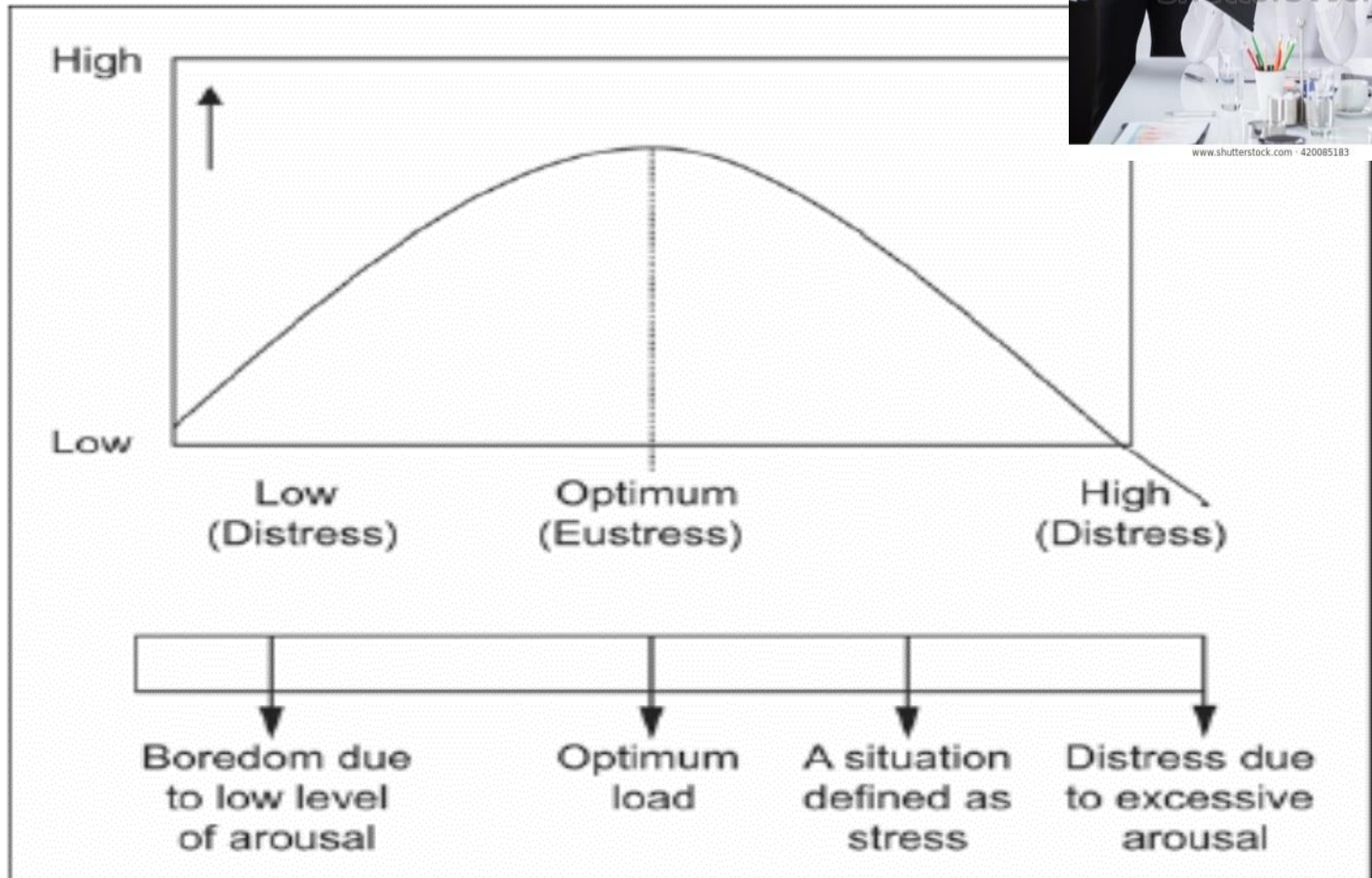
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❑ The effects of Distress can be perceived in **two forms, i.e.**

1. On Individuals and
2. On Organizations as a whole.



❑ The effects of distress on individuals can have the following three negative effects:

- A. Psychological effects such as *depression, fatigue* and
- B. Diseases such as *heart disease, stroke* and so on; and
- C. Behavioral effects such as *violence, abuse of power*.



❑ The effects on Organizations:  
distress will result in additional costs due to:

- Absenteeism,
- High turnover rate,
- Decline in workers performance,
- Decline in quality and productivity,
- Increasing **compensation** claims due to **accidents**
- Increasing **tardiness** (Slowness)
- Decreasing **growth rates and profit** and
- **Work-related Stress.**





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# Work related stress

# Work-related Stress

## Definition:

- ❖ Work-related stress is a **pattern of reactions** that occurs
- ❖ when workers are presented with **work demands**
- ❖ **not** matched to their **knowledge, skills or abilities** and
- ❖ which challenge their ability to cope

## ☐ Work-related stress

- ❖ is the **response** people may have. when presented with
- ❖ **work demands** and **pressures** that **are not matched**
- ❖ **to their knowledge** and **abilities** and which **challenge their ability to cope.**



# Stress-related hazards at work

❑ Stress related hazards at work can be divided into:

A. Work content.

B. Work context



**Thank  
you**



**Any questions?**  
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# Stress-related hazards at work



❑ Stress related hazards at work can be divided into:

A. Work content.

B. Work context.

A. **Work content includes:**

## 1. Job content:

- ✓ monotony
- ✓ under-stimulation
- ✓ meaningless of tasks
- ✓ lack of variety, etc.

## 2. Work load and work pace طريقة السير

- ✓ too much or too little to do,
- ✓ work under time pressure, etc

## 3. Working hours:

- strict or inflexible,
- long and unsocial,
- unpredictable,
- badly designed shift systems.

## 4. Participation and control:

- lack of participation in decision-making,
- lack of control over work processes, pace, hours, methods, and the work environment