UNIVERSITY: JOMO KENYATTA UNIVERSITY OF AGRICULTURE AND TECHNOLOGY

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**UNIT NAME: PRINCIPLES MANAGEMENT**

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**Occupational factors in health and safety acts on industrial management in Kenya.**

The Health and Safety Act in Kenya is crucial in ensuring employees' well-being in various industries. Here are some critical occupational factors that impact industrial management in Kenya under this Act:

1. **Health and safety standards:** The Act sets forth specific health and safety standards that industries must adhere to. This includes guidelines for the handling of hazardous materials, the maintenance of machinery, and the provision of personal protective equipment (PPE) to workers.
2. **Risk and assessment management:** Industrial managers must conduct regular risk assessments to identify potential hazards in the workplace and take appropriate measures to mitigate these risks. This may involve implementing engineering controls, administrative controls, and providing appropriate safety equipment.
3. **Training and education:** Industrial management in Kenya is responsible for ensuring that employees receive adequate training and education regarding workplace hazards and safety procedures. This may involve conducting regular safety training sessions, providing informational materials, and promoting a culture of safety awareness.
4. **Health surveillance:** The Act may require industrial management to implement health surveillance programs to monitor the health of workers exposed to occupational hazards. This could include regular medical examinations, monitoring exposure levels to hazardous substances, and keeping records of work-related illnesses or injuries.
5. **Emergency preparedness**: industrial management must have plans and procedures to respond to emergencies such as fires, chemical spills, or other accidents. This includes ensuring that workers are trained in emergency procedures, maintaining adequate firefighting equipment, and establishing communication protocols for notifying emergency services.

**Critical factors in Kenya's relevance to industrial management**

The Factory Act in Kenya is designed to regulate the conditions of work in factories. Industrial managers need to be aware of the following key points:

1. **Health and safety standards:** The Act prescribes various health and safety standards that factories must adhere to, including ventilation, lighting, sanitation, and cleanliness of premises. Industrial managers are responsible for implementing and enforcing these standards to protect the health and well-being of workers.
2. **Hours of work and overtime:** The Act stipulates the maximum work hours for adult workers and provides guidelines for overtime compensation. Industrial managers are responsible for scheduling work hours in compliance with legal requirements and ensuring workers receive appropriate overtime compensation.
3. **Registration of factories:** The Factory Act mandates that all factories and industrial establishments must be registered with the government before commencing operations. Industrial managers are responsible for ensuring that their factories comply with registration requirements and obtain the necessary legal permits and licenses.
4. **Employment of young persons:** The Factory Act regulates the employment of young persons (individuals under 18) in factories, imposing restrictions on the types of work they can perform and limitations on working hours and conditions. Industrial managers must ensure compliance with these provisions to safeguard the rights and welfare of young workers.
5. **Inspections and Compliance:** The Act allows factory inspectors to ensure compliance. Industrial managers should cooperate with these inspections and maintain proper records to demonstrate adherence to the regulations outlined in the Factory Act.