



AMERICAN SOCIETY OF
SAFETY PROFESSIONALS
Nigeria Student Section

DANCING IN THE RAIN: PARADOX OF SAFETY PRACTICE IN NIGERIA

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Dancing in the rain

To dance in the rain is a metaphor. It means: “that a person has learned not to allow circumstances deter them reaching their full potential. They don’t wait for bad things in their life to go away. Instead, they have a positive attitude and take challenges head on and enjoy the journey.” (Christine Smith, Family and Consumer Education at Wayne County, North Carolina 2013).



Safety Practice: In the Beginning

Occupational Safety and Health (OSH) practice in west Africa predates the existence of Nigeria:

- In 1789, Liverpool infantry introduced medical examination board to promote and regulate health fitness of slave dealers in Africa (Kalejaiye, 2013)
- Nigerian Factories act of 1987, 2004, & 2010
- The choice of safety practice is driven from sad experience of events
- Influence of spiritual and mystic beliefs on safe practice



Safety Practice: Today's Experiment

The struggle to institutionalize Safety in an emerging economy has common denominators. These include but not limited to:

Statutory Regulations

Compliance Monitoring

Human Factors

Corruption

**Leadership and Management
Commitment**

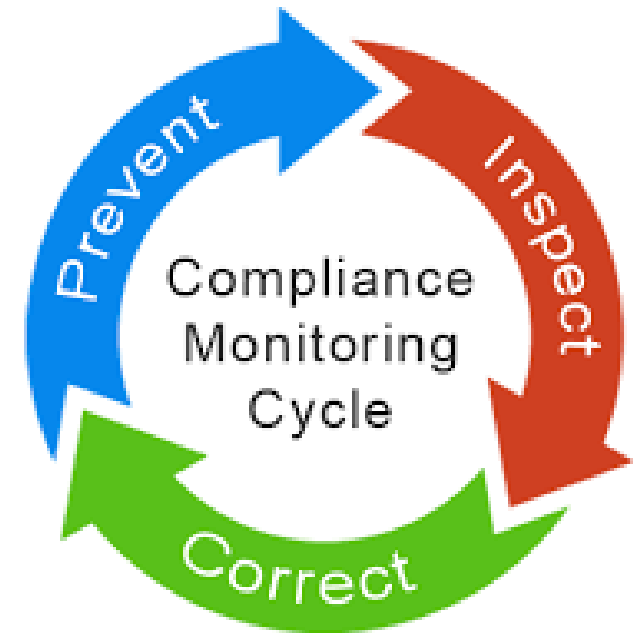
The Experimental Insights: Statutory Regulations

- Conflicting regulations with different regulators
- Absence of alignment platform to synchronize requirements
- Lack or poorly defined focal area of influence
- Conflicting judicial interpretation of the applicability of the statutes
- Poor understanding of the statutory framework by regulatory agencies



The Experimental Insights: Compliance Monitoring

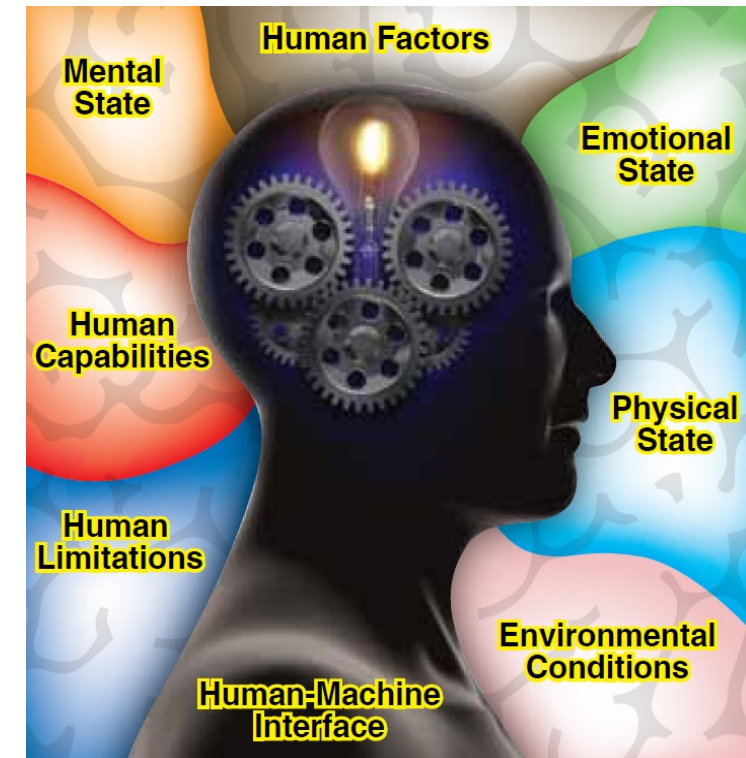
- Cheery picking on compliance expectations
- Complacency of business owners and organizations
- Inaptitude of the regulators
- Lack of compliance data and analytics
- Enforcement of obsolete techniques and requirement
- Lack of strong consequences for noncompliance
- Poor communication of improvement opportunities



The Experimental Insights: Human Factors

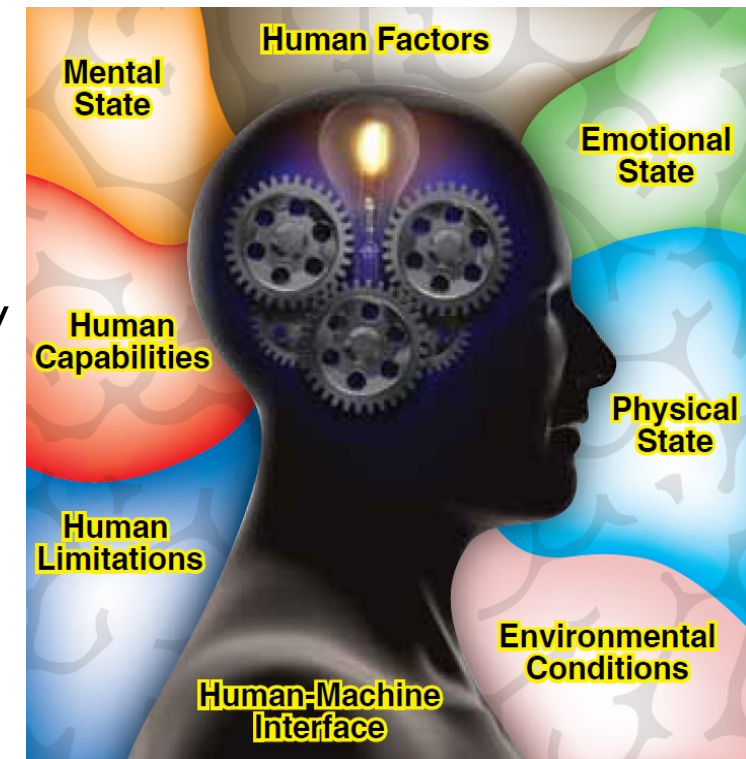
These are aspects that influence people and their behavior in safety critical situations. This include but not limited to:

- **Cognitive:** person's ability to process thoughts - thinking, knowing, remembering, judging, and problem-solving
- **Physical:** relates to person's body composition and structure



The Experimental Insights: Human Factors

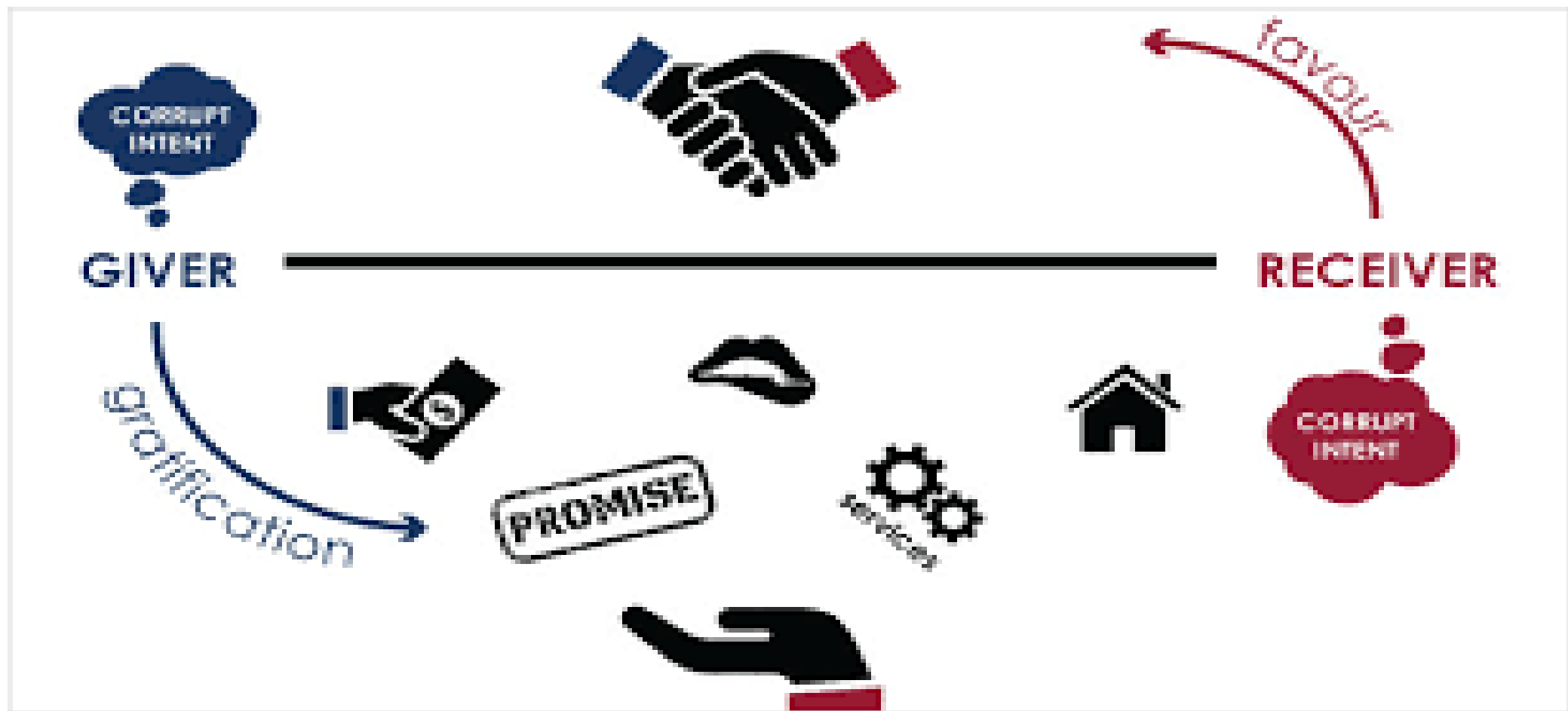
- **Social:** relates to being around people – teamwork approach
- **Cultural:** relates to the ideas, customs (beliefs), and social behavior of the organization/society
- **Emotional:** affective aspect of consciousness, state of feeling with physiological and behavioral changes in the body- love, joy, surprise, anger, and sadness



The Experimental Insights: Human Factors



The Experimental Insights: Corruption



The Experimental Insights: Corruption



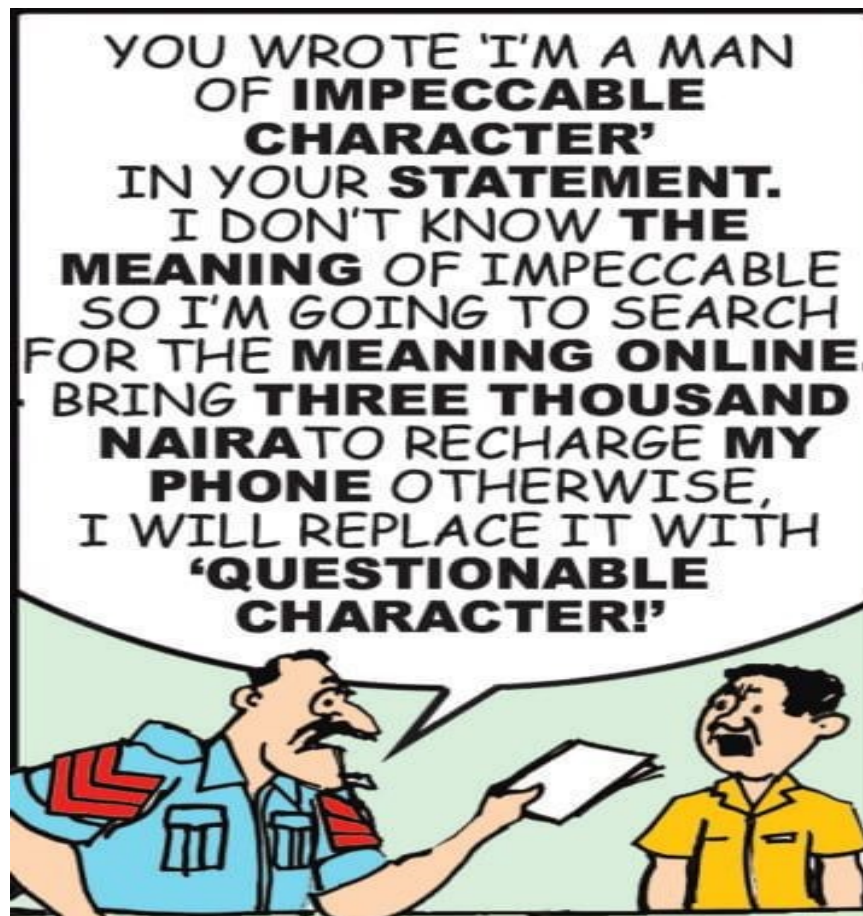
The Experimental Insights: Corruption



The Experimental Insights: Corruption



The Experimental Insights: Corruption



The Experimental Insights: Corruption



The Experimental Insights: Corruption

**Corruption
hurts all of us**



The Experimental Insights: Leadership and Management Commitment

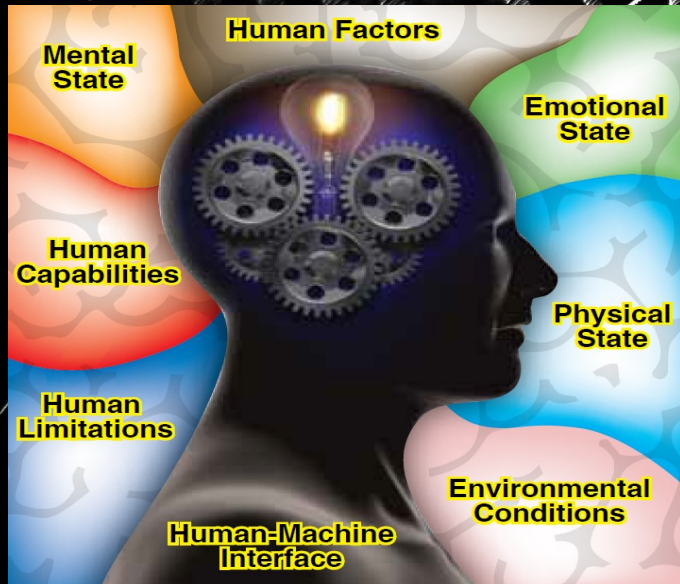
Leadership and Management Commitment drive to promote safety culture in an organization is demonstrate through:

- **Safety Policy & Program**
 - Defined & Focus
- **Visibility and Participation**
 - Planning & Organization
- **Responsibility & Accountable duties**
 - Coordination & Control
- **Budget**
 - Funding & Training



FOCAL POINT





Dancing in the Rain: Enjoy the Dance

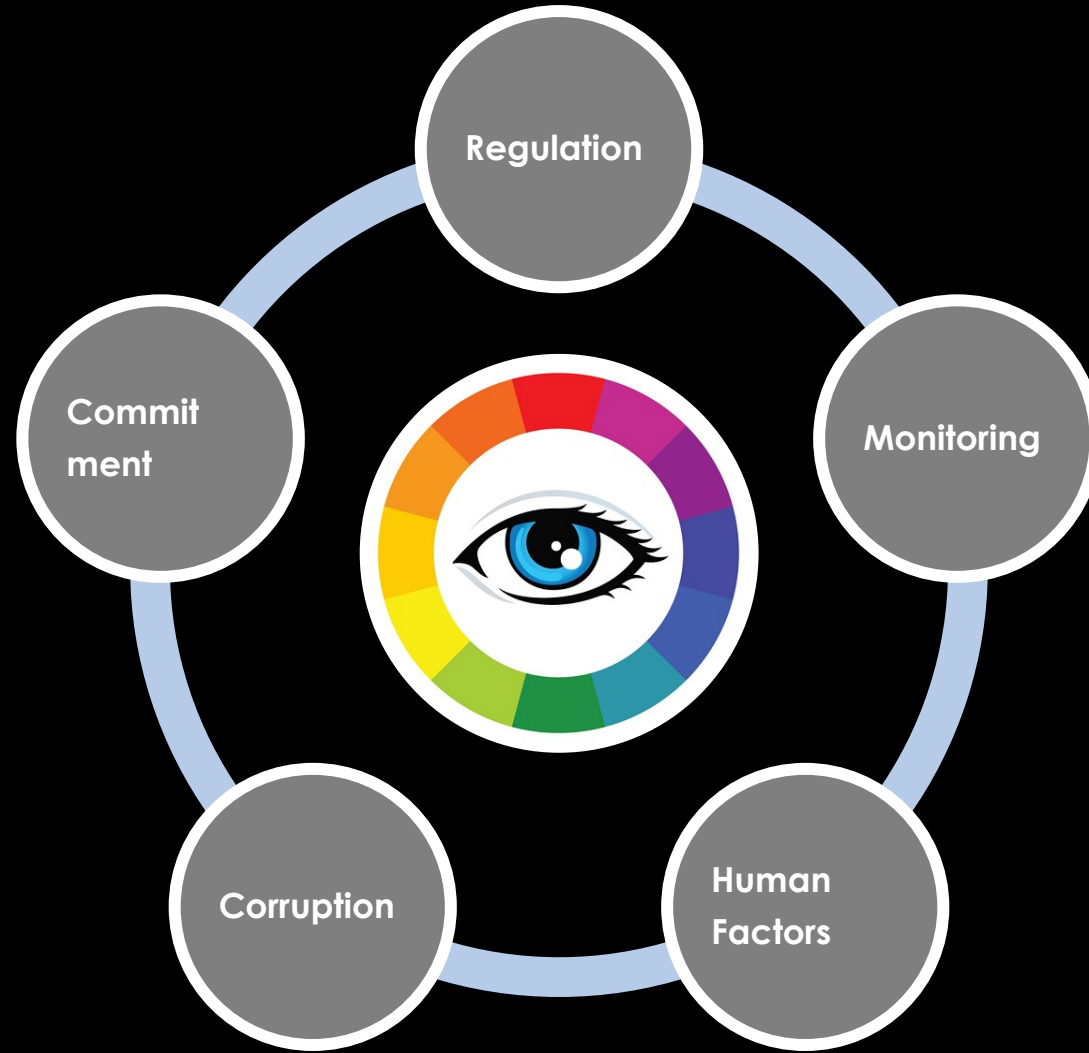
Navigating through expectations, a safety professional can deliver the dividend with skillset on:

- **Communication**
- **Social Perceptiveness**
- **Empathy**
- **Coordination**
- **System Evaluation**
- **Operation Monitoring**
- **Negotiation and Persuasion**
- **Time Management**



NOBODY GETS HURT: Count Every Safe DAY

KEEP EYE



KEEP EYE



- **Statutory Regulation**

- Gain insight on the regulatory framework
- Engage the agencies for alignment

- **Compliance Monitoring**

- Create compliance Matrix and reporting template
- Identify compliance risk, flag it, and mitigate
- Develop internal audit protocol

- **Human Factor**

- Create awareness and signages
- Secure employee's buy-in and participation

KEEP EYE

- **Corruption**

- Demonstrate proactive approach
- Ensure quality documentation and signoff
- Demonstrate integrity – avoid nepotism and cronyism,

- **Leadership and Management Commitment**

- Create upward feedback and promote downward communication
- Justify budgetary provision and values
- Encourage management interface and reviews



Splendor of Rain Dance

Rain Dance by Anthony Madu



Are you ready
to Dance in
the rain?





THANK YOU

Video

- <https://youtu.be/swloMVFALXw?t=59>
- <https://youtu.be/swloMVFALXw>
- [Dance in the Rain](#)