



Self Realisation For Safety Culture (Benefits, Accident Prevention & Practical Yoga exercise)

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Introduction:

Most of the accidents all over the world occur due to Human error/ mistakes committed by performers as against machine, equipment or system failures. We learn through accidents and trying to learn and are learning from other's mistakes also. However, in most of the cases, people don't learn from others' mistakes, they learn from their own mistakes. And there are people who even don't learn from their own mistakes (also) and go on repeating the same mistakes (again and again).

Safety Culture can be attained through Self-Realization

In INSAG-3 it was stated that Safety Culture "refers to the personal dedication and accountability of all individuals engaged in any activity which has a bearing on the safety of nuclear power plants". It was further stated to include as a key element "an all pervading safety thinking", which allows "an inherently questioning attitude, the prevention of complacency, a commitment to excellence, and the fostering of both personal accountability and corporate self-regulation in safety matters".

Thus, a 'talent in action' is required, which comes from pure knowledge, or wisdom, not just bookish knowledge, or a binding system.

Just like darkness cannot survive in the presence of light, similarly lack of awareness/ alertness, lack of risk perception, lack of knowledge, ignorance, complacency, etc. cannot be there in a self-realized person, or at least they will get minimized. And hence the possibility of accidents (also) gets minimized. (Even if there is a lack of knowledge, he will get the required knowledge due to his questioning attitude/ inquisitiveness/ willingness to learn as the self realization will give him the attitude to do only that which is right/ correct. The intangible attributes like attitude, safety consciousness, etc. will naturally result in tangible attributes of safety culture like right behaviors/ safe actions/ practices.

It is essential to bring Consciousness in our life. It helps us grow in presence and generates an energy field of a high (better) vibrational frequency in and around us, which will not allow any unconsciousness, negativity, violent/ abrupt actions, etc.

Self-realization through yoga practices

Many ancient scriptures have emphasized on attaining self-realization, as self-knowledge is the highest/ supreme knowledge, after attaining which nothing more needs to be known. We have to face our own weaknesses/ faults/ mistakes, without feeling guilty about them, but with an attitude/ intention of self-correction/ self-improvement.

We are taking following Actions to correct/ address the safety performance of Individuals:

Job specific briefings are being given to the workers engaged on the specified job. Surveillance and monitoring program is being further strengthened to identify unsafe acts of individuals and accordingly global corrections are being taken by disseminating the mistakes/ deviations and discussing the precautions in pre-job briefings. Enforcement measures like stopping the work or punching the safety (SITI) card in case of serious violations (But the punch should come from within, which self realization ensures.)

In spite of above additional measures, which are over and above the normal safety functions like work permit, JHA, procedure, pep-talk, supervision, etc., many unsafe acts and deviations from the expected behavior are being/ HAVE BEEN observed, like:

- Working at height without height pass
- Welding/Grinding/ chipping work without goggles OR welding without welding face shield
- Fall of objects from height (due to slippage from worker's hands/ while removing a tarpaulin/
- Repetition of the same mistakes/ unsafe acts
- Corrective actions taken only after observation, but not proactively
- Work supervisor not available at work spot

Many accidents/ injuries occurred due to casual approach/ carelessness/ foolish mistakes/ lack of attentiveness

- An engineer of Reliance jumped from a height of around one foot without noticing the nails fixed on the floor (PCC), and hence one nail pierced his foot and injured him.
- An engineer of BHEL stepped over a piece of channel lying on the walkway, and his wrist got twisted.
- An engineer of L&T himself climbed over an opening of a vertical ventilation duct, which was covered with only a plywood, and fell into the duct, resulting into a serious accident.

No other person is directly responsible for such foolish mistakes. The victim himself is getting punished due to his own lack of awareness/ absent-mindedness. Hence, they themselves need to be aware, they themselves need to realize their own mistakes, they themselves need to correct themselves/ their own behaviors, and they themselves need to report. So it's like a Self-corrective cycle.

All such deviations need proper attention of the individual performers at every level (workers to managers) and at every stage (of work), and hence can be corrected on a long-term basis by self-realization.

How self-realization through Yoga can address human errors/ deficiencies in the human performance?

Safety Culture depends on Habits, and habits of individuals can be improved (from wrong/unsafe habits to right/ safe habits) after individuals realize their own mistakes/ weaknesses and become more aware of their habits.

Self realization improves the Presence of mind at the workplace, which will naturally prevent accidents and mistakes. Normally, thoughts are always coming to the mind of each and every person in this world, which take away his/ her attention from the present moment either to the past or to the future, due to either past mistakes/ regrets/ memories or worry/ anxiety for the future/ expected results. Yoga balances the left and the right sympathetic nervous systems called the Ida and Pingala nerves or energy currents of our subtle system and brings one to the present moment due to activation of the central channel i.e. central nervous system through awakening of the kundalini, the otherwise dormant motherly/ serpent residual energy located in the sacrum bone near the bottom of our spine. This present moment awareness is the key to success, as it gives the required focus to work on the current task without worrying about the outcome, and the necessary attention to details required for safety, quality and productivity.

Self realization has the potential to inculcate honesty/ integrity in the individuals, which will prevent them from deviating from the expected performance/ righteous behaviors. Self-realization improves an individual's attitude/ willingness to learn/ improve further.

Self-realization imparts Ownership, thereby making individual performers Responsible for their acts/ decisions. Then they will not wait for observations from some other persons (like safety personnel or external agencies/ auditors) but will take (the required) preventive actions proactively. Nowadays, Attention scarcity has become common, and Self realization addresses that to a great extent, as the Attention becomes enlightened.

Self realization compels an individual to listen to his inner voice, which is otherwise ignored most of the times. Apart from safety (consciousness), Self realization improves Quality and Productivity also, due to increased awareness/ presence of mind/ understanding level/ questioning attitude, etc. After self-realization, an individual will work with the true intention, not just for the sake of completing a formality. (e.g., In order to follow the system of work permit at our site, all contractors take/ issue the

permits for each and every job without fail, but many times, due to the increased workload of clearing thousands of permits daily, they fail to realize their real intent and sometimes tend to tick the checkpoints as Complied/ Yes even without actually verifying them in the field.

e.g., Many times, the sequence is defeated, like the work is started first, and then the permit is cleared/ PPE or safety precautions are provided in parallel. Due to work pressure and deadline/ milestone expectations, they tend to do multi-tasking or parallel work.

So an understanding of the system is required. (e.g., what is the Purpose behind taking a permit? It is to ensure their own safety, not to show somebody!)

Conclusion:

Once understood properly, Self-Realization can go a long way, only sky is the limit, because it will tell you your strengths, your weaknesses, your potential, your purpose of life, and so many other hidden potentials and virtues.

