

**AN ASSESSMENT OF THE EFFECTIVENESS OF HEALTH AND SAFETY PRACTICES IN
THE OIL AND GAS SECTOR OF UGANDA A CASE STUDY OF TOTAL ENERGIES E&P
UGANDA**

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**UGANDA CHRISTIAN
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DECLARATION

I **Mbambu joy**, hereby declare that this proposal is my work and it has not been submitted before to any other institution of higher learning for fulfillment of any academic award.

Signed... 

Date...24/04/2024.....

SUPERVISOR'S APPROVAL

This is to certify that this report is compiled under my supervision. It is now ready for submission to the University Board of Examiners for review.

Date. 24th April, 2024

Signature


Mrs. Nantongo Monicah

DEDICATION

I sincerely dedicate this work to my beloved family for the unconditional love and support showed me throughout this journey of education. Special thanks goes to my dear parents as they have worked very hard to care for me in terms of giving me tuition right from my early stage up to now and also grooming me into a responsible person I am today. I will always love and treasure you and may the Sovereign Lord shower you with divine blessings.

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I give special thanks to the Sovereign Lord for the strength, guidance and knowledge He granted me through this journey of education and in my life. I also send my great thanks to my supervisor, lecturers and the entire management of the Institute of Petroleum Studies-Kampala for the knowledge imparted in me during my period of study. My appreciation also goes to all my colleagues for the support given to me in terms of academics.

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LIST OF ACRONYMS

HS-Health and Safety

PPE-Personal Protective Equipment

OHS-Occupational Health and Safety

MGLS-Ministry of Gender and Labor Development

E&P-Exploration and Production

ILO-International Labor Organization

IOGP-International Association of Gas Producers

OPITO-Offshore Petroleum Industry Training

ISO-International Organization for Standardization

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ABSTRACT

This research intended to assess the effectiveness of the health and safety practices at Total E&P in Uganda following the problem to many companies all over the world where there have been many deaths, accidents and injury cases across the world as a result of unsafe working environments.

The study applied a descriptive analytical research design which involves using both qualitative and quantitative approaches in Total E&P Uganda with 67 targeted respondents and primary data was obtained from the respondents by administering a questionnaire to respondents of selected sample and use of interview guide where the researcher interacted with the selected individual one on one.

The quantitative data was presented inform of descriptive statistics of frequency and percentages for each of the variables used in the study and was analyzed using a data analytical tool known as Statistical Package for Social sciences(SPSS).

The study identified the health and safety practices, level of compliance of health and safety standards and the challenges associated with the promotion of health and safety practices in Total E&P Uganda and results rated them about 68% based on the response of the employee.

Conclusively, the study findings affirmed the effectiveness of health and safety practices in Total E&P in Uganda and recommendations were made for the future researchers to address some areas that this particular study did not address.

CHAPTER ONE: GENERAL INTRODUCTION

1.1 Introduction

This chapter presented the background of the study, problem statement, objectives of the study both general and specific objectives, research questions, purpose of the study, significance of the study, scope of the study which comprised of content scope, geographical scope and time scope, conceptual framework and theoretical framework.

1.2 Background of the Study

The first real beginning of health and safety started when factory inspectorates were placed in the year of 1833. This was the first real movement towards making people safe in their workplaces and this was to help on the reduction of high injuries that were occurring in factories at that time (BCF GROUP, 2021).

After a period of ten years, the mine inspectorate was established with the major aim of creating a good and safe working environment for the mining sector due to the poor working conditions which were in the mining industry. This was a major result for the communities and the start towards more universal health and safety. In 1895, the quarry inspectorate was formed and it was also performing same jobs as the mine inspectorates. In the year 1956, the same regulations were formed through the Safety, Health and Welfare Provisions Act 1956. This made a massive difference to the way that farms and agricultural sectors operated with the purpose of reducing the occurrence of injuries, accidents and the spread of illnesses. The year 1959 was the start of the Nuclear Installation Act which ensured that there were certain limitations and standard to be followed when nuclear bombs were being introduced (BCF GROUP, 2021).

Later on, there was introduction of Health and Safety at Work Act 1974 and helped those who were in the workplaces and needed to be protected against the poor and unsafe working environment which existed in factories. Quickly after the introduction of the Health and Safety at Work Act of 1974, there was formation of Health and Safety Commission. From that time, many new acts have followed for example the Safety Representatives and Safety Committees Regulations 1977, Control of Lead at Work Regulations 1980 and the Notification of Accidents and Dangerous Occurrences Regulations of 1980 (BCF GROUP, 2021).

Globally, the concerns of workplace safety started in Europe (UK) with the labour movement during the industrial revolution. In this movement, employees formed unions and started to demand for better working conditions. The organizations responded to workers' demand by formulating safety regulations and policies and also implementing safe work practices in the workplaces. Since most organizations were industry specific, they developed safety regulations (SafetyLine, 2023).

During the late 18th Century, Britain transferred from manual forms of production into manufacturing. This development was high and there was need to get qualified workers. Due to increased demand for workers, employers started finding solutions which included use of new machines and child labour. Since child labour lacked industrial experience there were serious accidents when working with these foreign machines or chemical. The increase in other work-related injuries and accidents made the government to take actions against organizations or companies who were not protecting the lives of their employees (BCF GROUP, 2021).

The factories Act of 1833 was the first countrywide legislation to be formed. Due to this Act, the government of Britain started forming many other Acts with the major aim of protecting the children who were working in the factories. The Factories Act led to the establishment of factory inspectors with the aim of reducing and preventing injuries and child labour. More so, there were external rules governing employees' safety in the workplace. Furthermore, there was the formation of the Factory Act during the 8th Century and its duty was to inspect and monitor working conditions and it shut down all bad working conditions and procedures by taking them in law for a period of many years. Workers were as well not being compensated in Europe mostly Germany until later on in the century and its existence made other countries across Europe and North America to adopt the occupational health and safety practice (BCF GROUP, 2021).

The need to improve the section of occupational hazard prevention and control in Africa is urgent. Health and safe working conditions can contribute to poverty mitigation and sustainable development. Therefore, Effective application of health and safety is a requirement to all companies. In many African countries, the informal sector of the economy is an unemployment refuge for workers who fall from the formal sector and provide a safety network for poor households' income. Occupational health services and supporting legislation require refocusing,

revision and improvement to put a response to this reality. Sometimes basic preventive measures like education and training for health and safety are overlooked. The informal sector involves many women and children and they are always not considered by the legislation and don't have access to occupational health services (WHO, 2000).

In Uganda, the Occupational Safety and Health Department is in the Directorate of Labour, Employment and Occupational Safety and Health in the Ministry of Gender, Labour and Social Development. The Department administers and enforces the Occupational Safety and Health Act, No 9, 2006. The department houses the National Authority for the Implementation of the Chemical Weapons Convention (CWC) in liaison with the Organization for the Protection of Chemical Weapons (OPCW) Technical Secretariat. Its mission is to ensure the existence of safety and health at all workplaces and work environment and its objectives include; minimizing accidents, diseases and injuries at the workplace, promoting good health of the workers at the workplace, promoting good working conditions among others (OSH, 2019).

In Uganda, the Ministry of Gender, Labour and Social Development (MGLSD) through the Department of Occupational Safety and Health is responsible for administration and enforcement of Occupational Safety and Health Act of 2006 through registration of workplaces, conducting inspections and also monitoring Occupational Safety activities at workplaces. The Ministry schedules for inspections to be conducted in different districts of the country in order to ensure compliance with Labour laws and regulations. The Occupational Safety and Health Act of 2006 is the safety act used in Uganda and it covers all industries. The Act places responsibility to the employer to ensure health, Safety and welfare of workers at workplace (Auditor General, 2016).

In all organizations, it is a responsibility of employers to implement effective health and safety practices in the workplace to ensure reduction of risking injuries and accidents so as to create a safe working environment. Workplace safety is an important part of any sector of employment and it's a duty of all individuals in the company to obey the health and safety guidelines and policies implemented in place. Therefore the occupational health and safety majorly emphasizes the improvement of the working conditions of all workers and also ensure compensation in case of any injury (IOE, 2019).

The oil industry is associated with many injuries and accidents therefore there it's a need for every oil company to develop an effective health and safety culture in the workplace as this could be the only way to reduce the occurrence of deaths and accidents that occur in organizations.

Generally, in order to ensure that all workers in the organization are free from injuries and accidents, there should be effectiveness health and safety practices in the workplace. This research specifically focused on the effectiveness of health and safety practices. The independent variable was the requirements of health and safety which included; health and safety trainings scheduled safety meetings, Personal Protective Equipment (PPEs) and scheduled health check-up for workers. These affect dependent variable to the health and safety practices which included planned identification and risk assessment, workplace inspection programs, incident reporting and incident or accident investigation programs.

According to Mutuuzo the author, it is estimated that 18% deaths which occur in the country are a result of poor health and safety conditions at workplaces. Additionally, the 2016 Mundi Index data presents that 10.2 deaths occur per 1000 people in Uganda (Business and Human Rights Resource Centre, 2018). A known case of a Mrs. Moureen Lunyolo aged 24 years who died immediately after being hit by a metallic pile while working in Tembo Steel factory found in Lugazi (Kissa, 2021).

The hazards and risks that exist in workplaces demand companies to develop a health and safety culture to ensure that there is safe working environment. The culture has been adopted by many organizations to help them reduce on the occurrence of accidents and injuries at the workplace. A case in point is the Health, Safety and Environment Department at Total Energies E&P Uganda. However, the department while conducting its duties has put into consideration of the effectiveness of health and safety practices in the workplace so as to attain the main target of the organization hence necessitating this study.

1.3 Problem Statement

It is important to promote effective health and safety practices in the workplace since no employment opportunities should make an individual to lose his or her life. However, this is still a big problem to many companies all over the world where they have been many deaths,

accidents and injuries cases across the world as a result of unsafe working environments. According to WHO and ILO estimates, almost 2million people die annually due to workplace exposures where long working hours contributed to an estimated 750,000 deaths and exposure to air pollution which linked to 450,000 deaths. A case in point is Geneva and Switzerland where work related injuries and illnesses resulted in 1.9 million work deaths globally in 2016 according to estimates recently released by World Health Organization and International Labor Organization (Safety and Health, 2021).

Work-related deaths, injuries and accidents are still a big challenge in Uganda. According to Mutuuzo the author, it is estimated that 18% deaths which occur in the country are a result of poor health and safety conditions at workplaces. Additionally, the 2016 Mundi Index data presents that 10.2 deaths occur per 1000 people in Uganda (Business and Human Rights Resource Centre, 2018).Therefore, if industries do not execute and implement the policy of promoting health and safety practices in the workplaces there will be continuous injuries, illnesses and accidents that will constantly result into rapid deaths in the country.

Therefore, with the above findings, this study focused on assessing the effectiveness of health and safety practices in the oil and gas sector of Uganda with a focus on Total Energies E&P Uganda as it will help to get the information on the areas that need improvements.

1.4 Objectives of the Study

1.4.1 General Objective of the Study

The general objective of the study is to assess the effectiveness of health and safety practices in the oil and gas sector of Uganda in Total Energies E&P Uganda.

1.4.2 Specific Objectives

- 1) To identify the health and safety practices in Total Energies E&P Uganda.
- 2) To establish the level of compliance of health and safety standards in Total Energies E&P Uganda.
- 3) To find out the challenges associated with the promotion of health and safety practices in Total Energies E&P Uganda.

1.5 Research Questions

- 1) What are the health and safety practices in Total Energies E&P Uganda?
- 2) What is the level of compliance of health and safety standards in Total Energies E&P Uganda?
- 3) What are the challenges associated with the promotion of health and safety practices in Total Energies E&P Uganda?

1.6 Purpose of the Study

To assess the effectiveness of health and safety practices in the oil and gas sector of Uganda in Total Energies E&P Uganda.

1.7 Significance of the Study

As a student of oil and gas management, I am hopeful that the research findings will help to establish the effectiveness of health and safety practices in the oil and gas sector of Uganda with a case of Total Energies E&P Uganda.

The findings of this research will help the management of Total Energies E&P Uganda to understand how health and safety practices can be improved to reduce on the occurrence of avoidable industrial accidents and death.

The research study will be useful to other students who will be conducting research on the same topic and those who would wish to expand on the oil and gas area to obtain a foundation in the form of literature review like the Faculty of mining and petroleum in other institutions besides Uganda Christian University (UCU).

1.8 Justification of the Study

In all organizations all over the world, there was existence of serious hazards and risks that resulted into several accidents, deaths and injuries. It is indicated in the recent estimates presented by the ILO (International Labour Organization) where it was indicated that almost 2.78 million employees across the global die due to work accidents and 374 million suffer from injuries and accidents.

The oil and gas industry is associated with more hazards compared to other sectors and these have resulted into serious deaths and accidents. The journal of Petroleum Technology indicated

that 470 oil and gas extraction workers died, as well as contractors who comprised about three-quarters of the total. The most frequent cause was vehicle-related incidents (26.8%), followed by contact injuries (21.7%) and explosions (14.5%). Around 20% of the fatalities involved lone workers. This calls upon oil companies to promote effective health and safety practices in the workplace.

Therefore, this dissertation empirically studied the effectiveness of health and safety practices in Total Energies E&P Uganda and also got information on areas that need improvements.

1.9 Scope of the Study

1.10 Content Scope

In terms of content scope, the dissertation specifically focused on assessing the effectiveness of health and safety practices in the oil and gas sector of Uganda in Total Energies E&P Uganda. The research further looked at the health and safety practices, the level of compliance of health and safety standards and the Challenges associated with the promotion of health and safety practices in Total Energies E&P Uganda.

Geographical Scope

The report was conducted in Total Energies E&P Uganda located at Yusuf Lule Road, Kampala.

Time Scope

This dissertation focused on the effectiveness of health and safety practices in work place literature for the last five years. The researcher conducted research for a period of four months from February to May 2024 to collect the needed data and submission of the final report.

1.11 1.10 Theoretical Framework

This study adopted management systems failure theory developed by Ludwig Von Bertalanffy. This theory asserted that the inadequate or ineffective management practices, policies or procedures can result in accidents or incidents. The failure of the management system can happen at different levels of the organization which include planning, design, implementation, and monitoring and evaluation process. The failure of the management system can also arise due to lack of communication, inadequate training, insufficient supervision or poor organization culture. In some cases, these factors may lead to important deviation between the intended and the actual performance eventually leading to accidents. To address the failure of management

system, it requires a thorough review of the policies, procedures and organizational culture to identify weaknesses and areas for improvement with the purpose of designing and implementing effective management policies that can help to mitigate risks and prevent the occurrence of accidents (HSS Team, 2023). It was relevant since it was the management's role to promote effective health and safety practices in the workplace.

CHAPTER TWO; LITERATURE REVIEW

1.12 Introduction

This chapter presented a critical review of the issues that have been explored and studied theoretically in the existing literature on the effectiveness of health and safety practices in the oil and gas sector. It was important to ensure that most prominent of the existing literature on the works of other scholars who had written about the topic of the study was consulted. The literature was comparative in that it was in line with the specific objectives of the study, so as to make the writer appreciate the contributions of the different writers.

1.13 Theoretical Review

The theory below was used in the course of carrying out this research

Management systems failure theory

This theory asserted that the inadequate or ineffective management practices, policies or procedures can result in accidents or incidents. The failure of the management system can happen at different levels of the organization which include planning, design, implementation, and monitoring and evaluation process. The failure of the management system can also arise due to lack of communication, inadequate training, insufficient supervision or poor organization culture. In some cases, these factors may lead to important deviation between the intended and the actual performance eventually leading to accidents. To address the failure of management system, it requires a thorough review of the policies, procedures and organizational culture to identify weaknesses and areas for improvement with the purpose of designing and implementing effective management policies that can help to mitigate risks and prevent the occurrence of accidents (HSS Team, 2023).

Therefore, an organization must develop and maintain effective management systems which include setting safety policies and objectives, implementing safety programs, conducting frequent safety audits and providing safety training to all workers. It is important for management to clearly communicate safety expectations and provide necessary resources to meet those expectations. More so, effective safety culture should be instilled throughout the

organization, with everyone, from top management to front-line workers by understanding the importance of safety in day-to-day activities (HSS Team, 2023).

1.14 Review of Related Literature

Health and safety practices in the oil sector

Most oil and gas companies were adopting Best Management Practices (BMPs) as an important part of their pollution prevention program so as to help them to reduce on the environmental issues associated with the oil industry such as air emissions and hazardous wastes they generate. It is important for every organization to develop a good workplace safety culture. This can be done by promoting strong leadership which can encourage workers to obey rules and communicate hazards to keep themselves safe and their workmates (Magellanx, 2023).

Health and safety practices in the oil sector included; using the process safety approach, the International Association of Oil and Gas Producers (IOGP) defined the process of safety approach as the safe management of oil and gas operations and processes with the major aim of preventing hazardous emissions that could lead to more negative impacts. The traditional approach to accident prevention was based on trial and error however the process safety approach attempts to identify trends and more so accurately predicted events based on probability. The implementation of relevant safety precaution can help to protect workers from conditions that can be easily avoided. IOGP gave an analysis that there were 56 process safety events between 2007 and 2017 that contributed to 128 deaths. Hence process safety approach can greatly reduce the occurrence of hazards in the oil and gas industry. Having consistent maintenance activities and safety programs was another HS practice. Conducting regular maintenance checks and occupational safety training programs can help to reinforce safety messages especially for newly recruited workers. Since risks and hazards are different from day to day it is important to have consistent maintenance and training as can help workers to be ready for situation that may come their ways (Magellanx, 2023). Other HS practices involved conducting regular safety inspections, regular incident or accident investigation and also conducting risk assessments and many others.

Compliance of health and safety standards

Oil and gas safety standards were around since Det Norsks Veritas (DNV) was founded in Oslo in 1864 by maritime insurers trying to establish a set of standardized rules and procedures. The

American Petroleum Institute was founded in 1919 to set standards across oil production in the United States to promote the oil industry and influence policy. In 1947, the International Standards Organization was established by personalities from 25 countries showing the growing move towards standards that could be applied across the globe. Compliance to health and safety helped the oil and gas industries to operate safely as it helped operators manage to reduce risks and provide information important for training. In the oil and gas industry there are now comprehensive regulations covering all aspects of production from drilling to delivery to fuel stations. Today API, DNV-GL and ISO standards are probably the most widely recognized standards across the oil industry, although there are many others which included the British Standards Institute (BSI), International Association of Oil and Gas Producers (IOGP), Oil and Gas UK (OGUK) and the Offshore Petroleum Industry Training Organization (OPITO). Therefore the oil industry focused on safety (oms, 2020).

The oil and gas industries are infamous for the harmful effects of their processes that are responsible for environmental damage or hazardous situations. In fact, it was very important for these industries to ensure quality, efficiency, and effectiveness in delivering products or services without any environmental damage. Therefore, a lot of expectations are set by the public when it comes to the quality, safety, and efficiency of their products or services. ISO standards act as a tool in the development of the oil and gas industry. Thus, encouraging this sector to accomplish internationally recognized ISO standards as an efficient and effective management system helped these sectors to meet and fulfill the expectations of the masses. The ISO Standards commonly used in the oil and gas industry included; ISO 9001 Standards- Quality Management System, ISO 14001 Standard- Environmental Management System and ISO 45001 Standard- Occupational Health and Safety Management System. It was widely known that the oil and gas industries are the most notorious industry responsible for water, air, and land pollution that can cause serious damage to the environment therefore ISO Standards focuses these industries to provide a safety management system (SIS CERT, 2023)

1.15 Challenges associated with the promotion of health and safety practices

Despite the growing awareness of the importance of health and safety practices in the workplace, there were still challenges associated with the promotion of health and safety practices and these included; lack of understanding among the employees, many employees were simply not aware

of the importance of health and safety practices and what they could do to improve them and this lack of understanding could lead to complacency and a general unwillingness to change. Behavioral issues can be a big challenge to promoting health and safety practices in the workplace, human behavior can be unpredictable and influenced by various factors like personal attitudes, beliefs, values and social and environmental factors. For example, employees may be aware of safety procedures and regulation however , they may still get involved in risky behavior due to a belief that safety measures are unnecessary and this can lead to accidents and injuries even if safety rules are in place (Zafar, 2023).

Additionally, in effective Supervision was another challenge, supervision was critical in ensuring that employees followed safety procedures and regulations and behaved safely on the job. Therefore, if employers don't make arrangements for effective supervision or fail to take direct action when workers demonstrate poor safety behavior, workers may be less likely to take safety seriously or follow work safety procedures and regulations. This can increase on the risk of accidents and injuries and deteriorate the safety culture of the company (Zafar, 2023).

Furthermore, Lack of management commitment was also a big challenge. When management does not prioritize health and safety or demonstrate visible leadership, it can also deteriorate the safety culture and cause a decline in the morale of the employees hence increased occurrence of accidents and injuries in the workplace. Lastly, budget issues were one of the most significant barriers to promoting health and safety practices in the workplace. Many employers may view investing in health programs as unnecessary expense or an additional financial burden. Improving health and safety standards or practices can involve many measures such as investing in protective equipment, implementing safety training programs, conducting frequent inspections and risk assessments and hiring qualified health and safety personnel. All these required financial resources and without adequate funding, it can be a challenge to implement and maintain health and safety practices (Zafar, 2023).

1.16 2.4 Conclusion

In such a high risky environment, the safety of oil and gas workers should never be left to chance. As we can see that there was need to have active monitoring and training programs for workers, regular inspections and incident investigation and reporting. This was the only way to prevent injuries and deaths from occurring in the workplace. In spite all the wonderful research

already done on the subject area, no one had addressed the topic of effectiveness of health and safety practices in the oil and gas sector of Uganda, which the researcher did in the study.

CHAPTER THREE; RESEARCH METHODOLOGY

1.17 Introduction

This chapter presented the research design, study population, area of study, sampling procedures which included sample size and sampling technique, data collection methods and instruments, data types and sources, data collection tools, measurement of variables, data analysis, considerations and limitation of the study.

1.18 Research Design

This study used descriptive analytical research design which involved using both qualitative and quantitative approaches. The study used quantitative and qualitative approaches because qualitative approach gave detailed explanations to events while quantitative approach gave the data needed to meet the required objectives.

1.19 Area of Study

The study was conducted in Total Energies E&P Uganda located on the 5th Floor, course view Towers, at 21 Yusuf Lule Road in Kampala, Uganda's capital and largest city. It was an Oil and Gas Exploration Company in Uganda and a subsidiary of Total Energies South Africa, the multinational oil, gas and petrochemical conglomerate with headquarters in Paris, France. The company operated in many areas in Uganda as it had over 200 service stations around the country. It retailed fuel and products and offered related services. Total Energies E&P Uganda was chosen as an area of study for two main reasons which included; Total Energies as the leading retail oil company in Uganda and it as well involved in the exploration and production activities which were going on in the Uganda's oil field in Hoima which were very hazardous, therefore there was need to pay attention to effectiveness of health and safety practices.

1.20 Study Population

The target population of the study was 80 respondents drawn from different departments of the company comprised of 25 workers from the sales department, Production department 20 ,

Research and Development department 8, Purchasing department 15, Marketing department 10 and two top management members ; the HR and Health and Safety Officer.

1.21 Sampling Procedures

1.21.1 Sample Size

The sample size was 67 respondents which included 20 workers from the sales department, 20 Production department, 8 Research and Development department, 10 Purchasing department, 7 Marketing department and two top management members, the HR and Health and Safety Officer. It was calculated using the sample formula of Yamane (writers, 2016) as presented below;

$$n = \frac{N}{1 + N(e)^2}$$

N represented the total number of population = 80

Where n represented the sample of the population

e represented the margin error

Therefore;

$$n = \frac{N}{1 + N(e)^2}$$

$$n = \frac{80}{1 + 80(0.05)^2}$$

$$n = 66.66 \approx 67$$

$$n = 67$$

1.21.2 Sampling Techniques

This study used simple random sampling where the sample was obtained from the population in such a way that samples of the same size were equal chances of being selected. Simple random sample selection was done by drawing numbers allocated to respondents and this enabled collection of data from a representative sample for simplification of the findings.

1.22 Data Types and Sources

Primary Data

Primary data was obtained from the respondents by administering of questionnaires to respondents of selected sample and use of interview guide where the researcher interacted with the selected group of respondent face to face.

Secondary Data

During the study, the researcher read journals, reports and other related literature sources about the topic of study to obtain secondary data and also relied on the internet for more information. The secondary data was considered so as to compare the past findings and the research in question.

1.23 Data Collection Methods and Instruments

1.23.1 Primary Data

Primary data was obtained from the respondents by administering of questionnaires to people of selected sample and use of interview Guide. This was due to the fact that primary data is more reliable, up to date and it was from the most reliable source.

1.23.2 Questionnaires

Questionnaires were issued to the selected 40 workers of Total Energies E&P Uganda to gather primary data from the respondents during the study. The respondents recorded their answers in the provisions on the questionnaires. The dissertation was chosen to use questionnaire due to the fact that the variables like opinions, perceptions, attitudes and feelings of respondents could not be observed. The questionnaire was used because it was cheaper for data collection. The questionnaire was used to collect primary data from the selected respondents by personally delivering them to the respondents.

1.23.3 Interview Guide

During the study, the researcher interviewed the selected respondents in order to collect the relevant data of the study. A group of 27 workers were interviewed face to face in order to obtain the qualitative data about the effectiveness of health and safety practices in Total Energies E&P Uganda.

1.24 Data Collection Tools

1.24.1 Questionnaires

A total number of 40 questionnaires were issued to the targeted respondents. The research study used close ended questionnaire divided into parts of Bio data, assessment of health and safety practices, Compliance of health and safety standards and challenges associated with the promotion of health and safety practices in Total Energies E&P Uganda. A standard Questionnaire on a five point Likert scale was used to get quantitative data from respondents on a scale of 5- Strongly Agree; 4- Agree; 3- Not Sure; 2- Disagree; 1- Strongly Disagree.

1.24.2 Interview Guide

Interview guide was designed in line with the effectiveness of health and safety practices in Total Energies E&P Uganda from which the study aimed at obtaining qualitative data. This was conducted among a group of 27 workers.

1.25 Observation

There were some health and safety materials observed at the work place which included safety gloves, shoes, gaggles and safety helmet.

1.26 Measurement of Variables

The study used a 5-point Likert scale to measure the variables which were the assessment of health and safety practices, compliance to health and safety standards and challenges associated with the promotion of health and safety practices to come up with findings. This ranged from strongly agree to strongly disagree which include; strongly agree, agree, not sure, disagree, and strongly disagree.

1.27 Data Analysis

1.27.1 Quantitative Analysis

The quantitative data was presented in form of descriptive statistics of frequency and percentages for each of the variables used in the study and was analyzed using a data analytical tool known as Statistical Package for Social Sciences (SPSS). Strongly agree and agree was combined to mean agree while strongly disagree and disagree was combined to mean disagree.

1.27.2 Qualitative Analysis

The qualitative data was analyzed using content analysis where information gained through the interviews were placed in major themes and collect categories. The data was then presented as the interviewee narrated. Implications, conclusions and synopsis of qualitative data were then drawn.

1.28 Data Validity

Data Validation was done where the researcher used Content Validity Index (CVI) instruments by ensuring that the independent and dependent variables are in line with the conceptual framework of the study. The opinion of wording, clarification and importance of the items in the instruments was done and there was validity of the items contained in the questionnaire. Validation of the instrument focused on clarification, completion and significance of the questions in relation to the constructs of the study.

1.29 Data Reliability

Pre-testing of the questionnaire was carried out among the fellow students for individual test questions to be drawn from a large group of items that covered a large range of topics. This was applied in some cases where a test measures a trait that was difficult to define and this was judged by rating each item's significance on the basis of the opinion. Items that were rated as strongly significant were included in the final questionnaire. A test was considered reliable if the results got were repeatedly the same.

1.30 Ethical Considerations

Ethical concerns were taken into consideration by first requesting for an introductory letter from the Institute of Petroleum Studies-Kampala (IPSK) and then seeking authorization from the administrators of the selected area of study.

The questionnaire was made with no part for the name of the respondents to ensure confidentiality.

Briefing was done by the researcher in order to inform the respondents about the purpose of the study and the significance of their contributions.

Participating and responding was compulsory as no respondent was forced to be interviewed or fill in the questionnaire.

1.31 Limitation of the Study

There was an expectation that the study may be costly in terms of money which was used to produce the questionnaires, interview guides and transport costs which were invested during data collection process as the researcher had to visit the selected area of study to collect data.

There was an expectation that time allocated for data collection may not be enough.

An expectation of some respondents being unapproachable as some may be too busy.

There was also an expectation that some respondents may be unwilling to give out their information for fear that may be their secrets would be known.

CHAPTER FOUR; PRESENTATION, ANALYSIS AND INTERPRETATION OF FINDINGS

1.32 Introduction

This chapter presented analyses, discusses and interprets the findings of the study which were presented in a tabular form extracted from raw primary data with the help of a data tool called statistical package for social sciences.

1.33 Presentation and discussion of sample size bio data

Gender					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Male	37	55.2	55.2	55.2
	Female	30	44.8	44.8	100.0
	Total	67	100.0	100.0	

Table 1 Gender ratio

The above table presents the results of how gender sensitive the researcher was while collecting primary data. About 55.2% of the respondents were male and 44.8 were female. This indicates that this company is gender considerate merely basing on the results of our study as presents above. Other gender based researchers can rely on these to credit the company's employee gender ratio. However, gender can be a focus area while analyzing the compliance of the health and safety practice since a particular sex can comply effectively than the other though this study did not deeply consider assessing it.

Age					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Below 20 Years	3	4.5	4.5	4.5
	20-29 Years	19	28.4	28.4	32.8
	30-39 Years	20	29.9	29.9	62.7
	40-49 Years	18	26.9	26.9	89.6
	50 & above Years	7	10.4	10.4	100.0
	Total	67	100.0	100.0	

Table 2 Age bracket

Results in this table presented the age brackets from which the respondents with the highest number of about 29.9% employees falling under 30-39 years, followed by 28.4% under 20-29 years which made a total of about 58.3% of the company's employee falling under 40 years. This indicated that this company considered youth employment hence young career development.

About 26.9% fell under 40-49 years, 10.4% are above 50 years meaning; meaning about 37.3% of the employees represented all above 40 years and also represented the elders and finally only 4.5% of the total respondents were under 20 years with a frequency of three and the assumption was that they could be students under going through industrial training, fresh employees with fresh high school qualification.

More so, age was an impact on how people complied with the work and therefore the biggest populations being the youth could either positively or negatively have an effect on the health and safety practices of this company. For this study, it did not concentrate or have its focus on how age bracket affected the health and safety practices.

Period spent while working with this company					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Less than a year	6	9.0	9.0	9.0
	1-5 years	39	58.2	58.2	67.2
	6-10 years	15	22.4	22.4	89.6
	Above 10 years	7	10.4	10.4	100.0
	Total	67	100.0	100.0	

Table 3 Time sent while in working

This study identified the highest number of employees represented by 58.2% in total E&P to have worked with it between 1-5 years. This was moderately good and it can go by an assumption that in averagely 2 years an employee was to have the company experience in understanding his or her job description, work conditions and the company polices hence compliance to health and safety practices. The study also showed that 22.4% of the employees had worked for it for about 6-10 years and these were most likely to be the same as employees falling under the elder's age bracket including 10.4% those who had worked for over 10 years.

Only 9% percent of the employees had worked for less than a year. This sounded as a small figure but it had a great negative impact on the health and safety practices since in the Oil and Gas industry, experience matters a lot.

Level of Education		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Certificate & below	5	7.5	7.5	7.5
	Diploma	27	40.3	40.3	47.8
	Degree	22	32.8	32.8	80.6
	Master	10	14.9	14.9	95.5
	Others	3	4.5	4.5	100.0
	Total	67	100.0	100.0	

It was definitely true that the biggest percentage of the employees represented by 40.3% hold based on the age bracket results. There was an observation that most of the employees being in their twenties and perhaps they had not pursued higher academic levels. 32.8% of the employees hold a degree, 14.9% holding masters and probably these were senior managers and heads of department, 7.5% holding a certificate and below and finally 4.5% falling under other categories. The general analysis of these results presented the biggest percentage of employees less than a degree and yet over 58% percent of the employees had worked for 1-5 years. This was an indication that irrespective of many employees not holding higher academic levels, they possessed experiences and skills that made them comply with the company policies and work conditions including health and safety practices.

Work Department		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sales & Marketing	20	29.9	29.9	29.9
	Production & Exploration	26	38.8	38.8	68.7
	Research & Development	9	13.4	13.4	82.1
	Procurement & Logistics	10	14.9	14.9	97.0

	Top management/ Admins	2	3.0	3.0	100.0
	Total	67	100.0	100.0	

Table 4 Departments

The study results presented many respondents to have come from the production and exploration department which definitely required more health and safety practices than any other department and it represented about 38.8% followed by 29.9% from the sale and marketing department. Procurement and logistic was represented by 14.9% and this department involved a lot to transportations were health and safety was key, research and development represented by 13.4% and lastly 3% for the top management or administrators.

1.34 Assessment of the health and safety practices in total energies E&P Uganda

This section presented and discussed the finding of the study particularly responding to the specific objective that assessed the health and safety practices in total E & P.

Company provides a safe work place to mitigate Accidents					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not sure	1	1.5	1.5	1.5
	Agree	44	65.7	65.7	67.2
	Strongly agree	22	32.8	32.8	100.0
	Total	67	100.0	100.0	

Table 5 safe work place

Basing on the results presented in the table above, total E&P provided a safe and working environment to its employees to mitigate the occurrence of incidents and injuries. 65.7% of the employee agrees and 32.8% of the employees strongly agree making about 98.5% of the employees believe in the working environment of the company hence a goof health and safety practice conducted in the company.

However, the 1.5% of the employees was not sure whether the working environment was safe or not need to be given attention to why so since in the oil and gas industry there is no small error. Any mistake can lead to a big hazard.

Company provides enough PPEs to workers to enable them carry out their work safely					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Agree	47	70.1	70.1	70.1
	Strongly agree	20	29.9	29.9	100.0
	Total	67	100.0	100.0	

Table 6 Enough PPEs provided

In addition to providing safe working environment, the company had further provided the employees with enough PPEs to workers to enable them carry out their work effectively and efficiently. All the employees confirm this to a 100% with 70.1% agreeing and 29.9% strongly agreeing hence confirming that the company complied the health and safety of their workers.

PPEs provided to employees are used all the time at the workplace.					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Disagree	1	1.5	1.5	1.5
	Not sure	11	16.4	16.4	17.9
	Agree	40	59.7	59.7	77.6
	Strongly agree	15	22.4	22.4	100.0
	Total	67	100.0	100.0	

Table 7 PPEs used all the time

The previous discussion presented results showing how the company critically cared above its employees by providing the PPEs to them. However, the table above shows about 1.5% and 16.4% of the employees disagreed and not sure respectively. This made a total of about 17.9% of the employees showing that some employees do not use personal protective equipment PPEs all the time and this can greatly hinder the effectiveness of the health and safety practices of the company even those results present 82.1% of those who agreed and strongly agreed. From this table we can assume that those in doubts or not sure and disagreeing were the same employees not using the PPEs all the time and 82.1% were the ones using the PPEs all the time while at

work. Therefore, the company needs to put attention on that percentage of employees who were not complying.

The Company provides notices on all health and safety measures& assess compliance					
		Frequency	Percentage	Valid Percent	Cumulative Percent
Valid	Not sure	9	13.4	13.4	13.4
	Agree	39	58.2	58.2	71.6
	Strongly agree	19	28.4	28.4	100.0
	Total	67	100.0	100.0	

Table 8 Notices on health & safety

This company provided notices on health and safety practices, measures and assesses compliance. Results present 58.2% of the employees confirmed this, 28.4% strongly agreed to it and at worst 13.4% were not sure about it. By assumption, we can say that these customers were not sure of whether the company provided health and safety practices could be the same people falling under the category of low academic level and those who did not bother to check on the notice board. In reference to the table of *level of academics*, there was about 7.5% of the employees holding only certificate and below.

1.35 The level of compliance to health and safety standards in total energies E&P Uganda

This part presented and discussed the level at which total E&P as a company complied to the health and safety standards in Uganda.

Company has trained personnel for conducting incident investigations					
		Frequency	Percentage	Valid Percent	Cumulative Percent
Valid	Disagree	2	3.0	3.0	3.0
	Agree	40	59.7	59.7	62.7
	Strongly agree	25	37.3	37.3	100.0
	Total	67	100.0	100.0	

Table 9 Trained personnel

The table above presents the responses of employees on whether the total E&P had trained personnel conducting incident investigations. Basing on the results, the highest number of about 59.7% of the employees agreed that this was true followed by those who strongly agreed at 37.3%. The same table shows that about 3% of the employees disagreed that the company had trained personnel conducting incident investigations and this required the attention of the company to why some employees were not updated. This response implied that some employees may not be satisfied with the areas they were working in fear of accidents.

Company conducts periodic health & safety assessments and reviews standards at work Place					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not sure	5	7.5	7.5	7.5
	Agree	39	58.2	58.2	65.7
	Strongly agree	23	34.3	34.3	100.0
	Total	67	100.0	100.0	

Table 10 Periodic health and safety assessment

Relatively close to the previous discussion about the company having trained personnel conducting incident investigations, some employees of presented by 7.5% were not sure whether the total E&P conducts periodic health and safety assessments and review standards at work place. These could include those not aware whether company provided the notice on health and safety practices, disagreeing with the company to having trained personnel conducting incident investigations and those who just didn't want to answer.

Fortunately, 92.5% of the employees agreed and strongly confirmed that the company was doing what it could in conducting periodic health and safety assessments and reviews at work place. This was good for the company though a lot was required to change those be sure of why others were in doubts.

The company encourages workers to record near misses at work place

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Disagree	2	3.0	3.0	3.0
	Not sure	9	13.4	13.4	16.4
	Agree	37	55.2	55.2	71.6
	Strongly agree	19	28.4	28.4	100.0
	Total	67	100.0	100.0	

Table 11 Record near misses

Based on the study results presented in the table above, this company's employees about 17.4% of them were either not sure or disagreed that the company encouraged workers to record near misses at work place.

It's not all that bad that about 83.2% of the employees confirmed that the company encouraged workers to record near misses at their work place. This was not a wrong percentage though in the oil and gas company those not believing in this were much more not to credit the company in this particular area.

Inspections are conducted jointly by trained management & employees representatives					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Disagree	2	3.0	3.0	3.0
	Not sure	5	7.5	7.5	10.4
	Agree	39	58.2	58.2	68.7
	Strongly agree	21	31.3	31.3	100.0
	Total	67	100.0	100.0	

Table 12 Joint inspection

Total E&P was trying its best to do joint inspection by trained specialists basing on the results presenting 31.3% employees strongly agreed and 58.2% agreed making 89.7% of the total employees confirming this. However, the 10.3% of the workers disagreed and not sure to whether the company jointly conducted inspections on health and safety practices. Just like it was said previously the Oil and gas industry does not need to ignore any kind of negligence regarding in its work environment.

Therefore, the percentage of those who agreed and strongly agreed could not confirm that this company fully practiced joint health and safety inspections by management and employees' representatives before they sorted the issues of those employees responding otherwise.

Health safety practices captured by observation

A number of health and safety practices were observed during this study as data collection was being done. Most of these observations confirmed compliance by Total E&P to the health safety practices.

The pictures below show the activities personal protective equipment and practices that were done and were observed during the study.



1.36 The challenges associated with the promotion of health and safety practices in total energies E&P Uganda

Health and Safety materials are a cost burden to the Organization.					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly disagree	22	32.8	32.8	32.8
	Disagree	23	34.3	34.3	67.2
	Not sure	16	23.9	23.9	91.0
	Agree	4	6.0	6.0	97.0
	Strongly agree	2	3.0	3.0	100.0
	Total	67	100.0	100.0	

Table 13 Cost burden on safety materials

According to the research results presented in the table above, it was so unfortunate that the company was faced with a challenge of huge costs associated with health and safety materials. It was a very big figure of about 23.9% not sure that the company was faced with this challenge in addition to the 6.0% agreed and 3.0% strongly agreed making a total of about 32.9% of the workers not sure or confirmed the company had a health and safety cost burden. This can basically justify that the company's health and safety practices were challenged by the challenge with cost burden of health and safety materials.

The 67.1% of the workers both disagreeing and strongly disagree that the company was not faced with cost burden health and safety materials is not a pleasing figure for the company not to give attention to the employees not satisfied with this. This could mean that these employees were not contented with the health and safety material provided to them hence confirming that the company was faced with the challenge of cost burden of health and safety materials.

Challenged on influencing worker's culture and behaviors towards health and Safety					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly disagree	25	37.3	37.3	37.3
	Disagree	21	31.3	31.3	68.7
	Not sure	17	25.4	25.4	94.0

	Agree	4	6.0	6.0	100.0
	Total	67	100.0	100.0	

Table 14 challenge on culture and work behavior

The table above presents that 37.3% of the employees strongly disagreed and believed that the company was not challenged on workers' culture and behaviors towards health and safety practices, similarly 31.3% disagreed too, making a total of 68.6% of the employees not accepting or attaching this challenge to the company.

However, the 25.4% were not aware or not sure of whether the company was faced with the challenge, 6.0% confirmed the challenge hence making a total of about 31.4% of the workers left in doubts and believed that the company was faced with this challenge. This did not indicate a nice picture and the company cannot fully affirm that the workers culture and behaviors were not affecting its health and safety practices.

Refusal of workers to wear PPEs					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly disagree	31	46.3	46.3	46.3
	Disagree	23	34.3	34.3	80.6
	Not sure	5	7.5	7.5	88.1
	Agree	6	9.0	9.0	97.0
	Strongly agree	2	3.0	3.0	100.0
	Total	67	100.0	100.0	

Table 15 Refusal to wear PPEs

Study results present some of the employees confirming refusal of wearing the personal protective Equipment PPEs. In the health and safety practices this was considered a hazardous vice since in the oil and gas industry there is no a small mistake. 9.0% of the employees were confirmed not agreeing with the challenge of the employee's refusal to wear the PPEs, followed by the 3.0% strongly agreeing the challenge with 7.5% not sure about it. The total of about 19.5% of the workers either not being sure or confirming the challenge of the employees' refusal to wear the PPEs was a high rate in the perspective of health and safety practices.

About 46.3% of the employees strongly disagreed to the challenge, 34.3% disagreed leading to a total of 80.6% not affirming that employees refuse to wear the PPEs.

Costs involved in training employees are outrageous					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly disagree	28	41.8	41.8	41.8
	Disagree	20	29.9	29.9	71.6
	Not sure	13	19.4	19.4	91.0
	Agree	6	9.0	9.0	100.0
Total		67	100.0	100.0	

Table 16 Outrageous cost on training

While assessing the challenging of the company faced with the outrageous costs involved with training employees, results indicated that about 71.7% of the employees did not affirm to the challenge being experienced by the company. Of that percentage, it involved those who strongly agreed and those who agreed that Total E&P was challenged with the outrageous costs of training worker on health and safety practices.

The table above presents 9.0% of the employees who agreed the existence of the challenge and 19.4% not sure about it making a total of 28.4% of the employees relating the company's failure to consistently train about health and safety practices to high cost budgets in training.

1.37 Discussion of the findings

The study objectives were to identify the health and safety practices, assessed the level of compliance of health and safety standards and identify the challenges associated to health and safety practices. Therefore, this section will discuss the study findings in relation to our objectives and what other researchers have discovered in their study.

Health and safe practices in Total E&P Uganda

The study findings clearly stated a number of health and safety practices in Total E&P such as providing a safe working environment to reduce on the occurrence of accidents and injuries, providing enough equipment; materials and personal protective equipment (PPEs) to workers to enable them carry out their work safely, safety materials provided by this company indicated that are used all time at the workplace, provides notices on all health and safety measures to employees and check if they are being obeyed or followed by the workers among others. All these health and safety practices were identified with most of employees affirming them at an average rate of over 80%.

However, according to (Magellanx, 2023) the Health and safety practices in his study include; using the process safety approach, the International Association of Oil and Gas Producers (IOGP) defines the process safety approach as the safe management of oil and gas operations and processes with the major aim of preventing hazardous emissions that could lead to more negative impacts. The implementation of relevant safety precaution can help to protect workers from conditions that can be easily avoided.

Magellanx said, having consistent maintenance activities and safety programs is another HS practice, conducting regular maintenance checks and occupational safety training programs can help to reinforce safety messages especially for newly recruited workers. Risks and hazards are different from day to day it is important to have consistent maintenance and training as can help workers to be ready for situation that may come their ways. Therefore, the percentage at which the identified health and safety practices are affected clearly affirms Total E&P conducting regular safety practices.

Discussions on the compliance of health and safety standards

The study findings discovered that the company has trained personnel for conducting incident or accident investigations, conducts periodic reviews to assess the health and safety standards at the work place, encourages workers to record near misses at work place with joint inspections by trained professionals on detecting danger. There was an average of over 75% affirming to these compliances in the company. According to oms,(2020) the compliance to health and safety help the oil and gas industry to operate safely helps operators manage reduce risks and provide information important for training.

There are comprehensive regulations covering all aspects of production from drilling to delivery to fuel stations. The oil and gas industries are infamous for the harmful effects of their processes that are responsible for environmental damage or hazardous situations. In fact, it is very important for these industries to ensure quality, efficiency, and effectiveness in delivering products or services without any environmental damage. Therefore, a lot of expectations are set by the public when it comes to the quality, safety, and efficiency of their products or services. ISO standards act as a tool in the development of the oil and gas industry. Thus, encouraging this

sector to accomplish internationally recognized ISO standards as an efficient and effective management system helps these sectors to meet and fulfill the expectations of the masses.

Therefore, based on the study results and the rate at which Total E&P complies to the health and safety practices in the Albertine region meets the international studies.

Discussion of the challenges

Based on the study results, the challenges associated with the promotion of health and safety practices in Total Energies E&P Uganda were also affirmed as huge cost burden associated with the provision of health and safety materials to the company, influencing workers to change their culture and behaviors towards health and safety, worker's refusal to wear personal protective equipment (PPEs) all the time while at their work place and also a cost burning associated with training employees on health and safety practices in the company. Some of the employees disagreed with these challenges and an average of about 68% which is in not a healthy figure compared to those affirming that the company is faced with the above listed challenges.

Zafar, (2023) identified some challenges including lack of understanding among the employees, many employees are simply not aware of the importance of health and safety practices and what they can do to improve them and this lack of understanding can to complacency and a general unwillingness to change. Behavioral issues these can be a big challenge to promoting health and safety practices in the workplace, human behavior can be unpredictable and influenced by various factors like personal attitudes, beliefs, values and social and environmental factors which all lead to accidents and injuries. Similarly, this study identified a number of challenges that need to be mitigated for the effectiveness of the health and safety practices oil and gas industry in Uganda and eliminate hazards.

CHAPTER FIVE; SUMMARY OF FINDINGS, CONCLUSION AND RECOMMENDATION

1.38 Introduction

This chapter summarized the main study finding, recommendation and conclusion. Other researchers can use this study recommendation for other related studies.

1.39 Summary of the findings

This study investigated an assessment of the effectiveness of health and safety practices in the oil and gas sector of Uganda.

One of the study objectives was to identify the health and safety practices in Total Energies E&P Uganda and the findings clearly stated a number of them such as providing a safe working environment to reduce on the occurrence of accidents and injuries, providing enough equipment; materials and personal protective equipment (PPEs) to workers to enable them carry out their work safely, safety materials provided by this company indicated that are used all time at the workplace, provided notices on all health and safety measures to employees and check if they were being obeyed or followed by the workers among others. All these health and safety practices were identified with most of employees affirming them at an average rate of over 80%.

The study assessed the level of compliance of health and safety standards in Total Energies E&P Uganda and the study findings discovered that the company had trained personnel for conducting incident or accident investigations, conducted periodic reviews to assess the health and safety standards at the work place, encouraged workers to record near misses at work place with joint inspections by trained professionals on detecting danger. An average of over 75% affirms to these compliances in the company.

Challenges associated with the promotion of health and safety practices in Total Energies E&P Uganda were also affirmed as huge cost burden associated with the provision of health and safety materials to the company, influencing workers to change their culture and behaviors towards health and safety, worker's refusal to wear personal protective equipment (PPEs) all the time while at their work place and also a cost burning associated with training employees on health and safety practices in the company. Some of the employees disagreed with these

challenges and an average of about 68% which is in not a healthy figure compared to those affirming that the company is faced with the above listed challenges.

1.40 Recommendations

There should be maintenance of basic safety measures for example slips, trips and falls should be avoided with good housekeeping. More so, walk ways should be kept clear of tools and debris, for example spills should be cleaned immediately.

Eye and back injuries can also be prevented with proper personnel protective equipment and safe work practices. Additionally, eye and face protection should be chosen based on the kinds of hazards encountered.

The company should have a comprehensive program in place. This includes frequent employee training, detailed equipment inspections and detailed safety procedures for everyone to follow. It should as well include regular maintenance checks on all machinery and vehicles used by workers and written rules as well as regulations that employees should adhere to.

1.41 Conclusion

Conclusively, the effectiveness of health and safety practices relied on the research questions to come with the study findings as stated in chapter four. The findings confirm the effective health and safety practices in Total E&P. The researcher experienced a number of limitations during this study and recommendations were made for future researchers to address some areas that this particular study did not address.

The significance of this study is to be referred to by other scholars to understand the effectiveness of the health and safety practices in the oil and gas industry and also put in mind the sense of identifying other potential areas to assess and improve the sector in particular in our country.

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Questionnaire

Dear respondent,

I am **Mbambu Joy** a student of Uganda Christian University (UCU) pursuing a Bachelor of Science in Oil and Gas Management. I am conducting an academic research on the *“Effectiveness of Health and Safety Practices in the Oil and Gas sector of Uganda using Total Energies E&P Uganda”*. You have been selected as a suitable respondent in this study. The information obtained will be strictly for academic purposes and it will be treated with confidentiality. Please your contribution and views will be highly appreciated.

Thanks for your cooperation.

PART A: BIO DATA

Please read and answer questions by ticking against the correct alternative.

1. Gender

Male Female

2. Age

Below 20years 20-years 30-3ears

40-49years 50years & above

3. How long have you worked for this company?

Less than a year 1-5years

6-10years above 10years

4. Educational Level

Diploma Degree Masters Others

5.State the department you are working in ?

.....

PART A: WHAT ARE THE HEALTH AND SAFETY PRACTICES IN TOTAL ENERGIES E&P UGANDA?

Please put a tick to the number that best suits your answer using the key below

1	2	3	4	5
Strongly disagree	Disagree	Not sure	Agree	Strongly agree

Health and Safety practices	1	2	3	4	5
My company provides a safe workplace to reduce on the occurrence of accidents and injuries at work.					
My company provides enough equipment; materials and personal protective equipment (PPEs) to workers to enable them carry out their work safely.					
Safety materials provided by my organization are used all the time at the workplace.					
My company provides notices on all health and safety measures to check if they are being obeyed and followed by the workers.					

PART B: WHAT IS THE LEVEL OF COMPLIANCE OF HEALTH AND SAFETY STANDARDS IN TOTAL ENERGIES E&P UGANDA?

Please put a tick to the number that best suits your answer using the key below

1	2	3	4	5
Strongly disagree	Disagree	Not sure	Agree	Strongly agree

Compliance of Health and Safety Standards	1	2	3	4	5
My company has personnel trained for conducting incident or accident investigations					

My company conducted periodic reviews to assess the health and safety standards in the work place					
My company encourages workers to record near misses at work place					
Workplace inspections are conducted jointly by trained management and employees representatives					

PART C: WHAT ARE THE CHALLENGES ASSOCIATED WITH THE PROMOTION OF HEALTH AND SAFETY PRACTICES IN TOTAL ENERGIES E&P UGANDA?

Please put a tick to the number that best suits your answer using the key below

1	2	3	4	5
Strongly disagree	Disagree	Not sure	Agree	Strongly agree

Challenges Associated with the Promotion of Health and Safety Practices	1	2	3	4	5
The provision of health and safety materials had been a cost burden on the organization					
How to influence workers to change their culture and behaviors towards health and safety in the organization is a challenge					
Workers refusal to wear personal protective equipment (PPEs) in the organization is a challenge					
Costs involved in training employees on health and safety in the organization is a challenge					

THANKS FOR YOUR PARTICIPATION

Interview Guide

Dear respondent,

My name is **Mbambu Joy** a student at Uganda Christian University (UCU) pursuing a Bachelor of Science in Oil and Gas Management. This interview guide is designed to collect information aiming at “*Assessing the Effectiveness of Health and Safety Practices in the Oil and Gas Sector of Uganda using Total Energies E&P Uganda*”. The information obtained will be strictly for academic purposes and it will be treated with confidentiality. I kindly request you to answer this interview.

Thank you very much for your time and co-operation

1. Bio data (Gender, Age, Level of education, period worked in this company, which department are you working in?)

What are the Health and Safety Practices in Total Energies E&P Uganda?

2. Does your company provide a safe work place to reduce on the occurrence of accidents and injuries at work?
3. Does your company provide enough equipments, materials and personal protective equipment (PPEs) to workers to enable them carryout their work safely?
4. Are safety materials provided by the organization used all the time at workplace by the workers?
5. Does your company provide notices on health and safety measures to check if they are being obeyed and followed by workers?

What are the Level of Compliance of Health and Safety Standards in Total Energies E&P Uganda?

6. Does your company have personnel trained for conducting accident or incident investigation?
7. Does your company conduct periodic reviews to assess the health and safety standards in the workplace?
8. Does your organization encourage workers to record near misses at workplace?

9. Are workplace inspections conducted jointly by trained management and employees representatives in your company?

What are the Challenges Associated with the Promotion of Health and Safety Practices in Total Energies E&P Uganda?

10. The provision of health and safety materials had been a cost burden on the organization.
11. How to influence workers to change their culture and behaviors towards health and safety in the organization is a challenge.
12. Workers refusal to wear personal protective equipments (PPEs) in the organization is a challenge.
13. Costs involved in training employees on health and safety in the organization is a challenge.