

experience. However, it is safe to say that companies, large or small, that ignore systematic safety effort will, in the main, have more than their share of work accidents and injuries

The seriousness of the small-enterprise problem has been widely recognized for many years, and the National Safety Council has devoted much effort to meeting it. Some promising steps have been taken to increase small-establishment participation in the organized safety movement, principally through the establishment of liaison between the National Safety Council and the trade associations representing many small companies

Certain aspects of the small-company problem can be stated with assurance

- 1 The small establishment may not need or cannot employ specialized safety personnel to deal with the accident problem
- 2 The number of accidents in a significant amount of time or the financial position of many small concerns makes it difficult to convince them that spending the money necessary for proper equipment, layout, guarding, and other elements is important
3. Managers of small operations are harried by a host of problems in all fields. Seldom do they have the expertise or can they find time for proper study of accidents and their causes
- 4 In small units, statistical measures of performance are unreliable, so that it is difficult to produce clear-cut evidence as to the cost of accidents versus the effectiveness of accident prevention work. In other words, a small operation may have, by luck, a good or bad accident record over a few years, whether or not its safety program is sound

These are obstacles to progress—real and serious ones. They are not, of course, excuses for failure to try to prevent accidents. The trade association approach offers some real hope for improvement on a group basis

Labor-management cooperation

At top levels, and in some cases at the grass roots, progress has been made in enlisting the support of organized labor in management's campaign to reduce accident losses

In 1949, the National Safety Council issued a policy statement declaring the common interest of labor and management in accident prevention. Even before this data, representatives of leading labor organizations served as members of the Council's governing boards. At a number of National Safety Congresses, reports were made by labor and management men on specific examples of local and company-wide cooperation between unions and corporations. In 1955, a Labor Department and a Labor Conference were formally established to function within the framework of the National Safety Council

Labor has been represented at the various presidential and gubernatorial industrial safety conferences, and was instrumental in promoting legislation such as the Williams-Steiger Occupational Safety and Health Act of 1970 (OSHAct), described in the next chapter

Some unions have independently done extensive safety work and have published printed matter and released films which are real contributions to safety

It is the hope of the great majority of farsighted safety professionals in both labor and management that every opportunity for cooperation will be pressed to the fullest extent

Further, management must seek the multiple causes of accidents, not only the most obvious cause of disabling injuries. Workers must believe that safe performance benefits them, too

Research and standards

Statistical data on industrial accidents have been compiled by the National Safety Council for more than 45 years. Analyses computed annually and published in industry rate pamphlets and *Accident Facts* have proven of utmost importance in evaluating the leading causes of accidents

Some industries through their trade associations have recorded accident rates for almost 55 years. In most instances, even the divisions of an industry can establish their positions with regard to number and types of accidents and can determine their experience in comparison with national averages

There are a large number of standards relating to safety. Continuing research has been necessary over the years to keep these stand-