

**AN ASSESSMENT OF THE CHALLENGES FACED IN THE
ENFORCEMENT OF THE OBLIGATION OF HEALTH AND SAFETY IN
THE MINING SECTOR.**

**A CASE STUDY OF NAMEKARA MINING COMPANY, MANAFWA
DISTRICT**

BABALANDA CATHERINE

S18B44/011

**A DISSERTATION SUBMITTED TO THE SCHOOL OF BUSINESS IN PARTIAL
FULFILLMENT OF THE REQUIREMENTS FOR THE AWARD OF A BACHELOR OF
SCIENCE OIL AND GAS MANAGEMENT AT THE INSTITUTE OF PETROLEUM
STUDIES KAMPALA IN AFFILIATION TO UCU.**

AUGUST 2021

DECLARATION

I, **BABALANDA CATHERINE**, hereby declare that this dissertation 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.....

APPROVAL

This is to certify that, this dissertation entitled “an assessment of the challenges faced in the enforcement of the obligation of health and safety in the mining sector” has been done under my supervision and now it is ready for submission.

Signature.....

MR. JAMES MUGERWA

Date.....

DEDICATION

With sincerity, I dedicate this piece of work to my family for the love and support they have showed me in this journey of education. To my parents, a special thanks and blessing to you for the care and tuition given to me right from the early stage up to now, for having natured me in to the better person I am today. I will always cherish and love you and may the almighty God shower you with blessings

ACKNOWLEDGEMENT

I give special thanks to the Almighty God for the knowledge, wisdom, guidance and strength that he granted me in my whole life and through this journey because they have kept me pushing. I also extend my sincere thanks to my supervisor, lecturers and the other staff members at the Institute of Petroleum Studies Kampala for the knowledge and skills they imparted in me during the time of study. I also thank my friends and colleagues for the academic help rendered and also my respondents for participating in this study during the process of data collection

TABLE OF CONTENTS

DEDICATION	4
ACKNOWLEDGEMENT	5
LIST OF TABLES	9
LIST OF CHARTS	11
ABSTRACT.....	12
CHAPTER ONE: INTRODUCTION.....	15
1.1 Background of the study	15
1.1.1 Historical background.....	15
1.1.2 Conceptual Background	17
1.1.3 Contextual background.....	18
1.2 Statement of the problem	18
1.3 Objectives.....	19
1.3.1 Main objective	19
1.3.2 Specific objectives:.....	20
1.4 Research questions	20
1.5 Scope of the study	20
1.6 Significance of the study	20
1.8 Definition of terms	22
CHAPTER TWO: LITERATURE REVIEW.....	23
2.1 Introduction	23
2.2 Health and safety	23
2.3 Health & safety and the mining sector	25
2.4 The obligation of health and safety	25
2.5 Challenges in health and safety	26
CHAPTER THREE: RESEARCH METHODOLOGY	28
3.1 Introduction	28

3.2	Research design.....	28
3.3	Study population.....	28
3.4	Sample size.....	28
3.5	Data type and sources.....	29
3.5.1	Primary data.....	29
3.5.2	Secondary data.....	29
3.6	Data collection methods.....	29
3.6.1	Interview method.....	29
3.6.2	Questionnaire survey method.....	30
3.7	Data collection tools.....	30
3.7.1	Interview guide.....	30
3.7.2	Questionnaire.....	30
3.8	Variables and indicators.....	30
3.9	Data analysis.....	30
3.9.1	Qualitative analysis.....	30
3.9.2	Quantitative analysis.....	30
3.10	Ethical considerations.....	31
CHAPTER FOUR: PRESENTATION, ANALYSIS AND INTERPRETATION OF FINDINGS.....		32
4.1	Introduction.....	32
4.2	Response rate.....	32
4.3	Descriptive Analysis.....	35
CHAPTER FIVE: SUMMARY OF FINDINGS, CONCLUSION AND RECOMMENDATION.....		40
5.1	Introduction.....	40
5.2	Summary of findings.....	40
5.2.1	Summary on the requirements of health and safety activities in Namekara mining company.....	40

5.2.2 Summary on the challenges faced in the enforcement of the obligation of health and safety	40
5.3 Conclusion.....	41
5.4 RECOMMENDATIONS	41
5.5 AREAS FOR FURTHER RESEARCH.....	42
APPENDIX A.....	47
QUESTIONNAIRE.....	47
INTERVIEW GUIDE	49
REFERENCES	44

LIST OF CHARTS

Chart 1.....37
Chart 2.....39

LIST OF TABLES

Table 132
Table 233
Table 333
Table 434
Table 536
Table 638

LIST OF FIGURES

Figure 121

LIST OF ACRONYMS

PPE – Personal Protective Equipment

HSE – Health and Safety Executive

ILO – International Labor Organization

O'Level- Ordinary Level

A 'level – Advanced Level

ABSTRACT

The study intended to investigate the challenges faced in the enforcement of the obligation of health and safety in the mining sector, taking a case study of Namekara mining company. The objectives of the study were to assess the challenges faced in the company in the enforcement of the health and safety obligation, to examine the attitude, behavior and level of response of workers towards health and safety practices, to analyze the rate at which the health and safety obligation is practiced and to find out if the executive director and top managers support the health and safety department at Namekara mining company.

In regards to the methodology that was used, the research study was carried out using both qualitative and quantitative approaches using research design as a case study. Data was gathered using questionnaires that were self-administered, interviews and review of available literature, documents and records from the internet and other sources. It was later analyzed using tables of tally and frequencies from which conclusions were drawn

The research study revealed that there are challenges faced by the company in the fulfilment of the obligation of health and safety. It was also discovered that the company practices the health and safety obligation at their premises. In fulfilling the obligation of health and safety, it was discovered that there are practices done and these include, provision of personal protective equipment, scheduling of tool box meetings, health checkups and trainings in regard to health and safety are done. Further, the study showed that some of the health and safety requirements are highly emphasized and practiced for example provision of PPE and scheduling of tool box meetings are highly practiced and then health checkups and trainings in regards to health and safety are practiced least in the company

The study further revealed that the challenges mostly faced by the company are, limited time to carry out the health and safety obligation, followed by theft and misuse of the provided PPE by the workers, then negative attitude of the workers and finally lack of support from the executives. However, it was further discovered that there are those challenges that are highly faced compared to others and these were limited time and theft of the PPE were highly ranked and then the negative attitude of workers and lack of support are the least faced challenges.

The study concludes that, even though these challenges exist and keep affecting the health and safety department and the company at large, the health and safety team has never given up on carrying out its duties since it is required of them by their bosses and the authorities

from the government as well. Therefore, to meet the required standards and also protect their workers against the challenges in the mining sector the company still works with the challenges

CHAPTER ONE: INTRODUCTION

1.1 Background of the study

Health and safety refer to the term used to describe the rules and guidelines which assist in the prevention of ill health and accidents towards the workers at a workplace and the people that can be affected by the work being done like the close communities among others. This covers the general legal requirements that are under the act of health and safety at work of 1974. (SMSE, 2021)

1.1.1 Historical background

1.1.1.1 Health and safety

Before the revolution of industries, people normally made a living through agriculture and a few sold their goods from home. In the year 1760 a few developments started in Europe and United States of America where manufacturing processes and machines were introduced and the economies soon joined the factory system. This forced people to leave their norm and look out for jobs in the new factories. (Cameron, 2021)

Due to the increasing numbers of the employees in the factories, the risks and hazards increased as there was acquisition of cheap labour, child labour, long working hours and the working conditions were very bad where workers were exposed to toxic substances, acquiring diseases like lung cancer, blindness, burns etc. and eventually die. The increasing death rates of young men and women triggered the process of formulating the health and safety Act to reduce on the risks, hazards and deaths at the workplace.

There was increase in complaints about the working conditions and child labour mainly which led to the formation of the first protection act known as the Factory Act of 1802 by Sir Robert Peel. This stated reduction on the working hours, emphasized cleanliness at the workplace and many other rules that adjusted the working conditions. The creation of the factory act is seen in general as the commencement of the regulation health and safety.

Years later, people were tired of working for long hours and therefore created a movement which was aimed at reducing the 12 working hours to 10 and this led to the creation of the Factory Act of 1833 which changed the working hours and formed new rules for the children, during this there was introduction of inspectors who were given the right to question the workers and also help in the prevention overworking of child labor and injuries to the workers. Despite the small number of inspectors chosen, they were able to influence the

legislation in relation to reporting of accidents and machinery guarding because they were given the right to create new rules and regulations that would help emphasize the Factory Act, and their number increased in the year 1986 according to Charles Dickens a popular writer.

In 1837, the duty care was introduced through a case between Charles Priestly and his employer Thomas Fowler, this happened when Charles priestly suffered injuries from work overload and spent a huge amount of money treating them, he then decided to sue his employer and the jury awarded the employee an amount of money as compensation hence the establishment of the idea that employees had a right to duty of care from their employers. (Cameron, 2021)

Years later, an increase in the safety regulations is seen most especially to the women and children where their working hours were reduced and there was restriction from working in certain places like underground mines, women empowerment among others in the years 1842 to 1878. In 1880 the Act of employer's liability was introduced which advocated for compensation of the injured workers in case the injury is got from the job, and also to the family of the worker in case of death after the injury is proved in court.

Health and safety continued to evolve in the various acts and regulations that were set in the years where employers were required to avail protection from machinery, a legal working age was set and many others in most of the sectors across countries. In 1974, the health and safety Act was introduced in United Kingdom and United states which was a revolved legislation piece that forms the base of health and safety regulations across the world today. The act covered all industries and employees as it positioned responsibility to both the employee and the employer to make sure that the safety, health and wellbeing of all workers at all places of work is achieved. (Cameron, 2021)

The Act led to the creation of the health and safety executive of the United Kingdom which helped in enforcement of the regulations in the UK and later covered almost the whole world up to date. In Uganda, health and safety was also adopted and is being practiced at workplaces while basing on the same regulations and also adopting the new changes for example following the outbreak of corona virus new regulations have been brought up and added to the old health and safety rule by the HSE, this has helped to reduce the accidents, torture, fatalities and other problems at work.

1.1.1.2 Namekara mining company

Namekara mining company is one of the companies in the mining sector of Uganda which specializes in the mining of a rare mineral known as vermiculite (Namekara team, n.d.). It is located in Manafwa district 11km off the Tororo- Mbale road, 190 kilometers away from the capital city of Uganda Kampala in eastern Uganda.

The company has operated for a period of 11 years in Uganda and employs manual labour which is got from the community, it deals in mining and extraction of vermiculite and later processes it before it is sold at the world market. The activities done at the company are highly risky and hazardous as they involve usage of moving machinery like excavators, wheel loaders, bulldozer, trucks and many others which assist in the preparation and digging of the pit, extracting the mineral and transportation to the plant where it is processed.

1.1.2 Conceptual Background

Mining is generally a threatening profession as it's associated with a lot of risks and occupational hazards like dust and fumes release, noise due to the machines, chemicals and many others (Health and Safety Executive, n.d.). These hazards associated with mining are a big challenge to the health and safety of the workers on site as they cause health problems like lung diseases, heart problems, damage of the ears due to noise, effect on eyesight due to dust, skin diseases in case of contact to the chemicals and many other health issues.

During the mining process, as the mines become deeper and larger, the risks of collapsing get high, and when the surface rises the temperatures and climate tend to change and therefore temperature controls become very vital than before in order to reduce on the threat of collapse.

Additionally, due to the variation in the mining activities, where a lot of fumes and dust are released to the environment where workers are, ventilation becomes very important in order to ensure that all the workers are safe from the fumes and dust which are a threat to their lives.

For example, the activities done at Namekara mining company are highly risky and hazardous as they involve usage of moving machinery like excavators, wheel loaders,

bulldozer, trucks and many others which assist in the preparation and digging of the pit, extracting the mineral and transportation to the plant where it is processed.

During the processing of the mineral, dust comes off as a by product which is released to the atmosphere and also a furnace is used to dry the mineral which implies that the workers at that point are exposed to high heat. With all the above-mentioned risks, a health and safety department was considered vital at the company which was established to facilitate the well-being of the workers hence the smooth running of the activities at large.

In general, to ensure that all the workers at the mine are safe, health and safety has to be considered very important in running the daily activities of the company. Therefore, a health and safety department has to be set up at the workplace consisting of the safety manager, officers and safety teams at various departments, this will help to ensure maximum application of the health and safety practices at the overall workplace.

1.1.3 Contextual background

The hazardous conditions at the workplace call out companies to establish a health and safety culture in order to ensure harmony at work, which many companies have done to help them minimize the hazards (IcoH-minosh , 2017) for example, the health and safety department at Namekara mining company.

However, the sector faces many challenges while trying to implement the health and safety practices in order to fulfill the major obligation of the sector. Most especially in underdeveloped and developing countries which have just adopted the health and safety culture, there are still challenges that are encountered while trying to implement the obligation of health and safety. For example, looking at our culture, norms and nature of our people where some are comfortable with what they have and are not willing to embrace anything new, the financial status of our country and many other factors. Despite the challenges, the health and safety culture is still growing and all companies with highly hazardous environments still carry out their activities.

1.2 Statement of the problem

No employment opportunity should claim the life of a worker but since workplaces are hazardous, they affect large numbers of workers around the globe and there have been many death cases reported around the world due hazardous work environment.

According to (Sikra, 2019), 7500 workers die on daily basis around the world due to their jobs, and a large number of deaths occurs because of the unsafe and unhealthy conditions of their workplaces and 65000 of these cases are because of disease related to the workplace while 1000 of them are due to accidents at work. He also added that in a bigger picture nearly 1 million people die daily due to workplace accidents and diseases, this condition therefore calls for all workplaces to establish a safe and healthy environment for their workers which can be achieved through creating a strong health and safety culture that all the employees and employers will look up to, to ensure safety and health of themselves in order to have the activities running smoothly.

Jane Nyambura a Kenyan citizen said that health and safety hazards are very common in most of the economic sectors and they cause effects on big numbers of workers, and an approximate of 30-50% of workers have reported hazardous working conditions like exposure to chemicals, physical overload and many other factors that cause threat to their lives and are brought by the working environment (KAGUATHI, n.d.).

With the above statistics, ILO, HSE, and other bodies have urged workplaces to setup a health and safety culture to minimize on the cases which most countries like Uganda have adopted and forced their sectors to implement.

Unfortunately, the health and safety departments encounter challenges in the fulfillment of the obligation of health and safety for example Namekara mining company with its highly risky setting of work, a health and safety department was put in place but unfortunately encounters many challenges which have remained unaddressed.

This study therefore aims at finding out the challenges that are faced by company in terms of fulfilment of the obligation of health and safety in order to avail information about the various areas that need to be improved.

1.3 Objectives

1.3.1 Main objective

To assess the challenges faced in the enforcement of the obligation of health and safety in the mining sector

1.3.2 Specific objectives:

1. To examine the attitude, behavior and level of response of workers towards health and safety practices at Namekara mining company.
2. To analyze the rate at which the health and safety obligation is practiced at Namekara mining company
3. To find out if the executive director and top managers support the health and safety department at Namekara mining company.

1.4 Research questions

1. What are the major challenges faced in the enforcement of the obligation of health and safety in the company?
2. How is the enforcement of the health and safety obligation carried out in Namekara mining company?
3. How supportive are the top managers towards the health and safety department in Namekara mining company?

1.5 Scope of the study

The study will cover the challenges faced by the health and safety department in enforcing the obligation of health and safety in Namekara mining company and also cover the attitude and behavior of the workers towards health and safety practices in the company. Namekara mining company is located in Manafwa district, 11 kilometers from Tororo- Mbale road. It is 190 kilometers away from the capital city of Uganda (Kampala) in eastern Uganda 10 kilometers from the Kenyan boarder. (Namekara Mining Company Ltd, n.d.). The study will be covered in a period of three months.

1.6 Significance of the study

The study could act as a source of information to the managers, directors and all responsible personnel at Namekara mining company regarding the challenges in the health and safety department and therefore come up with solutions to them.

1.7 Conceptual framework

According to (Sikra, 2019), health and safety at work is to encounter challenges now and in the future due to the changes that arise each day in our daily lives. Basing on the report released by international labor organization (ILO) about the future challenges in health and safety where many safety issues were highlighted, it is stated that due to the changes in the

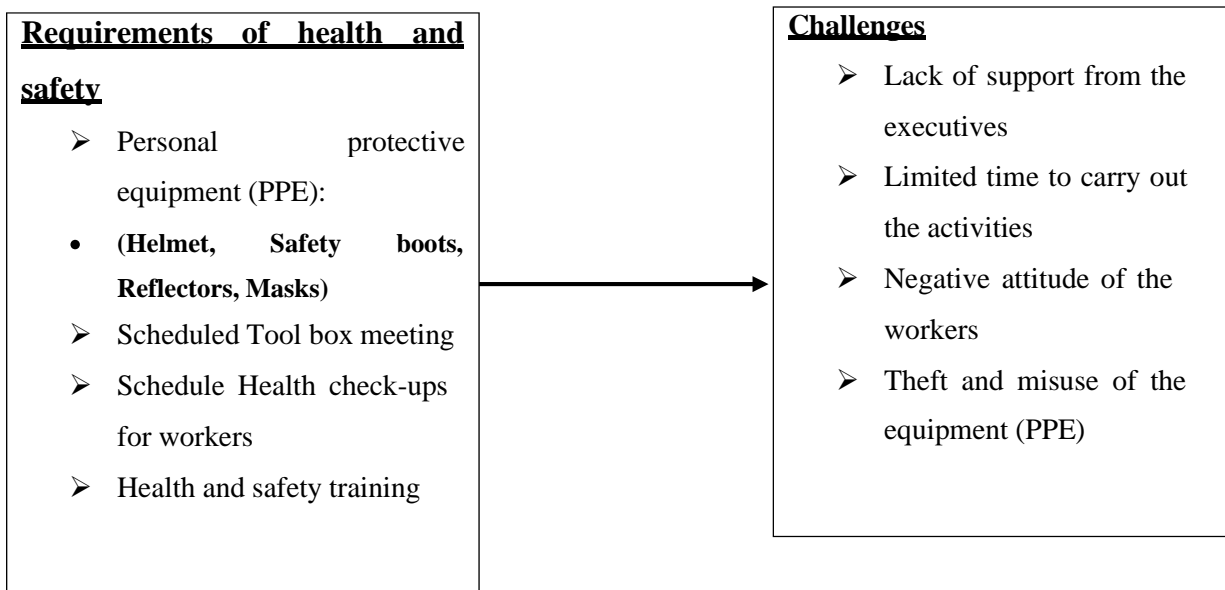
environment, life style emerging technologies and other factors, health and safety is to continuously encounter challenges in different various areas.

Therefore, the model below shows the relationship between the health and safety regulations and the challenges faced in the enforcement of the obligation.

Figure 1

Independent variable

Dependent variable



1.8 Definition of terms

Health: according to world health organization, health is defined as a state complete well-being of one's physical, mental and social status and not just lack of a disease. (WHO, 2021)

Safety: this is defined as a notion which covers all the practices and measures that are undertaken to protect and preserve the health, life and physical integrity of all people. It can be measured according to different workplace environment by tracking the injuries, near misses, illnesses and accidents at that particular workplace. (Safeopedia, 2014)

Health and safety: Refers to the term used to describe the rules and guidelines which assist in the prevention of ill health and accidents towards the workers at a workplace and the people that can be affected by the work being done like the close communities among others. This covers the general legal requirements that are under the act of health and safety at work of 1974. (SMSE, 2021)

Mining: Refers to the process of pulling out or extracting meaningful minerals from the earth's crust either on shore or off shore. The mineral can either be ore, reef, seam among others. (Clark, 2021)

Vermiculite: Refers to a naturally occurring platy mineral which is usually comprised of iron, magnesium, aluminum and other minerals combined together and always expands when heated. It is usually used in farming activities as it has the ability to retain water and is highly fertile, it's also used to make brake pads and many other uses. (Matthew, 2016)

Furnace: Refers to a building or structure that is encircled or bordered in which materials are heated at very high temperatures.

CHAPTER TWO: LITERATURE REVIEW

2.1 Introduction

This chapter mainly presents the review of relevant issues that have been discussed about by the other researchers covering the literature in line with the challenges faced while enforcing or implementing the obligation of health and safety at the workplace in the mining sector. It is important that the most prominent existing literature from other scholars who wrote about the same topic or issues related to the variables is acknowledged and consulted during the study.

2.2 Health and safety

Health and safety refers to the term used to describe the rules and guidelines which assist in the prevention of ill health and accidents towards the workers at a workplace and the people that can be affected by the work being done like the close communities among others. This covers the general legal requirements that are under the act of health and safety at work of 1974. (SMSE, 2021)

Before the revolution of industries, people normally made a living through agriculture and a few sold their goods from home. In the year 1760 a few developments started in Europe and United States of America where manufacturing processes and machines were introduced and the economies soon joined the factory system. This forced people to leave their norm and look out for jobs in the new factories. (Cameron, 2021)

Due to the increasing numbers of the employees in the factories, the risks and hazards increased as there was acquisition of cheap labor, child labor, long working hours and the working conditions were very bad where workers were exposed to toxic substances, acquiring diseases like lung cancer, blindness, burns etc. and eventually die. The increasing death rates of young men and women triggered the process of formulating the health and safety Act to reduce on the risks, hazards and deaths at the workplace.

There was increase in complaints about the working conditions and child labor mainly which led to the formation of the first protection act known as the Factory Act of 1802 by Sir Robert Peel. This stated reduction on the working hours, emphasized cleanliness at the workplace and many other rules that adjusted the working conditions. The creation of the factory act is seen in general as the commencement of the regulation health and safety.

Years later, people were tired of working for long hours and therefore created a movement which was aimed at reducing the 12 working hours to 10 and this led to the creation of the Factory Act of 1833 which changed the working hours and formed new rules for the children, during this there was introduction of inspectors who were given the right to question the workers and also help in the prevention overworking of child labor and injuries to the workers. Despite the small number of inspectors chosen, they were able to influence the legislation in relation to reporting of accidents and machinery guarding because they were given the right to create new rules and regulations that would help emphasize the Factory Act, and their number increased in the year 1986 according to Charles Dickens a popular writer.

In 1837, the duty care was introduced through a case between Charles Priestly and his employer Thomas Fowler, this happened when Charles priestly suffered injuries from work overload and spent a huge amount of money treating them, he then decided to sue his employer and the jury awarded the employee an amount of money as compensation hence the establishment of the idea that employees had a right to duty of care from their employers. (Cameron, 2021)

Years later, an increase in the safety regulations is seen most especially to the women and children where their working hours were reduced and there was restriction from working in certain places like underground mines, women empowerment among others in the years 1842 to 1878. In 1880 the Act of employer's liability was introduced which advocated for compensation of the injured workers in case the injury is got from the job, and also to the family of the worker in case of death after the injury is proved in court.

Health and safety continued to evolve in the various acts and regulations that were set in the years where employers were required to avail protection from machinery, a legal working age was set and many others in most of the sectors across countries. In 1974, the health and safety Act was introduced in United Kingdom and United states which was a revolved legislation piece that forms the base of health and safety regulations across the world today. The act covered all industries and employees as it positioned responsibility to both the employee and the employer to make sure that the safety, health and wellbeing of all workers at all places of work is achieved. (Cameron, 2021)

The Act led to the creation of the health and safety executive of the United Kingdom which helped in enforcement of the regulations in the UK and later covered almost the whole world up to date. In Uganda, health and safety was also adopted and is being practiced at workplaces while basing on the same regulations and also adopting the new changes for example following the outbreak of corona virus new regulations have been brought up and added to the old health and safety rule by the HSE, this has helped to reduce the accidents, torture, fatalities and other problems at work.

2.3 Health & safety and the mining sector

According to (The Investopedia Team , 2020), Mining is a sector comprised of industries and companies that deal in the extraction of natural resources, minerals around the whole world. This activity is carried out to get minerals and metals like gold, copper, aluminum, oil, natural gas, vermiculite and many others natural resources that exist under the ground with a major aim of making profit. These natural resources obtained in this sector are used in making other things for example petroleum, jewelry, metals etc. which are of great assistance in the daily economic, social and political activities in the world.

The mining sector is recorded as the most hazardous in the employment world even if there are great efforts to execute and maintain the guidelines and regulations of health and safety (icoh-minosh , 2017). There are high deaths, accidents injuries and diseases reported from this sector implying that a lot of health and safety work has to be done still in order to minimize the risks and hazards associated with the sector, the risks include; fire accidents, heavy work, exposure to deadly minerals, and many others.

2.4 The obligation of health and safety

According to the guidelines of the employment sector today in section 13 of the occupational health and safety Act of 2006 (ILO.org, 2006), an employer is responsible for making sure that the health and safety of all the employees at the workplace is achieved while they are carrying out the assigned work, and also all those that visit your work vicinity too (citizen advise bureau.org, 2020). Health and safety sector has many guidelines and rules that have to be followed and implemented at every workplace and they include; creation of a good working environment for the employees, availing of good working equipment and maintaining it, provision of working protective personal equipment for the workers and many other guidelines. Employers therefore have to ensure these guidelines are fulfilled to achieve the obligation of health and safety.

2.5 Challenges in health and safety

While most health and safety professionals have the responsibility of coming up with measures to protect the workers at work, they face various challenges in trying to achieve their major aim. According to (Aaron, 2021), the major challenges faced in execution of the obligation of health and safety are;

Managing the needs for training, training all workers at the place of work is vital in the employment sector and in the health and safety department too however, every work has different training needs depending on their kind of work, this therefore makes it difficult to manage and also afford all the training needs of the employees hence posing a great challenge in executing the obligation of health and safety.

Acquiring compliance requirements, health and safety department requires a lot of record keeping in order to monitor the compliance rates of the workers, this is a great challenge in the execution of health and safety as monitoring, and confirming the compliance of the workers becomes difficult.

Insufficient time for executing the health and safety obligation, health and safety workers have a challenge of creating time to carry out the obligations of health and safety for example tool box meetings, checkups of workers and many others. This therefore hinders the process of executing the obligation of health and safety at the workplace.

(Team Kiri Align, 2020) Also argues that the fulfillment of the obligation of health and safety at most workplaces is hindered by many challenges which include;

Hazards and incidents at the workplace, however much the major aim of health and safety is to mitigate these hazards and incidents, their occurrence stands as a major challenge in the fulfillment of the health and safety obligation. This comes in with failure to report, monitor, control and discover the major cause of the various incidents and hazards that occur at the workplace hence their continuity at places of work.

Dynamics in the safety rules and regulations, this causes a big challenge in the fulfillment of the obligations of health and safety, because it might become too much for an organization to understand the new emerging rules and regulations hence failure to comply thereby putting the employees in danger.

Training of the employees, it is advised that all workplaces should train their employees all the codes of conduct and how to use the working equipment for safety and avoidance of misuse which could result into accidents. However, employee training is expensive, and also hard to schedule as there is limited time to execute all the activities hence hindering the fulfilment of the obligation of health and safety

Changing the thinking of the employees, this is one of the major challenges facing the health and safety department in most working places and most especially the mining sector, this is because of the fear and beliefs in most of the community people who are the major source of labor in the companies. They deliberately refuse to adjust to the new changes brought in the society and usually most of them come up with excuses in order to dodge the health and safety guidelines hence hindering the smooth execution of the required health and safety guidelines at places of work.

Communication among the employees in the organization, health and safety is majorly for all the individuals at the workplace and not only one person, therefore good and efficient communication among the employees is key in the fulfillment of the obligation of health and safety at the work premises. This however has become a major challenge to the department as there are communication gaps among employees in organizations hence hindering the fulfilment of the health and safety obligation

CHAPTER THREE: RESEARCH METHODOLOGY

3.1 Introduction

This chapter generally describes the research methods applied during the study, it presents the research design, data collection tools, the sample size, study population, data sources and data types which are grouped in to two i.e. secondary and primary data and other collection tools and data analysis tools used during the study.

3.2 Research design

Descriptive design method was used in the study where by answers to questions of who, when and why were fully examined, analyzed and explained by the researcher in the study (sacredheart university library, 2021) and the cross sectional design method where a sample of the bigger group was studied to obtain information about the research problem (sacredheart university library, 2021), these methods were chosen because they are easy, quick and cheap to carry out.

3.3 Study population

A population of 112 respondents from all categories in the company was targeted, and it was comprised of all the workers of Namekara mining company consisting of three executive members in the company, three managers, 4 members of the health and safety team and 102 casual and permanent laborers in the company

3.4 Sample size

According to (Kenton, 2021) a sample is defined as a smaller and manageable group of a big population. It bears similar characteristics as the big population and it represents the bigger population as a whole and is usually unbiased. Sampling is the technique used to select members of a big population to estimate and understand the characteristics of the big population.

The sample chosen is 87 respondents from all the categories of workers in the company and it was selected basing on the sample formula of Yamane (writers, 2016) as shown below;

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

Where N represents the total number of population = 112

n represents the sample of the population

And e represents the margin error

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

$$n = \frac{112}{(1+112(0.05)^2)}$$

$$(1+112(0.05)^2)$$

$$n = 88$$

3.5 Data type and sources

Both primary and secondary data was used during the field study.

3.5.1 Primary data

This refers to raw data that was collected during a study and has never been subjected to any processing or interpretation in any other study. Primary data was gathered from the respondents using questionnaires that were issued to the selected sample, interviews with particular people and observation of the activities at the area of study. This type of data is more reliable compared to any other as its present and updated data

3.5.2 Secondary data

This refers to data that has already been gathered and manipulated by other researchers and is available from other sources. During the study, the researcher read reports, journals and other literature sources that are related to the topic of study to get secondary data, and also relied on the internet. The secondary data was acquired for the need of comparison of the previous findings to the research questions in the current study

3.6 Data collection methods

3.6.1 Interview method

This involves a one on one discussion between the interviewer and the interviewee. During the study, interviews with the selected respondents were carried out in order to gather the relevant data of the study. 38 workers were interviewed face to face in order to get the qualitative information about the challenges faced in the enforcement of the obligation of health and safety in the mining sector.

3.6.2 Questionnaire survey method

Questionnaires were issued to the selected 88 workers of Namekara mining company in order to collect primary data from the respondents during the study. The respondents wrote their answers in the provisions on the questionnaire and closely to the defined alternatives. These methods were used because it is less expensive, simplifies the work load compared to other methods and also convenient as some of the questionnaires were exchanged using phones, it also helped to shorten the period of data collection

3.7 Data collection tools

3.7.1 Interview guide

An interview guide was prepared by the researcher and it was comprised of questions that aimed at extracting qualitative data in line with the challenges faced in fulfillment of the obligation of health and safety in the mining sector. The interview guide was used on 38 workers who represent 43% of the population sample.

3.7.2 Questionnaire

A Questionnaire was prepared by the researcher and it contained different alternatives in the respective fields. A total number of 88 questionnaires was issued to the respondents

3.8 Variables and indicators

During the study, a Likert scale of 1-5 scale was used to measure the variables of the study which were the requirements of health and safety activities and the challenges faced. The scale ranged from strongly agree to strongly disagree i.e. strongly agree, agree, neutral, disagree, strongly disagree.

3.9 Data analysis

3.9.1 Qualitative analysis

The relevant qualitative data gathered was analyzed, arranged and placed in the right categories with main themes. Then the data was presented as described by the interviewee, the impacts, summary and conclusions were later drawn from the collected qualitative data

3.9.2 Quantitative analysis

Quantitative data was analyzed using Statistical Package for Social Sciences (SPSS) data analysis package (Alchemer, 2021) and presented by statistics of frequencies and percentages for each of the used variables in the study. Strongly agree and agree was combined to mean agree, and strongly disagree and disagree were also taken as disagree.

3.10 Ethical considerations

Before collection of data, permission was sought first from the relevant authorities in the area of study

The respondents were briefed about the purpose of the study and the relevance of contribution to it.

The questionnaire was designed with no section for the name of the participants to ensure confidentiality.

Responding and participation were optional and no one was forced to fill the questionnaire or the interview.

CHAPTER FOUR: PRESENTATION, ANALYSIS AND INTERPRETATION OF FINDINGS

4.1 Introduction

This chapter shows the presentation and discussion of the findings of the research study which have been selected and analyzed from the collected raw data.

4.2 Response rate

The considered sample was 88 respondents. The researcher however gave out 60 questionnaires and conducted 25 interviews. The rate of response was 98.8% (85) of the proposed respondents to make the findings valid

Table 1

Gender

	Frequency	Percent	Valid Percent	Cumulative Percent
Male	77	90.6	90.6	90.6
Valid Female	8	9.4	9.4	100.0
Total	85	100.0	100.0	

Source: primary data

According to the above table, the highest percentage of the respondents represented by 90.6% was for male while the females were represented by 9.4% in the study. This means that the men participated highly in the study and also the biggest population of the company is represented by the men who are well conversant with the mining activities compared to the women.

Table 2

Age group				
	Frequency	Percent	Valid Percent	Cumulative Percent
20-24 years	11	12.9	12.9	12.9
25-29 years	21	24.7	24.7	37.6
30-34 years	20	23.5	23.5	61.2
Valid 35-39 years	18	21.2	21.2	82.4
40 years and above	15	17.6	17.6	100.0
Total	85	100.0	100.0	

Source: primary data

Basing on the table above, 11 of the participants were in the age bracket of 20-24 years, 21 in 25-29 years, 20 in the bracket of 30-34 years, 18 in the age bracket of 35-39 years and 15 participants were above 40 years meaning that all the participants in the study were adults hence having the ability to answer all the questions in the questionnaires provided thereby implying that all the gathered information was reliable

Table 3

level of education				
	Frequency	Percent	Valid Percent	Cumulative Percent
O' level	37	43.5	43.5	43.5
A' level	17	20.0	20.0	63.5
Certificate	14	16.5	16.5	80.0
Valid Diploma	9	10.6	10.6	90.6
Degree	5	5.9	5.9	96.5
Masters	3	3.5	3.5	100.0
Total	85	100.0	100.0	

Source: primary data

Different views were brought forward when respondents were asked about their attained level of education and they include; the biggest percentage came from ordinary level (O level) represented by 43.5%, followed by 20% of the participants attained advanced level (A level), the certificate holders were represented by 16.5%, 10.6% were diploma holders, 5.9% degree holders and 3.5% were holders of master's degree. This therefore means that most of the respondents have some knowledge about the activities they carry out in the company

Table 4

years worked				
	Frequency	Percent	Valid Percent	Cumulative Percent
1-5 years	21	24.7	24.7	24.7
6-10 years	33	38.8	38.8	63.5
Valid 11-15 years	14	16.5	16.5	80.0
16-20 years	17	20.0	20.0	100.0
Total	85	100.0	100.0	

Source primary data

According to the table above, the majority of the participants had spent a period of 6-10 years in the company represented by 38.8%, then followed by 24.7% of the respondents who had spent 1-5 years in the company, 20% of the respondents had stayed in the company for a period of 16-20 years and then 16.5% of the respondents had been in the company for a period of 11-15 years. This therefore implies that most of the respondents had a high experience about the company activities and all the health and safety requirements and issues associated with all the activities they carry out

4.3 Descriptive Analysis

The status of the descriptive analysis was created using SPSS version 17 application software and the information was then transferred to Microsoft word as shown in the tables and illustrations below. The Likert scale of 1-5 was used in generating the information as shown illustrated (1 = Strongly Disagree (SD), 2 = Disagree (D), 3 = Neutral (N), 4 = Agree (A), 5 = Strongly Agree (SA), mean was also used in the tables as shown below

Strongly disagree and disagree were combined to mean disagree, agree and strongly agree to mean agree and the analysis was done according to the objectives of the study.

Table 5**health and safety requirements**

	Frequency	Percent	Valid Percent	Cumulative Percent
Personal protective equipment (PPE)	51	60.0	60.0	60.0
Schedule Tool box meetings	22	25.9	25.9	85.9
Valid Schedule Health check-ups for workers	7	8.2	8.2	94.1
Schedule Health and safety trainings	5	5.9	5.9	100.0
Total	85	100.0	100.0	

Source: primary data

According to the gathered data, it shows that Namekara mining company practices health and safety at the work premises for all its workers. In so doing, they provide all the health and safety requirements to their employees while they carry out their activities. However, the rate at which the health and safety practices are carried out differs analyzed as follows;

According to the table above, the most emphasized health and safety practice in the company is personal protective equipment which was represented by a rate of 60% of the respondents, followed by tool box meeting schedules which was represented by 25.9% of the respondents, then health and safety checkups which was represented by 8.2% of the respondent and the lowest percentage of 5.9% which was for health and safety trainings at the company

In the analysis of how personal protective equipment is emphasized as a requirement of health and safety during the study, 60% agreed and some of the responses from the interview were quoted *“no person is allowed in the company premises without the personal protective equipment whether an employee, employer or visitor”* and *“the first thing any new worker in the company gets even before orientation was personal protective equipment”*

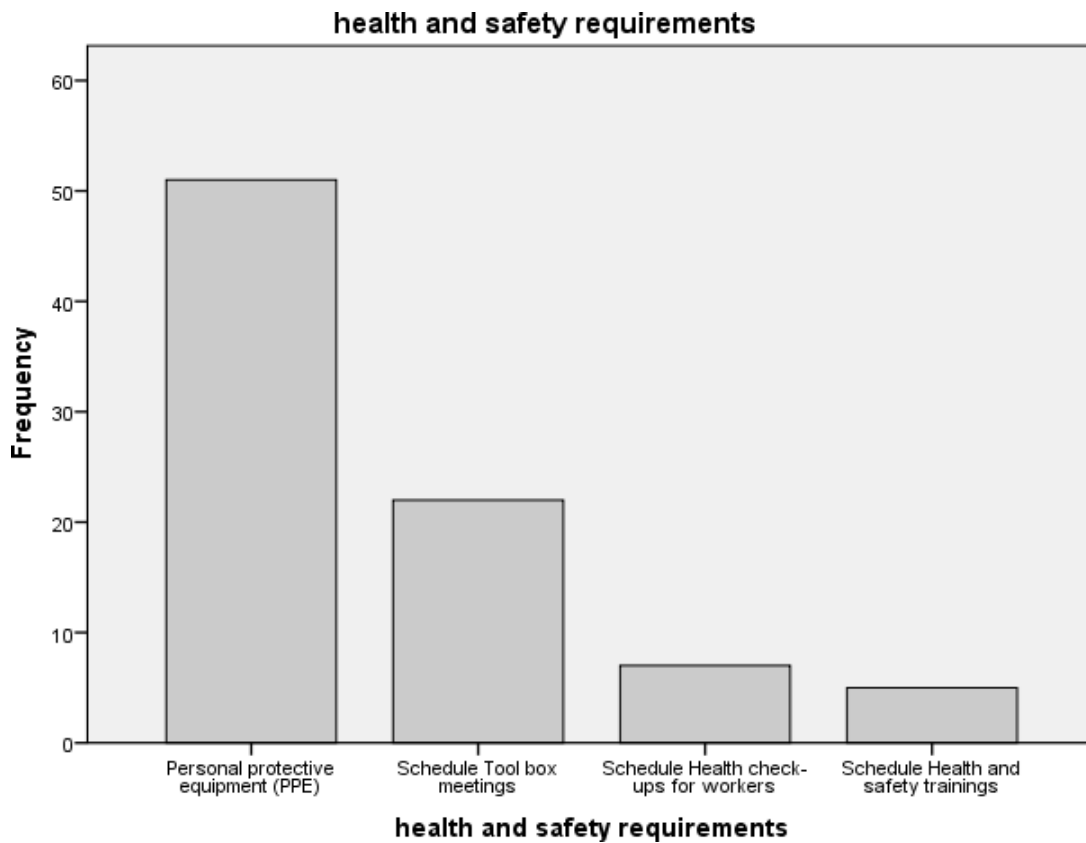
For the tool box meetings’ schedules, 25.9% agreed and some of the responses from the interview guide were quoted *“before starting of activities in a new week, all the employees are briefed in tool box meetings by the officers in the health and safety department”*

For health checkups 8.2% and health and safety training 5.9% agreed. These two practices showed very small responses hence being the least practiced health and safety activities in the

company and one of the respondents in the interview quoted that “*it is very rare at the company to receive training schedules in regard to health and safety due to concentration on work activities*”

Presentation of the health and safety requirements findings on a graph:

Chart 1



Source: primary data

From the findings in relation to the health and safety requirements, a positive response is presented basing on the values got from the responses. This therefore implies that Namekara mining company provides all the health and safety requirements needed in the company

Table 6

challenges				
	Frequency	Percent	Valid Percent	Cumulative Percent
Lack of support from the executives	7	8.2	8.2	8.2
Limited time to carry out the activities	48	56.5	56.5	64.7
Valid Negative attitude of the workers	10	11.8	11.8	76.5
Theft and misuse of the equipment (PPE)	20	23.5	23.5	100.0
Total	85	100.0	100.0	

Source: primary data

Despite practicing all the health and safety practices, it was discovered basing on the collected data that the company still encounters challenges in the process of fulfilling what is required of them in regard to health and safety

According to the results in the table above, the challenge that is highly faced by the company is limited time for carrying out some of the health and safety practices represented by 56.5%, followed by theft and misuse of the PPE which was represented by 23.5%, then 11.8% of the respondents' percentage represented the negative attitude of workers and then lack of support from the executives with the least percentage of 8.2%

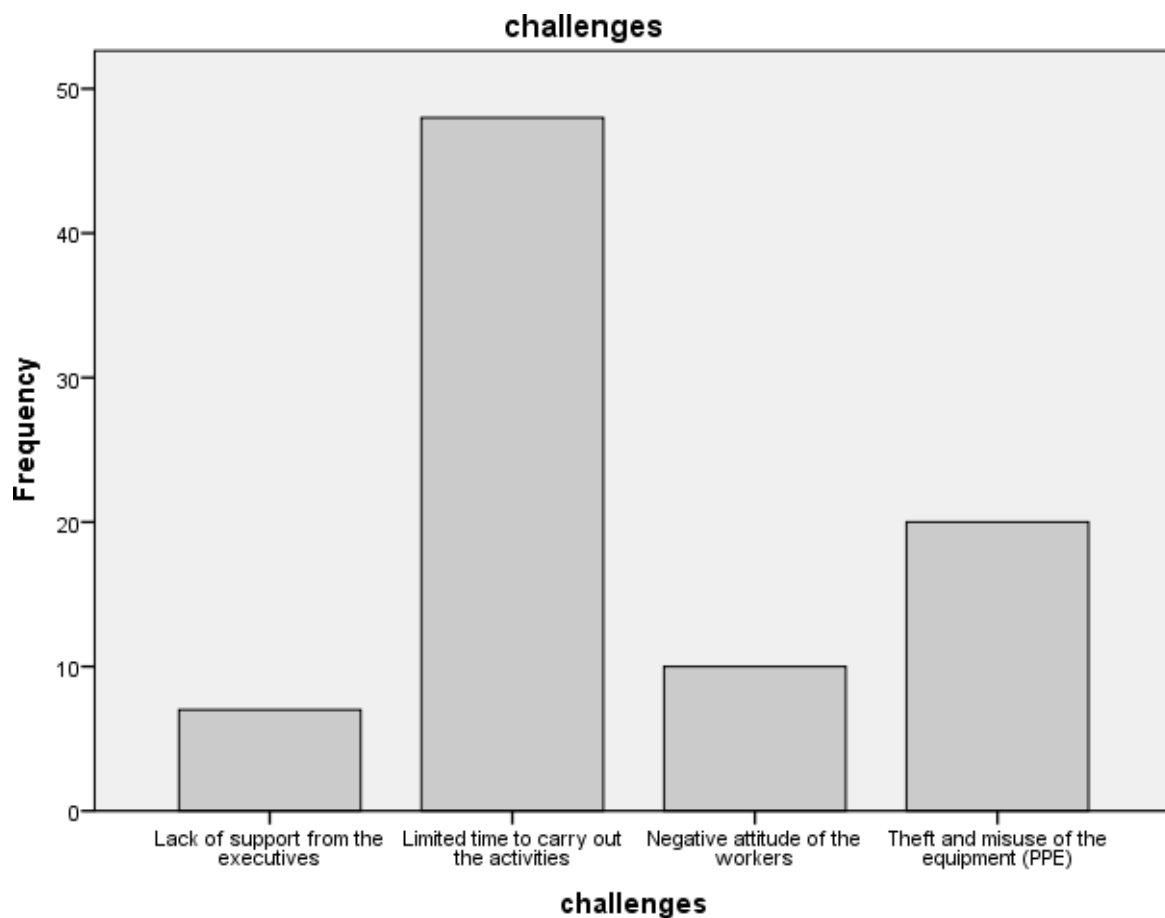
In the findings, limited time is a great challenge to the health and safety department in the company represented by 56.5% agreed with some of the responses from the interview quoted *“it's hard to schedule health and safety trainings since the company has to work on achieving set targets and serving its customers in time hence choosing continuation of the company activities over health and safety trainings”*

Theft and misuse of the PPE came as the second most faced challenge in the company with 23.5% agreed. Some of the responses from the interview quoted *“some workers here decide to sit on their helmets in the absence of supervisors”*. In third position was the worker's attitude which is also common challenge in the company and some of the responses from the interview quoted *“some workers are biased about using helmets as they claim that they are*

heavy and cause headache” and lastly lack of support from the executives 8.2% agreed and response from the interview quoted “the company bosses are supportive to most of the health and safety activities except for rare cases when they don’t want to increase on their expenditure”

Presentation of the health and safety challenges on a graph:

Chart 2



Source: primary data

The findings in relation to the challenges faced in the health and safety in the mining sector, a positive response is presented due to the values obtained on each of the listed challenge. This is a clear presentation and acceptance that health and safety in Namekara mining company still has challenges in it

CHAPTER FIVE: SUMMARY OF FINDINGS, CONCLUSION AND RECOMMENDATION

5.1 Introduction

This chapter presents a summary of the major findings in the study, conclusions and recommendation of the study

5.2 Summary of findings

5.2.1 Summary on the requirements of health and safety activities in Namekara mining company

The findings in regards to the health and safety requirements given to workers in Namekara mining company, it was discovered and presented that the company gives the necessary requirements to all their workers to be used at the place of work though the rate of emphasis of the requirements differs as below:

The most practiced health and safety requirement in the company was provision of personal protective equipment (PPE) which was represented by the highest percentage of 60% of the responses and responses from the interviews also showed that this requirement is highly emphasized in the company for all workers and even visitors too. The second requirement revealed was scheduling of tool box meetings for the workers which is also done weekly at the company, then checkups and training in regard to health and safety are practiced least in the company and were represented by 8.2% and 5.9% respectively.

5.2.2 Summary on the challenges faced in the enforcement of the obligation of health and safety

The findings in regards to the challenges faced in the fulfilment of the health and safety obligation in Namekara mining company reveal and present that the company encounters challenges in trying to fulfill the health and safety obligation, and the challenges were ranked as follows;

The biggest challenge that the company faces in fulfilling the health and safety obligations is limited time which was represented by the highest percentage of 56.5% of the responses, the

interview responses also highly emphasized that time is not friendly in carrying out company activities and therefore some of the health and safety issues that require time to fulfil like training of the workers are rarely practiced in the company as daily operations are chosen in order to meet the needs of their customers. The second faced challenge presented was theft and misuse of the PPE by the workers where interview responses showed that the workers mishandle their PPE and also there are high rates of missing PPE especially the helmets. Negative attitude of the workers and lack of support from the executives came last with percentages of 11.8% and 8.2% respectively

5.3 Conclusion

In conclusion, the study discovered and established that the major challenge faced by Namekara mining company in the enforcement of the health and safety obligation is limited time to carry out the activities. This proved to be quite challenging to the company because at times they fail to choose what should be done first whether execution of health and safety activities or go on with the daily production activities in the company. This is a great challenge to fulfilment of most of the health and safety requirement for example health checkups and trainings for health and safety. However, it was also established that other challenges like negative attitude of workers, lack of support from the executives, theft and misuse of the PPE and many others also affect the company in the fulfilment of the health and safety obligation

But, even though these challenges exist and keep affecting the health and safety department and the company at large, the health and safety team has never given up on carrying out its duties since it is required of them by their bosses and the authorities from the government as well. Therefore to meet the required standards and also protect their workers against the challenges in the mining sector the company still works with the challenges

5.4 RECOMMENDATIONS

Basing on the above findings, the following are the recommendations made;

In order to overcome the issues that come with the worker's attitude, the company should enforce more health and safety trainings of their employees as it will create more awareness among them and they will adjust to the required ways

The company should also consider increasing on the number of qualified employees in the company, this is because in the study most of the respondents has O level as their attained

level of education. This will help to ease on the way of enforcing the health and safety obligation because there will be an increased number of employees who fully understand the importance of health and safety and therefore influence the others

The company should also carry out rescheduling for the daily operations and create time for execution of the health and safety obligations. This will help to increase awareness about health and safety among its employees and also ease on the ways of carrying out the required activities

The company should lay strategies on how to reduce the theft and misuse of the equipment by the employees. They can set punishments for those that are found misusing or stealing the equipment in order to set examples to the rest of the workers.

The company should also consider increasing the rates of health checkups for their employees in order to make sure that the health of the employees is monitored and known. This will also help to control the workers who claim that PPE causes issues with their health in order to avoid wearing the equipment

The company should also consider employing more ladies to work with them because depending on the number of respondents, majority were men and the ladies were very few with a percentage of 9.4% of the respondents

5.5 AREAS FOR FURTHER RESEARCH

More in depth studies about the challenges faced in the enforcement of the obligation of health and safety in the mining sector should be done. Because the results from this study are just based on one company hence taking a small percentage of the whole mining sector in the country

In addition, there should be more studies to investigate the rate at which the bosses in the mining sector give support to the health and safety departments in the company since the department only increases on the expenditure and does not bring profits for the companies

An investigative study about the effect of the mining activities in the mining sector to the employees in the various companies in mining

Another study focusing on the rates at which mining professionals are trained in Uganda should be carried out because in my research, I found out that most of the technical workers in the company were not Ugandans

Finally, another study focusing on examining whether the health and safety equipment given to the employees in the mining sector match the required quality for protecting the employees in the sector

REFERENCES

- The Investopedia Team . (2020, 07 05). *What Is the Metals and Mining Sector?* Retrieved from investopedia.com: <https://www.investopedia.com/ask/answers/040615/what-metals-and-mining-sector.asp>
- Aaron. (2021, 03 17). *Solving the 3 Biggest Challenges Faced by Health and Safety Professionals*. Retrieved from conserve.com: <https://conserve.com.au/solving-challenges-faced-by-health-safety-professionals/>
- Alchemer. (2021, May 21). *What is SPSS and How Does it Benefit Survey Data Analysis?* Retrieved from alchemer.com: <https://www.alchemer.com/resources/blog/what-is-spss/>
- Brewerton, C. (2011). The landscape infrastructure footprint of oil development. *Venezuela's heavy oil belt*, 11(3). Retrieved from <http://dx.doi.org/10.1016/j.ecolind>
- Cameron, D. (2021, 03 15). *History of workplace health and safety*. Retrieved from Staysafe app.com: <https://staysafeapp.com/blog/2020/08/21/history-workplace-health-and-safety/>
- citizen advise bureau.org. (2020, 10 28). *What are my health and safety obligations as an employer (or other type of PCBU)?* Retrieved from citizen advise bureau.org: <https://www.cab.org.nz/article/KB00000349>
- Clark, G. .. (2021, 03 17). *Mining*. Retrieved from Britannica.com: <https://www.britannica.com/technology/mining>
- Health and Safety Executive. (n.d.). *Health and safety in mining*. Retrieved from Health and Safety Executive: <https://www.hse.gov.uk/mining/index.htm>
- icoh-minosh . (2017, 06). *safety and health in mining: part 1*. Retrieved from icoh-minosh.com: http://icoh-minosh.com/Documents/MiningPaper_Part1.pdf
- ILO.org. (2006). *THE OCCUPATIONAL SAFETY AND HEALTH ACT, 2006*. Retrieved from ILO.org: <https://www.ilo.org/dyn/natlex/docs/ELECTRONIC/74417/127312/F-422679778/UGA74417.pdf>
- KAGUATHI, J. N. (n.d.). *CHALLENGES OF IMPLEMENTING OCCUPATIONAL HEALTH AND SAFETY STRATEGIES AT EAST AFRICA PORTLAND*. Retrieved

- from [erepository.uonbi.ac.ke:
http://erepository.uonbi.ac.ke/bitstream/handle/11295/60138/Kaguathi_Challenges%20of%20implementing%20occupational%20health%20and%20safety%20strategies.pdf?sequence=3](http://erepository.uonbi.ac.ke/bitstream/handle/11295/60138/Kaguathi_Challenges%20of%20implementing%20occupational%20health%20and%20safety%20strategies.pdf?sequence=3)
- Kenton, W. (2021, 01 4). *Sample*. Retrieved 06 05, 2021, from Investopedia.com: <http://www.investopedia.com>
- Matthew. (2016, 09 29). *What is Vermiculite? How This Mineral Can Help Your Garden*. Retrieved from fertilefibre.com: <https://www.fertilefibre.com/blog/what-is-vermiculite/>
- Mugenda, O. M., & Mugenda, A. G. (1999). *Research methods: Quantitative and qualitative approaches*. African centre for technology studies press.
- Namekara Mining Company Ltd. (n.d.). *Namekara Vermiculite Mine*. Retrieved 03 04, 2021, from Namekara.com: <http://www.namekara.com>
- Namekara team. (n.d.). *Namakera Vermiculite Mine*. Retrieved from Namekara.com: <http://www.namekara.com/about-us/>
- questionpro. (2021, 07 22). *Research Design: Definition, Characteristics and Types*. Retrieved from questionpro.com: <https://www.questionpro.com/blog/research-design/>
- sacredheart university library. (2021, 07 22). *Organizing Academic Research Papers: Types of Research Designs*. Retrieved from sacredheart university library: <https://library.sacredheart.edu/c.php?g=29803&p=185902>
- Safeopedia. (2014, 01 25). *Safety*. Retrieved from Safeopedia: <https://www.safeopedia.com/definition/1104/safety-occupational-health-and-safety>
- Sikra, S. (2019, 05 09). *Future Challenges Facing Safety and Health in the Workplace*. Retrieved from gocontractor.com: <https://gocontractor.com/blog/challenges-facing-workplace-health-and-safety/>
- SMSE. (2021, 03 16). *What is health and safety*. Retrieved from Safety Management Services Europe: <https://www.smseurope.co.uk/faqs/what-is-health-and-safety>
- Stephen, V. (2010). *Responsibilities, rights and Ethics in doing postgraduate*.

Team Kiri Align. (2020, 10 23). *What Industrial Challenges Can Be Overcome With an HSE Management System*. Retrieved from kirialign.com: <https://www.kirialign.com/blogs/what-industrial-challenges-can-be-overcome-with-an-hse-management-system>

WHO. (2021, 03). *Frequently Asked questions*. Retrieved from World Health Organisation: <https://www.who.int/about/who-we-are/frequently-asked-questions>

writers, I. (2016, 12 03). *How to calculate a reliable sample size using Taro Yamane method*. Retrieved 06 05, 2021, from uniprojectmaterials.com: <http://www.uniprojectmaterials.com>

APPENDIX A

QUESTIONNAIRE

Dear sir/madam

I greet you, my name is Catherine Babalanda a student of Institute Of Petroleum Studies Kampala. I am carrying out a research study on *“the challenges faced in the enforcement of the obligation of health and safety in the mining sector”* using Namekara mining company as my case study. Taking part in this study is voluntary, and all the information that will be gotten from this activity shall remain confidential and only used for purposes of academics. Please leave a blank space where you are not sure or don't know the answer, your participation and cooperation will be greatly appreciated.

PART 1

Please read and answer the questions by putting a tick on the correct alternative;

(1) Gender

<input type="checkbox"/>	Male	<input type="checkbox"/>	Female
--------------------------	------	--------------------------	--------

(2) Age group (years)

<input type="checkbox"/>	20-24	<input type="checkbox"/>	25-29	<input type="checkbox"/>	30-34	<input type="checkbox"/>	35-39	<input type="checkbox"/>	40 and above
--------------------------	-------	--------------------------	-------	--------------------------	-------	--------------------------	-------	--------------------------	--------------

(3) Level of Education

<input type="checkbox"/>	UCE(O Level)	<input type="checkbox"/>	UACE(A Level)	<input type="checkbox"/>	Certificate
<input type="checkbox"/>	Diploma	<input type="checkbox"/>	Bachelor's Degree	<input type="checkbox"/>	Master's Degree

(4) How long have you worked for this company? (Years)

<input type="checkbox"/>	1-5	<input type="checkbox"/>	6-10	<input type="checkbox"/>	11-15	<input type="checkbox"/>	16-20	<input type="checkbox"/>	21 and above
--------------------------	-----	--------------------------	------	--------------------------	-------	--------------------------	-------	--------------------------	--------------

PART 2

This part is designed to assist you in the description of the health and safety requirements emphasized in this company. Please answer the items below by putting a tick to the alternative that perfectly suits your opinion using the scale below;

1	2	3	4	5
Strongly disagree	Disagree	Neutral	Agree	Strongly agree

Health and safety requirements	1	2	3	4	5
Personal protective equipment (PPE)					
Schedule Tool box meetings					
Schedule Health check-ups for workers					
Schedule Health and safety trainings					

PART 3

Challenges faced in the enforcement of the health and safety obligation	1	2	3	4	5
Lack of support from the executives					
Limited time to carry out the activities					
Negative attitude of the workers					
Theft and misuse of the equipment (PPE)					

Thank you for your time and participation

INTERVIEW GUIDE

Dear respondent,

My name is Catherine babalanda a student at institute of petroleum studies Kampala (IPSK) pursuing bachelors in oil and gas management. This interview guide is designed with an aim of collecting data concerning the assessment of “*the challenges faced in the enforcement of the obligation of health and safety in the mining sector*” and the gathered information will only and only be used for academic purposes and confidentiality will be highly considered. I therefore kindly beg of you to answer this interview. Your participation and time are highly appreciated.

1. How long have you worked for Namekara mining company?
2. Which position are you in at the company?
3. Please talk about the health and safety department at this company?
4. What are the major duties performed by the health and safety department in this company?
5. How do you perceive the health and safety activities performed in this company?
6. How often are you checked for health purposes by the company?
7. Are you given PPE at this company? If so, after how long are u given and are there any cases of theft of the PPE in this company?
8. Are there any challenges faced by the health and safety department in this company?

