



Review Report

Safety Culture and Its Influence on Incident Reporting in Developing Countries

Juba Idowu David

Ekiti State University, Nigeria
Jubaidowu1@gmail.com



Abstract

Workplace safety across industries like construction and healthcare depends heavily on safety culture. This review report explores existing studies that analyze workplace culture's impact on employees' readiness to report safety hazards within developing nations. The review examines obstacles to incident reporting alongside management commitment and employee perceptions while also analyzing regulatory frameworks. The report provides best practices and recommendations for building an active safety culture which improves incident reporting and minimizes workplace hazards.

1. Introduction

Occupational health and safety (OHS) management relies on safety culture as its core element which shapes employees' attitudes and behaviors towards identifying hazards and reporting incidents. Workplace culture in developing countries creates distinctive challenges which obstruct successful incident reporting. This analysis examines the impact of safety culture on employees' readiness to report safety issues in sectors like construction and healthcare by reviewing current studies and safety frameworks along with case reports.

2. Understanding Safety Culture

2.1 Definition and Components of Safety Culture

Safety culture encompasses common organizational values and attitudes along with shared perceptions and behaviors that reflect the level of commitment to workplace safety.

Key components include:

- Leadership commitment



- Employee involvement
- Safety communication
- Learning and continuous improvement
- Blame-free reporting environment

Developed countries possess structured occupational health and safety regulations along with strong enforcement systems unlike developing countries which struggle with weak regulatory oversight and insufficient training alongside cultural obstacles that affect safety reporting.

Developed nations have established Occupational Health and Safety (OHS) regulations supported by robust enforcement systems while developing nations struggle with insufficient regulatory supervision and poor training programs along with cultural obstacles that hinder accurate safety reporting. This section presents comparative research studies which demonstrate these differences and their impact on workplace safety.

3. Importance of Incident Reporting in Workplace Safety

Incident reporting functions as an essential system for identifying workplace hazards and determining their root causes.

Incident reporting serves as an essential instrument for detecting workplace hazards and allows organizations to analyze root causes before applying corrective actions to stop future incidents.

Research reviews emphasize how essential reporting functions within proactive risk management strategies.

3.2 Types of Incidents and Near Misses

This section categorizes workplace incidents from minor injuries to fatalities and near misses to highlight their importance in enhancing workplace safety.



4. Challenges in Incident Reporting in Developing Countries

4.1 Fear of Retaliation and Blame Culture

Research has shown that the potential for punishment or job loss along with the possibility of retaliation from supervisors acts as a significant obstacle to reporting workplace incidents.

4.2 Lack of Management Support

Research reveals that insufficient safety prioritization from management results in a workplace where safety issues are neglected.

4.3 Inadequate Training and Awareness

Studies demonstrate that workers located in developing nations frequently miss proper safety training while also not understanding how crucial it is to report hazards.

4.4 Poor Safety Communication and Reporting Mechanisms

This section explores how weak communication channels affect the reporting of incidents.

4.5 Cultural and Societal Factors

Workplace hierarchies and social norms present in developing nations create environments that inhibit workers from reporting safety issues.

5. Case Studies in Construction and Healthcare Industries

5.1 Construction Industry



Research shows that developing countries' construction industries experience extensive underreporting because workers face job insecurity and ineffective enforcement of safety regulations.

5.2 Healthcare Industry

The section analyzes research on incident reporting for patient safety and determines workload pressure together with hierarchical structures and fear of blame as primary obstacles.

6. The following section presents methods to strengthen safety culture while promoting effective incident reporting systems.

6.1 Leadership and Management Commitment

Best practice evaluations demonstrate that active leadership dedication to safety leads to improved incident reporting rates.

6.2 Implementing Blame-Free Reporting Systems

Research shows that a non-punitive approach helps employees feel safe to report hazards without worrying about repercussions.

6.3 Training and Awareness Programs

Research suggests that ongoing training programs should be implemented to help workers better understand their safety responsibilities at work.

6.4 Strengthening Regulatory Frameworks

Policy intervention analysis shows that high-risk industries achieve better compliance when OHS regulations become more stringent and enforcement improves.

6.5 Enhancing Communication Channels



The section emphasizes the need to establish reporting systems that maintain confidentiality and remain easily accessible to users.

6.6 Incentivizing Incident Reporting

The research shows that when companies offer incentives and recognition programs employees become more inclined to report safety issues.

7. Conclusion

The findings of this review report demonstrate that safety culture plays a critical role in affecting incident reporting within developing countries. To improve workplace safety we must resolve issues like retaliation fear, training deficiencies, and enforcement system weaknesses. The reviewed literature identifies the development of a positive safety culture and the implementation of non-punitive reporting systems alongside regulatory compliance enhancement as essential strategies to promote hazard reporting and prevent workplace accidents.

References

1. Henry, E. O., Oluwafunmise, F., & Ogungbeje, O. (2022). People-centric approaches to accelerating clean hydrogen deployment: Bridging the gap between technology and workforce readiness. *Multidisciplinary Science Journal*, 1(1), 12-23.
2. Juba, O. O. (2024). Impact of Workplace Safety, Health, and Wellness Programs on Employee Engagement and Productivity. *International Journal of Health, Medicine and Nursing Practice*, 6(4), 12-27.
3. Phiri, A. K., Juba, O. O., Baladaniya, M., Regal, H. Y. A., & Nteziryayo, T. (2024). *Strategies for Quality Health Standards*. Cari Journals USA LLC.
4. Juba, O. O., Lawal, O., David, J. I., & Olumide, B. F. (2023a). Developing and Assessing Care Strategies for Dementia Patients During Unsupervised Periods: Balancing Safety with Independence. *International Journal of Advanced Engineering Technologies and*



Innovations, 1(04), 322-349.

5. Oluwafunmise, F., & Olajide, H. E. (2024). *Addressing Food Waste through Innovative Industrial Management and Technological Solutions*. Available at SSRN 4980497.
6. Juba, O. O., Olumide, A. F., David, J. I., & Adekunle, K. A. (2024a). The role of technology in enhancing domiciliary care: A strategy for reducing healthcare costs and improving safety for aged adults and carers. *Unique Endeavor in Business & Social Sciences*, 7(1), 213-230.
7. Olajide, H. E., & Oluwafunmise, F. (2024). *Leveraging Industrial Management Principles To Improve Sustainability and Efficiency in Food Processing*. Available at SSRN 4969362.
8. Juba, O. O., Olumide, B. F., David, J. I., Olumide, A. O., Ochieng, J. O., & Adekunle, K. A. (2024b). Integrating Mental Health Support into Occupational Safety Programs: Reducing Healthcare Costs and Improving Well-Being of Healthcare Workers Post-COVID-19. *Revista de Inteligencia Artificial en Medicina*, 15(1), 365-397.
9. Olajide, H. E. (2024). IMPLEMENTING CONTINUOUS IMPROVEMENT TO REDUCE THE CARBON FOOTPRINT IN HYDROGEN PRODUCTION. Chicago
10. Juba, O. O., Olumide, A. O., Ochieng, J. O., & Aburo, N. A. (2022). Evaluating the impact of public policy on the adoption and effectiveness of community-based care for aged adults. *International Journal of Machine Learning Research in Cybersecurity and Artificial Intelligence*, 13(1), 65–102.
11. Olajide, H. E. (2024). *Application Of Lean Methodology To Reduce Production Costs And Improve Efficiency In Clean Hydrogen Production*. Available at SSRN 5028595.
12. Olajide, H. E., Oluwafunmise, F., & Ogungbeje, O. (2023). Creating equitable workforce development models for clean hydrogen transition: Insights from industrial management. *Journal of Multidisciplinary Research*, 9(1).
13. Olajide Henry Ebini. "Fostering Workforce Readiness for the Green Hydrogen Economy through People-Centric Training Programs." Volume. 9 Issue.11, November-2024 *International Journal of Innovative Science and Research Technology (IJISRT)*, 773-788, <https://doi.org/10.38124/ijisrt/IJISRT24NOV038>
14. HENRY, E. O. (2024, December). THE OVERLOOKED ELEMENT IN CONTINUOUS IMPROVEMENT: WHY PEOPLE ('MAN') MATTER MORE THAN EVER IN THE 4MS FRAMEWORK. In *DAKAM FALL 2024 CONFERENCES IN HUMANITIES PROCEEDINGS* (p. 96).
15. Oluwafunmise, F. (2024). The Role of Industrial Management in Enhancing Food Security



- Through Efficient Supply Chains. Available at SSRN 4969770.
16. Olajide, H. E. (2024). Community Engagement and Social Acceptance of Renewable Energy Projects in Agricultural Regions. Available at SSRN 4969730.
17. Olajide, H. E. (2024). The Role of Social Dynamics in the Implementation of. Available at SSRN 4968246.
18. Oluwafunmise, F., & Olajide, H. E. (2024). The Influence of Sociocultural Factors on The Adoption of Sustainable Practices In The Energy and Agricultural Sectors. Available at SSRN 4980499.
19. Juba Omolara; Jeffrey Ochieng. "Occupational Health and Safety Challenges Faced by Caregivers and the Respective Interventions to Improve their Wellbeing." Volume. 9 Issue.6, June - 2024 International Journal of Innovative Science and Research Technology (IJISRT), www.ijisrt.com. ISSN - 2456-2165, PP:- 3225:-3251
<https://doi.org/10.38124/ijisrt/IJISRT24JUN1000>
20. Juba, O. O., Olumide, A. O., & Azeez, O. (2023). *The Influence of Family Involvement on the Quality of Care for Aged Adults: A Comparative Study.*