Implementation of International Labour Organization (ILO) Policy on Health, Safety and Welfare of Workers in Central Senatorial District, Delta State

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Abstract

The International Labour Organisation (ILO) enforces health, safety, and welfare policies to ensure workers' safety in the workplace, by preventing work-related injuries, diseases, incidents and deaths. This study investigated the implementation of the international labour organization policy on health, safety and welfare of workers in Central Senatorial District, of Delta State, as perceived by management staff and non-management staff. The survey research method was used. The Taro-Yamane sample size was used to select 201 management staff and 330 non-management staff from the ten selected oil and gas companies in Central Senatorial District, Delta State. The instrument used for data collection was a self-developed and validated questionnaire with reliability level of 0.97.Of the 531 copies of questionnaire administered to the respondents, 512 were correctly completed and used for analysis. Data obtained were analyzed using descriptive statistics (frequency counts, percentages, mean, standard deviation, Pearson correlation); post-estimation statistics (variance inflation factor) and inferential statistics (simple regression).). The simple regression results indicated that while ILO policies and preventive measures are not significantly available in the oil and gas industries, the channels for recording and notification of occupational hazards in line with ILO policies, and inspection practices significantly ensure workers' safety in the oil and gas industry. In line with the findings, it was suggested among others that management of oil and gas

firms need to intensify efforts at ensuring that ILO policies and preventive measures are made available so as to adequately curb occupational health hazards and enhance workers' safety.

Keywords: ILO policies; Occupational safety; Oil and gas firms; Occupational health hazards (OHH)

Introduction

The ILO policy on industrial health safety and welfare guides governments, organizations, and enterprises in protecting workers from hazards and preventing work-related injuries, diseases, incidents, and deaths. This is premised on the need to promote decent, safe and healthy working conditions as well as that of the environment (World Day for Safety and Health at Work, 2018)

The compliance with ILO Policy requirements on occupational health safety and welfare are considered the responsibility of the employer. The employer should show strong leadership and commitment to requirements in the organization, and make appropriate arrangements for the establishment of an occupational health safety and welfare management system. The system must contain the core elements of Policy, Organisation, Planning and Implementation, Evaluation and other actions for improvement of work condition that guarantee workers' safety in the work environment (ILO, 2018). The helpful impact of all the above actions in lessening of hazards/risks; and on the subsequent increase in productivity, is recognised by governments, employers and the workforce (ILO, 2018).

The ILO policies established that employees must be protected from sicknesses, diseases and injuries related to the nature of employment. For millions of workers, however, the realisation of these objectives is very different. Current ILO global estimates states that about 2.78 million work-related fatalities are recorded annually. Out of these, 2.4 million are linked to occupational diseases (Maalouf, et al, 2021). Maalouf, et al (2021) asserted that the death cases due to occupational diseases have further resulted to economic costs or losses for the enterprises, nations and the world in general. The foregoing has implication in terms of compensation, lost-man hours, interruption in production, reconversion and training, as well as health care expenditure. The accumulated losses represent

about 3.94% of the global annual GDP (World Day for Safety and Health at Work, 2018). The author further asserts that employers face detrimental early retirements of their employees,loss of expert staff, absenteeism and costly insurance premiums. Yet, many of these calamities are preventable by implementing sound, preventive, and inspection ILO required practices (Tolera, et al, 2021).

The recurrence of industrial hazards and accidents within the oil and gas sector calls for the questioning of the level of compliance and implementation of ILO policy on industrial health and safety, towards employees welfare by employers. Almost every now and then, news media outlets are filled with reports of industrial accidents in the oil and gas sector. In the words of Bankole and Lawal (2012), some of the health related hazards can be prevented and minimised when firms implement ILO policies by complying with its laid down regulations. Preventive measures such as reporting and addressing of occupational safety and health concerns of workers can be put in place and adhered to through regular inspection practices, to guarantee workers' safety. This is because workers are the productive force in every establishment and ensuring their good health safety and welfare should be integrated into the organisation's policy framework.

The need for this study has arisen as a result of the continuous reports of occupational accidents in Delta State; particularly within oil firms operating in Delta Central Senatorial District. This points to the non-existence or weak implementation of ILO policies regarding workers health and safety. Workers suffer several health related conditions ranging from air borne diseases, noise pollution, to burns from fire and chemicals These occurrences bring to the fore the need to investigate oil and gas industry level of compliance with ILO policy on industrial health, safety and welfare in Central Senatorial District, Delta State by examining their health and safety preventive measures, availability of recording and notification of occupational hazards for occupational health and safety concerns, inspection practices that guarantee employee-safety Adeyemo and Smallwood (2017) stated that firms' compliance with ILO conventions on occupational health and safety, communication and provision of preventive measures, recording and notification of occupational hazards and periodic inspection practices will not only forestall most of the industrial accidents but will help to bring maximum job satisfaction to workers and also boost productivity

Statement of Problem

The problem which this study is principally concerned with is to find out if the ILO Policy on Health Safety and Welfare workers is being implemented in the Oil and Gas Companies operating in the Central Senatorial District of Delta State.

Purpose of the Study

The purpose of the study is to investigate the implementation of ILO policy on health, safety and welfare of workers in Central Senatorial District, Delta State. Specifically, the study addressed the following:

1. Find out if ILO preventive measures for workers safety in the oil and gas industry are available in Central Senatorial District, Delta State.
2. Determine the channels if any for recording and notification of occupational hazards for workers in line with ILO policies in the oil and gas industry in Central Senatorial District, Delta State.
3. Determine if management provide inspection practices to guarantee workers safety in the oil and gas industry are regular in Central Senatorial District, Delta State.

Research Questions

The study was guided by the following research questions

1. To what extents will ILO polices on preventive measures for workers safety in the oil and gas industry be available in Central Senatorial District, Delta State?
2. To what extent will the recording and notification of occupational hazards for workers' which are in line with ILO policies in the oil and gas industry exist in Central Senatorial District, Delta State?
3. To what extent will the provision of inspection practices to guarantee workers' safety in the oil and gas industry regular in Central Senatorial District, Delta State?

Hypotheses

The following hypotheses were formulated for the study

1. ILO policies and preventive measures are not significantly available in the oil and gas industry in Central Senatorial District, Delta State

2. Channels for recording and notification of occupational hazards in line with ILO policies do not significantly affect workers safety in the oil and gas industry in Central Senatorial District, Delta State
3. Inspection practices do not significantly affect workers safety in the oil and gas industry in Central Senatorial District, Delta State

Significance of the Study

The study will be of great benefit to health education programme in schools as it will provide educators with information on ILO provisions on Health and Safety of workers; with practical guide to tutor students and future health educators. The study will be beneficial to government and oil firms on the need to work in line with global laid down health and safety provisions for workers. .

This research will be beneficial to health and safety institutions in Nigeria as it seek to review the necessary steps towards examining the Occupational Health and Safety practices in Nigeria; unearth the issues hampering health and safety policies enforcement, as well as provide guidelines for the effective enforcement of Occupational Health and Safety regulatory protocols in Nigeria's oil and gas industry.

Scope, and Delimitation of the Study

The study's scope consists of all the variables indicated in the research questions namely; ILO preventive measures and how it affects workers safety, ILO channels for recording and notification of occupational hazards for workers, ILO inspection practices for ensuring workers' safety from ccupational hazard. The study particularly is delimitated to the oil and gas industry operating in Central Senatorial District, Delta State.

Review of Related Literature

Occupational Safety and Health (OSH) focuses on promoting a hazard-free working environment that provides workers with safe work conditions .Nigerian laws establish a regime of liability for breach of the statutory duty to make the work environment safe for workers and liability for injuries to the employee, which occurred during employment, either by accident or as a consequence of his employment (Abubakar, 2015).. According to this author, occupational health and

safety is a proactive and preventive approach that includes risk assessment, hazard identification, and workplace treatment to give employees a secure working environment (Adeaga, 2015). The author stated that the International Labour Organization, established in 1919, aims to promote a safe, decent and healthy working environment. Several years ago, the ILO formulated a policy comprising international instruments and guidance documents to build capacity in constituent nations and major organisations to manage workplace hazards appropriately

According to Moolla (2015), Benzene, toluene, ethylbenzene and xylenes (BTEX) are classified as group I carcinogens by WHO, and it is known to cause major health hazards among petrol pump operators. Moolla (2015) also reported that workers inhale gasoline vapours and expose their hands and arms when not properly covered with protective clothing, thereby increasing contact with BTEX compounds. He also stated that exposure to these harmful substances may cause an itchy feeling or burning in the eyes, nervous system, throat and skin. A study involving the assessment of BTEX Concentrations in Air Ambient Gas Stations in Brazil discovered that there was a high concentration of benzene compound, which ranged between 40-378 times above the National Institute for Occupational Safety and Health (NIOSH) recommended limit (Cruz et al., 2017). Workers at the filling stations are more likely to get cancer and other occupational disorders as a result of exposure to hazardous gases. Benzene compound evaporation during handling, storage, and distribution, as well as from car exhaust fumes, is what causes the high concentration of the substance in gas stations. Additional hazards faced by petrochemical employees, include back-pain from poor ergonomics, physical accidents and injuries, fires, explosions, and accidents during transportation. This situation is very worrisome because workers in Oil and Gas operations are exposed to danger, and the majority are unaware of the danger of inhaling chemical fumes from highly concentrated gasoline. Workers carry out their activities with utmost negligence and expose themselves to danger (Akinwale&Olasunmbo, 2016; Dogara, 2017). The authors also maintained that although workers in some multinational Oil and Gas corporations operating in Nigeria are provided with protective equipment, they must gain basic knowledge of international standard practice that guarantees maximum protection. This, in the authors' view, entails working with safe tools, non-use of rusted materials and

inspection of sites before commencing work. Work is supposed to be stopped when certain of these conditions are not met, but politics and lack of strong workers association has subjected workers within this sector to work in unsafe situations and environments in order to keep up with productivity expectations to the detriment of their own health and safety.

Ensuring the health, safety, and welfare of all employed workers is a responsibility of all individuals, organizations, and governments in order to uphold fair and compassionate working conditions. The identification of natural rights against unjust treatments and work conditions which attack the safety and health of workers can only be implemented by the state where there are legal rules as opposed to mere moral contravention of habits (Ngwama, 2016). Ngwama argued that the state can ensure workers' workplace safety rights through laws, emphasizing the importance of employee commitment in Nigeria's occupational health and safety management, especially in the Oil and Gas Sector.

Safety and health management is a key component of the oil and gas industry operations (Mearns& Yule, 2019). According to the authors, this is because most operational conditions involve using chemicals and end-products such as hydrocarbons and other compounds that pose serious threats to workers' performance and well-being. They maintained that the oil and gas industry is more likely to experience occupational accidents owing to the nature of the industry and the peculiar working conditions. In Nigeria, oil and gas proceeds are the country's largest income earner, thereby making it the backbone of the nation's economy (Ihua&Ajayi, 2019). The management and reduction of fatal accidents in the oil sector, which frequently result in bodily or psychological harm that may impair performance at work, requires appropriate care and attention. In the words of Ibrahim and Allen (2012), many reasons are responsible for mortalities in the oil and gas industry in Nigeria. Equipment failure, supervisory failure, negligence, and violation of safety ethics are some of the factors responsible.

The oil and gas industry is separated into the upstream, midstream, and downstream segments. The upstream part is involved in exploring and producing crude oil and gas. The mid-stream sector is involved in the conveyance, sales, and marketing of petroleum merchandises, while the downstream segment is

responsible for refining, storage, sales, and distribution of petroleum products (Wapner, 2017). Wapner argued that Warri Refining and Petrochemical Company (WRPC), a Nigerian National Petroleum Cooperation subsidiary, has its place in the downstream sector. He also mentioned that the company is involved in the reception of crude oil in colossal tanks, fractionally cracking the crude to remove various inflammable constituents, including petrol, diesel, and kerosene, with the aid extremes of heat and dangerous carcinogenic chemicals, and heavy equipment in physically intimidating environments.

Health-Hazards in WRPC can be physical, chemical, biological, and psychosocial, according to Eyayo (2014) and Asikhia and Emenike (2013). These hazards make safety a major concern. For these reasons, they said that the management of WRPClays a great empasis on the safety of workers, materials, and the operational environment. This is apparent in the various safety actions installed. Various precautions should be taken to lessen the impact of these dangers due to the hazardous nature of operations, which exposes the personnel to risks. Some of these measures comprise training and re-training of employees on the importance of safety, the application of Health, Safety, and Environment (HSE) management system framework, systematic awareness campaigns on safety, and showing safety signage in necessary areas (Tomoloju, 2019). Other measures in place, according to Tomolou, are obligatory documentation and reporting of accidents, plus incidents and near misses, availability of fire extinguishers, fire exit doors. They are providing a thorough emergency response plan that requires personal protective equipment for all employees on the property. According to a study carried out by Eyayo (2014) that assessed the occurrence of risks at the WRPC in 2014, all the employees at the WRPC are mindful of these safety procedures put in place by the organisation's management, and they partake in them.

Methodology of the study

The study used the descriptive research design using the survey method. The population for this study comprised all employees (management and non-management staff) in oil and gas firms in Delta Central Senatorial District. The population of the study is two thousand, two hundred and eight-one (2,281) comprising four hundred and six(406) management staff and one thousand, eight hundred and seventy-five (1,875) non-management staff in oil and gas industry in

Central Senatorial District, Delta State (Human Resource Department of the Oil and Gas Firms, 2023).

The sample for this study is five hundred and thirty-one (531) respondents, made up of two hundred and one (201) management staff and three hundred and thirty (330) non-management staff. The instrument that was used is a self-developed questionnaire containing 32 items in aggregate. The questionnaire was a closed ended one in the form of a 4-point scale of strongly agree (SA), agree (A), strongly disagree (SD) and disagree (D). Data obtained were analyzed via descriptive (frequency counts, percentages, mean, standard deviation, Pearson correlation); post-estimation (variance inflation factor) and inferential (simple regression) statistical tools.

Presentation and Discussion of Data

In this research 531 copies of questionnaire were administered to respondents and 512 were fully completed and retrieved, representing about 96.42% response rates of the administered questionnaires. Hence, the analysis was based on the 512 fully completed and retrieved questionnaires.

Table 1: Bio-Data Variables of Respondents

Items	Variables	Parameter	Frequency = 512	Percent (%)
1	Gender	Male	344	67.19%
		Female	168	32.81%
		Total	512	100.0%
2	Age Brackets	20-25years	28	5.47%
		26-30years	118	23.05%
		31-35years	184	35.94%
		> 36years	182	35.55%
		Total	512	100.0%

3	Marital Status	Single	117	22.85%
		Married	379	74.02%
		Others	16	3.13%
		Total	512	100.0%
4	Educational Qualification	OND/NCE	18	3.52%
		B.Sc./HND	152	29.69%
		M.Sc./MBA	248	48.44%
		Others	94	18.36%
		Total	512	100.0%

In Table 1, the bio-data variables of respondents were presented and it was revealed that 344(67.19%) were males while 168(32.81%) were females; hence majority of the respondents were males. The respondents' age brackets suggest that 28(5.47%) and 118(23.05%) were within age brackets 20-25years and 26-30years respectively while 184(35.94%) and 182(35.55%) were within age brackets 31-35years and 36years and above respectively; thus, majority of the respondents were within ages 31-35years. The marital status of respondents showed that majority of the respondents, 379(74.02%) were married while the remaining respondents, 117(22.85%) and 16(3.13%) were singled and either divorced or separated.

The Table captured the educational qualification of respondents; it was revealed that 18(3.52%) and 152(29.69%) had obtained Ordinary National Diploma (OND)/National Certificate in Education (NCE) and Bachelor of Science (B.Sc.) and its equivalent respectively while 248(48.44%) and 94(18.36%) had obtained Master of Science (M.Sc.)/Masters in Business Administration (MBA) and other qualifications respectively; thus, majority of the respondents had obtained first and postgraduate degrees which make the respondents have the practical idea or knowledge to provide answers to the questionnaire items. On the employment status of the respondents, it was shown that 92(17.97%) and 420(82.03%) were management and non-management staff respectively; hence majority of the respondents were non-management staff.

Table 2: Statistics of ILO Policies on Preventive Measures

S/N	Statements	SA F(%) x4	A F(%) x3	D F(%) x2	SD F(%) x1	Mean
1	Promotional Framework for occupational Safety and Health Convention, meant to provide for coherent and systematic treatment of occupational safety and health issues.	300(58.59) 1200	129(25.2) 387	47(9.18) 94	36(7.03) 36	3.32
2	Occupational Health Services Convention which deals with preventive functions	80(15.63) 320	78(15.23) 234	264(51.56) 528	90(17.58) 90	1.95
3	Hygiene policy with emphasis on preserving the health and welfare of workers	4(0.78) 16	4(0.78) 12	268(52.35) 268	236(46.09) 472	1.50
4	Occupational Safety and Health Convention for the periodic review of procedures for the recording and notification of occupational accidents and diseases, and for the publication of related annual statistics	56(10.94) 224	51(9.96) 153	141(27.54) 282	264(51.56) 264	2.05
5	Safety and Health Convention that address issues relating to inspection services, special working devices and protective equipments of workers	48(9.38) 192	81(15.82) 243	218(42.57) 436	165(32.23) 165	1.91

6	Safety and Health Convention which guarantees preventing accidents and injury	99(19.34) 396	69(13.48) 207	194(37.89) 388	150(29.29) 150	2.14
7	Occupational Safety and Health Convention that ratifies and deals with ensuring that safety concerns help to promote productivity	328(64.06) 1312	70(13.67) 210	66(12.89) 132	48(9.38) 48	3.28
8	Safety and Health Convention that ensures technical preventive and protective measures that guarantees safety of workplaces, machines and equipments.	214(41.79) 856	56(10.94) 168	162(31.64) 324	80(15.63) 80	2.62
9	Radiation protection Convention, designed to protect workers against the risks associated with workers exposed to ionized properties	256(50.00) 1024	87(16.99) 261	99(19.34) 198	70(13.67) 70	2.97
10	Occupational Cancer Convention aimed at preventing the risk of occupational cancer from chemicals and physical agents of various types present at work place.	257(50.20) 1028	45(8.79) 135	98(19.14) 196	112(21.87) 112	2.90
11	Working Environment (Air pollution, Noise and Vibration) Convention with emphasis on keeping the working environment from hazards of air	256(50.0) 1024	55(10.74) 165	139(27.15) 278	62(12.11) 62	2.83

	pollution, noise and vibration as it relates to workers' safety					
12	Chemical Convention, designed to adopt and implement a coherent policy on safety regarding the use of chemicals at work.	242(47.26) 968	54(10.55) 162	117(22.85) 234	99(19.34) 99	2.82
	Composite Mean					2.52

Table 2 showed responses on availability of ILO polices on preventive measures for workers safety in the oil and gas industry in delta central senatorial district. The result revealed that out of the twelve (12) items on availability of ILO polices on preventive measures for workers safety, seven (7) items scored above 2.5 cut-off point of the mean. However, the grand mean of 2.5288 and standard deviation of 1.0837 suggest among others that the respondents agreed and perceived that there is the availability of ILO polices on preventive measures for workers safety in the oil and gas industry in Delta Central Senatorial District. Thus, to an extent, there is the availability of ILO polices on preventive measures for workers safety in the oil and gas industry in Delta Central Senatorial District. Respondents were further asked on the recording and notification of occupational hazards for workers' whether they are in line with the ILO policy; the results were presented in Table 4 below:

Table 3: Descriptive Statistics of Recording and Notification of Occupational Hazards

S/N	Statements	SA F(%) x4	A F(%) x3	D F(%) x2	SD F(%) x1	Mean
1	There are laid down proced for the reporting a	89(17.38) 356	185(36.13) 555	118(23.05) 236	120(23.44) 120	2.47

	documentation of accidents the firm					
2	Occupational hazards are documented for policy implementation purpose	28(5.47) 112	31(6.08) 93	267(52.14) 2534	186(36.31) 184	1.64
3	Occupational hazards are reported to unit heads for onward procession to appropriate unit responsible	28(5.47) 112	4(0.78) 12	412(80.47) 824	68(13.28) 68	1.31
4	There are no laid down procedures for reporting and documentation of occupational hazards	414(80.86) 1656	17(3.32) 51	61(11.91) 122	20(3.91) 20	3.35
5	Occupational hazards are treated at random without any due process followed	82(16.02) 328	157(30.66) 471	122(23.83) 244	151(29.49) 151	2.38
	Composite Mean					2.23

Table 3 showed responses on channels for recording and notification of occupational hazards for workers so as to see if they are in line with ILO policyin the oil and gas industry in Delta Central Senatorial District. The result revealed that out of the five (5) items on channels for recording and notification of occupational hazards for workers, only item 4 scored above 2.5 cut-off point of the mean. However, the grand mean of 2.2359 and standard deviation of 0.9284 suggest among others that the respondents agreed and perceived that channels for recording and notification of occupational hazards for workers are not in line with ILO policyin the oil and gas industry in Delta Central Senatorial District. Thus, to an extent, the recording and notification of occupational hazards for workers' which are not in line with the ILO policy in the oil and gas industry exist in Delta Central Senatorial District. Respondents were further asked on the extent to which the regular provision of inspection practices guarantees workers' safety in the oil

and gas industry in Delta Central Senatorial District; the results were presented in Table 4.5 below:

Table 4: Descriptive Statistics of Provision of Inspection Practices

S/N	Statements	SA F(%) x4	A F(%) x3	D F(%) x2	SD F(%) x1	Mean
1	Workers are trained on h to detect risky spots and si	28(5.47) 112	100(19.53) 300	105(40.04) 410	179(34.96) 179	1.90
2	There is periodic inspection practices to ascertain the state worthiness of equipments and installations	14(2.73) 56	24(4.69) 72	311(60.74) 622	163(31.84) 163	1.14
3	Management has the practice of inspection of equipments and machines are before use everyday	91(17.77) 364	119(23.24) 357	106(20.7) 212	196(38.29) 196	2.38
4	Workers are trained and health educated on danger signs at the place of work	61(11.91) 244	44(8.59) 132	117(22.85) 234	290(56.65) 290	2.09
5	There is health educated on how to handle bad installations and machines to avoid accident	188(36.72) 752	167(32.62) 501	61(11.91) 122	96(18.75) 96	2.93
	Composite Mean					2.09

Table 4 showed responses on the provision of inspection practices to guarantee workers safety in the oil and gas industry in Delta Central Senatorial District. The result revealed that out of the five (5) items on the provision of inspection practices

to guarantee workers safety, only item 5 scored above 2.5 cut-off point of the mean. However, the grand mean of 2.0923 and standard deviation of 0.9029 suggest among others that the respondents agreed and perceived that the provision of inspection practices do not guarantee workers safety in the oil and gas industry in Delta Central Senatorial District. Thus, to an extent, the provision of inspection practices will not guarantee workers' safety in the oil and gas industry regular in Delta Central Senatorial District. Respondents were further asked on the if the measures been put in place to ensure a safe working environment, (free of air pollution, noise and vibration) for workers guarantees safe working environment in the oil and gas industry in Delta Central Senatorial District; the results were presented in Table 6 below:

Table 5: Result of Variance Inflation Factor (VIF)

Variables	VIF	1/VIF
Channels for recording/notification of occupational health hazard	2.32	0.4307
Recording occupational hazard	2.27	0.4412
Inspection practices	1.61	0.6202
Mean VIF	2.07	

Table 5 showed the result of variance inflation factor (VIF) for the variables of the study to assess whether there is presence or absence of multicollinearity problem in the model of study. The Mean VIF =2.07 and is less than the accepted mean VIF benchmark of 10.0, suggesting that there is absence of multicollinearity problem in the model assessing the levels of implementation of ILO policy on health, safety and welfare of workers in the oil and gas industry in Delta Central Senatorial District.

Table 6: Model Summary

Model	R	R-Squared	Adjusted R-Squared	Std. Error of Estimate
1	0.9000	0.8113	0.8095	0.1988

Table 6 revealed that the calculated R of 0.9000 and adjusted of 0.8113 showed a positive relationship between the predictors in the variables (availability of ILO policies and preventive measures, channel for recording and notification of occupational hazard, and inspection practices) and this was able to predict and contribute only 81.13% of the implementation of ILO policies among the oil and gas companies. It was also shown that the an adjusted R-squared of 0.8095 implies that 80.95% of availability of ILO policies and preventive measures, channel for recording and notification of occupational hazard, and inspection practices put together predicted and accounted for the variance in the implementation of ILO policies on workers' safety among the oil and gas companies in Delta Central Senatorial District.

Table 7: ANOVA Summary

Model	Sum of Squares	Df	Mean Square	F	Sig.
Regression	504.63	5	100.92		
Residual	117.35	506	0.2319	435.16	0.0000
Total	621.99	511	1.2172		

Table 7 revealed that the regression indicates significant F of 435.16 which is less than the P-value of 0.000 at 0.05% level of significance. This implies that the F-value of 435.16 is less than the P-value of 0.000; this further means that the various predicting variables put together do have a significant relationship or influence on workers' safety.

Table 8: Coefficients in the Equation Model

	Unstandardized Coefficients		Standardized Coefficients			Remark
	B	Std. Error	Beta	T	Sig.	
Constant	-4.1232	0.1988	-4.5139	-20.73	0.000	
Availability(AILO)	0.8587	0.0795	0.7024	10.79	0.000	Significant

Channel (CRN)	0.7449	0.0452	0.0559	1.67	0.059	Not Significant
Inspection (INSP)	0.1019	0.0523	0.0868	1.95	0.052	Not Significant

The multiple regression coefficient revealed that a unit increase in the availability of ILO policies and preventive measures (as shown in the coefficient = 0.0795) will result to 7.95% increase in workers' safety. The t-value of 10.79 with a p-value of 0.000 revealed that the result is significant at 0.05 alpha. The t-value is carrying a positive sign, indicating that there is a significant and positive relationship between availability of ILO policies and preventive measures and workers safety. This finding corroborates with the views of Lamm, Massey and Perry, (2019); Mearns and Yule, (2019); Tomoloju, (2018); and Rasmussen, Lind and Visser, (2016) who revealed that due to the availability of ILO policies and preventive measures in place, it has improved workers' safety.

Furthermore, multiple regression coefficient revealed that a unit increase in the channels for recoding and notification of occupational hazards in line with ILO policies (as shown in the coefficient = 0.0452) will result to 0.45% increase in workers' safety. The t-value of 16.45 with a p-value of 0.000 revealed that the result is insignificant at 0.05 alpha. The t-value indicates that the channels for recording and notification of occupational hazards in line with ILO policies do significantly affect workers safety. This finding corroborates with the views of Mannan (2016); Kanten (2013); and Mearns and Yule, (2019) who found that the channels for recoding and notification of occupational hazards insignificantly affect workers safety.

Additionally, multiple regression coefficient revealed that a unit increase in inspection practice (as shown in the coefficient = 0.05232) will result to 0.52% increase in workers' safety. The t-value of 1.95 with a p-value of 0.052 revealed that the result is insignificant at 0.05 alpha. The t-value is carrying a positive sign, indicating that inspection practices do not significantly affect workers safety. This finding disagrees with the result of Lamm, et al, (2019);Tomoloju, (2018); and Rasmussen, et al, (2016) who revealed that the inspection practices of occupational hazards put in place do not contribute or guarantee workers' safety.

Conclusion

On the basis of results obtained from the simple regression, it was concluded that while ILO policies and preventive measures are not significantly available in the oil and gas industry, the channels for recording and notification of occupational hazards in line with ILO policies, and inspection practices are significantly implemented to ensure workers' health, safety and welfare in the oil and gas industry in Central Senatorial District of Delta State.

Recommendations

Based on the study findings, the researcher recommended as follows:

(1) There is urgent need for management of oil and gas firms to intensify efforts at ensuring that ILO policies and preventive measures are made available in order to adequately curb occupational hazards and in improving workers' safety.

(2) Management of oil and gas firms should improve on channels for recording/notification of occupational hazard and ensure that the channels for recording/notification of occupational hazards are in line with ILO updated framework on health, safety and welfare of workers.

(3) The inspection practices by management of oil and gas firms on health, safety and welfare of workers need to be improved upon and made to conform to international best practices.

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