

**COMPLIANCE TO OCCUPATIONAL SAFETY AND HEALTH PRACTICES
AMONG WORKERS IN FLOWER FARMS IN EMBU COUNTY, KENYA**

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DECLARATION


This thesis is my original own work and has not been presented for a degree in any other University for any Award.

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ABSTRACT

The Kenyan flower sector has experienced significant growth since the early 1980s. However, limited studies have been conducted on the provision of occupational safety and health services to employees in this industry. This study aimed to assess the compliance level with occupational safety and health practices among workers in flower farms in Embu County, Kenya. Specifically, the research evaluated risk identification and assessment practices, compliance with workers' health surveillance, and the awareness of safety and health among flower farm workers in Embu County. The study was guided by the Systems Theory of Accident Causation and Domino Theory. A descriptive cross-sectional research design was employed, isolating dependent and independent variables to determine the extent and frequency of their relationships. The study population consisted of employees working at Fides Kenya Ltd farm in Embu County. The sample size was calculated using the Slovin's formula based on the study population, and respondents were selected through stratified random sampling. Structured questionnaires, an observational checklist, focus group discussions (FGDs), and key informant interviews (KIIs) were used to collect quantitative and qualitative data. Statistical Package for the Social Sciences (SPSS) was utilized for data analysis, employing percentages, means, standard deviations, and Pearson's Product Moment Correlation to assess the influence of independent and dependent variables. The study revealed a strong, significant positive correlation between risk identification and assessment practices and compliance with a safe work environment ($r=0.799$, $P=0.001<0.01$). Additionally, the surveillance of workers' health showed a strong, significant positive influence on compliance with occupational safety and health practices in flower farms in Embu County ($r=0.711$, $P=0.021<0.05$). Moreover, the degree of awareness of safety and health exhibited a strong, significant positive correlation with compliance of occupational safety and health practices ($r=0.721$, $P=0.037<0.05$). In conclusion, the study found a high level of risk identification and assessment practices, contributing to improved compliance with occupational safety and health practices among workers in flower farms in Embu County, Kenya. Additionally, the existence of a health surveillance program was identified, preventing diseases and illnesses and further enhancing compliance with occupational safety and health practices among workers. The results also indicated a high level of employee awareness of safety and health, leading to improved compliance with occupational safety and health practices. Based on the findings, it is recommended that management in flower farms in Embu County should ensure the participation of all employees in the application and review of OSH risk identification and assessment practices in accordance with Section 6 of the OSHA 2007. Additionally, implementing periodic and post-employment medical examinations for all workers is advised to comply with the Medical Examination Rules 2005. Furthermore, flower farm management should provide training programs that address new risks, such as changes in machinery or materials, to ensure compliance with Section 99 of the OSHA 2007. The results of this study are essential and can be utilized by policy makers, the county government, and the national government to streamline OSH implementation within the flower industry.