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**Title :** Impact of cultural factors and participatory ergonomics in caring for people

**Author(s) :** P. Parimalam

**Institution :** Professor and Head, Department of Family Resource Management, Home Science College and Research Institute, Tamil Nadu Agricultural University, Madurai 625 104

**Email :** parimalamkannan@hotmail.com

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“Everyone has the ability to care for others; all we need is a proactive approach”

Cultural ergonomics is the interaction of cultural variables and traditional areas of human factors engineering. Cultural variables encompass a wide range of factors which are not limited to culturally based customs, attitudes towards work, working postures, anthropometry etc., The human factors engineering includes machine components such as controls, tasks, environmental parameters, and other factors in addressing safety issues to the workers. Participatory ergonomics aims at providing practical ergonomics improvements in various industrial settings in both industrially developing and developed countries. Both cultural factors and participatory ergonomics play a major role in caring for people which embodies a large- scale movement with compassionate, inter dependent and empathetic culture within various business organizations to achieve productivity enhancement.

This paper attempts to focus researchable issues that have been looked into from cultural and participatory ergonomics and the proactive measures that have yielded fruitful results in minimizing the health and safety issues among the workers in small scale industrial units. Workers employed in different small scale units such as dyeing units, fish processing units, food processing units adopt postures that results in occupational health hazards. Recent experiences show that participatory action oriented training applying basic ergonomics principles can lead to many concrete improvements in the society when focus is given for cultural factors. The health and safety risks need to be minimized by advocating an integrated strategy to facilitate proactive engagement and involvement of workers, practitioners in the use during planning and delivery of services.