

Unravelling the Saga of Tank Lorry Crew

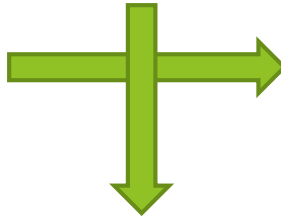


Where is the problem ?



Flashback

Somewhere in 1990



Industry Felt the importance of Training the T/L Crew

Even After 29 years

Have the accidents reduced ???

Have the trainings been asardar ?

The answer is **NO**

Unravelling the Saga of Tank Lorry Crew

It is believed that T/L Crew cannot be cured ?

Yeh Log Nahin badlaenge

Reality about T/L Crew

- Mostly **Uneducated**
- Low on **Self esteem**
- **Tough** nature of job / **Low Wages** / **No Wages**
- **Poor working conditions** / **Away from Families**
- **Prone** to indulge in unethical practices
- **Bleak Future**



Socio – Economic Status of T/L Crew

**Present
Social
Status**

- Socially downtrodden
- Unwanted
- Not trusted
- Worthless
- Crooked
- Poor

**Perceived as useless
lot , Therefore - what
they Receive**

At Location : → Scolding
At R/O : → Abuse/Hit
On Road : → Harassment

ALL THE ABOVE LEADS TO

Alienation

What does Alienation do ?

Severe Impact / Effect on mental state of T/L Crew

- Huge **Stress**
- **Error** of Judgment
- High **Temper**
- **Rash** Driving
- **Carelessness**
- **Rebellion**
- **Violations**

FURTHUR
COMPOUNDED
BY

- **Long Waiting** at location for loading
- **Long Stretch** of Working Hours.
- Loading on **every Sunday/Holiday**
- **Extended loading** on everyday basis
- **Lack of Resting** facilities
- **No Work Life Balance**

No family Life

Outcome



Results

- **Misbehavior** with Dealers/ Com. Staff
- **Rebellious** Attitude
- Strike / Hartal / Flash Strike etc.,
- **Short deliveries / Pilferage / Adulteration**
- **Non adherence to SOPs/PPEs / General Safety Standards**
- Frequent in **transit accidents**

Ab kya karein ???
What needs to be done ???





Workshop on “Genesis of in transit accidents, their analysis & way forward.”

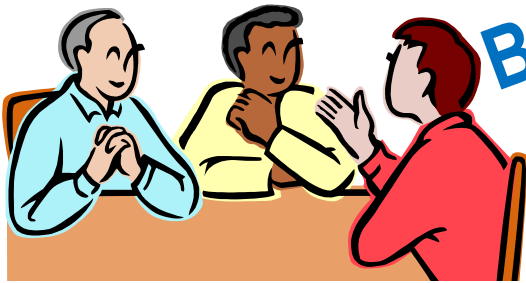
**The Force is
Against You...**



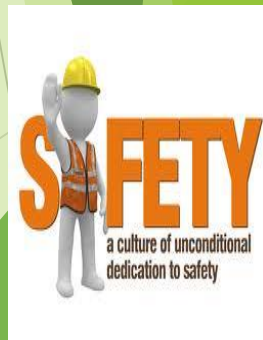
Most Important ---LISTEN...

“It’s not just about what **YOU** have to say.
Crew have opinions too!”

Be the Secured Base



Is our Culture something like this?



Evolve Culture– Be Assardar



Give Crew something to believe in / believe on.....

**People don't respect what you
don't inspect!**

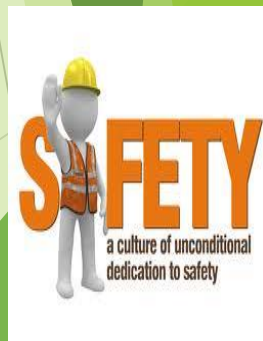


To build Culture...Need of hour is to Engage!

- **Inspect**
- **Train**
- **Coach**
- **Ideas**
- **Laugh**
- **Listen**
- **Repeat**



To be Assardar, You Need to be Inspired.





HAVE A NICE DAY