

# Zero Accident Program Master Plan

## 1. Background

1. *Global Estimates.* The ILO estimates that 2.2 million work-related deaths occur annually around the world. On the other hand, non-fatal work-related diseases are estimated to reach a staggering 160 million annually, for an estimated global work force of 2.8 billion. However, occupational exposures to hazardous substances, processes, and working conditions continue to increase the risk of workers to develop work-related illnesses such as cancer, cardiovascular diseases, nervous disorders, renal and chronic respiratory diseases, pneumoconiosis and asthma. Significantly, work-related cancer and heart diseases account for over half of all occupational fatalities. These trends reflect, to a large extent, the experience in the Philippines with 32.2 million workers employed in the country and 8 million Filipinos workers overseas.

2. *The Philippine Situation.* Much can be said about the OSH situation in the Philippines depending on the data generator of which the major sources are the following:

- Occupational Injuries data from the BLES Integrated Survey (BITS) of the Bureau of Labor and Employment Statistics (BLES-DOLE).
- Work Accident Incidence Report (WAIR) of the Bureau of Working Conditions (BWC) which is based on the submitted accident reports of establishments as required by Rule 1030 of the Occupational Safety and Health Standards (OSHS).
- Inspection Data –based on the analysis of inspection reports submitted by all DOLE Regional Offices and compiled also by BWC. It currently includes data on the New Labor Standards Enforcement Framework (NLEF) in effect since two years ago.
- Database on Employees' Compensation- done by the OSHC from approved claims filed with the GSIS, SSS and ECC from 1996 onwards.
- Research studies by the OSHC such as medical surveillance of work-related diseases, effects of noise, heat and other environmental contaminants in various sectors and industries.

3. *OSH Results.* The above-cited data sources generated the following key data:

- The 2003 Occupational Injuries data from the BLES Integrated Survey (BITS) -

*“With 58,720 cases, occupational injuries were slightly higher by 1.7 percent in 2003 as compared to 57,752 cases in 2002. This*

*increase was primarily due to the 6.8 percent increase in cases with lost workdays (23,265 from 21,779).*

*Almost 70.0 percent of injuries with or without days lost (40,498 cases), were reported for manufacturing. The 14,403 cases with lost workdays also comprised the bulk (61.9 %) of the corresponding total of those under the category of injuries with lost work days.*

*Though more than half of injury cases with lost workdays have affected establishments employing 200 or more workers, the number has declined by 3.5 percent (from 14,196 to 13,693) in 2003. However, in establishments employing less than 200 workers, injury cases increased by 26.2 % (from 7,583 to 9,572) over the same period.”*

4. Work Accident Incidence Report (WAIR) of the Bureau of Working Conditions (BWC)

*“From January to December 2000, 473 establishments in 11 regions have submitted the WAIR forms. A total of 4,585 work accident cases were reported involving 134,252 workers. 54.2% were disabling injuries while the remaining were illnesses.*

*Out of 16.61% of workers covered, 52% of cases were from Agriculture. Non-farming sources of disabling cases were in: Construction, wholesale, retail, repair of vehicles and transportation, storage and communication.*

*The most frequent sources of fatal cases were in Construction; Mining and Quarrying; Manufacturing and Electricity, Gas and Water with corresponding high severity rates.*

*Other Community, Social, Personal Services Sector reported the highest severity rate across all industries. Of five (5) reported work accident cases, two resulted in death.*

*Health and Social Work had the best safety performance for the period under review while the Agriculture Industry performed the worst.”*

5. Inspection Data- the table below indicates the compliance rate of some of the provisions of the OSH Standards for the 1<sup>st</sup> semesters of 2004 and 2005, (Table 1).

**Table 1: Inspection on Compliance with Health and Safety Rules**

	<i>1<sup>st</sup> Semester 2004</i>	<i>1<sup>st</sup> Semester 2005</i>
Number of establishments inspected	8,023	8,532
Registration of establishment	87.62%	84.65%
With Health and Safety Committee	81.45%	78.81%
Submission of WAIR	87.68%	86.57%
Submission of AMR	90.91%	90.00%
With First-aiders	95.54%	95.08%
Use of PPE	98.48%	99.38%
Adequate number of Safety Officer	98.90%	99.65%
With HIV/AIDS Program	92.53%	96.00%

*Source: BWC, DOLE (2005)*

6. Database on Employees' Compensation

The OSHC continuously updates the claims for benefits with the SSS, GSIS, and ECC. This summary focuses on proven work-related accidents and illnesses filed by workers with the Social Security System from 1997-2000. For occupational accidents/injuries, there were 11,729 (91%) approved cases while work-related illnesses comprised 1,070 or 9 %. Records showed that claimants were in their early 40s and were mostly trade workers, professional employees and laborers.

The top three diseases claimed for in descending order were: diseases of the genitor-urinary system, circulatory system and skin and subcutaneous tissue.

The most prevalent among the diseases of the genito-urinary system was renal failure; for the circulatory system: hypertensive heart disease and stroke; and for skin and subcutaneous tissue, allergic and irritant type of contact dermatitis. Of the 11,729 approved cases of work-related accidents, most injuries were to the wrist and hands, followed by the ankle and foot and to the head.

The top three industry sectors where most of the injuries/accidents occurred were: manufacturing, 6,709 or 57%; construction, 1,675 or 14%; and agriculture with 862 cases or 7%. The type of occupation where most of the accidents/injuries occurred involved trade workers (55%), operators (17.5%) and laborers (16%).

7. Research studies by the OSHC included medical surveillance of work-related diseases, effects of noise, heat and other environmental contaminants in various sectors and industries and others. Results of these specific studies can be obtained at the OSHC.

## **II. Regionalizing the Zero Accident Program**

8. In 1997, the Occupational Safety and Health Center introduced the Zero Accident Program with the following five critical components :
  - Advocacy
  - Capability-building
  - Networking
  - Voluntary compliance
  - Productivity Link-up

Much have been achieved since that date. Since 1998, the DOLE has identified ZAP as one of its flagship programs in the area of work safety and health. The Gawad Kaligtasan at Kalusugan Awards (GKK), an advocacy sub-component of ZAP is now on its 5<sup>th</sup> batch of awardees for institutions and individuals with outstanding contributions on OSH. Many have undergone the various training programs under ZAP especially the ZAP-Management System, ZAP-Training of Trainors and ZAP-Appreciation courses. Around 3,000 plus are in the registry of ZAP database of members. Several region-based OSH organizations have been organized mainly as an effect of either ZAP trainings or information campaigns held at the regions. A number of media materials (whether print, radio, TV, videos) have been developed and subsequently disseminated under the program.

9. ZAP is now also an integral component of plan to develop an integrated and comprehensive OSH Plan and Program for 2006 to 1010. Led by the OSHC and its partners, a series of consultations with various stakeholders were held from 2004-2006. One of the gaps in the delivery of such a comprehensive OSH Plan was the delivery of programs to the regions as well as to the provincial offices. For this reason, ZAP needed to find a real niche in the programs of the regional offices and its partners and to address a larger number of its target clientele, and to have a real impact in the capability building on safety and health in the regions. One example of a model delivery system was proposed by Region 8 and shown as *Figure 1*.

## 10. The ZAP Seminars and Regional Planning Workshops

In 2004, Secretary Patricia A. Sto. Tomas issued Memorandum 679 to regionalize ZAP (Annex 1). This directive was further reiterated by the OSHC's Governing Board and its Cluster Head in its instructions to provide more of its services to the regions rather than just concentrating on the outlying areas in Metro Manila and Luzon. Thus with the support of the Cluster Head, Undersecretary Manuel Imson and the Governing Board of OSHC, beginning mid-2004, the OSHC conducted more of its training and information drives in the regions.

11. In mid-2005 and until early 2006, the series of ZAP Seminars and Regional Planning Workshops were conducted. Participated in by no less than the Regional Directors, the ZAP Seminars/Workshops drew a total of 96 officers and staff in the regions in four groupings. They included their ZAP focal persons who are labor inspectors, information officers, labor education implementers, and child labor project staff.

- August 31– Sept.3, 2005, Camiguin, for ROs IX, X, XI, XII and XIII- 31 participants
- November 9-11, 2005, Bohol, Regions V, VI, VII and VIII- 22 participants
- January 25-27, 2006, La Union, Regions I, II, III and CAR, 28 participants
- February 20-23, 2006, Regions 4A, 4B and NCR, 15 participants

## 12. The ZAP Seminars and Regional Planning Workshops

Topics for the Seminars typically consisted of:

- a) Appreciation Course on OSH which emphasizes the relevance of OSH and OSH program at the workplace and also includes an overview of the sciences of occupational safety, industrial hygiene and occupational health (the major fields of OSH);
- b) the safe use of chemicals at the workplace;
- c) an orientation on the ZAP and the GKK;
- d) drug-free workplace or D.O. 53-03;
- e) the principles of work-relatedness of diseases;
- f) TB prevention at the workplace or D.O. 73-05.

The Seminar phase had aimed that each participant would be able to replicate the delivery and discussion of the topics to their regional clientele for a more dynamic OSH information drive. To empower the ZAP focal persons, they were individually provided with a CD and audio-visual materials containing the slides, films and radio interviews and radio dramas on safety and health used by the OSHC trainers.

13. Planning sessions followed the short courses where each region was asked to indicate OSH concerns by priority; current or intended programs/activities in place to respond to such concerns; and groups/organizations who can be tapped to assist them in such efforts. They were based on the national and regional consultations aimed at developing the National Comprehensive and Integrated Occupational Safety and Health Plan of 2006-2010. The framework used are summarized in Figures 1 and 2. Results of regional cluster planning are contained in Annexes 2 to 5.

### **III. Workshop Results, the National ZAP Master Plan**

14. Summarizing the regional plans by area of technical activity (as inspection, training, information, research, etc.), the plans demonstrated the following: that (Annex 6).
  - 1) The regional directors and other participants saw that OSH can be integrated into their present plans and programs.
  - 2) Many of the Regional Offices indicated that they can integrate OSH in the current programs they are implementing, such as: TAV, Self-assessment; WISE; livelihood programs run with TESDA; labor education programs; informal sector; child labor; PDOs; gender programs.,
  - 3) ZAP can be enhanced by the use of Mass media. By strengthening information /advocacy through mass media activities: in radio and TV guestings; articles focused on OSH in local newspapers; tri-media in the vernacular; identify 'good' or OSH 'best' practices among their clients; participation in symposia; increase in number of OSH orientations, and in their regular press conferences.
  - 4) To increase the base of capable OSH human resources, networking with workers' and employers' association, LGUs, professional organizations and the academe in OSH activities would need to be done.
  - 5) Specialized trainings are needed for labor inspectors, economic zones, and other selected or priority sectors on OSH,ZAP and Productivity.
  - 6) Better OSH inspection activities can be carried out through: registration of establishments; safety audits and conduct of Work Environment Measurements (WEM); encourage and assist health and safety committees in economic zones, among others;

15. Other Regional offices had OSH-specific plans or special projects like:

- 1) Advocacy for the establishment of a mini-OSHCenter in Cebu-R.O.7
- 2) conduct 1<sup>st</sup> Mindanao Summit on OSH- R.O.s 9, 10,11,12 and 13
- 3) conduct OSH Health and Safety Summit, Panay and Guimaras\_R.O. 6
- 4) develop IEC materials for ZAP advocacy-NCR
- 5) Advocacy Conference for LGUs in CAR
- 6) Data basing of OSH concerns of clients – CAR(small-scale miners and vegetable farmers); NCR
- 7) Creation of OSH volunteers; their subsequent TNA and Action Planning Workshop – CAR
- 8) Integrate OSH in RCC and TIPC agenda-R. O. 7, 8
- 9) Advocate OSH with TIPC and PESO managers- R.O. 5
- 10) Involve an OH organization for OSH trainings-R. O. 3
- 11) Trainings for the fishing and tourism industry –R.O. 4B
- 12) Advocate for the inclusion of the informal sector in SSS, Philhealth and Red Cross-R.O. 6
- 13) Prioritize OSH in certain sectors (coconut, abaca, fishing & sugar and other vulnerable sectors)
- 14) Identify participants to the BOSH distance course-R.O. 9
- 15) Mindanao-wide research project on pesticide-R.O.s 9, 10, 11, 12 and 13

#### **IV. Observations**

Human Resources on OSH is at present, inadequate to cope with the regional and national demands. Primary and secondary data indicate the small number of accredited safety practitioners, consultants and even trainings/consulting organizations. Significantly, most of them can be found in the Metro Manila or Luzon area.

Technology needs to be upgraded. Labor inspectors need more specialized training to be able to meet the credibility concerns of some of those in the private sector that they regulate.

Regional offices would need to find support for specialized equipments needed for technology upgrading and subsequent maintenance. For example, all inspectors have been trained in carrying out direct reading measurements of potential hazards in the work environment.

The level of economic development or infrastructure in an area may also influence access of workers to OSH services. An excellent road system will highly encourage access to OSH services in hospitals or industrial clinics. Therefore OSH programs will have to be factored in antipoverty programs.

Much also remains to be done in the matter of assisting erstwhile labor enforcers shift their mental paradigm from a purely enforcement framework to that of the developmental approaches. In this case, there must be enough political and logistical support to develop and implement programs to assist/encourage such a shift.

The Cluster head, Undersecretary Manuel Imson asked that all regional ZAP planning be incorporated into one ZAP Master Plan. Thus, aside from the inputs from the Regional offices, the National ZAP Master Plan will have to factor in other elements in its design, such as:

- The national and regional distribution of accidents; illnesses and injuries
- The prevalent OSH concerns in the area- as an example, areas where farmlands predominate would tend to have more workers at risk from exposure to pesticides and other agricultural chemicals. Ergonomic concerns and other exposures to environmental elements are also concerns in those areas
- Potential OSH concerns depending on the emerging industry or sector which may dominate – example are call centers which are now being established in areas like Cebu, Davao, Cagayan de Oro.
- The availability of and ease to access of OSH resources in the area: human, financial, infrastructure, materials and equipment; technology.

## **V. CONCLUSIONS AND RECOMMENDATIONS**

As was indicated before, the ZAP planning workshops have given major inputs to the development of a comprehensive and integrated National OSH Plan. To be internally consistent with the National OSH Plan, the ZAP Master Plan has used the former's draft framework and its major strategies

The guiding concept of ZAP is respect for human lives. In so doing, the importance of safety and health on employees' well being, as well as the productivity of establishments are understood as linked concepts and practices. That almost all accidents are preventable comes from knowledge, attitudes and good practices in a establishment setting nurtured by good policy and program on OSH.

The end in view is that the ZAP regional focal persons could assist establishments' in their respective geographical location in formulating a Zero Accident Program. The ultimate goal being the reduction of work-related illnesses and injuries in their clients' workplaces.

## **MISSION REPORT**

### **ZAP Seminar and Regional Planning Workshops for the ZAP Focal Persons of CAR, Regions 1 to 3**

January 25-27, 2006  
Coconut Grove Resort Hotel, La Union

#### **I. BACKGROUND**

The planning-workshop to sustain the Zero Accident Program activities for the Luzon cluster was strategically divided into two groups. The first planning workshop for the DOLE focal persons of DOLE-RO 1, 2,3 and CAR was held last January 25 to 27 in La Union. Following Memorandum Order 679 or the ZAP Regional Activities issued by Sec. Patricia Sto. Tomas in November 16, 2004 (*see annex a*), the planning-workshop aims to build the capabilities of the regions to sustain OSH programs. Likewise, results of the planning-workshop would also serve as inputs to the National OSH Plan that OSHC is currently preparing together with its partners.

#### **II. PARTICIPANTS**

A total number of twenty ZAP regional focal persons and the Assistant Regional and Regional Directors of DOLE-RO 1, 2, 3 and CAR (*see annex b*) were in attendance. In line with the DOLE Rationalization process, these ZAP focal persons will be deployed to provincial DOLE offices and the mainstreaming of occupational safety and health programs in the DOLE's different areas of services becomes all the more important. The ZAP focal persons will be better equipped to better sustain the OSH programs in their respective areas and reach more people.

#### **III. OPENING CEREMONY**

OSHC Executive Director welcomed the participants during the opening ceremony. She thanked the Regional Directors for joining the activity since this shows that ZAP is a priority in the regions. She discussed the refresher courses on work safety and health that will be discussed in the ZAP seminar as well as the mechanics for the planning-workshop. She also shared the outputs of the Cluster and National OSH Planning

Mayor Mary Jane C. Ortega of San Fernando City, La Union graced the seminar with her presence during the second day of the seminar. She welcomed the participants to the *Botanical Garden City of the North* and emphasized that occupational safety and health goes hand in hand with creating a sustained

awareness to a clean environment, one of the major thrusts of her administration. She shared that in her city, the safety and health of all her constituency is always top priority. She particularly mentioned as an example that a project to lessen occupational hazards of tricycle drivers in San Fernando City was to convert their vehicles into two-pronged exhaust which decreases the noise and pollution the tricycles emit. This is a simple act that is better for the environment and for the people. Lastly, she emphasized that for a city with 45% of the industries are in the Agriculture, Fishery & Forestry sectors, the continued cooperation of the DOLE Regional Office and the LGU must always be strengthened to address OSH concerns.

### **III. TRAINING PROPER**

#### **Expectations**

The participants enumerated the following as their expectations for the seminar and planning-workshop:

- re-orientation on basic OSH concepts and principles as well as on drugs and HIV/AIDS
- know fully the ZAP program and how it could help in preventing accidents and illnesses
- review the various programs on OSH; its implementation; and strategic approaches to address each program
- enrich knowledge on work safety, health and environment to mainstream OSH in their programs
- look for possible funding and tap partnership in their regions for OSH networking

#### **Refresher Courses**

The two-day planning workshop was devoted to the Basics of OSH Appreciation Courses which covered modules on OSH situationer: how safe and healthy are our workplaces?; causes of work accidents and illnesses: the unsafe and unhealthy acts/conditions; and recognition and control of workplace hazards.

Safe Use of Chemicals in the Workplace was the next main training program with the emphasis on the Globally Harmonized System of Chemicals. It covered topics on toxic effects of chemicals; chemical emergency procedures; and principles of operational control and management of chemical control program.

In line with the new DOLE Department Orders issued in 2004 and this year, modules on Principles of Work-Relatedness of Diseases; TB Prevention and Control in the Workplace; and Substance Abuse Prevention in the Workplace were also discussed.

The sessions were supplemented by video presentations of Child Labor and Small Scale Mining. An orientation on the ZAP and the 5<sup>th</sup> Gawad Kaligtasan at Kalusugan 2006 was also presented. The DOLE ROs were encouraged to help prepare potential companies in their areas to join the GKK.

#### **IV. HIGHLIGHTS OF THE PLANNING-WORKSHOP**

During the workshop, the regions were asked to identify the strategies they could pursue to develop capability building on OSH (ZAP) specifically in the following areas:

- a. Development and dissemination of information materials
- b. Use of mass media, small media, foras, seminars
- c. Capability-building of partners and other stake-holders in your area, establishments
- d. Research activities
- e. Provision of technical services

The highlights of the planning workshop are as follows:

1. Regional Offices agreed to integrate their OSH and ZAP concerns in the following:
  - Enforcement activities
  - Capability-building
  - OSH Advocacy activities; and
  - Research
2. Specifically, on capability-building:
  - CAR will integrate OSH in the orientation for new entrants to the TESDA trainings; conduct specialized trainings for labor inspectors and OSH awareness-raising activities
  - R.O. 1 will integrate OSH in in-plant Productivity Improvement programs, and ZAP in Labor Education trainings.
  - R.O.2 will do TAV orientation and integrate OSH in labor education courses.
  - R.O. 3 will strengthen linkages with partner organizations like PCOM , registered unions and the pyrotechnic industry and is working on signing MOAs with League of Mayors, SBMA, Clark Devt. Corp., PEZA

3. OSH Advocacy activities:
  - CAR –continuing media advocacy and with LGUs
  - R.O. 1 –continuing media advocacy such as in radio programs and other guestings
  - R.O. 2-use of the tri-media and network-building with PESO and private communication groups
  - R.O. 3- sectoral information updates on OSH trainings and other activities thru the tri-media
  
4. On research:
  - CAR will collate and update benchmark data on OSH in the small-scale mining and vegetable-farming;
  - R.O. 1- retrieval of Annual Medical Reports and Accident Investigation Report (WORK-ALERT)
  
5. Other concerns:
  - Integration of Work Relatedness of Diseases in the Occupational Health module of the TAV
  - Follow up orientation and TOT on HIV/AIDS for all Inspectors
  - HIV/AIDS information materials of DOLE and DOH must be consolidated
  - Regional Offices to be involved with radio (DZRV) and TV (UNTV) interviews through phoned-in interviews
  - Regional Offices to encourage ZAP membership
  - OSHC to inform the regional offices of current activities in their respective areas like conduct of Work Environment Measurement and other technical services

For a detailed version of the inputs of the regional offices on OSH situation in their areas, refer to *Annex c*. The matrix shows the OSH issues/concerns; current programs; and areas for improvements on OSH of each region.

## **V. RECOMMENDATION/CONCLUSION**

The enthusiasm of the four participating regions to advance OSH in their respective regions was shown in the ZAP seminar and planning workshop. The following commitments were solicited:

1. regions to conduct and update benchmark OSH statistics in their regions;
2. follow up Training of Trainers on HIV/AIDS and Drugs in the Workplace for all inspectors;
3. to strengthen media linkages and partnership with organizations for a wider OSH support network;

**MISSION REPORT**

**ZAP Seminar and Regional Planning Workshops for the  
ZAP Focal Persons for DOLE NCR, 4A, 4B**

*February 20-23, 2006*

**I. BACKGROUND**

The ZAP Seminar and Regional Planning Workshops for DOLE NCR, 4A and 4B was the last of the series of regional consultations spearheaded by the OSHC since Y2005. With all the regions covered, OSHC will consolidate all the plans and programs enumerated in these workshops to come up with a master plan on ZAP implementation in the provinces.

This planning-workshop was in compliance with Memorandum Order 679 or the ZAP Regional Activities issued by Sec. Patricia Sto. Tomas in November 16, 2004 (see *annex 1*), and was aimed at building the capabilities of the regions for occupational safety and health. The results of the planning-workshops served as inputs to the National OSH Plan held by OSHC in collaboration with its social partners on November 2005 and its translation into the Medium Term Program in February 2006.

The OSHC resource persons were led by Exec. Dir. Dulce P. Estrella-Gust and included Engrs. Nelia Granadillos, Dennis Aquino, Lauro Canceran and Drs. Beatriz Villanueva and Ronaldo Fajardo.

The three regions were clustered owing to the large number of establishments they cover. Latest NSO statistics showed that NCR has 4,163,000 workers; 4A has 3,896,000 while 4B has 1,032,000.

**II. PARTICIPANTS**

Fifteen participants from NCR, 4A and 4B joined the seminar and planning-workshop. Director Grace Ursua of Region 4B, ARD Romulo Salud of 4A, and ARD Rebecca Chato of NCR attended from the management. The attendees were a combination of personnel from the different divisions of DOLE-ROs.

### III. OPENING CEREMONY

Director Ursua welcomed the participants during the opening ceremony. Undersecretary Manuel G. Imson gave an inspirational message during the ZAP planning-workshop. Dir. Ursua noted the timeliness of ZAP because of the strengthening of programs in the provincial operations of DOLE.

With the results of the planning-workshop, they would be able to integrate OSH programs in the provinces. She cited that most enterprises in MIMAROPA are small and they need to design OSH

programs that would be appropriate for them.

She thanked OSHC for this opportunity of learning new concepts on work safety and health.

Usec. Imson, in his keynote speech, much welcomed the support showed by the regions to activities on OSH. He cited the outputs of Mindanao and Visayan clusters which included the holding of the ZAP Mindanao Summit in May 2006 and the possibility of setting-up a mini-OSH Center in Cebu. He stressed that the current rationalization efforts within DOLE will not, in any way, affect the implementation of the OSH programs in the regions. Instead, he believes that the rationalization will further strengthen the delivery of OSH services in the provinces. Since this was the last regional consultation, he instructed OSHC to consolidate the regional plans in a master plan that will serve as the DOLE's guide in monitoring the work safety and health programs of the regional offices.



Usec. Manuel Imson with Dr. Gust and Dir. Ursua during the leveling of expectations

### III. TRAINING PROPER

#### 1. Expectations

The participants enumerated the following expectations for the seminar and planning-workshop:

- to gain a comprehensive knowledge on OSH
- to clarify issues related to latest Department Orders related to OSH learn about the new directions and new strategies on OSH
- to share knowledge to compare and learn from various regional responses on work safety and health concerns
- to strengthen ZAP in all workplaces through continuous education
- to discuss issues/concerns on resource problems

#### 2. Refresher Courses

The first day was devoted to the Basics of OSH Appreciation Courses on OSH which covered modules on OSH situationer: how safe and healthy are our workplaces?; causes of work accidents and illnesses: the unsafe and unhealthy acts/conditions; and recognition and control of workplace hazards.

Discussions on the Safe Use of Chemicals in the Workplace followed. It covered topics on toxic effects of chemicals; chemical emergency procedures; principles of operational control and management of chemical control program; and Globally Harmonized System of Labeling of Chemicals (GHS).

In line with the new DOLE Department Orders issued in 2004 and this year, modules on the Principles of Work-Relatedness of Diseases; TB Prevention and Control in the Workplace; and Substance Abuse Prevention in the Workplace were also covered. An orientation on the ZAP and the 5<sup>th</sup> Gawad Kaligtasan at Kalusugan was also presented. Discussions and an Open Forum followed every session.

Several questions were raised regarding TB during the open forum. The OSHC doctors clarified that TB is not contagious after the two-week medication to counter the misconception of some of the participants that TB could still be transmitted during the 6-month medication period. OSHC doctors also identified the clinics where TB medicines are given for free in line with the government's DOTS program.

In terms of DO 53-03, a participant said that some companies terminate all those found positive for drug use the first time because this has been the company policy even before the DO was issued. Such policies would have to be harmonized with the DO 53-03.

### 3. Highlights of the Planning-Workshop

Each region presented their current programs on trainings; information; technical services; recording, reporting, notification of injuries, and illnesses, surveillance, risk; assessment studies, network building and how OSH could be integrated under their respective programs. They also enumerated performance indicators and time frame for each activity.



Officials and staff of NCR, 4A, 4B and OSHC after the opening ceremony of the ZAP seminar

For a detailed version of the inputs of the regional offices on OSH situation in their areas, refer to *annex 4*.

#### **IV. RECOMMENDATION/CONCLUSION**

The following recommendations were raised by the officials and ZAP focal persons of NCR, 4A, and 4B:

4. strengthen and prioritize implementation of ZAP programs for specific industries on a per district basis: i.e. Pasig-footwear; Manila and QC- battery and radiator shops; MunTAPARLAS-garments; CAMANAVA-plastic recycling; Makati-hotels and restaurants
5. work with LGUs to launch a program by identifying cities or municipalities that support work safety and health and certify that area as "This City is an Advocate of Workplace Safety and Health"
6. identify 1 or 2 companies per year in each district that has a best practice program on OSH
7. integrate OSH in labor education seminars, technical assistance visits, career information guidance, and informal sector meetings
8. produce specific information, education, communication materials for specific industries like agriculture, tourism, and fishing which are the main industries in Mimorapa
9. conduct training of trainers for DOLE staff, PESO managers, partner agencies on a per province basis
10. build database based on company reports of accidents and illnesses to aid in regional interventions for preventive OSH
11. issue compliance orders on OSH to strengthen reporting of accidents
12. conduct research on children involved in compressor fishing in Oriental Mindoro/Marinduque
13. create OSH core group in the regions and integrate work safety and health to other committees like the regional coordinating council, and tripartite industrial peace council
14. partner with local employer and worker groups, academe, PESO, TIPC and other industry organizations for resource mobilization through MOAs

Dr. Gust also gave recommendations to advance the advocacy of work safety and health in NCR, 4A and 4B. Among these were:

1. regular guesting of NCR and 4A DOLE officials at the DZRV programs of OSHC every Monday, 10:30-11:00am; and Thursday 4:00-5:00pm
2. facilitate partnering of OSHC with Barangay Micro-Business Enterprises in NCR which it could not reach out to due to the weak support from LGUs
3. look for public-private partnerships in their respective regions for reproduction of information materials on OSH

The 2½ day activity ended with the regions' commitment to support future programs on work safety and health.

**MISSION REPORT**  
**ZAP Seminar and Regional Planning Workshops for the**  
**ZAP Focal Persons for the Visayas Cluster**

*November 9-11, 2005*

**I. BACKGROUND**

Following the ZAP Seminar and Regional Planning Workshops for the ZAP focal persons for the Mindanao Cluster last August 31 to September 3, 2005, a similar activity was held for the Visayas Cluster, with the addition of DOLE-Regional Office 5 which is close to the region.

To reiterate, this planning-workshop was in compliance with Memorandum Order 679 or the ZAP Regional Activities issued by Sec. Patricia Sto. Tomas in November 16, 2004 (*see annex a*), and aims to build the capabilities of the regions to sustain OSH programs. Likewise, results of the planning-workshop served as inputs to the National OSH Plan that OSHC held in collaboration with its social partners on November 2005.

Moreover, the planning-workshop was also an off-shoot of several regional campaigns and training activities conducted by OSHC with the help of the concerned DOLE regional offices in the first semester of 2005. Many companies in the Visayas manifested their support for continuous programs on work safety and health in the different areas in the region.

**II. PARTICIPANTS**

Five focal persons were designated by the Regional Directors of DOLE-RO 6, 7, 8 and 5 (*see annex b*). It is worthy to note that these focal persons were a combination of personnel from the divisions of DOLE-ROs, namely, Labor Standards Enforcement Division; Workers Welfare and Amelioration Division; Employment Promotion Division; Labor Relations Divisions; and the Internal Management Services Division. Through this combination of expertise in the DOLE's different areas of services, OSH would be mainstreamed more effectively since it would be carried out in the different programs of the divisions where the ZAP focal persons came from.

The RDs and ARDs of Regions 6, 7, 8 showed their strong support to the ZAP and its future activities in their areas during the planning-workshop. Only Director Alex Maraán and ARD Alvin Villamor of Region 5 were not able to attend the activity due to other pressing matters in their area of jurisdiction.

### **III. OPENING CEREMONY**

Director Rodolfo M. Sabulao of Region 7 welcomed the participants during the opening ceremony. He was very happy with the presence of Undersecretary Manuel G. Imson to lead the ZAP planning-workshop. He mentioned that safety and health is generally the least priority among the DOLE regional offices. But not in Central Visayas, he said, where OSH is the number 1 or 2 priority. He cited their experience in 2004 where 19 deaths and 34 workers were injured at work. This prompted them to revisit their plans and programs on safety and health and immediately requested the OSHC for information and training interventions. The impact of these activities, done throughout the year, were dramatic as work-related fatalities dropped to 5 and 1 injury as of November 2005. He invited everyone to “strengthen our forces on safety and health.”

Usec. Imson, in his keynote speech, was very pleased with the support showed by the regions to the activity. He enumerated several of the outputs of Mindanao cluster during the planning-workshop on OSH held in August 2005. He explained the importance of the activity to the National OSH Plan which the OSHC intended to convene with representatives from the multi-sector a few weeks after the Visayas Cluster planning workshop. He stressed the need to address the gaps in policies and programs in the areas of policy formulation, enforcement, prevention, compensation and rehabilitation like the inadequacy in coverage of OSH and harmonization of all efforts towards preventing work-related accidents and illnesses. He also acknowledged the range of preventive OSH services that are now given not only by OSHC but by the regional offices as well to include information, trainings, and technical assistance. He cited the support of the OSHC Governing Board in deploying people to the regional offices to advocate safety and health which will eventually pave the way for setting up OSH offices in Cebu and Davao. Finally, he expressed his hope that the activity will start the DOLE Regional Offices' serious programs on safety and health.

### **IV. TRAINING PROPER**

#### **Expectations**

The participants enumerated the following as their expectations for the seminar and planning-workshop:

- learn about the new directions and new strategies on OSH
- be refreshed on the totality of OSH
- share knowledge to benchmark the regional responses
- more serious discussions to identify pro-active contribution
- maintain ZAP in all workplaces through continuous education
- consider the rationalization plan of DOLE and ways to strengthen the provincial operations during the planning-workshop
- gain insights on hazardous aspects of sugar industry which is the main industry in the Visayas
- prepare more Department Orders to increase OSH compliance in the countryside
- discuss issues/concerns on budget limitations and receive positive feedback

## Proposed National OSH Plan

To prepare the participants for the planning-workshop in the afternoon, Dr. Dulce Gust discussed several highlights of the draft National OSH Plan to pave the way for an open forum where the issues of the Visayas region will be raised. Among the issues raised and the answers given were the following:

<b>Issues/Concerns</b>	<b>Answer</b>
Delineation of role between OSHC and BWC	Dr. Gust explained that OSHC works on preventive work safety and health while BWC enforces the OSH Standards. For the past 6 months, BWC has entrusted the work on preventive OSH to OSHC
<p>Submission of Accident Reports to BWC which could not do any intervention e.g. the Central Visayas cases of work-related fatalities in 2004. It was only when the OSHC partnership was done when the remedial measures to this OSH problems were taken. Dir. Sabulao said that initiatives on training, information campaigns on OSH should be headed by regional offices.</p> <p>Similarly, RO 6 cited the PASSAR incidents of work-related fatalities and injuries a few years ago. They asked for BWC help to intervene but they were told their mandate is only on policy formulation.</p>	Ideally, OSHC should also be furnished copies of the accident reports of the regions for it to design programs for preventive OSH. Also, OSHC should be part of BWC's Work-ALERT team that immediately responds to workplace contingencies.
Ways to encourage companies to comply with OSH Standards	Dir. Puguon said that they link with LGUs for preventive OSH. He cited the sudden increase of vehicular accidents in Ormoc City a few months ago and said that their collaboration with the LGUs decreased these incidents.
Effectiveness of the NLSEF	Dir. Sabulao said that in Central Visayas, they noted the ineffectiveness of the NLSEF given the increase of accidents in 2004 when it was introduced. So they did the actual inspections again. The problem is on the number of safety officers – out of 33 who apply, only 4 will pass.
Difference of the working conditions of formal and informal sector workers in the provinces.	Dir. Puguon said that 80% of workers in the Visayas region are in the informal sector. They are exposed to physical, moral, mental, and social hazards.
Inclusion of OSH in the PDOS program	Dr. Gust explained that it was only last year that OFWs going to Korea could not leave unless they finish a 2-day course on OSH as per the agreement of the governments of RP and Korea. It is hoped that all OFWs to other countries would be given the same orientation in the future.
Child Labor Problems in the Visayas	Dir. Boteros said that child labor is still rampant in Negros Occidental, mostly on pa-aling.

## Highlights of the Planning-Workshop

The planning-workshop showed the following needs on OSH of the Visayas Cluster:

1. possibility of establishing an OSH office in Cebu to cater to the needs of the Visayas region
2. funds to monitor the safety and health committees of companies
3. ways on how to address OSH concerns of workers in the informal sector
4. possibility of allowing the DOLE regional offices to join accident investigations outside of the workplace but within the immediate community of the company involved
5. identify ways to evaluate the strict enforcement of OSHS
6. enumerate tangible outputs or key indicators of ZAP programs in the regions
7. link with LGUs and religious groups to strengthen advocacy on OSH
8. rate the effectiveness of the OSH curriculum in the TAV Course
9. identify sources of funds for OSH programs
10. address problems on OSH enforcement in export zones since some companies refuse to be inspected saying they have their own Charter
11. analyze regional profile of companies and reasons for refusing to comply with OSH

For a detailed version of the inputs of the regional offices on OSH situation in their areas, refer to *Annex c*. The matrix shows the OSH program, component, activities, indicative target, time frame and focal points of each regional office. This matrix will be used for the 2006 strategic planning of each region.

## Refresher Courses

Two days were devoted to the Basics of OSH Appreciation Courses on OSH which covered modules on OSH situationer: how safe and healthy are our workplaces?; causes of work accidents and illnesses: the unsafe and unhealthy acts/conditions; and recognition and control of workplace hazards.

Safe Use of Chemicals in the Workplace was the next main training program. It covered topics on toxic effects of chemicals; chemical emergency procedures; and principles of operational control and management of chemical control program.

In line with the new DOLE Department Orders issued in 2004 and this year, modules on the Principles of Work-Relatedness of Diseases; TB Prevention and Control in the Workplace; and Substance Abuse Prevention in the Workplace were also discussed. An orientation on the ZAP and the 5<sup>th</sup> Gawad Kaligtasan at Kalusugan was also presented.

#### **IV. RECOMMENDATION/CONCLUSION**

The following joint recommendations were agreed upon by the members of the Visayas Cluster:

1. change the structure within DOLE-ROs to harmonize all actions within to promote OSH
2. conduct training of trainers for the Visayas cluster. Stage 1 of the TOT is the DOLE team with partners from the multi-sector who could also be tapped as potential trainers. Stage 2 is for the TOT of DOLE staff in the provincial offices. The graduates of TOTs conducted by OSHC would then re-echo their learnings to clients in the regions.
3. OSHC to regularly deliver technical advisories, and other information materials
4. get commitment of the private sector for reproduction of information materials on OSH and OSHC will help in the information dissemination strategies
5. mobilize resources to sustain programs on OSH in the regions by linking programs with municipalities, chambers of commerce, trade unions, and other local professional organizations
6. involve OSHC in the first Summit of Safety Officers in Negros Occidental set in 2006
7. DOLE-ROs to facilitate MOA Signing with local organizations advocating safety and health

The 2 ½ day activity ended with all the ROs committing to the vision of “Attaining an Accident-Free Visayas Region.” Among the goals they enumerated to achieve this are: 100% organization of safety and health committees in all companies; formulation of a quadripartite council (to include religious groups) in advocating for OSH in Region 8; sharing interregional best OSH practices; improving existing delivery of services to the most vulnerable sectors for them to become self-reliant on OSH.

**MISSION REPORT  
ZAP Seminar and Regional Planning Workshops for the  
ZAP Focal Persons for the Mindanao Cluster**

August 31-September 3, 2005

**I. BACKGROUND**

In the Mindanao Cluster Meeting held in Davao City last July 2005, the clamor for a planning-workshop to sustain the Zero Accident Program activities in the regions in Mindanao was raised. Following Memorandum Order 679 or the ZAP Regional Activities issued by Sec. Patricia Sto. Tomas in November 16, 2004 (see *annex a*), the planning-workshop aims to build the capabilities of the regions to sustain OSH programs. Likewise, results of the planning-workshop would also serve as inputs to the National OSH Plan that OSHC is currently preparing together with its partners.

Moreover, the planning-workshop was also an off-shoot of several regional campaigns and training activities conducted by OSHC with the help of the concerned DOLE regional offices in the first quarter of 2005. Many companies in Mindanao manifested their support for continuous programs on work safety and health in the different areas in Mindanao.

**II. PARTICIPANTS**

Five focal persons were designated by the Regional Directors of DOLE-RO 9, 10, 11, 12, and CARAGA (see *annex b*). It is worthy to note that these focal persons were a combination of personnel from the divisions of DOLE-ROs, namely, Labor Standards Enforcement Division; Workers Welfare and Amelioration Division; Employment Promotion Division; Labor Relations Divisions; and the Internal Management Services Division.

Through this combination of expertise in the DOLE's different areas of services, OSH would be mainstreamed more effectively since it would be carried out in the different programs of the divisions where the ZAP focal persons came from.



*Dr. Dulce Gust facilitating the leveling of expectations before the training proper. Seen in photos are several of the RDs and ARDs of the Mindanao Cluster.*

The RDs and ARDs also came in full force – a show of their strong support to the ZAP and its future activities in their areas.

**III. OPENING CEREMONY**

OSHC Executive Director welcomed the participants during the opening ceremony. She thanked the Regional Directors for joining the activity since this shows that ZAP is a priority in the regions. She discussed the refresher courses on work safety and health that will be discussed in the 2½-day seminar as well as the mechanics for the planning-workshop.

Camiguin Province Governor Pedro “Lolot” Romualdo was the guest of honor during the opening ceremony. He solicited support for the administration of Pres. Gloria Macapagal-Arroyo, citing that there is no need for ZAP when there are no more companies to run it. He particularly mentioned the advantage of a parliamentary form of government that will strengthen local governments, thus, enabling them to sustain programs like ZAP. He called for safety and health programs in agriculture and tourism, being the primary industries in Camiguin, as well as in many regions in Mindanao. Finally, he asked the DOLE’s support in the government’s campaign against illegal drugs which is also his priority program.

#### **IV. TRAINING PROPER**

##### **Expectations**

The participants enumerated the following as their expectations for the seminar and planning-workshop:

- re-orientation on basic OSH concepts and principles as well as on chemical safety, and tuberculosis
- learn updates on the changing OSH situations in the Philippines
- know fully the ZAP program and how it could help in preventing accidents and illnesses
- review the various programs on OSH; its implementation; and strategic approaches to address each program
- enrich knowledge on work safety, health and environment for better planning both on strategic and medium-term planning
- determine if results of the planning-workshop could be policy inputs for OSH programs in the regions
- look for possible funding of OSH programs in the regions

##### **Refresher Courses**

The first 2 days of the planning workshop were devoted to the Basics of OSH Appreciation Courses on OSH which covered modules on OSH situationer: how safe and healthy are our workplaces?; causes of work accidents and illnesses: the unsafe and unhealthy acts/conditions; and recognition and control of workplace hazards.

Safe Use of Chemicals in the Workplace was the next main training program. It covered topics on toxic effects of chemicals; chemical emergency procedures; and principles of operational control and management of chemical control program.

In line with the new DOLE Department Orders issued in 2004 and this year, modules on Principles of Work-Relatedness of Diseases; TB Prevention and Control in the Workplace; and Substance Abuse Prevention in the Workplace were also discussed.



*Dr. Tes Cucueco showing case studies on work-relatedness of diseases*

Before the planning workshop sessions; an orientation on the ZAP and the 5<sup>th</sup> Gawad Kaligtasan at Kalusugan slated in 2005 was also presented.

## V. HIGHLIGHTS OF THE PLANNING-WORKSHOP

The planning-workshop showed the following needs on OSH of the Mindanao Cluster:

1. strong need for the conduct of a Mindanao-wide research on the use and effects of chemicals in plantations
2. need for a more structured and systematic approach to improve the regional staff's capability to respond to OSH concerns, such as:
  - noise in some sectors (power plants, canning factories, etc)
  - provide more equipment such as for work environment measurements and multi-media to facilitate training, information and technical services/activities
  - construction safety concerns
  - training of trainers for designated trainers and information providers from among the ranks of the ZAP focal persons
3. need to update the knowledge and skills of inspectors on OSH
4. need for a convergence of local and regional partners to mobilize action on OSH concerns starting with a Mindanao-wide Congress on OSH to focus on topics like chemical safety

For a detailed version of the inputs of the regional offices on OSH situation in their areas, refer to *Annex c*. The matrix shows the OSH issues/concerns; current programs; and areas for improvements on OSH of each region. This matrix will be used for the 2006 strategic planning of each region.

## VI. RECOMMENDATION/CONCLUSION

The enthusiasm of the Mindanao Cluster on OSH to advance OSH in their respective regions was shown in the ZAP seminar and planning workshop. The following joint recommendations were agreed upon:

1. conduct a research on the use of chemicals in agricultural areas in Mindanao in 2006.
2. Fruit plantations in Davao and Cagayan de Oro
4. could serve as pilot research areas in Mindanao.
5. implement a Training of Trainers on Basic OSH and Construction Safety for the ZAP focal persons for the Mindanao Cluster in January 2006
6. allot 2 slots for technical labor inspectors from the Mindanao Cluster for every OSHC trainings on Chemical Safety, Work Environment Measurement, Industrial Hygiene, and other technical trainings in 2006
7. hold a Mindanao-wide Congress on OSH in Cagayan De Oro or Davao in March 2006



*DOLE Regional Directors of the Mindanao Cluster with Dr. Gust and Ms. Ana Tubelonia of OSHC distributing the certificates to the graduates of the ZAP seminar and planning-workshop*

8. OSHC to provide all the training materials on Department Orders 53-05 and 73-05; OSH Appreciation and Chemical Safety to the individual OSH focal persons, RDs and ARDs, including the powerpoint slides. They can now use these materials for orientation purposes.

The Philippines is an archipelago where each island has unique OSH needs.

The Mindanao region, for instance, has shown a consistent edge in agriculture. Oftentimes, however, the work safety and health of workers are not given the consideration they deserve. By instilling ZAP in the work habits of agricultural as well as industrial workers in Mindanao, economic growth can develop without compromising workers' welfare concerns.

Annex 5 Zero Accident Program Medium-Term Plans of DOLE-Regional Offices

RO	Activities with Performance Indicators and Time Frame				Special Projects	Other Concerns
	Information	Training	Research/ Technical Services	Reporting, Recording of Injuries, Illnesses		
NCR	Develop IEC materials for ZAP tri-media advocacy by sourcing funds for this activity	1. Integrate OSH in the ff: *TAV from Mar-Nov. *WISE from April-Nov. *Labor Ed from April-Nov. 2. Conduct ZAP awareness Course from April-Nov. 3. Conduct OSH TOT Re-orientation for labor inspectors in the 2ndQ	*Conduct routine inspections year-round	1. Build database of reporting establishments 2. Evaluate reports in aid of regional interventions 3. Follow-up visits and monitoring from Mar-Nov. 2006 4. Include ZAP as agenda in ITCs and LGUS from April-Dec.	Identify OSH-ZAP Focus Proj. per district: 1. Pasig-footwear 2. Manila-QC-Battery&Radiator 3. MunTAPARLAS-garments 4. CAMANAVA-plastic recycling 5. Makati-Hotels & Restaurants from Mar-Nov.	
CAR	1. Integrate OSH in the montly labor educ. for: *2,000 graduating studs. (LEGS) *500 workers of companies with more than 50 employees *140 employers *150 ISTIV clients *140 employers 2. Advocacy Conference for 72	*OSH training for 160 TESDA trainees every month *Specialized trng. for 12 labor inspectors in June 2006 *4 seminars on OSH, ZAP & Productivity for 200 new entrants in July, Aug., Oct., Dec.	*Collate & Update Data on OSH issues affecting small-scale miners and vegetable farmers	Inspect 519 establishments for OSH violations	1. Create reg'l pool of 50 OSH volunteers in March 2006 2. Training Needs Analysis of OSH volunteers in April 2006 3. Action Planning Workshop for OSH volunteers in July 2006	

	LGU execs. in October 2006 3. Media advocacy thru 8 radio & tv guestings, 4 print media exposures 2x every quarter					
RO	Activities with Performance Indicators and Time Frame				Special Projects	Other Concerns
	Information	Training	Research/ Technical Services	Reporting, Recording of Injuries, Illnesses		
1	*4 radio guestings from April-Dec. 2006 *Distribute ZAP posters, flyers during inspection activities year-round	*2 trainings on ZAP from April-Dec. 2006 for companies  *2 trainings on ZAP for partner agencies from April-Dec. 2006	*Conduct 24 WEMs (illumination, consultancy) from Apr.-Dec. 2006	1. Retrieve Annual Accident Reports and Annual Medical report (AMR) of 80% of 800 inspected establishments from March-Dec. 2006	Resource mobilization for documents & eqpt. from April-Dec. 2006	
2	*feature OSH in regular radio program *publish Phil-OSH articles in local newspapers from Feb.-Nov. 2006	*Conduct orientations, appreciation courses on OSH *TAV orientation *Labor Ed. Program	*Conduct WEM, dialogue & symposia from Feb-Nov. 2006	1. Evaluate, analyze submitted Accident Report & AMR	Link OSH plan w/ LGU-DCC plans from Feb-Dec. 2006	
3	1. Feature OSH in the regular radio prog. every Wed. or equal to 52	1. Conduct the ff. trng. programs where OSH is	*Conduct WEM, WISE, Safety & Health Audit	1. Monitor submission of mandatory DOLE reportorial requirements of	1. Assist PCOM to establish provincial chapter	Request OSHC for trng. mats, eqpt, & resource speakers

	<p>broadcasts</p> <p>2. Sectoral info. updates thru internet, meeting, and safety &amp; health comm..</p>	<p>integrated:</p> <p>*14 TAV trngs</p> <p>*40 Labor Ed.</p> <p>*10 LEGS in Feb.&amp;Mar</p> <p>*1 Trng. for Labor Inspectors in the 2ndQ</p> <p>*1 TOT with PCOM in the 2ndQ</p> <p>*OSH orientations for newly organized or registered unions and pyrotechnic industry</p>		<p>2,000 establishments</p> <p>2.Commit 350 TAV participants to submit to DOLE Accident Report and AMR</p>	<p>2..MOA signing w/ PCOM, SBMA, CDC, PEZA, LIIP, League of Mayors</p> <p>3. Request LGU and other prog. partners to co-share OSH activities</p>	
4A	<p>1.Prepare IEC mat'ls on OSH by 4thQ of 2006</p> <p>2.Develop &amp; provide supplemental sheet to gather info. on OSH</p>	<p>1.Identify ZAP focal persons</p> <p>2.Review existing activities to relate OSH</p> <p>3. Conduct TOT on OSH per province by 3rdQ of 2006</p>	<p>1.Enforce OSH in the inspections</p> <p>2.Monitor/evaluate OSH</p> <p>3.Recommend interventions</p> <p>4.Provide tech'l assistance</p>	<p>1.Consolidate &amp; analyze submitted reports</p> <p>2.formulate interventions or provide recommend-ations year-round</p>	<p>1.Create 1 core group on OSH</p> <p>2.Integrate OSH to RCC, TIPC</p> <p>3.Sign MOA &amp; Social Accord w/ LGUs &amp; other partners</p>	
RO	Activities with Performance Indicators and Time Frame				Special Projects	Other Concerns
	Information	Training	Research/ Technical Services	Reporting, Recording of Injuries, Illnesses		
4B	<p>1.Integrate OSH in the ff:</p> <p>*Labor Educ.</p>	<p>1.Conduct TOT on ZAP for the ff. groups;</p>	<p>1.Conduct routine inspections year-round</p>	<p>Monitor compliance of establishments on DOLE reporting</p>	<p>Advocate OSH to TIPC members, PESO managers,</p>	

	<p>Programs</p> <ul style="list-style-type: none"> <li>*TAV</li> <li>*RWO</li> <li>*Career Info. Guidance</li> <li>*Informal Sector</li> </ul> <p>2. Conduct advocacy on OSH by distributing IEC mat'ls</p>	<ul style="list-style-type: none"> <li>*DOLE Staff, PESO mngrs. in the 4thQ</li> <li>*Tourism &amp; Fishing Industries in Palawan &amp; Oriental Mindoro in the 3rdQ</li> </ul>	<p>2. Conduct study on children in compressor fishing in Oriental Mindoro in 3rdQ</p>	<p>requirements</p>	<p>and other stakeholders</p>	
5	<p>1. Update advocacy activities thru:</p> <ul style="list-style-type: none"> <li>*Conduct program orientation for DOLE ZAP focal persons by Jan. 2006</li> <li>*Inventory of major OSH accomplishments by Jan. '06</li> <li>*Formulate advocacy plan by Jan. 06</li> </ul> <p>2. Reproduce IEC materials by March 2006</p> <p>3. OSH advocacy for regional partners &amp; client workers from May-June 2006</p>	<p>none</p>	<p>none</p>	<p>1. Establish functional OSH Committees by 10% (22 companies from previous 20) by end of Dec. 2006</p> <p>2. Increase compliance of reporting establishments</p> <p>3. Validate immediately all reported accidents</p>	<p>1. Regional MOA signing with 6 provincial LGUs, Nat'l line agencies, NGOs, academe by May 2006</p> <p>2. Establish database of vulnerable sectors for OSH intervention by end of Dec. 2006</p>	

RO	Activities with Performance Indicators and Time Frame				Special Projects	Other Concerns
	Information	Training	Research/ Technical Services	Reporting, Recording of Injuries, Illnesses		
6	<p>1. Expand/replicate ZAP in chartered cities by strengthening linkages with LGUs</p> <p>2. Increase by 5% the number of TAV in establishments</p> <p>3. Conduct Safety Summit with Safety Orgs. by 2006</p> <p>4. Advocate for the inclusion of informal sector on SSS, Philhealth, Red Cross</p>	<p>1. Increase by 10 companies where Project WISE is conducted</p> <p>2. Include OSH in the PDOS</p>	<p>1. Safety audit of 1 establishment per quarter</p> <p>2. Extend WEM coverage other provinces by 50%</p>	<p>1. Increase compliance rate by 20%</p> <p>2. Maintain records system of non-complying establishments</p>	<p>1. Expand the creation &amp; strengthening of functional safety orgs. in provinces</p> <p>2. Strengthen linkages with partners on child labor, informal sector, women issues</p> <p>3. Advocate for the inclusion of a safety officer in recruitment agencies</p> <p>4. Strictly monitor CODI for women</p>	

RO	Activities with Performance Indicators and Time Frame				Special Projects	Other Concerns
	Information	Training	Research/ Technical Services	Reporting, Recording of Injuries, Illnesses		
7	<p>1.Intensify advocacy in all sectors using tri-media and in the vernacular</p> <p>2.Strengthen networks and linkages w/ govt agencies &amp; social partners</p> <p>3.Participate and involve LGU in OSH activities</p>	<p>1. Conduct the ff. appreciation courses: *PESO by 1<sup>st</sup>Q of 2006 *TIPC by 1<sup>st</sup> Sem. 2006 *Local chapters of OHNAP, MEZ Safety Officers, PCOM, PMAP, Chamber of Commerce *Job contractors during their annual general assembly</p>	<p>Integrate OSH in elem. &amp; HS curriculum to be led by OSHC</p>	<p>1.Strengthen OSH advocacy for those employing less than 10 workers</p> <p>2.Strengthen OSH capability of PEUs</p> <p>3.Continue 24/7 work-alert schedules for labor inspectors</p> <p>4.Amend MOA to include immediate reporting of accidents</p> <p>5.Continue furnishing OSHC with accident reports</p> <p>6.Strengthen enforcement of OSHS at economic zones</p>	<p>1. Establish a Visayas OSH Center in Cebu or Bacolod</p> <p>2.Attend 1 session of LGU to adopt an ordinance no OSH policy, no permit"</p> <p>2.Include OSH in all programs for informal sector- e.g.PRE-SEED, WEED, CL, Tulay 2000</p> <p>3.Continue child labor inspection &amp; advocacy on OSH &amp; integrate</p>	<p>1. Lack of the following resources: Laptop, LCD projector, mobile phones, video camera, digital camera, OSH equipment for inspectors</p> <p>2.Conflict in the implementation of OSH Standards at MEPZ (some companies refuse to be inspected citing the independent charter of eco-</p>

					OSH in all CL programs 4. Institutionalize OSH in all RCC activities 5. Integrate OSH in programs of POLOs 6. Integrate OSH concerns of women in GAD programs 7. Integrate OSH in PDOS	zones)
RO	Activities with Performance Indicators and Time Frame				Special Projects	Other Concerns
	Information	Training	Research/ Technical Services	Reporting, Recording of Injuries, Illnesses		
8	1. Formulate OSH Media Plan to include: *info. drive using tri-media *develop & distribute IEC materials *identify OSH best practices, present testimonials and audio-visuals  2. Prioritize workers to be covered: *industries esp. coconut, abaca,	1. Integrate OSH in seminar/training modules  2. Introduce preventive OSH to accredited workers' organizations to assist in advocacy and training for the target vulnerable population		1. Intensify drive on the registration of establishments 2. Develop checklist for micro-establishments 3. Group establishments by industry or nature of business or products 4. Adopt the TAV system in the technical safety inspection 5. Reporting to include "no accidents, no illness" data and best practices	1. Increase the organization of safety committees with accredited safety officers 2. Design preventive checklist 3. Strengthen links with LGUs to intensify passage of resolutions and ordinances to cover vulnerable sectors 4. Organize ITCs	

	fishing & sugar *vulnerable sectors				in identified industries 5.Organize industry quadripartite councils (including religious)(IQC) in the sugar, coconut, fishing, and abaca industries	
RO	Activities with Performance Indicators and Time Frame				Special Projects	Other Concerns
	Information	Training	Research/ Technical Services	Reporting, Recording of Injuries, Illnesses		
9	1. Continue distribution of OSHC publications and regular feature of OSH in tri-media 2. Guest in council meetings to promote OSH 3.Develop poster calling for registration under Rule 1020 in Chavacano & Visayan 4.Launch OSH	1.Continue the ff. trng. programs where OSH is integrated: *TAV vis-à-vis WISE *DO 13 (Const. Safety) *Labor Ed. Program includes drugs prevention *Orientation of new establishments	1.Continue the ff: tech'l services: *WEM *On-the-spot technical advice during inspections 2.Mindanao-wide survey on the use of pesticides in agri. plantations by 2006		1.Inter-regional OSH programs by early 2006 2.Converge focal partners, LGU, GOs, TIPC 3.Create OSH advocates for region 9	1.Lack of IEC equipment 2.Limited capabilities of LGUs such that they cannot accept responsibilities on OSH 3.Need for additional personnel requirements 4.Need for OSH policies specific for micro

	hour on radio/tv 5. Conduct info. drive on accreditation of safety practitioners and STOs 6. Lobby with labor and employment committees	2. Identify participants to the BOSH Distance-Learning Course and help in monitoring progress of learning of participants				enterprises
10	1. Continue distribution of OSHC publications and regular feature of OSH in tri-media 2. Strengthen tie-up with tri-media, LGUs, stakeholders in gov't.	1. Continue the ff: trng. programs where OSH is integrated: *TAV *TIPC and Company requests for OSH orientation 2. Request other divisions to include OSH in their programs like labor ed, family welfare, etc)	1. Conduct integration approach: pesticides and its effects on workers in the community 2. Continue TAV monitoring and advisory assistance on WISE/WISH	1. Inform mngr. Of new labor policies during inspections 2. Table monitoring on TAV action plans for establishments 3. Continue conducting WEM using anemometer & psychometer	Mindanao Convention on OSH	
RO	Activities with Performance Indicators and Time Frame				Special Projects	Other Concerns
	Information	Training	Research/ Technical Services	Reporting, Recording of Injuries, Illnesses		
11	Continue use of	1. Conduct TOT	1. Conduct	1. Support	1. Implement	Limited funds

	tri-media in promoting OSH	for OSH implementers 2. Continuing educ. For labor inspectors	research on use & effects of chemicals in banana industry 2.Continue conduct of WEM on noise & light	decentralization of accreditation of OSH practitioners 2. Discuss with DPWH to clarify roles under DO 13	MOA with LGU on "kill droga" 2.Sustain linkages with accredited safety trng. org. 3. Forge MOA with LGUs and other NGOs	
12	1.Continue use of tri-media in promoting OSH 2.Intensify info. campaign thru COMNET XII (Asso. of gov't info. officers in RO 12) 3. Conduct advocacy for PESO managers 4.Develop IEC materials in the vernacular 5.Develop RO 12 webpage by 2007-2010	1. Continue the ff: trng. programs where OSH is integrated: *TAV *WISE *WISH *Labor Ed 2.Conduct OSH trng. w/ OSHC and FPA for potential partners in the 1 <sup>st</sup> sem. Of 2006	1.Conduct study on proper handling of chemicals and effects on workers and families with OSHC and DOH 2.Continue conduct of WEM, technical assistance thru investigation	Intensify OSH in the conduct of TAV, WEM and ensure compliance	1.Support Mindanao-wide OSH Congress 2.Advocate for local ordinances that will operationalize OSH committees and posting of signages at workplaces 3.Include OSH in TIPC initiated activities	
RO	Activities with Performance Indicators and Time Frame				Special Projects	Other

	Information	Training	Research/ Technical Services	Reporting, Recording of Injuries, Illnesses		Concerns
CARAGA	1.Continue use of tri-media in promoting OSH 2.Conduct orientation seminar on OSH to TIPC and establishment 3.	1.Continue the ff: trng. programs where OSH is integrated: *TAV *WISE, WISH *Company requests	1.Continue conduct of TAV monitoring and advisory assistance on WISH/WISE 2.Table monitoring on TAV action plans for outside establishment and use of equipment WEM instrument (anemometer, psychometer)	1. Continue discussing OSH during inspections including latest DOs like drugs, TB, HIV/AIDS, etc.		

3-20-06/louiepc/infofiles/regionalcampaigns/zap06matrixplan

